

## DESIGN

Qualified Plans will work with plan sponsors to determine which plan design best meets the needs of the employer. For employers without existing retirement plans, Qualified Plans will prepare the plan adoption agreement, trust, summary plan description and all forms for submission to the Internal Revenue Service if necessary. For employers with existing plans, Qualified Plans will amend the employer's existing plan to the new plan design chosen.

## ADMINISTRATION

Qualified Plans is a full-service Third Party Administrative firm for retirement plans. Our services include traditional participant statement reporting for professionally managed accounts and daily valuation services for 401(k) Plans. Included in our daily valuation services are a toll free 800 number and Internet access. Qualified Plans will perform all necessary discrimination testing for your employer sponsored plan, including signature ready Form 5500 tax filings, as well as monitor changes in tax law.

## CONSULTATION

Qualified Plans provides consultation to employers during the plan design, implementation and ongoing administrative stages of your plan. Periodic review of plan provisions and recommendation of plan design changes will be communicated on an as needed basis. Qualified Plans will also provide retirement plan consultation services to employers contemplating termination, merging with another business or the sale of the employer business.

SINGLE PARTICIPANT 401(k)

STANDARD 401(k) PLAN

SAFE HARBOR 401(k) PLAN

PROFIT SHARING PLANS

AGE WEIGHTED  
AND NEW COMPARABILITY  
PROFIT SHARING PLANS

SUPER COMPARABILITY 401(k)

# RETIREMENT SOLUTIONS



1100 Peachtree Street  
Suite 700  
Atlanta, Georgia 30309  
404-582-8820

100 Riverview Drive  
Savannah, Georgia 31404  
912-356-1120

### MAILING ADDRESS

PO Box 2486  
Savannah, Georgia 31402

800-542-6785

[www.qplans.com](http://www.qplans.com)



