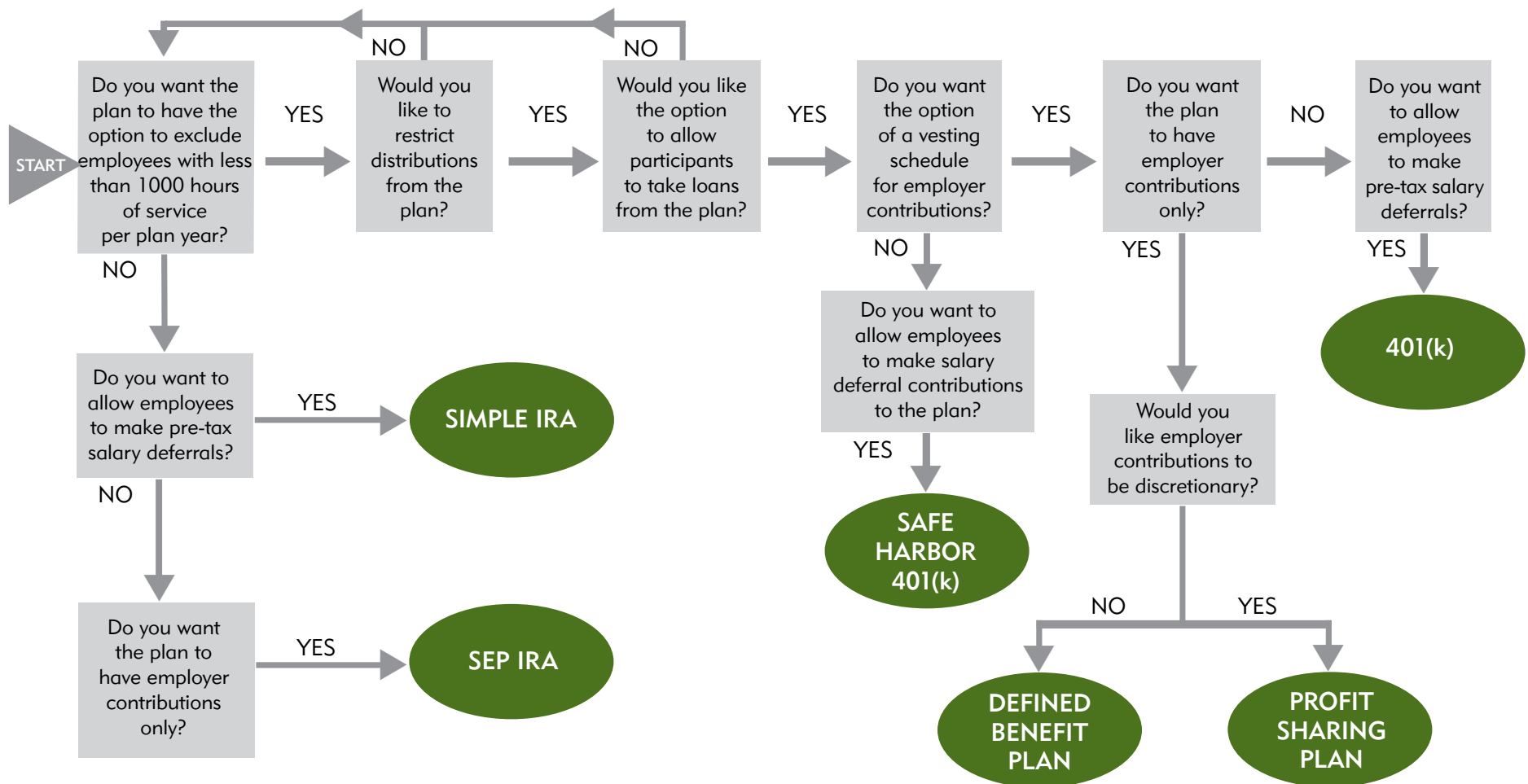


Selecting Your Retirement Plan For You and Your Employees



The retirement plan you select for your business or organization can offer substantial benefits to you and your employees. Whether you are choosing a retirement plan for the first time or considering changing your current plan to one that better suits your needs, your financial advisor can assist you in selecting a plan that meets your goals and your budget.



