

2017 RETIREMENT PLAN GUIDE

401(k) and Roth 401(k) Plans	Safe-Harbor 401(k) and Safe Harbor Roth 401(k) Plans	Individual 401(k) and Roth 401(k) Plans (also called Uni-K and Solo 401(k) Plans)	SEP IRA
Eligibility: Employees age 21 or older with one year of service must be eligible to make elective salary deferrals if a vesting schedule is imposed on employer contributions.	Eligibility: Employees age 21 or older with one year of service must be eligible to make elective salary deferrals if a vesting schedule is imposed on employer contributions.	Eligibility: Employees age 21 or older with one year of service must be eligible to make elective salary deferrals if a vesting schedule is imposed on employer contributions. See preceding profit sharing plan section as to eligibility for employer contributions.	Eligibility: Any employee age 21 or older who has worked for the employer in any three of the preceding five years.
Maximum Annual Contribution: Elective salary deferral limit of \$18,000 for 2017 (for those age 50 and over, they can make an additional catch-up contribution of \$6,000). Overall individual limit (deferrals plus employer contributions) is 100% of compensation up to \$54,000.	Maximum Annual Contribution: Elective salary deferral limit of \$18,000 for 2017 (for those age 50 and over, they can make an additional catch-up contribution of \$6,000). Overall individual limit (deferrals plus employer contributions) is 100% of compensation up to \$54,000.	Maximum Annual Contribution: Elective salary deferral limit is \$18,000 for 2017 (for those age 50 and over, they can make an additional catch-up contribution of \$6,000), plus employer contributions of up to 25% of compensation. Overall individual limit (deferrals plus employer contributions) is 100% of compensation up to \$54,000, plus any catch-up contribution.	Maximum Annual Contribution: The lesser of 25% of employee's net compensation or \$54,000 for 2017.
Contribution Deadline: Salary deferrals should be deposited as soon as administratively feasible. Employer contribution deadline is on or before employer's due date for filing federal tax returns (including extensions).	Contribution Deadline: Salary deferrals should be deposited as soon as administratively feasible. Employer contribution deadline is on or before employer's due date for filing federal tax returns (including extensions).	Contribution Deadline: Salary deferrals should be deposited as soon as administratively feasible. Employer contribution deadline is on or before employer's due date for filing federal tax returns (including extensions).	Contribution Deadline: On or before employer's due date for filing federal tax returns (including extensions).
Contribution Obligation: Elective salary deferrals are optional but subject to nondiscrimination test. Employer may choose to match employee elective deferrals and/or make a discretionary profit sharing contribution.	Contribution Obligation: Elective salary deferrals are not subject to nondiscrimination tests. Mandatory employer contribution of either 3% non-elective to all eligible employees or match of up to 4%.	Contribution Obligation: Discretionary.	Contribution Obligation: It is discretionary - an eligible participant shares in the current year contribution if more than \$600 is earned for 2017.
Plan Set-Up Deadline: December 31st (or end of employer's tax year).	Plan Set-Up Deadline: October 1st of the year in which plan is started. Employees must have election period of 30 to 90 days immediately preceding January 1st (or the first day they are eligible) in which they can modify elections.	Plan Set-Up Deadline: December 31st of the year in which you would like to receive the tax deduction or fiscal year end for corporations.	Plan Set-Up Deadline: On or before employer's due date for filing federal tax returns (including extensions).
Plan Features: <ul style="list-style-type: none"> ⌋ Employee salary deferral reduces taxable income. ⌋ May offer participant direction of investments. ⌋ Employee contributions are immediately 100% vested. ⌋ Plan may shift costs from the employer to the employee, thereby reducing overall plan cost. ⌋ Requires Form 5500 to be filed 	Plan Features: <ul style="list-style-type: none"> ⌋ \$18,000 elective salary deferral limit without ADP testing. ⌋ Mandatory employer contributions are 100% vested. ⌋ Contribution format must be disclosed during 60-day notification period. 	Plan Features: <ul style="list-style-type: none"> ⌋ May offer participant direction of investments. ⌋ Allows vesting schedule. ⌋ Owner/employee can maximize contribution with minimal salary. ⌋ Requires Form 5500EZ to be filed only after assets exceed \$250,000 or any employee other than an owner or owner's spouse enters the plan. 	Plan Features: <ul style="list-style-type: none"> ⌋ Minimal IRS reporting and disclosure. ⌋ Employer contributions are 100% vested.
Ideal for : Employer with more than 25 employees wanting a plan that allows employee elective salary deferrals.	Ideal for : Employer wanting a plan that allows employee elective salary deferrals, without nondiscrimination testing.	Ideal for : Employer where the only employees are owners/partners/shareholders and their spouses and are seeking to maximize employer contributions.	Ideal for : Small businesses (corporations and non-corporations); those seeking to minimize filings, paperwork and overall cost.

