

Retirement Plan Comparison Chart

Most Restrictive / Lowest Costs

Most Flexible / Higher Costs

	IRA BASED <small>The most restrictive that avoid issues types of plan in place</small>		DEFINED CONTRIBUTION <small>The established companies that sponsored higher contribution contributions</small>		DEFINED BENEFIT <small>The established companies that have high cost that have not participated in years within 10-15 years of retirement</small>
	SEP	SIMPLE-IRA	Safe Harbor 401(k) Non Elective	Safe Harbor 401(k) Match	Cash Balance
Key Advantage	Easiest to set up	Safe harbor plan with little administrative paperwork	ADP/ADP tests deemed to pass. Minimum contribution requirement.	ADP/ADP tests deemed to pass. Minimum contribution requirement.	Provides a fixed, pre-established benefit for employees
What company may have this plan	Any Employer. 401(k) plan not allowed when SEP is in place.	Any Employer with less than 50 employees. 401(k) plan not allowed when SIMPLE-IRA is in place.	Any employer with one or more employees	Any employer with one or more employees	Any employer with one or more employees
Employer's Responsibilities	Set up plan by completing IRS Form 1041-SEP. No 1099 form required.	Set up plan by completing IRS Form 1041-SIMPLE or IRS Form 1041-SIMPLE. No 1099 form required.	Legal plan document required. Reasonable 3% for all testing to keep plan qualified. Annual 1099 form filing required.	Legal plan document required. Reasonable 3% for all testing to keep plan qualified. Annual 1099 form filing required.	Legal plan document required. Annual 1099 form filing required. Actuarial Certification Actuary must determine the annual required contribution.
Funding Responsibility	Funded solely by Employer	Discretionary Employer contributions. Required 3% employer contribution.	Required Employer contribution of 3% of participant eligible compensation. Allows for additional Discretionary Employer and Employer contributions.	Required Employer contribution of 3% match of participant eligible compensation. Match is 100% of first 2% contributed and 50% of the next 2%.	Annually determined contribution funded by the employer.
Maximum Annual Contribution (Per participant)	Solely Employer Contribution Allowed. Lesser of 20% of compensation or current plan year dollar limit of \$20,000.	Employee: Up to current plan year dollar limit of \$12,000. Additional contributions can be made by participants age 50 or over of \$3,000. Employer: Either match employee contributions 100% of first 3% of compensation (can be reduced to as low as 1% in any 2 out of 3 yrs.) or contribute 3% of each eligible employee's compensation.	Employee: Up to current plan year dollar limit of \$19,000. Additional contributions can be made by participants age 50 or over of \$3,000. Employer/Employee Combined: Contributions per participant up to the lesser of 100% of compensation or current plan year limit of \$48,000 up to age 50 and \$54,000 age 50 and over. Employer can deduct up to 25% of total eligible compensation.	Employee: Up to current plan year dollar limit of \$19,000. Additional contributions can be made by participants age 50 or over of \$3,000. Employer/Employee Combined: Contributions per participant up to the lesser of 100% of compensation or current plan year limit of \$48,000 up to age 50 and \$54,000 age 50 and over. Employer can deduct up to 25% of total eligible compensation.	Primarily funded by employer.
Minimum Employee Coverage Requirements	Age 21 and worked 3 out of 5 years with at least 1,000 annual compensation.	Any employee who worked at least \$5,000 in any year 2 years and are expected to earn at least \$5,000 in the current year.	Generally, must be offered to all employees at least 21 years old who worked at least 1,000 hours in a previous year.	Generally, must be offered to all employees at least 21 years old who worked at least 1,000 hours in a previous year.	Generally, must be offered to all employees at least 21 years old who worked at least 1,000 hours in a previous year.
Withdrawals & Payments	Permitted with restrictions.	Permitted with restrictions.	Permitted with restrictions.	Permitted with restrictions.	Payment begins after retirement.
Loans permitted	No	No	Yes, with restrictions.	Yes, with restrictions.	Yes, with restrictions.
vesting	Immediate 100%	Immediate 100%	Immediate 100% vesting except for Employer Discretionary contributions which vest per plan's vesting schedule.	Immediate 100% vesting except for Employer Discretionary contributions which vest per plan's vesting schedule.	May vest over time according to plan terms.
Plan Document	IRS Form 1041-SEP - No Cost	IRS Form 1041-SIMPLE or IRS Form 1041-SIMPLE - No cost	Full plan document - \$2,000 at plan set-up and every 5-7 years for IRS required maintenance.	Full plan document - \$2,000 at plan set-up and every 5-7 years for IRS required maintenance.	Full plan document - \$2,000-\$2,000 at plan set-up and every 5-7 years for IRS required maintenance.
Estimated annual costs	None	None	As \$1,000-\$4,000 annually	As \$2,000-\$4,000 annually	As \$4,000-\$8,000 annually

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RC Schank



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