

Retirement Plan Summary Chart

Pension Plans	Profit Sharing Plans	Wannabe's
+ Defined Benefit 😊	Profit Sharing Plan	SEP
+ Cash Balance	Stock Bonus	EE SARSEP
+ Target Benefit 😊	ESOP	EE Traditional IRA
Money Purchase	A 401(k) Plan EE	EE Roth IRA
	A Roth 401(k) Plan EE	EE SIMPLE IRA
	SIMPLE 401(k) EE	EE 403(b) Plan
	Safe Harbor 401(k) EE	
	😊 Age Based Profit Sharing Plan	
1-9	4-11	11-12

Blue – Defined Benefit Plan (Minimum Participation Test; ER Bears Risk)

Red – Defined Contribution Plan (25% Max Deduct ER Contrib; EE Bears Risk)

Green – Individual Retirement Account (No Loans Allowed)

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|-------------------------------|------------------------------------------|
| + - Requires an Actuary | - - - - Integration Allowed (Above Line) |
| 😊 - Favors Older Participants | A - ADP (EE Contrib), ACP (Match) |
| ○ - Requires PBGC Insurance | EE - Allows Employee Contributions |

Plan Characteristics

- 1) Minimum Funding Standards Applicable.
- 2) Annuity Distribution Options Required.
- 3) Investment in Employer Stock Limited to 10%.
- 4) Type of Qualified Plan.
- 5) Must be established by end of tax year.
- 6) Eligible at age 21 and one year of service (1,000 hrs).
- 7) Coverage tests – Percentage/Ratio/Average Benefits.
- 8) Can Invest in Life Insurance and Collectibles.
- 9) Favorable tax treatment of lump sum distributions (10-Year Avg/Cap Gain/Net Unrealized Appreciation).
- 10) Contributions should be Substantial and Recurring.
- 11) In-Service Withdrawals Allowed.
- 12) 100% Immediate Vesting of Employer Contributions.