TYPE OF PLAN	MAY BE RIGHT FOR YOUR COMPANY IF YOU….	ADVANTAGES	DEADLINES FOR SETUP AND CONTRIBUTIONS	ANNUAL CONTRIBUTIONS
SEP IRA Plan	● Want annual contributions to be flexible ● Want Ease of administration ● Are self-employed or have few employees	● You can vary or skip contributions in any given year ● No additional tax filing is required ●You can reward employees based on a percentage of their compensation	● Plan must be established and funded by your tax filing deadline, including any extentsions	● You can contribute up to 100% of eligible compensation* ● You can deduct 25% of eligible compensation* or $45,000, whichever is less for 2007
SIMPLE IRA Plan	● Have 100 or fewer employees ● Have employees who want to make contributions to help fund their own retirement ● Want Ease of Administration	● Employees can choose to participate ● Employees who choose to contribute enjoy tax-deferred growth potential and reduced current income taxes ● No additional tax filing is required	● Plan must be established by October 1 of first year and operated on calendar year basis thereafter ● Employer contributions must be funded by your tax filing deadline, including any extensions ● Employee contributions must be made no later than 30 days after the end of the month in which they were withheld form the employee's pay	● Maximum employee contribution is 100% of salary or $10,000, whichever is less for 2007 ● Additional catch-up contribution of $2,500 is allowed for employees age 50 and older ● You can either make a dollar-for-dollare match up to 3% of compensation only for employees who defer, or contribute 2% of eligible compensation* for all eligible employees
Profit Sharing Plan	● Want flexible contributions each year ● Want flexibility in choosing plan design and features	● You can vary or skip contributions in any given year ● You can provide different levels of benefits to different classifications of employees ●You can establish vesting requirements to reward long-term employees	● Plan must be established by your fiscal year-end and funded by your tax filing deadline, including any extensions	● You can contribute up to 100% of eligible compensation* ● You can deduct 25% of eligible compensation* or $45,000, whichever is less for 2007
Keogh Plans (aka HR-10 plans)	● Are an owner-employee ● Are 10% partner ● Are self-employed	● Contributions and earnings are tax deferred ● Administrative costs are minimal for small plans, especially for those covering only one self-employed individual	● Plan must be established by your fiscal year-end and funded by your tax filing deadline, including any extensions	● If defined-contribution: 25% of net income (20% of gross ● If defined-benefit, minimum funding standard applies

401(k) Plan	● Have employees who want to make contributions to help fund their own retirement ● Want flexibility in choosing plan design features	● Eligible employees can chosse whether to participate ● Participating employees enjoy tax-deferred growth potential and reduced current income taxes ●You can choose to encourage participation by matching employee deferrals with employer contributions ● You can establish eligibility and vesting requirements to reward long-term employees	● Plan must be established by your fiscal year-end ● Employer matching contributions must be funded by your tax filing deadline, including any extensions ● Employee contributions must be made as soon as administratively feasible after the end of the month in which they were withheld from the employee's pay	● Maximum employee contribution is 100% of salary or $15,500 whichever is less, for 2007 ● Additional catch-up contributions of $5,000 are allowed for employees age 50 and older ● Employer matching contributions are optional, and may be discretionary from year to year

*Maximum compensation on which contributions can be based is $225,000. Effective contribution maximum for sole proprietors is 20% of compensation (defined as earned income)