

Plan Type	SIMPLE IRA	SEP
Employer Eligibility	<p>100 or fewer employees who earned \$5,000 or more</p> <p>SIMPLE IRA plan must be the only plan of the employer</p> <p>Most employers, including sole proprietorships, S and C corporations, partnerships, nonprofit organizations and governmental entities</p>	<p>Any employer, including sole proprietorships, S and C corporations, partnerships, nonprofit organizations and governmental entities</p> <p>If SAR-SEP, 25 or fewer eligible employees, with at least 50% electing to participate; no new plans after 1996</p>
Contribution or Benefit Limits	<p>Salary deferrals: 100% of compensation up to \$11,500 in 2010 and 2011</p> <p>Mandatory employer contribution: 100% match on deferrals up to 3% of compensation; or 2% nonelective contribution</p>	<p>Participant limit: Lesser of 25% of compensation or \$49,000 for 2010 and 2011</p> <p>Employer deduction: 25% of compensation of all participants</p> <p>If SAR-SEP, elective salary deferrals of 100% of compensation up to \$16,500 for 2010 and 2011</p> <p>Compensation cap of \$245,000 for 2010 and 2011</p>
Catch Up	<p>For age 50 and over, \$2,500 in 2010 and 2011</p>	<p>If SAR-SEP, for age 50 and over, \$5,500 for 2010 and 2011</p>
Vesting	<p>Immediate</p>	<p>Immediate</p>
Deadline to Establish	<p>Generally, not later than Oct. 1 for current year contribution</p> <p>Should be established early in the year to take advantage of salary deferral option</p>	<p>Business's tax-filing deadline, including extensions</p>
Contribution Deadline	<p>Salary deferrals must be deposited within 30 days after the end of the month deferred</p> <p>Matching and nonelective contributions: business's tax-filing deadline, including extensions</p>	<p>Business's tax-filing deadline, including extensions</p> <p>If SAR-SEP, as soon as administratively feasible, and not later than 15 business days after the end of the month of deferral</p>

Plan Type	Profit Sharing	Money Purchase Pension
Employer Eligibility	Any employer, including sole proprietorships, S and C corporations, partnerships, nonprofit organizations, and governmental entities	Any employer, including sole proprietorships, S and C corporations, partnerships, nonprofit organizations, and governmental entities
Contribution or Benefit Limits	<p>Employer deduction: up to 25% of compensation of all participants</p> <p>Participant: Lesser of 100% of compensation or \$49,000 for 2010 and 2011</p>	<p>Mandatory contribution as specified by plan</p> <p>Employer deduction: up to 25% of compensation of all participants</p> <p>Participant limit: Lesser of 100% of compensation or \$49,000 for 2010 and 2011</p>
Catch Up	Not applicable	Not applicable
Vesting	<p>According to plan terms</p> <p>May apply 3-year cliff or 6-year graded schedule</p>	<p>According to plan terms.</p> <p>May apply 3-year cliff or 6-year graded schedule</p>
Deadline to Establish	Business' tax year end	Business' tax year end
Contribution Deadline	Business's tax-filing deadline, including extensions	Earlier of business's tax-filing deadline, including extensions, or minimum funding deadline (Sept. 15 for calendar-year plans)

Plan Type	401(k)	Standard Safe Harbor 401(k)
Employer Eligibility	Most employers, including sole proprietorships, S and C corporations, partnerships, and nonprofit organizations. Governmental entities may not establish 401(k) plans	Most employers, including sole proprietorships S and C corporations, partnerships, and nonprofit organizations. Governmental entities may not establish 401(k) plans
Contribution or Benefit Limits	<p>Elective salary deferrals: 100% of compensation up to \$16,500 for 2010 and 2011</p> <p>Employer deduction: up to 25% of compensation of all participants</p> <p>Participant limit: Lesser of 100% of compensation or \$49,000 for 2010 and 2011</p>	<p>Salary deferrals: 100% of compensation up to \$16,500 for 2010 and 2011</p> <p>Required employer contribution: either matching or nonelective.</p> <p>Basic match formula: 100% match on first 3% of compensation deferred, plus 50% of the next 2% deferred</p> <p>Enhanced formula: no less than what the basic formula would be at each deferral rate</p> <p>Nonelective contribution: no less than 3% of compensation</p>
Catch Up	For age 50 and over, \$5,500 for 2010 and 2011	For age 50 and over, \$5,500 for 2010 and 2011
Vesting	<p>Salary deferrals: Immediate</p> <p>Employer contribution: According to plan terms. May apply 3-year cliff or 6-year graded schedule</p>	Immediate for salary deferrals and safe harbor contributions
Deadline to Establish	<p>Business's tax year end</p> <p>Should be established early in the year to take advantage of salary deferral</p>	<p>Generally, prior to the beginning of the plan year in order to satisfy notice requirements</p> <p>Exceptions apply for existing profit sharing plans</p>
Contribution Deadline	<p>Employer contributions: Business's tax-filing deadline including extensions</p> <p>For small plans (i.e., plans with fewer than 100 participants), salary deferrals must be deposited within 7 business days of being withheld. For large plans, salary deferrals must be deposited as soon as administratively feasible, and not later than 15 business days after the end of the month deferred</p>	<p>Employer contributions: Business's tax-filing deadline, including extensions</p> <p>For small plans (i.e., plans with fewer than 100 participants), salary deferrals must be deposited within 7 business days of being withheld. For large plans, salary deferrals must be deposited as soon as administratively feasible, and not later than 15 business days after the end of the month deferred</p>

