

# Defined Contribution Plan Comparison Chart

Plan Type	401(k) Plan	Safe-Harbor 401(k) Plan	Solo 401(k) Plan	SIMPLE IRA
<b>Target Employer Demographics</b>	20+ Employees	20+ Employees	Owner and spouses only	Less than 20 Employees (NOTE: Can only be adopted by employers with 100 or less employees who earned more than \$5,000 in prior year)
<b>Cost to Maintain</b>	High	High	High	Low
<b>Key Features</b>	Traditional pre-tax contributions; After-tax ROTH contributions; Flexible plan design; Flexible investment options; Potentially restrictive compliance testing requirements	Traditional pre-tax contributions (employees and employer); After-tax ROTH contributions (Employees); Flexible plan design; Flexible investment options; Limited compliance testing requirements	Traditional pre-tax contributions; After-tax ROTH contributions; Flexible plan design; Flexible investment options; No compliance testing requirements	Tax-deferred contributions; No compliance testing; Flexible investment options; Limited plan design flexibility
<b>Contributors</b>	Optional employee; Optional employer	Optional employee; Required employer	Optional employee; Optional employer	Optional employee; Required employer
<b>Required Employer Contributions</b>	No	<b>Match:</b> 100% of each employee's contribution up to 3% of compensation, PLUS 50% of each employee's contribution between 3% and 5% of compensations (effectively 4%) <b>Nonelective:</b> 3% of each employee's compensation	No	<b>Match:</b> 100% of each employee's contribution up to 3% of compensation <b>Nonelective:</b> 2% of each employee's compensation
<b>Maximum Eligibility Requirements</b>	Age 21 with one year of service	Age 21 with one year of service	Age 21 with one year of service	Employees earning \$5,000 in the current year and any 2 prior years
<b>Maximum Annual Employee Contributions (2017)</b>	\$19,500	\$19,500	\$19,500	\$13,500
<b>Catch-Up Contributions (Age 50 and over)</b>	\$6,500	\$6,500	\$6,500	\$3,000
<b>Maximum Deductible Employer Contributions</b>	25% of eligible compensation	25% of eligible compensation	25% of eligible compensation	<b>Match:</b> 100% of each employee's contribution up to 3% of compensation; <b>Nonelective:</b> 2% of each employee's compensation
<b>Vesting in Employer Contributions</b>	Employer contributions may be graded up to 6 years	100% immediately on safe-harbor contributions	100% immediately	100% immediately
<b>Loans</b>	Yes	Yes	Yes	No
<b>When Established</b>	Anytime	Anytime prior to October 1 with 30-day notification for new plans	Anytime	Prior to October 1
<b>IRS 5500 Reporting</b>	Yes	Yes	Yes, once total plans assets exceed \$250,000	No

# Defined Contribution Plan Comparison Chart (CONTINUED)

Plan Type	Profit Sharing Plan	SEP IRA	403(b) (ERISA/ Non-ERISA)
<b>Target Employer Demographics</b>	Employers with fluctuating earnings that require discretionary contributions	Small businesses and self-employed	Public educational institutions and other 501(c)(3) organizations
<b>Cost to Maintain</b>	Moderate	Low	Moderate/High
<b>Key Features</b>	Flexible plan design; Flexible investment options	Flexible investment options; Limited plan design flexibility	Traditional pre-tax contributions (employees and employer); After-tax ROTH contributions (Employees); Flexible plan design; Flexible investment options; Limited compliance testing requirements
<b>Contributors</b>	Optional employer	Optional employer	<b>ERISA:</b> Optional employee; Optional employer <b>Non-ERISA:</b> Optional employee; No employer
<b>Required Employer Contributions</b>	No	No	No
<b>Maximum Eligibility Requirements</b>	Age 21 with two years of service	Age 21 with any service in 3 of last 5 years	Eligible upon hire for employee deferrals; Age 21 with two years of service for employer contributions
<b>Maximum Annual Employee Contributions (2017)</b>	Not applicable	Not applicable	\$19,500
<b>Catch-Up Contributions (Age 50 and over)</b>	Not applicable	Not applicable	\$6,500
<b>Maximum Deductible Employer Contributions</b>	25% of eligible employee compensation	25% of eligible employee compensation	Up to 100% of eligible compensation
<b>Vesting in Employer Contributions</b>	May be graded up to 6 years	100% immediately	Employer contributions may be graded up to 6 years
<b>Loans</b>	Yes	No	Yes
<b>When Established</b>	Prior to Fiscal year end	Anytime prior to tax filing deadline, including extensions	Anytime
<b>IRS 5500 Reporting</b>	Yes	No	<b>ERISA:</b> Yes <b>Non-ERISA:</b> No