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| 2018

Choosing the Right Retirement Plan



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Learn About...

- Tax Cuts & Jobs Act changes affecting retirement plans
- Who can adopt a retirement plan
- Key features of IRA-based plans and qualified plans
- Pros & cons of each type of plan
- How to choose the best plan for each type of employer
- Filing requirements for each type of plan



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Tax Cuts & Jobs Act Affecting Plans

- Recharacterization of Roth conversions
- Repayment of plan loans after employee leaves job
- Charitable contributions from an IRA – required minimum distributions

Why Offer a Retirement Plan?

- Help employees save for a more secure future
- Attract and retain quality employees
- Tax benefits for employees & employer



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Who Can Adopt a Retirement Plan

There is a plan for every type of business

- Sole proprietors and partnerships
- C Corporation
- S Corporation
- LLC
- LLP



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IRA-Based Plans

- Payroll deduction IRA
- SEP IRA
- SIMPLE IRA
- SARSEP



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IRA-Based Plans

- Filing requirements
- Type/size of employer who might choose an IRA-based plan
- Pros & cons



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Qualified Plans

- Profit-sharing plan
- 401(k) plan
- Defined benefit plan



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Qualified Plans

- Participation in the plan
- Distributions from the plan
- Loans and hardship withdrawals
- Vesting
- Filing requirements
- Keeping the plan document up-to-date



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Profit-Sharing Plans

- Must cover all employees age 21 and over who work 1,000 hours
- Contributions are not required each year
- Contributions are allocated by a formula set in the plan
- Profits not required to make a contribution



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Profit-Sharing Plans

- Filing requirements
- Type/size of employer who might choose a profit-sharing plan
- Pros & cons



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401(k) Plans

- Must cover all employees age 21 and over who work 1,000 hours
- Employees defer a portion of salary
- Deferrals can be pre-tax or Roth
- Employer and matching contributions



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401(k) Plans

- ADP/ACP 401(k) plan testing
- Safe Harbor 401(k) plan
- Automatic Enrollment 401(k) plan



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401(k) Plans

- Filing requirements
- Type/size of employer who might choose a 401(k) plan
- Pros & cons



Defined Benefit Plans

- Must cover all employees age 21 and over who work at least 1,000 hours
- Yearly funding requirement set by actuary
- Provides a definite benefit at retirement
- Builds assets towards a monthly retirement income



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Defined Benefit Plans

- Filing requirements
- Type/size and age of employer who might choose a defined benefit plan
- Pros & cons

Questions and Resources

- www.IRS.gov/retirement
- www.IRSvideos.gov
- Employee Plans News



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