Basic Plan Descriptions For Plan Year 2014

Available options for company-funded-only plan types: SEP, Profit Sharing or Defined Benefit Plan

SEP	Profit Sharing	Defined Benefit Plan
Discretionary contribution	Discretionary annual contribution	Mandatory annual contribution based on formula in plan document
25% limit (20% for Sole Proprietors and Partnerships)	25% limit (20% for Sole Proprietors and Partnerships)	Total annual contribution determined by amount necessary to fund benefits – no dollar limitation
Contribution allocation can be integrated with Social Security	Contribution allocation can be integrated with Social Security	Contribution allocation can be integrated with Social Security
No government reporting	Restrictive distribution provisions	Restrictive distribution provisions
No annual testing	Loan feature	Earnings on investments reduces contribution deposit amount
Immediate distribution provisions	ERISA protection for bankruptcy/creditor judgements	ERISA protection for bankruptcy/creditor judgments
Custodial fee charged to employee	Vesting schedules available	Vesting schedules available
Maximum employee eligibility requirements: 3-years of employment and age 21 eligibility	Third Party Administration Company needed for annual testing and government reporting	Third Party Administration Company needed for annual testing , government reporting, and individually designed plan document
New plans can be set up for prior fiscal year up to tax filing date plus IRS extension	Maximum employee eligibility requirements: 1-year with 1000 hours of service and age 21 eligibility (2-years is available with 100% immediate vesting only)	Maximum employee eligibility requirements: 1-year with 1000 hours of service and age 21
Total maximum contribution \$52,000	Total maximum contribution \$52,000	Individual dollar limitation \$210,000

Available options for salary deferral with company contributions: SIMPLE IRA, Safe Harbor 401(k), or Traditional 401(k)

SIMPLE IRA	Safe Harbor 401(k)*	Traditional 401(k)*
Maximum employee deferral is the lesser of 100% of income or \$12,000	Maximum employee deferral is the lesser of 100% of income or \$17,500	Maximum employee deferral is the lesser of 100% of income or \$17,500
Catch-up provision for participants age 50 or older of \$2,500	Catch-up provision for participant age 50 or older of \$5,500	Catch-up provision for participants age 50 or older of \$5,500
Mandatory company contribution of 3% match or 2% to all eligible employees (non-elective)	Mandatory company contribution of: (1) Match - 100% on first 3% of compensation plus 50% on next 2% (total of 4%) or (2) Non-elective - 3% of compensation	Discretionary annual company contribution
Maximum employer match is the lesser of 3% of income or \$12,000	Restrictive distribution provisions	Restrictive distribution provisions
Match may be dropped to 1% or 2% twice in a 5-year period	Loan feature and hardship withdrawals (employee deferrals only)	Loan feature and hardship withdrawals
Immediate distribution provisions	ERISA protection for bankruptcy/creditor judgments	Company contribution can be integrated with Social Security
Custodial fee charged to employee	Third Party Administration Company needed for annual testing and government reporting	Third Party Administration Company needed for annual testing and government reporting
Maximum employee eligibility requirements: 2-years employment with maximum \$5,000 in earnings	100% vesting on all safe harbor contributions, other employer contributions may be subject to a vesting schedule	25% company limit on discretionary and matching contributions combined
New plans must be established by October 1	ADP/ACP does not apply	ERISA protection for bankruptcy/creditor judgments
Plan runs on a calendar year regardless of company's fiscal year	Top Heavy satisfied with mandatory company match listed above	Discretionary company match feature
Total maximum contribution \$24,000	Maximum employee eligibility requirements: 1-year with 1000 hours of service and age 21 eligibility	Maximum employee eligibility requirements: 1-year with 1000 hours of service and age 21 eligibility
Total maximum contribution with catch-up \$29,000	Total maximum contribution \$52,000	Vesting schedules available
	Total maximum contribution with catch-up \$57,500	Total maximum contribution \$52,000
		Total maximum contribution with catch-up \$57,500

*State and governmental agencies cannot sponsor Safe Harbor 401(k) plans

*State and governmental agencies cannot sponsor a Traditional 401(k).

The plan selection guide should be used as a preliminary tool to assist you in determining which retirement plan(s) may be appropriate for your particular business or organization. This guide may direct you to a particular plan based upon your responses to the questions, however, the totality of the needs and desires of the business or organization may dictate that a different plan may be more appropriate. Before establishing a retirement plan for your business or organization, you should consult your tax advisor or attorney for specific advice regarding your particular situation.