

# Retirement contributions at-a-glance, 2023

As fewer companies offer pensions and Social Security makes up less of the average retiree's income, you will have to rely more on your own savings for retirement. Making contributions to IRAs and workplace retirement plans (WRP), such as a 401(k), 403(b), SEP IRA, or SIMPLE IRA is an easy way to save for retirement.

## Key facts to know

- **Is earned income required to make a contribution?** — An individual must have taxable earned income to make an IRA contribution. A nonworking spouse may contribute based on the working spouse's earned income when filing jointly.
- **What is compensation?** — Generally, compensation includes salaries, wages, tips, professional fees, bonuses, nontaxable combat pay, and other amounts you receive for providing personal services.
- **What is not considered compensation?** — Compensation does not include any amount received as earnings and profits from property, such as rental, interest or dividend income, pension or annuity income, deferred compensation, income from certain partnerships, and any amounts (other than combat pay) you exclude from income, such as foreign earned income and housing costs.
- **Can contributions be made with securities?** — No, contributions must be made in cash, check, or money order. Contributions cannot be made in-kind (i.e., securities, property).

Monday, April 15, 2024, is the last day to establish and/or make contributions for 2023 for Traditional and Roth IRAs and Coverdell ESAs — no extension.

- Contribution deadline extensions apply to employer contributions with SEP and SIMPLE IRAs.

## Coverdell ESA contribution limits

Coverdell Education Savings Accounts allow you to save for a child's education expenses with tax-free growth and distribution opportunities. Earned income is not required to make a contribution, but contributions are subject to the following Modified Adjusted Gross Income (MAGI) limits:

Single	Married/joint	Contribution
Up to \$95,000	Up to \$190,000	Full
\$95,000 and \$110,000	\$190,000 and \$220,000	Partial
Over \$110,000	\$220,000	None

- Contributions may be made until the child reaches age 18.
- Annual, nondeductible contributions of up to \$2,000 per child from all contributors, regardless of the number of ESAs for that child.
- Special needs beneficiaries are allowed contributions beyond age 18.

## Traditional and Roth IRA contributions

Maximum contribution  
(per individual if under  
age 50)

The lesser of \$6,500 or total  
compensation for the year

Maximum contribution  
(per individual if age 50 or  
older within a particular  
tax year)

The lesser of \$7,500 or total  
compensation for the year

- The total contribution to all of your Traditional and Roth IRAs cannot be more than the annual maximum for your age or 100% of earned income, whichever is less.
- There is no maximum age for making Traditional or Roth IRA contributions, as long as you, or your spouse if filing jointly, has earned income.
- Roth contributions are not tax-deductible

You can contribute to an IRA whether or not you contribute to a workplace retirement plan.

## Roth IRA contribution phase-out limits

- Contributions are subject to the following MAGI limits:

Single	Married /joint	Married/ separate <sup>1</sup>	Contribution
Up to \$138,000	Up to \$218,000	N/A	Full
\$138,000 – \$153,000	\$218,000 – \$228,000	Up to \$10,000	Partial
Over \$153,000	Over \$228,000	Over \$10,000	None

## Traditional IRA deductibility limits

- Full deduction if you and your spouse, are not covered<sup>2</sup> by a WRP regardless of income.
- If you and your spouse are covered<sup>2</sup> by a WRP, deductions are phased out based upon MAGI:

Single	Married /joint	Married/ separate <sup>1</sup>	Deduction
Up to \$73,000	Up to \$116,000	N/A	Full
\$73,000 – \$83,000	\$116,000 – \$136,000	Up to \$10,000	Partial
\$83,000 and over	\$136,000 and over	Over \$10,000	None

- If your spouse is covered<sup>2</sup> by a WRP, but you are not, your deductions are phased out based upon MAGI:

Married/joint	Married/separate <sup>1</sup>	Deduction
Up to \$218,000	N/A	Full
\$218,000 – \$228,000	Up to \$10,000	Partial
\$228,000 and over	Over \$10,000	None

1. Your filing status is considered single for IRA contribution purposes if you did not live with your spouse during the tax year.

2. The "Retirement Plan" box in Box 13 of your W-2 tax form should be checked if you were covered by a WRP.

Source: IRA contribution, deductibility, and phase-out limit information can be found at [irs.gov](https://www.irs.gov).

## 401(k), 403(b), Gov't 457(b) plan contribution limits

Employee maximum deferral contributions	Catch-up contribution (if age 50 or older)
\$22,500	\$7,500

Combined limit for designated Roth account and pretax 401(k), or 403(b) deferral contributions is \$22,500 for those younger than 50 and \$30,000 for those 50 and older within a particular tax year.

## SEP, SIMPLE IRAs, and other retirement limits

Maximum elective deferral to SIMPLE IRA and SIMPLE 401(k) plans \$15,500

Catch-up contribution for SIMPLE IRA and SIMPLE 401(k) plans (if age 50 or older) \$3,500

Maximum annual defined contribution plan limit \$66,000

Maximum compensation for calculating qualified plan contributions \$330,000

Maximum annual defined benefit limit \$265,000

Threshold for highly compensated employee \$150,000

Threshold for key employee in top-heavy plans \$215,000

Maximum SEP contribution is lesser of limit or 25% of eligible compensation \$66,000

Income subject to Social Security \$160,200

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