

RETIREMENT PLANS Comparison Chart 2017

PLAN TYPES:	SEP IRA	SIMPLE IRA	PROFIT SHARING	401(k)	401(k) "SAFE HARBOR"	403(b)	DEFINED BENEFIT
PROVISIONS:							
Target Employer:	Small employers, including non-profits	100 or fewer employees and maintains no other plan	All, including non-profits	All, including non-profits, but excluding government entities	All, including non-profits, but excluding government entities	Public education institutions, churches, and nonprofit groups under IRC 501(c)3	All, including non-profits
Eligible Employees:	Employed for 3 of last 5 years, earned \$600 in current year, and age 21 or older. Can exclude certain union and non-resident alien employees. Can't exclude part-timers.	Earned \$5,000 during any two preceding years and expected to earn \$5,000 in current year. Can exclude certain union employees and non-resident aliens.	One year of service, 1,000 hours, age 21 or older. Can exclude certain union employees and non-resident aliens.	One year of service, 1,000 hours, age 21 or older. Can exclude certain union employees and non-resident aliens.	One year of service, 1,000 hours, age 21 or older. Can exclude certain union employees and non-resident aliens.	All employees except non-resident alien, student-employees, employees who work < 20 hours/week, or employees who defer < \$200/year.	One year of service, 1,000 hours, age 21 or older. Can exclude certain union employees and non-resident aliens.
Total Maximum Annual Contribution:	\$54,000 per person	\$25,000 per person, or \$31,000 if 50 or older	\$54,000 per person	\$54,000 per person + catch-up	\$54,000 per person + catch-up	\$54,000 per person + catch-up	Amount required to fund a benefit up to \$215,000/year
Maximum Employer Deductible Contribution:	25% of compensation	Either 2% of compensation to all eligible employees, OR match 100% of the deferral amount up to 3%* of compensation	25% of eligible compensation	25% of eligible compensation	25% of eligible compensation	25% of eligible compensation	Amount required to fund a benefit up to \$215,000/year
Maximum Pre-Tax Employee Deferral:	Not available	\$12,500, or \$15,500 if 50 or older	Not available	\$18,000, or \$24,000 if 50 or older	\$18,000, or \$24,000 if 50 or older	\$18,000, or \$24,000 if 50 or older; 15 years of service catch-up also available	Not Available
Required Employer Contribution:	None, unless plan is top heavy	Either 2% of compensation to all eligible employees, OR match 100% of the deferral amount up to 3%* of compensation	None, unless plan is top-heavy	None, unless plan is top-heavy	Either 3% of compensation to all eligible employees, OR match 100% of the deferral amount up to 3% of compensation and 50% on deferrals of the next 2% of compensation	None	Yes
Vesting Schedule:	100% immediate	100% immediate	Vesting schedules available	Vesting schedules available	100% immediate vesting on safe harbor contribution; can apply vesting to other	Vesting schedules available	Vesting schedules available
Testing Required:	Top-heavy - Yes ADP - No 415 - Yes	Top-heavy - No ADP - No 415 - No	Top-heavy - Yes ADP - No 415 - Yes	Top-heavy - Yes ADP - Yes 415 - Yes	Top-heavy - Yes ADP - exempt 415 - Yes	Top-heavy - No ADP - No; ACP - Yes Church & Gov't plans exempt 415 - Yes	Top-heavy - Yes ADP - Yes, if deferrals 415 - Yes
Distributions Controlled By:	Employee	Employee	Employer	Employer	Employer	Employer	Employer
Participant Loans:	No	No	Yes	Yes	Yes	Yes	Yes
Establishment Deadline:	Tax-filing deadline, including extensions	October 1	Last day of plan year	Last day of plan year	October 1	Last day of plan year	Last day of plan year
Funding Deadline for Employer Deduction:	Tax-filing deadline, including extensions	Tax-filing deadline, including extensions	Tax-filing deadline, including extensions	Tax-filing deadline, including extensions	Tax-filing deadline, including extensions	Tax-filing deadline, including extensions	Tax-filing deadline, including extensions
5500 Filing:	No	No	Yes, for plans with employees or greater than \$250,000	Yes, for plans with employees or greater than \$250,000	Yes, for plans with employees or greater than \$250,000	Yes, for ERISA plans only.	Yes, for plans with employees or greater than \$250,000
Annual Fees:	\$10-\$40 custodial fee per account	\$10-\$40 custodial fee per account	Administration and recordkeeping fees	Administration and recordkeeping fees	Administration and recordkeeping fees	Administration and recordkeeping fees	Actuary required Highest administration fees

* May reduce match to 2% or 1% of compensation in two out of five years.