



The EJReynolds Plan Comparison Chart

Ensuring the Right Retirement Plans for Your Employees and Your Company

Keeping employees around until they retire is one thing, offering them the right retirement plan so they can enjoy their retirement is another.

At EJReynolds, we understand how important plan design is. Some firms want to attract and retain qualified employees. Others are looking to minimize compliance risk and control costs. Still others are looking for the maximum contributions to the owners.

That's why we work with every client, both at the onset of the plan and each year, to ensure that the plan still meets the needs of the firm, while providing meaningful benefits to their employees, and minimizing tax risks to the owners.

The right TPA should have **Expert Knowledge, Dedicated Service, Great Solutions** and lead to growth for you and your clients.

Expertise & Experience

- > Reputable qualified retirement plan expertise for nearly 30 years
- > Diverse professional backgrounds (accounting, human resources, actuarial)
- > Extensive employee accreditations (QPA, ERPA, CPC, QKA, TGPC)
- > Senior administrators enrolled to practice before the IRS

Service & Dedication

- > One-on-one quality advisor and client relationships
- > Dedicated and flexible business development staff
- > Bi-lingual administrators to meet market needs
- > Customized plans designed to fit sponsor goals

Effective & Accurate Solutions

- > Consultative approach ensures successful plans
- > Leading-edge plan design through our specialization
- > Fiduciary solutions and trusted management
- > Advanced technology for proper administration



WHERE IS YOUR COMFORT PLACE?
EJR CAN HELP YOU GET THERE.

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Plan Type	IRA	SEP IRA	Profit Sharing	Simple IRA	401(k)	Safe Harbor 401(k)	Money Purchase	Cash Balance or Defined Benefit	401(k) plus Cash Balance or Defined Benefit
Target Market	Any individual with earned income	Small businesses & self-employed individuals	Business with fluctuating earnings and self-employed individuals	No More than 100 Employees who earned more than \$5,000 in prior year	Sole proprietorships, partnerships, limited liability companies and Corporations	Sole proprietorships, partnerships, limited liability companies and Corporations	Business with high stable earnings; self-employed individuals & nonprofit organizations	Business with high consistent earnings & owners close to retirement	Business with high consistent earnings & owners close to retirement
Key Features	Tax-deferred investing; no discrimination testing; investment flexibility	Investment flexibility; limited reporting	Flexible Contributions; investment flexibility	Tax-deferred investing; no discrimination testing; investment flexibility; limited reporting	Tax-deferred investing; flexibility in plan design; investment flexibility	Tax-deferred investing; no discrimination testing; investment flexibility	Consistent contributions, investment flexibility	Consistent contributions	Greatest maximum consistent contributions
Contributors	Employee only	Employer only	Employer only	Employee & Employer	Employee & optional Employer	Employee & Employer	Employer only	Employer only	Employer & Employee
Contribution Flexibility	Yes	Yes	Yes	Very Limited	Yes	No; possible additional employer contributions above safe harbor	No; percentage established at plan set up	No; based on formula and Actuarial calculation	No; based on formula and Actuarial calculation
Maximum Eligibility Requirements	Not Applicable	Age 21 with any service in 3 of last 5 years	Age 21 and 1 year of service (2 years with 100% vesting)	Employees earning \$5,000 in current year & any 2 prior years	Age 21 and 1 year of service	Age 21 and 1 year of service	Age 21 and 1 year of service (2 years with 100% vesting)	Age 21 and 1 year of service (2 years with 100% vesting)	Age 21 and 1 year of service (2 years with 100% vesting)
Maximum Total Individual Contribution	\$6,500 (2023) plus \$1,000 for those age 50 or older	Not Applicable	Not Applicable	\$15,500 (2023) plus \$3,500 for those age 50 or older	\$22,500 (2023) plus \$7,500 for those age 50 or older	\$22,500 (2023) plus \$7,500 for those age 50 or older	Not Applicable	Not Applicable	Employee limited to \$22,500 (2023) plus \$7,500 for those age 50 or older
Maximum Annual Employer Contribution	Not Applicable	25% of eligible employee compensation; individually limited to \$66,000 (2023)	Up to 25% of eligible employee compensation; limited to \$66,000 per eligible employee (2023)	100% up to 3% match to participants or 2% to all eligible employees	25% of eligible employee compensation; limited to \$66,000 (2023)	3-4% safe harbor; optional additional contribution either matching or non-elective. (total 25% of eligible compensation)	Up to 25% of eligible employee compensation; limited to \$66,000 per eligible employee (2023)	Amount needed to fund plan	Amount needed to fund plan
Vesting in Employer Contribution	Not Applicable	100% immediately	May be graded up to 6 years or 100% after 3 years	100% immediately	May be graded up to 6 years or 100% after 3 years	100% immediately on Safe-Harbor contributions	May be graded up to 6 years or 100% after 3 years	100% vesting after 3 years may be required	100% vesting after 3 years may be required
Loans	No	No	Yes	No	Yes	Yes	Yes	Yes	Yes
When Established	Any time prior to tax filing deadline of April 15th without extension	Any time prior to tax filing deadline including extensions	Any time prior to tax filing deadline including extensions	Prior to October 1st	Prior to fiscal year end	Any time with 30 day notification for new plans prior to October 1st	Any time prior to tax filing deadline including extensions	Any time prior to tax filing deadline including extensions	401(k) must begin during tax year. Pension may be signed by the tax filing deadline
Loans	No	No	Yes	No	Yes	Yes	Yes	Yes	Yes