

Selected Retirement Plan Features

(for Calendar Year Taxpayers)

<i>FEATURE</i>	<i>Type of Plan</i>			
	<i>PROFIT-SHARING</i>	<i>401(K)</i>	<i>SIMPLE IRA</i>	<i>SEP</i>
Any restrictions on adopting this plan?	Generally none.	Generally none.	Limited to employers with 100 or fewer employees earning at least \$5,000 in previous year; cannot have another qualified plan.	Generally none.
Deadline for setting up plan for the current year	December 31	December 31	October 1	Tax return due date (including extensions)
Eligible employees	1. At least age 21. 2. Up to two years of service may be imposed.	1. At least age 21. 2. No more than one year of service may be required for employee deferrals.	1. Earned at least \$5,000 in any two prior years and, 2. Expected to receive at least \$5,000 in current year.	1. At least age 21 2. Any service in last three out of five years and, 3. Compensation of \$500 or more in current year.
Vesting Schedule	Graduated or cliff vesting allowed.	Employer contributions--- graduated or cliff vesting allowed. Employee contributions are 100% vested.	100% immediate vesting.	100% immediate vesting.
Annual employer contributions required?	No. Discretionary, unless set forth in plan.	No. Discretionary, unless set forth in plan.	Yes, but can limit to matching contributions.	No. Discretionary.
Limit on deductible employer contributions	Maximum 25% of total eligible employees' compensation.	Generally, same as profit-sharing plan.	Limited to required matching or non-elective contributions.	Maximum 25% of total eligible employees' compensation.
Limit on annual additions to participant's account	Maximum 100% of compensation, up to \$45,000 per participant.	Maximum 100% of compensation, up to \$45,000 per participant.	None	Maximum 25% of compensation up to \$45,000 per participant.
Employee deferrals allowed	No	Yes. Limited to \$15,500 (\$20,500 if age 50 or older).	Yes. Limited to lesser of 100% of compensation or \$10,500 (\$13,000 if age 50 or older).	No (except for certain SEPs adopted before 1997)
<u>Deadline for contributions: Elective deferrals</u>	N/A	15 th day of next month	30 th day of next month	N/A
Employer profit sharing	Return due date (plus ext.)	Return due date (plus ext.)	Return due date (plus ext.)	Return due date (plus ext.)
Participant loans allowed	Yes, if specified in plan.	Yes, if specified in plan.	No	No
Annual report (Form 5500) required?	Yes, unless a one-participant plan; \$250,000 exception is met.	Yes, unless a one-participant plan; \$250,000 exception is met.	No	No