

# Owner Only Benefits

## Retirement Plan Comparison Chart\*

Plan Type	401(k)	Safe Harbor 401(k)	Simple 401(k)	Simple IRA	Profit Sharing	SEP IRA	Money Purchase	Defined Benefit	412(e)(3)
<b>Perfect for:</b>	1 + Employees	1 + Employees	< 100 Employees making > \$5K in prior yr	< 100 Employees making > \$5K in prior yr	Business with fluctuating earnings and self-employed	Small business and self-employed	Business with high stable earnings and self-employed	Business with stable earnings and owners close to retirement and self employed	Business with stable earnings and owners close to retirement and self employed
<b>Key Features:</b>	Tax-deferred; plan design flexibility; investment choice	Tax-deferred; no discrimination testing; investment choice	Tax-deferred; no discrimination testing; investment choice	Tax-deferred; no discrimination testing; investment choice	Flexible contributions; investment choice	Investment choice	Consistent contributions; investment choice	Consistent contributions	Maximum consistent contributions
<b>Contributors:</b>	Employer (optional)	Employee and Employer	Employee and Employer	Employee and Employer	Employer only	Employer only	Employer only	Employer only	Employer only
<b>Contribution Flexibility:</b>	Yes	No (Employers can possibly contribute > safe harbor limits)	No	Very limited	Yes	Yes	No (contribution % established in plan)	No (based on formula)	No (based on formula)
<b>Max. Eligibility Requirements:</b>	Age 21 + 1 yr of service	Age 21 + 1 yr of service	Age 21 + 1 yr of service	Employees earning > \$5K in current yr and any 2 prior years	Age 21 with 1 yr service (2 yrs with 100% vesting)	Age 21 with any service in 3 of last 5 years	Age 21 with 1 yr service (2 yrs with 100% vesting)	Age 21 with 1 yr service (2 yrs with 100% vesting)	Age 21 with 1 yr service (2 yrs with 100% vesting)
<b>Max. Annual Salary Deferral:</b>	\$16.5K (2011) with \$5,500 catch-up contributions	\$16.5K (2011) with \$5,500 catch-up contributions	\$11.5K (2011) with \$2,500 catch-up contributions	\$11.5K (2011) with \$2,500 catch-up contributions	N/A	N/A	N/A	N/A	N/A
<b>Max. Annual Employer Contribution:</b>	25% of eligible employee compensation	3-4% safe harbor; optional additional contributions (matching or non-elective); total 25% of eligible compensation	100% up to 3% match to participants or 2% to all eligible employees	100% up to 3% match to participants or 2% to all eligible employees	Up to 25% eligible employee compensation; max. is \$49K per eligible employee (2011)	25% of eligible employee compensation	Up to 25% eligible employee compensation; max. is \$49K per eligible employee (2011)	Amount needed to fund plan	Amount needed to fund plan
<b>Vesting (Employer Contributions):</b>	May be graded up to 6 years or 100% after 3 years	100% immediately on safe harbor contributions	100% immediately	100% immediately	May be graded up to 6 years or 100% after 3 years	100% immediately	May be graded up to 6 years or 100% after 3 years	May be graded up to 6 years	May be graded up to 6 years
<b>Loans:</b>	Yes	Yes	Yes	No	Yes	No	Yes	Yes	No
<b>When Established:</b>	Anytime	Anytime (30 day notification required for new plans before Oct. 1st)	Prior to Oct. 1st	Prior to Oct. 1st	Prior to fiscal year end	Anytime prior to tax filing deadline including extensions	Prior to fiscal year end	Prior to fiscal year end	Prior to fiscal year end
<b>IRS 5500 Reporting:</b>	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes

\*Courtesy of American National Insurance Company. Always consult your tax and legal advisor before implementing any retirement plan.