

# 2007 Retirement Plan Comparison Chart

| PLAN TYPE                            | 401(k)   | SAFE-HARBOR 401(k)  | OWNER-ONLY 402(k)   | SIMPLE IRA  | PROFIT SHARING   | SEP IRA   | MONEY PURCHASE   | DEFINED BENEFIT  | 403(b)/403(b) ERISA  | 457(b)   |
|--------------------------------------|--|---|---|---|--|---|--|--|--|--|
| TARGET MARKET                        | 20+ Employees  | 10+ Employees   | Owner and spouses only  | No more than 100 employees who earned more than \$5,000 in prior year and self-employed               | Businesses with fluctuating earnings and self-employed | Small business and self-employed                            | Businesses with high, stable earnings and self-employed          | Businesses with stable earnings and owners close to retirement and self-employed | Public educational institutions, churches, non-profit hospitals and health organizations and other 501(c)(3) | Government agencies and certain non-profit organizations                                       |
| KEY FEATURES                         | Tax-deferred investing; flexibility in plan design; investment flexibility | Tax-deferred investing; no discrimination testing; investment flexibility                                     | Tax-deferred investing; no discrimination testing; investment flexibility | Tax-deferred investing; no discrimination testing; no plan administration fee; investment flexibility | Flexible contributions' investment flexibility         | Easy administration; investment flexibility                 | Consistent contributions; tax advantages; investment flexibility | Maximum contributions; tax advantages  | Tax-deferred investing; investment flexibility   | Tax-deferred investing; easy administration no plan administration fee; investment flexibility |
| CONTRIBUTORS                         | Employee and optional Employer   | Employee and Employer   | Employee and Employer   | Employee and Employer   | Employer only  | Employer only   | Employer only  | Employer only  | Employee and Employer depending on plan type   | Employee and Employer  |
| CONTRIBUTION FLEXIBILITY             | Yes  | No, however, additional employer contributions above safe harbor are possible                                 | Yes   | Very limited  | Yes  | Yes   | No; percentage established at plan set up                        | Limited  | Yes  | Yes  |
| MAXIMUM ELIGIBILITY REQUIREMENTS     | Age 21 with one year of service  | Age 21 with one ear of service  | Age 21 with one year of service   | Employees earning \$5,000 <sup>1</sup> in current year and any 2 prior years                          | Age 21 with two years of service <sup>2</sup>          | Age 21 with any service in 3 of last 5 years                | Age 21 with two years of service <sup>2</sup>                    | Age 21 with two years of service <sup>2</sup>                                    | Eligible upon hire for employee deferrals; age 21 with two years of service for employer contributions       | None   |
| MAXIMUM ANNUAL SALARY DEFERRAL       | \$15,500   | \$15,500  | \$15,500  | \$10,500  | Not applicable   | Not applicable  | Not applicable   | Not applicable   | \$15,500   | \$15,500   |
| CATCH UP CONTRIBUTIONS (OVER AGE 50) | \$5,000  | \$5,000   | \$5,000   | \$2,500   | Not applicable   | Not applicable  | Not applicable   | Not applicable   | \$5,000  | \$5,000 (Gov't 457 only)   |
| MAXIMUM ANNUAL EMPLOYER CONTRIBUTION | 25% of eligible employee compensation                                      | 3-4% safe harbor; optional contribution of either matching or non-elective up to 25% of eligible compensation | 25% of eligible employee compensation                                     | 100% up to 3% match to participants or 2% to all eligible employees                                   | 25% of eligible employee compensation <sup>1</sup>     | 25% of eligible employee compensation <sup>1</sup>          | 25% of eligible employee compensation <sup>1</sup>               | Amount needed to fund plan   | Up to 100% of eligible compensation  | \$15,000 per participant plus catchup contributions  |
| VESTING IN EMPLOYER CONTRIBUTIONS    | May be graded up to 6 years  | 100% immediately on safe-harbor contributions   | 100% immediately  | 100% immediately  | May be graded up to 6 years                            | 100% immediately  | May be graded up to 6 years                                      | May be graded up to 6 years  | Depends on the plan type   | Depends on the plan type   |
| LOANS                                | Yes  | Yes   | Yes   | No  | Yes  | No  | Yes  | Yes  | Yes  | Depends on the plan type   |
| WHEN ESTABLISHED                     | Any time   | Any time prior to October 1 with 30-day notification for new plans  | Any time  | Prior to October 1  | Prior to fiscal year end                               | Any time prior to tax filing deadline, including extensions | Prior to fiscal year end   | Prior to fiscal year end   | Any time   | Any time   |
| IRS 5500 REPORTNG                    | Yes  | Yes   | Yes, once assets exceed \$100,000   | No  | Yes  | No  | Yes  | Yes  | Depends on the plan type   | No   |

1. On maximum contributions, compensation is limited to \$225,000 per year. The overall contribution limit is \$45,000 plus any applicable "catch-up."  
2. 100% immediate vesting is mandatory.