

# COMPARISON OF PLANS

## RELEVANT TO BUSINESS OWNERS 2009

Plan Type	Maximum Limits on Individual Contribution or Benefit	Catch-up Contribution	Setup Deadline	Contribution Deadline	Maximum Limits for Employer Deductions	Employer Contributions	Anti-discrimination Testing Requirements	Loans	Maximum Service to Vest	Maximum Eligibility
<b>SEP IRA</b>	Lesser of 25% of compensation or \$49,000	Not applicable	Business's tax-filing deadline, including extensions	Business's tax-filing deadline, including extensions	25% of each participant's compensation	Percentage can vary each year.	None	Not permitted	Immediately vested	Age: No limits Service: 3 out of 5 years Salary: At least \$550 annually
<b>Profit-sharing</b>	Lesser of 100% of compensation of \$49,000	Not applicable	Business's year-end	Business's tax-filing deadline, including extensions	25% of all participants' compensation	Percentage can vary each year.	<ul style="list-style-type: none"> <li>Covered employees</li> <li>Allocation of contribution</li> <li>Top-heavy</li> </ul>	Permitted	3-year cliff vesting or graded vesting over 6 years	Age: 21 Service: 1 year; 1,000 hours of service per year; 2 years if immediately vested
<b>Defined Benefit</b>	Annual benefit cannot exceed 100% of average compensation of three highest consecutive years or \$195,000 benefit per year	Not applicable	Business's year-end	Earlier of business's tax-filing deadline, including extensions, or minimum funding deadline (Sept. 15 for calendar-year plans)	Maximum funding requirement determined by actuary	Amount determined by actuary each year	<ul style="list-style-type: none"> <li>Covered employees</li> <li>Benefit accruals</li> <li>Top-heavy</li> </ul>	Permitted but may affect actuarial computations	5-year cliff vesting or graded over 7 years	Age: 21 Service: 1 year; 1,000 hours of service per year; 2 years if immediately vested
<b>SIMPLE IRA Special provisions apply for 401(k) form</b>	\$11,500 Increased for inflation once \$500 increments are reached	\$2,500 Increased for inflation once \$500 increments are reached	Should be established early in the year to maximize salary deferral advantages. Plan cannot have an effective date later than Oct. 1 for current-year contribution.	Matching and nonelective contributions must be made by the business's tax-filing deadline, including extensions. Salary deferral contributions must be deposited as soon as possible, but no later than 15 business days after the end of the month they were deferred.	Allowable contributions are deductible	Required contribution either (1) dollar-to-dollar match up to 3% or (2) 2% non-elective contribution to eligible persons.	None	Not permitted	Immediately vested	Age: No limits Service: 2 years Salary: At least \$5,000 annually
<b>Safe Harbor 401(k)</b>	\$16,500 or up to 100% or compensation, if less than annual limit. Increased for inflation once \$500 increments are reached.	\$5,500 Increased for inflation once \$500 increments are reached Catch-up can allow total contributions to exceed all other limits.	A new Safe Harbor 401(k) plan must have a minimum 3-month first year. 30 days before beginning of plan year to convert an existing 401(k).	Matching and profit-sharing contributions must be made by the business's tax-filing deadline, including extensions. Salary deferral contributions must be deposited as soon as possible, but no later than 15 business days after the end of the month they were deferred.	25% of all participants' compensation — EXCEPT salary deferral contributions are not included in determining the limit.	Required contribution either (1) dollar-to-dollar match up to 3%, plus \$.50 per dollar above 3% up to 5%, or (2) 3% nonelective contribution to eligible persons.	<ul style="list-style-type: none"> <li>Covered employees</li> <li>No other testing on salary deferral portion of plan</li> <li>Top-heavy, required if additional contributions made</li> </ul>	Permitted	Salary deferral contributions AND Safe Harbor required match or nonelective contributions immediately vested; additional employer contribution may vest over time.	Age: 21 Service: 1 year; 1,000 hours of service per year
<b>401(k)</b>	\$16,500 or up to 100% or compensation, if less than annual limit. Increased for inflation once \$500 increments are reached.	\$5,500 Increased for inflation once \$500 increments are reached Catch-up can allow total contributions to exceed all other limits.		Matching and profit-sharing contributions must be made by the business's tax-filing deadline, including extensions. Salary deferral contributions must be deposited as soon as possible, but no later than 15 business days after the end of the month they were deferred.	25% of all participants' compensation — EXCEPT salary deferral contributions are not included in determining the limit.	Optional: percentage can vary each year.	<ul style="list-style-type: none"> <li>Covered employees</li> <li>Average deferrals</li> <li>Average contributions</li> <li>Top-heavy</li> </ul>	Permitted	Salary deferral contributions immediately vested; employer match may be vested over time — 3-year cliff vesting or graded vesting over 6 years.	Age: 21 Service: 1 year; 1,000 hours of service per year

All dollar limits apply to 2009.