TYPE OF PLAN	KEY FEATURES	WHO CAN ESTABLISH	2006 ANNUAL CONTRIBUTION
<p><b>SINGLE PARTICIPANT 401(k)</b></p>	<ul style="list-style-type: none"> <li>• 401(k) program designed for an employer with no employees other than a spouse.</li> <li>• Employer contribution limits are set in the plan document. Contributions may be discretionary.</li> <li>• Participant loans are available.</li> <li>• All contributions must be 100% immediately vested.</li> </ul>	<p>Business owners and corporations with no employees other than a spouse. If other employees are hired, the plan will revert to standard fee plan.</p>	<ul style="list-style-type: none"> <li>• Employees can defer up to \$15,000 (\$20,000 if age 50 or older).</li> <li>• Employer contributions cannot exceed 25% of eligible compensation. (Compensation over \$220,000 is not considered eligible.)</li> <li>• Combined contributions (both salary deferrals and profit sharing) cannot exceed the lesser of 100% of compensation or \$44,000. Catch-up deferrals are not included in this limit.</li> </ul> <p><i>Who contributes: employee and employer</i></p>
<p><b>STANDARD 401(k) PLAN</b></p>	<ul style="list-style-type: none"> <li>• Permits pre-tax salary deferral contributions.</li> <li>• Complicated discrimination testing and tax reporting.</li> <li>• Employer matching and profit sharing contributions may be discretionary.</li> <li>• Participant loans can be made available.</li> <li>• Vesting schedule on employer contributions is determined by employer.</li> </ul>	<p>Self-employed persons, partnerships, corporations and non-profit groups. (No governmentals.)</p>	<ul style="list-style-type: none"> <li>• Employees can defer up to \$15,000. (\$20,000 if age 50 or older).</li> <li>• Deferrals and employer contributions cannot exceed the lesser of 100% of each employee's compensation or \$44,000 per employee. Catch-up deferrals are not included in this limit.</li> <li>• Total employer contributions to the plan cannot exceed 25% of total eligible compensation. (Employer contributions exclude employee deferrals.)</li> <li>• Maximum eligible compensation: \$220,000.</li> </ul> <p><i>Who contributes: employee and employer</i></p>
<p><b>SAFE HARBOR 401(k) PLANS</b></p>	<ul style="list-style-type: none"> <li>• Permits pre-tax salary deferrals.</li> <li>• Eliminates complicated discrimination testing.</li> <li>• Permits employers to choose either a 3% profit sharing contribution or a 4% match on a 5% deferral.</li> <li>• Employer contribution must be made each year to maintain Safe Harbor provisions.</li> <li>• Participant loans can be made available.</li> <li>• All contributions must be 100% immediately vested.</li> </ul>	<p>Self-employed persons, partnerships, corporations and non-profit groups. (No governmentals.)</p>	<ul style="list-style-type: none"> <li>• Employees can defer up to \$15,000 (\$20,000 if age 50 or older).</li> <li>• Deferrals and employer contributions cannot exceed the lesser of 100% of each employee's compensation or \$44,000 per employee. Catch-up deferrals are not included in this limit.</li> <li>• Total employer contributions to the plan cannot exceed 25% of total eligible compensation. (Employer contributions exclude employee deferrals.)</li> <li>• Maximum eligible compensation: \$220,000</li> </ul> <p><i>Who contributes: employee and employer</i></p>
<p><b>PROFIT SHARING PLANS</b></p>	<ul style="list-style-type: none"> <li>• Profit sharing contribution requirements are set in the plan document. Contributions may be discretionary.</li> <li>• Employers may add a 401(k) salary-deferral feature.</li> <li>• Participant loans can be made available.</li> <li>• Vesting schedule is determined by employer.</li> </ul>	<p>Self-employed persons, partnerships, corporations and non-profit groups. (No governmentals.)</p>	<ul style="list-style-type: none"> <li>• Up to the lesser of 100% of compensation or \$44,000 per employee. Total employer contribution cannot exceed 25% of total eligible compensation.</li> <li>• Maximum eligible compensation: \$220,000.</li> </ul> <p><i>Who contributes: employer</i></p>
<p><b>AGE WEIGHTED AND NEW COMPARABILITY PROFIT SHARING PLANS</b></p>	<ul style="list-style-type: none"> <li>• Age weighted formula is determined by the salary range and age of employee.</li> <li>• New comparability formula groups employees into categories and then bases the formula on each group as governed by nondiscrimination regulations.</li> <li>• Profit sharing contribution requirements are set in the plan document. Contributions may be discretionary.</li> <li>• Employers may add a 401(k) salary-deferral feature.</li> <li>• Participant loans are available.</li> <li>• Vesting schedule is determined by employer.</li> </ul>	<p>Self-employed persons, partnerships, corporations and non-profit groups. (No governmentals.)</p>	<ul style="list-style-type: none"> <li>• Up to the lesser of 100% of compensation or \$44,000 per employee. Total employer contribution cannot exceed 25% of total eligible compensation.</li> <li>• Maximum eligible compensation: \$220,000.</li> </ul> <p><i>Who contributes: employer</i></p>
<p><b>SUPER COMPARABILITY 401(k)</b></p>	<ul style="list-style-type: none"> <li>• Super Comparability 401(k) incorporates the features of a New Comparability Plan with 401(k) Safe Harbor provisions.</li> <li>• Safe Harbor 401(k) permits employers to choose either a 3% profit sharing contribution or a 4% match on a 5% deferral.</li> <li>• Employer contribution must be made each year to maintain Safe Harbor provisions.</li> <li>• No 401(k)-type discrimination testing.</li> <li>• Participant loans can be made available.</li> <li>• All Safe Harbor contributions are 100% immediately vested.</li> </ul>	<p>Self-employed persons, partnerships, corporations and non-profit groups. (No governmentals.)</p>	<ul style="list-style-type: none"> <li>• Employees can defer up to \$15,000 (\$20,000 if age 50 or older).</li> <li>• Deferrals and employer contributions cannot exceed the lesser of 100% of each employee's compensation or \$44,000 per employee. Catch-up deferrals are not included in this limit.</li> <li>• Total employer contributions to the plan cannot exceed 25% of total eligible compensation. (Employer contributions exclude employee deferrals.)</li> <li>• Maximum eligible compensation: \$220,000.</li> </ul> <p><i>Who contributes: employee and employer</i></p>