Find the right retirement plan for your business.

Of the many retirement plan options available, discover which one works best for you.

Not all retirement plans are the same.

All of today's most popular employer-sponsored retirement plans—the SEP, SIMPLE IRA, profit sharing, 401(k), and Individual(k)—are designed to help you and your employees make the most of saving for retirement on the job. But each plan has different features and requirements. One type of plan may be a better fit over another for your particular business.

Before deciding which one to go with, consider

- your reasons for establishing a plan,
- the time and expense of maintaining and funding a plan, and
- your employee demographics (such as age, income, and retirement goals).

You should also consult a competent tax or financial advisor.

For More Information

We'd be happy to answer your retirement plan questions.

When choosing the right retirement plan, it may be helpful to compare the key features of each plan.

	Establishment and Funding	Contribution Limit	Deduction Limit	Salary Deferral Feature	Key Benefits
Simplified Employee Pension (SEP) Plan	You have until your business's tax return due date plus extensions to establish and fund a plan.	Plan contributions for each eligible employee for the plan year may not exceed the lesser of 25% of compensation up to the compensation cap of $345,000 for 2024 ($350,000 for 2025) or $69,000 for 2024 ($70,000 for 2025).*	The employer's deduction limit may not exceed 25% of compensation paid to all eligible employees for the year.	Salary deferrals are not allowed for standard SEP plans. They are allowed for salary reduction SEP plans, which cannot be established after December 31, 1996 (grandfathered plans are permitted to continue).	✓ Administrative ease ✓ No plan-level reporting ✓ Fewer participation restrictions ✓ Need not fund each year, or at a specific level ✓ No complicated nondiscrimination testing or top-heavy requirements
SIMPLE IRA Plan	You have until October 1 to establish a plan for the current year. Employees can defer prospectively only. You must make either a matching contribution or a nonelective contribution.	You generally must match employee deferrals up to 3% of compensation, or make a 2% nonelective contribution to all eligible employees.*	You may deduct plan contributions up to the contribution limit.	Deferrals are either a flat dollar amount or a percentage of compensation up to a maximum of $16,000 for 2024 and $16,500 for 2025, plus $3,500 for 2024 and for 2025 in catch-up contributions for participants age 50 or older. Beginning in 2025, the maximum catch-up contribution limit is $5,250 (indexed) for individuals age 60, 61, 62, and 63.	✓ Administrative ease ✓ No plan-level reporting ✓ No complicated nondiscrimination testing or top-heavy requirements
Profit Sharing Plan	You have until your business's tax return due date plus extensions to establish a plan and to fund the plan. Contribution amounts are flexible each year.	Plan contributions plus any forfeitures allocated to a participant's account for the plan year may not exceed the lesser of 100% of compensation or $69,000 for 2024 ($70,000 for 2025).	Your deduction limit may not exceed 25% of compensation paid to eligible participants for the year.	Deferrals are available through a 401(k) component of a profit sharing plan. (See 401(k) plan salary deferral feature below.)	✓ Flexible funding options ✓ Suited to irregular profit patterns ✓ Can restrict coverage ✓ Can control distributions
401(k) Plan	You have until your business's tax return due date plus extensions to establish the plan. Employees can defer prospectively only. You may make matching or other contributions before your business's tax return due date plus extensions.	Plan contributions plus any forfeitures allocated to a participant's account for the plan year may not exceed the lesser of 100% of compensation or $69,000 for 2024 ($70,000 for 2025). For participants age 50 and older, these amounts may be increased by catch-up contributions up to $7,500 for 2024 and for 2025.*	Your deduction limit may not exceed 25% of compensation paid to eligible participants for the year.	Deferrals are either a flat dollar amount or a percentage of compensation, up to a maximum of $23,000 for 2024 and $23,500 for 2025, and may be restricted for highly compensated employees. Participants age 50 or older may make catch-up contributions up to $7,500 for 2024 and for 2025. Participants also may make designated Roth contributions. But Roth and pretax deferrals together may not exceed the annual limit. Beginning in 2025, the maximum catch-up contribution limit is $11,250 (indexed) for individuals age 60, 61, 62, and 63.	✓ Substantial employee benefits ✓ Flexible funding options ✓ Can restrict coverage ✓ Can control distributions ✓ After-tax contributions
Individual(k) Plan	You have until your business's tax return due date plus extensions to establish the plan and to fund the plan. The plan allows for flexible, discretionary profit sharing contributions each year, as well as salary deferral contributions. (If incorporated and you receive W-2 income, deferrals must be made throughout the year.)	Plan contributions allocated to the participant's account for the plan year may not exceed the lesser of 100% of compensation or $69,000 for 2024 ($70,000 for 2025). For participants age 50 and older, these amounts may be increased by catch-up contributions up to $7,500 for 2024 and for 2025.*	Your deduction is limited to 25% of compensation (excluding deferrals).	Deferrals are either a flat dollar amount or a percentage of compensation, up to a maximum of $23,000 for 2024 and $23,500 for 2025. Participants age 50 or older may make catch-up contributions up to $7,500 for 2024 and for 2025. Participants also may make designated Roth contributions. But Roth and pretax deferrals together may not exceed the annual limit. Beginning in 2025, the maximum catch-up contribution limit is $11,250 (indexed) for individuals age 60, 61, 62, and 63.	✓ Designed for owner-only businesses ✓ Significantly greater tax-sheltered contributions ✓ Can be established by both incorporated and unincorporated businesses ✓ May convert existing plans into an Individual(k) plan ✓ After-tax contributions

*The SECURE 2.0 Act of 2022 allows employers to provide employees the option of treating SEP, SIMPLE, and employer 401(k) employer and employee contributions on a Roth basis, effective for 2023 and later tax years. However, at the time of this writing, additional guidance had not been released to address the distribution rules and portability rules of Roth SEP and SIMPLE contributions.