2026 RETIREMENT & SAVINGS GUIDE

RETIREMENT PLAN	KEY FACTS	EMPLOYEE ANNUAL FUNDING LIMIT	EMPLOYER ANNUAL FUNDING LIMIT
Traditional IRA	Do you or your spouse have access to a retirement plan at work? - If **no**, IRA contributions are fully deductible - If **yes**, deductibility is based on modified adjusted gross income (MAGI) phase-outs If **you** have access to a retirement plan at work. Your deductibility phaseouts: - **Single:** $81,000 - $91,000 - **Married, filing jointly:** $129,000 - $149,000 If **your spouse** has access to a retirement plan at work and you do not. Your deductibility phase out: - **Married, filing jointly:** $242,000 - $252,000	Fund by tax deadline $7,500 / $8,600 with catch-up starting at age 50.	N/A
Roth IRA	MAGI Contribution Phaseouts - **Single:** $153,000 - $168,000 - **Married, filing jointly:** $242,000 - $252,000	Fund by tax deadline $7,500 / $8,600 with catch-up	N/A
SEP IRA / Roth SEP IRA	Employer Funded Only. Fund by tax deadline, plus extensions	N/A	$72,000 - Same contribution percentage for all employees - 25% of W2 income - 20% of Net Self Employment Income
SIMPLE IRA/401(K) & Roth SIMPLE IRA/401(K)	Low cost, easy to establish retirement plan for small businesses up to 100 employees. Contribution limits may vary based on company size.	$17,000 / $21,000 with catch-up. Plus $1,250 *super* catch-up if obtaining 60-63	2% for all employees OR up to a 3% match for those who contribute to the plan. In some circumstances an employer can make additional contributions.
Solo 401(K) / Roth Solo 401(K)	No other full-time employees allowed besides spouse If Solo 401k is sponsored by S-Corp or C-Corp and W2 is $150k+ in 2025, catch-up is Roth only.	$24,500 / $32,500 with catch-up. Plus $3,250 *super* catch-up if obtaining 60-63	$72,000 / $80,000 with catch-up, plus $3,250 super catch-up. - 25% of W2 income - 20% of Net Self Employment Income
Traditional 401(k) / Roth 401(k)	Most large, for-profit businesses offer this type of plan. ADP and ACP testing prevents highly paid employees from unfairly benefiting at the expense of other employees. Safe Harbor 401k's do not require testing.	$24,500/$32,500 with catch-up. Plus $3,250 super catch-up if obtaining 60-63. If W2 is $150k+ in 2025, catch-up is Roth only.	$72,000 / $80,000 with catch-up, plus $3,250 super catch-up. Safe Harbor 401k's require a 3% contribution for all employees OR up to a 4% match for those who contribute to the plan.
Profit Sharing Plan	Some PS plans include a 401(k) component	N/A	$72,000

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Thrift Savings Plan	Federal employee or member of uniformed services. If W2 is $150k+ in 2025, catch-up is Roth only.	$24,500/$32,500 with catch-up. Plus $3,250 super catch-up if obtaining 60-63.	$72,000 / $80,000 with catch-up, plus $3,250 super catch-up.
403(b)	Schools, tax-exempt organizations, ministers, and some hospitals. If W2 is $150k+ in 2025, catch-up is Roth only.	$24,500 / $32,500 with catch-up. Plus $3,250 *super* catch-up if obtaining 60-63	$72,000 / $80,000 with catch-up, plus $3,250 super catch-up.
457(b) Government	State or local government. This is the most common type of 457 plan. CAN roll to an IRA. No 10% penalty for early distribution. Allow Roth contributions. Subject to RMD's. If W2 is $150k+ in 2025, catch-up is Roth only.	$24,500 / $32,500 with catch-up. Plus $3,250 *super* catch-up if obtaining 60-63. Potential to contribute additional $24,500 for 3 years at normal retirement age.	Employer can contribute up to employee max
457(b) Non-Government	Non-government tax-exempt organizations. Limited to highly compensated employees. Cannot roll to an IRA. No 10% penalty for early distribution. No Roth contributions. Subject to RMD's. Employer has control over distributions options.	$24,500 / no catch-up available. Potential to contribute additional $24,500 for 3 years at normal retirement age.	Employer can contribute up to employee max. *If W2 is $150k+ in 2025, catch-up is Roth only.
457(f) Non-Qualified Deferred Compensation (NQDC)	Non-government tax-exempt organizations. Limited to highly compensated employees. Employer funded only. Cannot roll to an IRA. No 10% penalty for early distribution. Employer has control over distribution options.	N/A	Unlimited
Employee Stock Ownership Plan (ESOP)	Qualified plan; employer contributes company stock	N/A	$72,000
Employee Stock Purchase Plan (ESPP)	Non-qualified plan; Employee can purchase stock at a discount	$25,000	N/A
Defined Benefit Plan For Self Employed	Great for high income earners with no employees who want to save a lot for retirement on an ongoing basis. Can be complicated and costly. Fund by tax deadline; plus extensions.	Generally, employer funded.	Maximum allowable contribution is $290,000; the maximum contribution amount for each unique scenario is determined by an actuary.
Cash Value Life Insurance	Potential for tax-deferred growth and tax-free withdrawals.	Unlimited — Be aware of modified endowment contract (MEC) guidelines	N/A
529 Plan	Tax-free withdrawals when used for qualified education expenses. Can potentially move to a Roth IRA.	$19,000 / $95,000 with the 5-year election	N/A
Health Savings Account	Potential for three benefits: - Tax deduction - Tax deferral - Tax-free withdrawals, if used for qualified medical expenses	Individual plan $4,400 Family plan $8,750 $1,000 catch-up at age 55	Employer can contribute up to the plan maximum