SIMPLE IRA	Profit Sharing Plan	Age-Weighted or Comparability Profit Sharing Plan	Defined Benefit Plan
Eligibility: Any employee who has earned \$5,000 from the employer in any two preceding years and is expected to earn \$5,000 in the current year.	Eligibility: Employees age 21 or older with one year of service must be eligible if a vesting schedule is imposed. A two-year eligibility period may be imposed if immediate vesting is provided.	Eligibility: Employees age 21 or older with one year of service must be eligible if a vesting schedule is imposed. A two-year eligibility period may be imposed if immediate vesting is provided.	Eligibility: Employees age 21 or older with one year of service must be eligible if a vesting schedule is imposed. A two-year eligibility period may be imposed if immediate vesting is provided.
Maximum Annual Contribution: Elective salary deferral limit of \$12,500 for 2017 (for those age 50 and over, they can make an additional catch-up contribution of \$3,000), with no limit as to percentage of compensation. Mandatory employer contribution to eligible participants. No additional contributions can be made.	Maximum Annual Contribution: Employer contribution is limited to 25% of total eligible compensation. Depending on the allocation method used, an individual participant could receive up to the lesser of 100% of compensation or \$54,000.	Maximum Annual Contribution: Employer contribution is limited to 25% of total eligible compensation. These allocation methods allow an individual participant to receive up to the lesser of 100% of compensation or \$54,000.	Maximum Annual Contribution: An actuarially calculated amount, based on a benefit not to exceed 100% of a participant's compensation, up to an indexed figure currently at \$215,000 for 2017.
Maximum Annual Contribution: Elective salary deferral limit of \$18,000 for 2017 (for those age 50 and over, they can make an additional catch-up contribution of \$6,000). Overall individual limit	Maximum Annual Contribution: Elective salary deferral limit of \$18,000 for 2017 (for those age 50 and over, they can make an additional catch-up contribution of \$6,000). Overall individual limit	Maximum Annual Contribution: Elective salary deferral limit is \$18,000 for 2017 (for those age 50 and over, they can make an additional catch-up contribution of \$6,000), plus employer	Maximum Annual Contribution: The lesser of 25% of employee's net compensation or \$54,000 for 2017.
Contribution Obligation: Elective salary deferrals are not subject to nondiscrimination tests. Mandatory employer contribution of either 3% match or 2% non-elective match to all eligible employees.	Contribution Obligation: Discretionary.	Contribution Obligation: Discretionary.	Contribution Obligation: Mandatory based on specified benefit formula. The amount is determined by an actuary and requires quarterly minimum contributions.
Plan Set-Up Deadline: October 1 for start-up plans. Employees must have 60-day election period prior to January 1 (or the first day they are eligible) in which they can modify elections.	Plan Set-Up Deadline: December 31 (or end of employer's tax year).	Plan Set-Up Deadline: December 31 (or end of employer's tax year).	Contribution Obligation: It is discretionary - an eligible participant shares in the current year contribution if more than \$600 is earned for 2017.
Plan Features: <ul style="list-style-type: none">)] Simple implementation process)] Employer contributions are 100% vested.)] Mandatory employer contribution.)] May not combine with another plan. 	Plan Features: <ul style="list-style-type: none">)] Form 5500 is required to be filed.)] Plan costs may be minimized by using a vesting schedule. 	Plan Features: <ul style="list-style-type: none">)] Allocation favors older and/or key employees.)] Form 5500 is required to be filed.)] Custom-designed plan with higher start-up costs. 	Plan Features: <ul style="list-style-type: none">)] Employer promises a specific established level of benefits to employees at retirement.)] Requires annual actuarial valuation and review.)] Requires Form 5500 to be filed)] Individual participants can exceed the \$54,000 limit (Sec. 415) imposed by defined contributions plans.
Ideal for : Businesses with 100 or fewer employees (earning \$5,000 or more) during the past year which allows employee elective salary deferral contributions, requires minimal IRS reporting, and has minimal cost.	Ideal for : Employer seeking flexibility of discretionary contributions and the ability to impose a vesting schedule on these contributions.	Ideal for : Small businesses or professional practices wishing to favor either the older employees or a specific group of employees.	Ideal for : A business wanting to offer a fixed benefit or to favor older employees. Ideal for a small business owner at least 45 years of age who never sponsored any type of retirement plan.

This material is for informational purposes only as it is not individualized and not intended to serve as the primary or sole basis for your decisions as there may be other factors you should consider. Please contact your financial advisor regarding the application of these issues to your business and individual circumstances.