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Mandatory Roth catch-up contributions to your retirement plan

See if they apply to your personal retirement saving strategy.

Starting in 2026, if you're age 50 or older and earned more than $150,000 in Federal Insurance Contributions Act (FICA) wages from the same employer in the prior year, you must make catch-up contributions to your retirement plan as Roth after-tax contributions.[1] If you earned less than that amount, you can still make either pretax or Roth catch-up contributions.

- **What are Roth contributions?** They're made with after-tax dollars. You can withdraw Roth contributions and earnings tax-free as long as the withdrawals are qualified.[2] See the differences between pretax and Roth contributions.

	Pretax contributions	Roth contributions
Employee salary deferral contributions	Pretax dollars	After-tax dollars
Reduces current taxable income	Yes	No
Employee contributions: taxed at distribution	Yes	No[2]
Employer contributions, if applicable: taxed at distribution	Yes	Currently not available
Earnings: taxed at distribution	Yes	No[2]

- **What are catch-up contributions?** They're extra retirement plan contributions that employees age 50 or older can make beyond the annual IRS limit. This chart shows how much more you can save, based on your age.

Age	2026 standard contribution limit	Catch-up limit	Total contribution limit
50 – 59	$24,500	$8,000	$32,500
60 – 63[3]		$11,250	$35,750
64+		$8,000	$32,500

- **What are FICA wages?** FICA wages are earnings subject to FICA taxes, which fund Social Security and Medicare programs. Generally, you can find them on your Form W-2, Box 3 wages to see if you made more than $150,000.[1]
- **How do mandatory catch-up Roth contributions affect my taxes?** Mandatory Roth catch-up contributions aren't tax deductible because they're made with after-tax money. However, qualified withdrawals will be tax-free, which may benefit you if you anticipate being in a higher tax bracket or want a source of tax-free income in retirement.[2]
- **Things to consider:**
  - Review your current contributions.
  - Speak with a tax advisor.

[1] Indexed for inflation.

[2] A distribution is considered qualified if your Roth account has been established for at least five years and you're at least age 59½ at the time of the withdrawal, or the withdrawal is due to death or total disability. If you don't meet this qualified distribution criteria, earnings will be subject to income tax, and withdrawals made before age 59½ may be subject to an additional 10% early withdrawal penalty.

[3] If your plan adopted the age-based catch-up provision.

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This is important — let us help

Call **800-234-3500** to talk to a Lincoln Customer Contact Center representative, Monday through Friday, between 8:00 a.m. and 8:00 p.m. Eastern.

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