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Employee Contribution** | $6,000 | $6,000 | $6,000 | $19,000 | | **Max Employer Contribution** | N/A | N/A | N/A | $56,000 | | **Max Contribution All Sources** | $6,000 | $6,000 | $6,000 | $56,000 | | **Over Age 49 Additional Catch-Up** | $1,000 | $1,000 | $1,000 | $6,000 | | **Tax Deduction** | Yes | No | No | No | | **Withdrawals** | Taxed | Nontaxable | Earnings Taxed | Nontaxable | | **Earnings** | Tax Deferred | Nontaxable | Tax Deferred | Nontaxable | | **Penalty Exceptions** | Death, disability, education, 1sthome, more | Death, disability, education, 1sttime home, more | Death, disability, education, 1sttime home, more | Death, disability, education, 1sttime home, more | | **Form By (2019)** | 4/15/20 | 4/15/20 | 4/15/20 | 12/31/19 | | **Contribute By** | 4/15/20 | 4/15/20 | 4/15/20 | Due date + Valid Extension | | **Penalty Issues** | 10% before  59 ½ | 10% before 59 ½ on earnings only | 10% before 59 ½ | 10% before  59 ½ | | **Tests** | 1-Earned Income 2-Max age 70 ½ 3-Not covered by other plan 4-If covered, must be below income limits | 1-Earned income 2-Max Income under 133k single, 199k MFJ | 1-Earned income | Employer sponsored | | **Distributions** | Start by 4/1 of year after turning 70 ½ | No requirement | No requirement | Plan based Usually 70 1/2 | | **Bankruptcy Protection** | $1,000,000 Infl. Adjusted | $1,000,000 Infl. Adjusted | $1,000,000 Infl. Adjusted | Unlimited | | **5500 Required?** | No | No | No | Yes | | **More Information** | [Pub 590](https://taxspeaker.us11.list-manage.com/track/click?u=79b0ed6638d16af46cfbf9e90&id=2ea4cf901d&e=5bf8866b61) | [Pub 590](https://taxspeaker.us11.list-manage.com/track/click?u=79b0ed6638d16af46cfbf9e90&id=889c22ae52&e=5bf8866b61) | [Pub 590](https://taxspeaker.us11.list-manage.com/track/click?u=79b0ed6638d16af46cfbf9e90&id=126289c59a&e=5bf8866b61) | [Publications 560](https://taxspeaker.us11.list-manage.com/track/click?u=79b0ed6638d16af46cfbf9e90&id=a37b18e759&e=5bf8866b61) |       **2019 Pension Comparison Table 2**     |  |  |  |  |  | | --- | --- | --- | --- | --- | |  | **Simple IRA** | **SEP** | **Solo 401-K** | **401-K** | | **Highlights** | Excellent choice for side businesses, small businesses and those with <$50k annual income. 97% employee funded | Excellent contribution limits, no 5500 make this a winner, but 100% employer funded. Voluntary contributions. | The best plan for family businesses, those with only part-time employees as long as they want to fund more than a SIMPLE. Better than a SEP in many cases. | Excellent plan, partly employee funded, but watch the dreaded top-heavy rules which can make this a bad choice for some businesses. | | **Max. Employee Contribution** | $13,000 | -0- | $19,000 | $19,000 | | **Max Employer Contribution** | $13,000 | Lesser of 25% of W-2 or $56,000 | Lesser of 25% of W-2 or $56,000 | Lesser of 25% of W-2 or $56,000 | | **Max Contribution All Sources** | $13,000 + 3% of W-2 Before Deferral | $56,000 | $56,000 | $56,000 | | **Over Age 49 Additional Catch-Up** | $3,000 | N/A | $6,000 | $6,000 | | **Tax Deduction** | Yes | Yes | Yes | Yes | | **Withdrawals** | Taxed | Taxed | Taxed | Taxed | | **Earnings** | Deferred | Deferred | Deferred | Deferred | | **Penalty Exceptions** | Most IRA exceptions | Most IRA exceptions | Most IRA exceptions | Most IRA exceptions | | **Form By (2019)** | 10/1/19 | Due date + extension | 12/31/19 | 12/31/19 | | **Contribute By** | Due date + extension | Due date + extension | Due date + extension | Due date + extension | | **Penalty Issues** | 25% 1st 2 years | 10% before 59 1/2 | 10% before 59 1/2 | 10% before 59 1/2 | | **Tests** | No other active plan | No other active plan | Family Only, Employer sponsored, other plans ok | Employer sponsored, other plans ok | | **Distributions** | Plan based Usually 70 1/2 | Plan based Usually 70 1/2 | Later of 70 ½ or retirement | Later of 70 ½ or retirement | | **Bankruptcy Protection** | Unlimited | Unlimited | Unlimited | Unlimited | | **5500 Required** | No | No | Yes | Yes | | **More Information** | [Publications 560](https://taxspeaker.us11.list-manage.com/track/click?u=79b0ed6638d16af46cfbf9e90&id=dde10a7c31&e=5bf8866b61) | [Publications 560](https://taxspeaker.us11.list-manage.com/track/click?u=79b0ed6638d16af46cfbf9e90&id=b3c7ee8d50&e=5bf8866b61) | [Publications 560](https://taxspeaker.us11.list-manage.com/track/click?u=79b0ed6638d16af46cfbf9e90&id=edb9792451&e=5bf8866b61) | [Publications 560](https://taxspeaker.us11.list-manage.com/track/click?u=79b0ed6638d16af46cfbf9e90&id=59660882ea&e=5bf8866b61) | | |

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