Plan Type	Automatic Enrollment Safe Harbor	Defined Benefit
Employer Eligibility	Available for 401(k), 403(b) and governmental 457(b) plans	Any employer including sole proprietorships, S and C corporations, partnerships, nonprofit organizations, and governmental entities Those interested in benefiting older, more highly compensated employees
Contribution or Benefit Limits	Mandatory contributions Automatic salary deferrals cannot exceed 10%, and must be at least 3% during the initial plan year, increasing to 4% during the second plan year, 5% during the third plan year, and 6% during any subsequent plan year. Required employer contribution: either matching or nonelective A matching contribution equal to 100% of deferrals up to 1% of compensation, plus a matching contribution equal to 50% of deferrals between 1 and 6% of compensation; OR a 3% nonelective contribution	Annual benefit limit of 100% of average compensation of three highest years, up to \$195,000 for 2010 and 2011
Catch Up	For age 50 and over, \$5,500 for 2010 and 2011	Not applicable
Vesting	Salary deferrals: Immediate Employer contribution: maximum 2 years	According to plan terms May apply 5-year cliff or 7-year graded schedule
Deadline to Establish	Generally, prior to the beginning of the plan year in order to satisfy notice requirements.	Business's tax year end
Contribution Deadline	Employer contributions: Business's tax-filing deadline, including extensions For small plans (i.e., plans with fewer than 100 participants), salary deferrals must be deposited within 7 days of being withheld. For large plans, salary deferrals must be deposited as soon as administratively feasible, and not later than 15 business days after the end of the month deferred	Earlier of business's tax-filing deadline, including extensions, or minimum funding deadline (Sept. 15 for calendar-year plans)

Plan Type	403(b)	457(b)
Employer Eligibility	Only certain employers: Tax-exempt charitable organizations, public school systems, hospitals	Only certain employers: State and local governmental entities, educational organizations and tax-exempt entities Tax-exempt entities must limit participation to a select group of upper management employees Churches may not establish 457 plans
Contribution or Benefit Limits	Salary deferrals: 100% of compensation up to \$16,500 for 2010 and 2011 Participant limit: Lesser of 100% of compensation or \$49,000 for 2010 and 2011	100% of compensation up to \$16,500 in 2010 and 2011
Catch Up	For age 50 and over, \$5,500 for 2010 and 2011 For those with 15 years or more of service at qualifying institution up to an additional \$3,000 elective salary deferral per year (\$15,000 max lifetime). Prior year contributions may limit this amount	For age 50 and over, \$5,500 for 2010 and 2011 In the 3 years prior to the year a participant reaches normal retirement age, he/she may contribute the lesser of: 1) twice the basic annual limit (e.g., \$16,500 x 2 = \$33,000 for 2010 and 2011); or 2) the basic annual limit plus the unused portion (if any) of basic annual limits in prior years
Vesting	Salary deferrals: Immediate Employer contribution: According to plan terms May apply 3-year cliff or 6-year graded schedule	Not applicable
Deadline to Establish	Business's tax year end Should be established early in the year to take advantage of salary deferral	Business's tax year end Should be established early in the year to take advantage of salary deferral
Contribution Deadline	For small plans (i.e., plans with fewer than 100 participants), salary deferrals must be deposited within 7 business days of being withheld. For large plans, salary deferrals must be deposited as soon as administratively feasible, and not later than 15 business days after the end of the month deferred Employer contributions: Business's tax-filing deadline, including extensions	For small plans (i.e., plans with fewer than 100 participants), salary deferrals must be deposited within 7 business days of being withheld. For large plans, salary deferrals must be deposited as soon as administratively feasible, and not later than 15 business days after the end of the month deferred