

|  | <b>SEP IRA</b>  | <b>Single(k)</b>  | <b>Simple IRA</b>  | <b>401(K)</b>  |
|--|---|---|--|--|
| <b>Who it's for</b>                                  | Self-employed individual or small business owner, including those with employees  | Self-employed individual or business owner with no employees other than a spouse  | Businesses with 100 or fewer employees and self-employed individuals   | Any type of public or private company  |
| <b>Key advantages</b>                                | Have until tax filing deadline plus extension to establish<br><br>Low cost to setup and maintain                                | Higher pre-tax limits compared to SEP IRA and Simple IRA.<br><br>Low cost to setup and maintain   | Typically lower cost to maintain than a 401(k) plan<br><br>Low cost to setup and maintain<br><br>Mandatory employer contributions  | Flexibility in plan design<br><br>Higher contribution limits than<br><br>Can exclude part-time employees   |
| <b>Who can contribute</b>                            | 100% Employer Funded  | Funded by employee deferrals and employer contributions   | Funded by employee deferrals and employer contributions  | Funded by employee deferrals and employer contributions  |
| <b>2016 employee contribution limits<sup>2</sup></b> | Not applicable  | Up to \$18,000 in salary deferrals; \$24,000 if age 50 or older   | Up to \$12,500 in salary deferrals; \$15,500 if age 50 or older  | Up to \$18,000 in salary deferrals, or \$24,000 if age 50 or older (limits may vary by plan)   |
| <b>2016 employer contribution limits</b>             | Up to 25% of compensation <sup>3</sup> up to a maximum of \$53,000  | <b>Employers</b> may contribute up to 25% of compensation <sup>3</sup> up to a maximum of \$53,000.<br><br><b>Total employer/employee</b> contributions cannot exceed \$53,000. | Either match employee contributions up to 3% of compensation; can be reduced to 1% in any two out of five years or contribute 2% of each employee's compensation, <sup>3</sup> up to \$5,000 | <b>Employers</b> may make a matching contribution or profit sharing contribution up to 25% of compensation up to a maximum of \$53,000.<br><br><b>Total employer/employee</b> contributions cannot exceed \$53,000.  |
| <b>Administrative responsibilities</b>               | 5305- SEP Form each year. No employer tax filings; employee notification for employer's   | Annual Form 5500 filing after plan assets exceed \$250,000  | 5305-Simple Form. No employer tax certain annual employee notifications must generally be made by Nov. 1.  | Form 5500 and special IRS testing to ensure plan does not favor highly compensated employees   |
| <b>Access to assets<sup>4</sup></b>                  | Withdraw at any time, but a 10% penalty may apply if you are under age 59½.   | Cannot take withdrawals from the plan until a "trigger" event occurs, such as turning age 59½, disability, and/or plan termination  | Withdraw at any time, but a 10% penalty may apply if you are under age 59½. If the withdrawal is taken within first two years of participation in the plan, that penalty increases to 25%.   | Loans may be available.<br>Hardship withdrawals may be available but a 10% penalty may apply if you are under age 59½.<br><br>Withdrawals can be taken upon a "trigger" event such as turning age 59½, disability, termination of employment, and/or plan termination. |
| <b>Plan setup deadlines</b>                          | Establish by employer's tax filing deadline, plus extensions, usually April 15.   | Establish by December 31 (or fiscal year-end).  | Establish by October 1.  | Deadline is based upon the plan selection.   |
| <b>How to open an account</b>                        | Contact Greenbush Financial Group at <a href="http://www.greenbushfinancial.com">www.greenbushfinancial.com</a> or 518-477-6686 | Contact Greenbush Financial Group at <a href="http://www.greenbushfinancial.com">www.greenbushfinancial.com</a> or 518-477-6686   | Contact Greenbush Financial Group at <a href="http://www.greenbushfinancial.com">www.greenbushfinancial.com</a> or 518-477-6686  | Contact Greenbush Financial Group at <a href="http://www.greenbushfinancial.com">www.greenbushfinancial.com</a> or 518-477-6686  |
| <b>GFG Website</b>                                   | <a href="http://www.greenbushfinancial.com/">http://www.greenbushfinancial.com/</a>   | <a href="http://www.greenbushfinancial.com/">http://www.greenbushfinancial.com/</a>   | <a href="http://www.greenbushfinancial.com/">http://www.greenbushfinancial.com/</a>  | <a href="http://www.greenbushfinancial.com/">http://www.greenbushfinancial.com/</a>  |

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