

	IRA		401(k)			Profit Sharing	Defined Benefit		Cash Balance
	SIMPLE	SEP	401(k)	Safe Harbor	Solo k		Conventional	412(e)(3)	
Description	Employee salary deferrals and employee contributions made to Individual Retirement Accounts	Employer contributions made to Individual Retirement Accounts	Salary Deferral feature added to Profit Sharing plan. Deferrals may be pre-tax or after-tax (Roth deferrals)	401(k) with mandatory employer contributions as either a match or a flat percentage. Eliminates discrimination testing guaranteeing anyone can make a maximum deferral	401(k) for companies with only eligible Highly Compensated Employees	Defined Contribution plan with flexible employer contributions	Employer funded pension plan providing a specified monthly benefit at a specified retirement age	A defined benefit pension plan funded exclusively with level premium annuity contracts and whole life insurance	Hybrid plan providing a pension benefit defined as annual Contribution and Interest credits
Appropriate for	Small employers wanting cost effective employee retirement program	Very small employers	Any size employer seeking an employee savings program	Smaller employers seeking maximum contributions for Highly Compensated Employees	Very small employers with no eligible rank and file employees	Any size company	Any size company	Very small company seeking guaranteed benefits and large contributions	Any size company
Advantages	Easy and inexpensive to establish and maintain	Easy and inexpensive to establish and maintain. No ongoing contribution obligation	Employee tax-advantages savings. Flexible contributions. Recognizable employee benefit.	Maximum salary deferrals for Highly Compensated Employees.	Employee salary deferrals plus maximum profit sharing contribution	Flexible contributions. Plan formulas can benefit those older and higher paid.	Large tax-deductible employer contributions. Favors older employees. Defined benefit at retirement.	Potentially largest tax-deductible employer contributions. Benefits guaranteed. Predictable contributions. Defined benefit at retirement.	Contributions can be significantly greater than a profit sharing plan. Benefit defined as an account which is easily understood by plan participants. Can be designed to favor select participants.
Disadvantages	Required employer contribution. Inflexible.	Employees 100% immediately vested. Everyone receives the same percentage of pay.	Highly Compensated Employee deferrals may be limited by discrimination test. Participants bear investment risk.	Employer contribution required. Required contribution 100% immediately vested.	Plan must changed if rank and file employees become eligible.	Contributions limited to 25% of participating payroll.	Contributions are an obligation and must be made each year unless plan is fully funded.	Contributions are an obligation and must be made each year. No investment flexibility.	Contributions are an obligation and must be made each year.
Who may establish	Any employer with no more than 100 eligible employees.	Any employer	Any employer	Any employer	Any employer	Any employer	Any employer	Any employer	Any employer
Maximum annual Employer Contribution	Matching contribution 100% on the first 3% of pay deferred, may be as low as 1% in any 2 out of 5 years; or flat 2% for each eligible employee	25% of participating payroll	25% of participating payroll	25% of participating payroll	25% of participating payroll	25% of participating payroll	No dollar limit. Whatever is actuarially required	No dollar limit. Whatever is actuarially required	No dollar limit. Whatever is actuarially required
Maximum Annual Employee Contribution	17,000 plus \$4,000 catch up if age 50 or older	No employee contributions	\$24,500 plus \$8,000 catch up of age 50 or older, \$11,250 age 60-63	\$24,500 plus \$8,000 catch up of age 50 or older, \$11,250 age 60-63	\$24,500 plus \$800 catch up of age 50 or older, \$11,250 age 60-63	No employee contributions	No employee contributions	No employee contributions	No employee contributions

Plan Guide

Pentegra Retirement Services, 5350 77 Center Drive, Suite 200, Charlotte, NC 28217 www.pentegra.com

2024

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	SIMPLE	SEP	401(k)	Safe Harbor	Solo k		Conventional	412(e)(3)	
Annual Individual Maximum Allocation	100% of pay	100% of pay not to exceed \$69,000	100% of pay not to exceed \$72,000, plus catch up	100% of pay not to exceed \$72,000, plus catch up	100% of pay not to exceed \$72,000, plus catch up	100% of pay not to exceed \$72,000	NA	NA	NA
Maximum Benefit	NA	NA	NA	NA	NA	NA	100% of pay of highest three year average pay to maximum \$290,000 per year paid as a life annuity at retirement age	100% of pay of highest three year average pay to maximum \$290,000 per year paid as a life annuity at retirement age	100% of pay of highest three year average pay to maximum \$290,000 per year paid as a life annuity at retirement age
Required employer contribution	Yes. Matching contribution 100% on the first 3% of pay deferred, may be as low as 1% in any 2 out of 5 years; or flat 2% for each eligible employee.	None required	None required	100% match on first 2% deferred plus 50% match on next 2% deferred, or flat 3% of pay for each eligible employee	None required	None required	Contributions determined by actuary	Contributions required to fund promised benefit based on contract guarantees	Contributions determined by actuary
Eligibility	Earned \$5,000 in any 2 preceding years and expected to earn \$5,000 in current year	Worked 3 out of the last 5 years and earns at least \$750 in the current year, and age 21	Completed at least 1 year of service in which they worked 1,000 hours, and age 21	Completed at least 1 year of service in which they worked 1,000 hours, and age 21	Completed at least 1 year of service in which they worked 1,000 hours, and age 21	Completed at least 1 year of service in which they worked 1,000 hours, and age 21; may require 2 years of service with 100% immediate vesting	Completed at least 1 year of service in which they worked 1,000 hours, and age 21; may require 2 years of service with 100% immediate vesting	Completed at least 1 year of service in which they worked 1,000 hours, and age 21; may require 2 years of service with 100% immediate vesting	Completed at least 1 year of service in which they worked 1,000 hours, and age 21; may require 2 years of service with 100% immediate vesting
Vesting	Immediate	Immediate	Employee salary deferrals 100% immediately vested; Employer contributions may have vesting schedule not exceeding 7 years	Employee salary deferrals 100% immediately vested, safe harbor mandatory employer contributions 100% immediately vested, other employer contributions may be on vesting schedule not exceeding 7 years	Employee salary deferrals 100% immediately vested; Employer contributions may have vesting schedule not exceeding 7 years	Employer contributions may have vesting schedule not exceeding 7 years	Employer contributions may have vesting schedule not exceeding 7 years	Employer contributions may have vesting schedule not exceeding 7 years	3 year cliff vesting

