

**林麗淑會計師聯合專業公司**  
**Lisu L. Tan Co., Ltd., CPAs**

**僱主及自僱者的退休計劃的比較**

	<b>SEP IRA</b> (Simplified Employee Pension)	<b>SIMPLE IRA</b> (Savings Incentive Match Plan for Employees)	<b>401(k)</b>
<b>Who it's for</b>	For self-employed (Schedule C filer) & small businesses.	For self-employed (Schedule C filer) & small businesses.	All businesses ( <i>note 1</i> ).
<b>2017 &amp; 2018 contribution limits</b>	<b>Employer:</b> Up to 25% of compensation ( <i>note 2</i> ); same % to employee accounts  <b>Employee:</b> N/A	<b>Employer:</b> 1) 100% match on the first 3% deferred (match may be reduced to 1% in two out of five years) or 2) a 2% non-elective contribution on behalf of all eligible employees.  <b>Employee:</b> Up to 100% of compensation through salary deferral, not to exceed \$12,500; \$15,500 if age 50 or older	<b>Employer:</b> Up to 25% of compensation ( <i>note 2</i> )  <b>Employee:</b> For 2017: Up to \$18,000 in salary deferrals, \$24,000 if age 50 or older; For 2018: Up to \$18,500 in salary deferrals; \$24,500 if age 50 or older
<b>Max. contribution across all plans</b>	Total employer & employee contributions across all plans cannot exceed: \$54,000 for 2017; \$55,000 for 2018 If age 50 or older: \$60,000 for 2017; \$61,000 for 2018		
<b>Plan setup deadlines</b>	Establish by employer's tax filing deadline, plus extensions.	Establish by October 1.	Establish by December 31 (or fiscal year-end).
<b>Access to assets</b>	Withdrawals at any time, which are subject to current federal income taxes and possibly to a 10% penalty if the participant is under age 59½.	Withdrawals any time. If employee is under age 59½, withdrawals may be subject to a 25% penalty if taken within the first two years of beginning participation, and possibly to a 10% penalty if taken after that time period.	Cannot take withdrawals from plan until a "trigger" event occurs, such as termination of service or plan termination. Withdrawals are subject to current federal income taxes and possibly to a 10% penalty if the participant is under 59½.
<b>Exception to Penalties</b>	1st-time home buyer, higher education, employment termination (after 55), military, medical, disability, death, etc. Varies by plan.		
<b>Fees</b>	No initial setup fee or annual maintenance fee	Low cost with option of annual fee of \$25 per participant or \$350 plan fee	Low cost. Varies by plan

Source: Fidelity website.

Notes:

1. Solo 401(k) can be set up for self-employed individual (Schedule C filer) or business owner with no employees other than a spouse. For solo 401(k), annual Form 5500 filing after plan assets exceed \$250,000.

2. For self-employed people, compensation means earned income.