Table of Contents

Business Pension Plans 1

IRS Notice 2023-752024 Pension Comparison Table 1 1

2024 Pension Comparison Table 2 2

State-by-State Guide to Taxes on Retirees 3

State Taxes & Retirement Distributions 4

Small Employer New Pension Plan Credits 5

Small Employers 5

Pension Plans 5

Qualified Costs: “Eligible Startup Costs” 5

Highly Compensated Employee 5

The Credits 6

New Plan Startup Cost Credit 6

Form 8881 8

Employer Contribution Credit 9

Businesses with 50 or Fewer Employees 9

Employer Contributions Tax Credit Schedule 9

Businesses with 51 to 100 Employees 11

EMPLOYER CONTRIBUTION CREDIT 11

Automatic Enrollment Plan Credit 12

SUMMARY-NEW PENSION PLAN CREDITS 14

Military Spouse Participation Credit 15

Military Spouses 15

Other Requirements 15

Retirement Plans 17

Top Heavy Rules 18

Key Employees 19

Stock Attribution Rules 19

Officers 20

Determination Date 20

Top Heavy Test 20

Minimum Vesting Schedules 21

Minimum Contributions 21

401(k) Plans 22

Top Heavy Exemption 22

Impact of Additional Contributions 23

Qualified Retirement Plans 23

Rolling a Qualified Plan to an IRA at Retirement 25

Defined Contribution Plans 25

Employee Deferrals 28

2024 Roth IRA and Roth §401(k) Comparison Chart 35

SECURE Act 2.0 §401(k) Changes 35

Small Incentives to Contribute to a Retirement Plan 35

Emergency Expense Distribution 35

Automatic Enrollment 36

Starter §401(k) 36

Solo §401(k) Retroactive 1st Year Plan Deferrals 36

Catch-Up Contributions 36

Student Loans 36

Lost §401(k) Accounts 37

Small Employer Military Spouse Credit 37

Defined Benefit Plans 37

Qualified Annuities and Tax Deferred Annuities 40

2024 Contribution Limit Comparison 41

Creditor Protection and Retirement Plans 42

Franchises Purchased with Pension Plans 44

SEP-IRA 61

The Simplified Employee Pension or SEP-IRA Retirement Plan 61

SEP Characteristics 67

SIMPLE IRA 69

The SIMPLE-IRA Retirement Plan 69

SIMPLE Characteristics 78