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Distributions	Available at any time. 10% penalty prior age 59 1/2. 25% penalty for withdrawals within 2 years from initial deposit. All distributions subject to income tax. Required Minimum Distributions required at age 73 or age 75.	Available at any time. 10% penalty prior age 59 1/2. All distributions subject to income tax. Required Minimum Distributions required at age 73 or age 75.	Available at death, disability, separation form service or financial hardship. Employer contributions eligible for distribution while still employed. 10% penalty prior age 59 1/2. All distributions subject to income tax. Required Minimum Distributions required at age 73 or age 75 for 5% owners and participants who have separated from service.	Available at death, disability, separation form service or financial hardship. Employer contributions eligible for distribution while still employed. 10% penalty prior age 59 1/2. All distributions subject to income tax. Required Minimum Distributions required at age 73 or age 75 for 5% owners and participants who have separated from service.	Available at death, disability, separation form service or financial hardship. Employer contributions eligible for distribution while still employed. 10% penalty prior age 59 1/2. All distributions subject to income tax. Required Minimum Distributions required at age 73 or age 75 for 5% owners and participants who have separated from service.	Available at death, disability, separation form service or financial hardship. In service distributions permitted if plan allows. 10% penalty prior age 59 1/2. All distributions subject to income tax. Required Minimum Distributions required at age 73 or age 75 for 5% owners and participants who have separated from service.	Available at death, disability, separation form service or financial hardship. 10% penalty prior age 59 1/2. All distributions subject to income tax. Required Minimum Distributions required at age 73 or age 75 for 5% owners and participants who have separated from service.	Available at death, disability, separation form service or financial hardship. 10% penalty prior age 59 1/2. All distributions subject to income tax. Required Minimum Distributions required at age 73 or age 75 for 5% owners and participants who have separated from service.	Available at death, disability, separation form service or financial hardship. 10% penalty prior age 59 1/2. All distributions subject to income tax. Required Minimum Distributions required at age 73 or age 75 for 5% owners and participants who have separated from service.
Loans	Not permitted	Not permitted	Permitted. Lesser of \$50,000 or 50% of vested account balance. Must be repaid in 5 years in installments paid at least quarterly.	Permitted. lesser of \$50,000 or 50% of vested account balance. Must be repaid in 5 years in installments paid at least quarterly.	Permitted. lesser of \$50,000 or 50% of vested account balance. Must be repaid in 5 years in installments paid at least quarterly.	Permitted. lesser of \$50,000 or 50% of vested account balance. Must be repaid in 5 years in installments paid at least quarterly.	Permitted. lesser of \$50,000 or 50% of vested account balance. Must be repaid in 5 years in installments paid at least quarterly.	Not permitted	Permitted. lesser of \$50,000 or 50% of vested account balance. Must be repaid in 5 years in installments paid at least quarterly.
Reporting	Summary Plan Description to plan participants. IRS participant account statements.	Copy of 5305-SEP form to plan participants.	Full ERISA reporting. Form 5500 filed annually.	Full ERISA reporting. Form 5500 filed annually.	Full ERISA reporting. Form 5500 filed annually. Form 5500 not required until plan assets exceed \$250,000.	Full ERISA reporting. Form 5500 filed annually.	Full ERISA reporting. Form 5500 filed annually. Enrolled actuary required. PBGC reporting required annually if plan subject to PBGC.	Full ERISA reporting. Form 5500 filed annually. PBGC reporting required annually if plan subject to PBGC.	Full ERISA reporting. Form 5500 filed annually. Enrolled actuary required. PBGC reporting required annually if plan subject to PBGC.
Establishment Deadline	October 1 of first year	Filing date of employer's tax return	October 1 of first year	October 1 of first year	Filing date of employer's tax return	Filing date of employer's tax return	Filing date of employer's tax return	Filing date of employer's tax return	Filing date of employer's tax return

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Contribution Deadline	Salary deferrals: as soon as deferrals can reasonably be segregated from employer assets. Safe harbor: deposit no later than the 7th business day following the Salary deferrals: as soon as deferrals can reasonably be segregated from employer assets. Employer contributions: before filing of employer's tax return.	Before filing of employer's tax return.	Salary deferrals: as soon as deferrals can reasonably be segregated from employer assets. Safe harbor: deposit no later than the 7th business day following the date the employees would have received the contributions (payday). Employer contributions: before filing of employer's tax return	Salary deferrals: as soon as deferrals can reasonably be segregated from employer assets. Safe harbor: deposit no later than the 7th business day following the date the employees would have received the contributions (payday). Employer contributions: before filing of employer's tax return	Salary deferrals: as soon as deferrals can reasonably be segregated from employer assets. Safe harbor: deposit no later than the 7th business day following the date the employees would have received the contributions (payday). Employer contributions: before filing of employer's tax return	Before filing of employer's tax return.	Before filing of employer's tax return but not to exceed 8 1/2 months after close of plan year.	Before filing of employer's tax return but not to exceed 8 1/2 months after close of plan year.	Before filing of employer's tax return but not to exceed 8 1/2 months after close of plan year.



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