



# PLAN DESIGN ALTERNATIVES

For Defined Contribution Plans 2025

Name	Age	Plan Compensation <sup>1</sup>	Simplified Employee Pension (SEP)	SIMPLE Profit Sharing	Tiered Profit Sharing	Tiered Profit Sharing & Safe Harbor 401(k) <sup>2</sup>	401(k) & Safe Harbor Matching <sup>2</sup>
Shareholder/Owner	53	\$350,000	\$70,000	\$31,062	\$69,000	\$76,500	\$44,300
Shareholder/Owner	60	350,000	70,000	31,062	69,000	76,500	44,300
Non-Owner Employee	46	165,000	33,000	5,530	4,950	4,950	6,600
<b>Highly Compensated Employee Total</b>		<b>\$855,000</b>	<b>\$171,000</b>	<b>\$67,654</b>	<b>\$142,950</b>	<b>\$157,950</b>	<b>95200</b>
Employee 1	42	52,000	10,400	1,743	2,600	2,308	2,080
Employee 2	46	59,000	11,800	1,977	2,950	2,618	2,360
Employee 3	50	63,000	12,600	2,111	3,150	2,796	2,520
Employee 4	54	69,000	13,800	2,312	3,450	3,062	2,760
Employee 5	58	94,000	18,800	3,150	4,700	4,171	3,760
Employee 6	62	75,000	15,000	2,514	3,750	3,328	3,000
Employee 7		<b>\$568,000</b>	<b>\$113,600</b>	<b>\$19,036</b>	<b>\$28,400</b>	<b>\$25,205</b>	<b>\$22,720</b>
Employee 8	54	69,000	13,800	2,312	3,450	3,062	2,760
Employee 9	58	94,000	18,800	3,150	4,700	4,171	3,760
Employee 10	62	75,000	15,000	2,514	3,750	3,328	3,000
<b>Non-Highly Compensated Employee Total</b>		<b>\$568,000</b>	<b>\$113,600</b>	<b>\$19,036</b>	<b>\$28,400</b>	<b>\$25,205</b>	<b>\$22,720</b>
<b>Total Company/Owner Contributions</b>			<b>\$284,600</b>	<b>\$86,690</b>	<b>\$171,350</b>	<b>\$183,155</b>	<b>\$117,920</b>
<b>Percentage of Contributions to Owners</b>			<b>60.00%</b>	<b>78.00%</b>	<b>83.40%</b>	<b>86.20%</b>	<b>80.70%</b>

**NOTES:**

1. "Plan Compensation" is gross W-2 wages. It excludes S-Corporation K-1 income. For Partners and Sole Proprietors, Plan Compensation is net earnings from self-employment reduced by plan contributions, 1/2 self-employment tax and Section 179 deductions.
2. For Shareholders/Owners, this column includes all contributions to the plan, including 401(k) salary deferral and catch up contributions. For non-owners, this column illustrates only the company contributions, since any 401(k) contributions are paid by employees. Company-paid safe harbor contributions are required and are 100% vested to the employees, other than QACA safe harbor.
3. These are examples only, results will vary in each situation. Please contact us for a design tailored to the company's objectives.

Name	Age	Plan Compensation <sup>1</sup>	Cash Balance & Profit Sharing	Combination Cash Balance & 401(k)/PS <sup>2</sup>
Shareholder/Owner	53	\$350,000	\$261,500	\$291,500
Shareholder/Owner	60	350,000	352,500	382,500
Non-Owner Employee	46	165,000	8,500	8,500
<b>Highly Compensated Employee Total</b>		<b>\$855,000</b>	<b>\$622,500</b>	<b>\$682,500</b>
Employee 1	26	\$32,000	\$3,400	\$3,400
Employee 2	30	38,000	3,800	3,800
Employee 3	34	40,000	4,000	4,000
Employee 4	38	46,000	4,300	4,300
Employee 5	42	52,000	4,700	4,700
Employee 6	46	59,000	5,200	5,200
Employee 7	50	63,000	5,500	5,500
Employee 8	54	69,000	5,900	5,900
Employee 9	58	94,000	7,600	7,600
Employee 10	62	75,000	6,300	6,300
<b>Non-Highly Compensated Employee Total</b>		<b>\$568,000</b>	<b>\$50,700</b>	<b>\$50,700</b>
<b>Total Company/Owner Contributions</b>			<b>\$768,800</b>	<b>\$783,200</b>
<b>Percentage of Contributions to Owners</b>			<b>92.10%</b>	<b>92.30%</b>

**NOTES:**

1. "Plan Compensation" is gross W-2 wages. It excludes S-Corporation K-1 income. For Partners and Sole Proprietors, Plan Compensation is net earnings from self-employment reduced by plan contributions, 1/2 self-employment tax and Section 179 deductions.
2. For Shareholders/Owners, this column includes all contributions to the plan, including 401(k) salary deferral and catch up contributions. For non-owners, this column illustrates only the company contributions, since any 401(k) contributions are paid by employees. Company-paid safe harbor contributions are required and are 100% vested to the employees, other than QACA safe harbor.
3. Employer contributions are mandatory to Defined Benefit and Cash Balance plans, subject to IRS penalties for failure to contribute. In combination plans, profit sharing and safe harbor 401(k) contributions are mandatory for Non-Highly Compensated Employees.
4. These are examples only, results will vary in each situation. Please contact us for a design tailored to the company's objectives.