

Design Highlights

The following grid outlines the major features of the designs exhibited in this report. If you have further questions regarding the designs provided, please let us know.

Design	Safe Harbor 401(k) Plan with Safe Harbor Nonelective Contribution + Discretionary New Comparability Contribution	Safe Harbor 401(k) Plan with Safe Harbor Matching Contribution + Discretionary Matching Contribution + Permitted Disparity Contribution	Traditional 401(k) Plan with Discretionary Matching Contribution + Pro Rata Contribution
Employer Contribution Budget	Maximize owners	Maximize owners	Maximize owners
Total Employer Contributions	\$105,155.56	\$140,991.01	\$159,786.67
Employer Contributions to Preferred Group	\$76,000.00	\$76,000.00	\$76,000.00
Preferred Group % of Employer Contributions	72.27%	53.90%	47.56%
HCE % of Employer Contributions	72.27%	53.90%	47.56%
Contains a Required Contribution Component	Yes	Yes	No
Employee Contributions Required to Receive Employer Contribution	No	Yes – match only	Yes – match only
Automatically Satisfies ADP/ACP Testing	Yes	Yes	No - see exhibit for projected ADP/ACP results
Automatically Satisfies Top Heavy Minimum Contribution Requirements	Yes if no discretionary contribution is funded. Otherwise, employer contributions count towards satisfying top heavy minimum	Yes if no discretionary contribution is funded. Otherwise, employer contributions count towards satisfying top heavy minimum	No
Special “Cross-Testing” Required (additional test fee applies)	Yes	No	No

Exhibit #1 - Safe Harbor 401(k) Plan with New Comparability Contribution

For plan year ending December 31, 2020

Name	Birth	Hire	Termination	Compensation	401(k)	Catchup	Age	SH 3%	%	New Comparability	%	Total Contributions
Tom Owner	10/29/1975	2/5/2001		285,000.00	19,000.00	0.00	45	8,550.00	3.00%	29,450.00	10.33%	57,000.00
Bill Owner	6/16/1965	2/5/2001		285,000.00	19,000.00	6,500.00	55	8,550.00	3.00%	29,450.00	10.33%	63,500.00
Robert Employee	9/3/1968	7/8/2002		147,000.00	14,700.00	0.00	52	4,410.00	3.00%	2,123.33	1.44%	21,233.33
Eric Employee	9/22/1984	7/21/2003		130,000.00	13,000.00	0.00	36	3,900.00	3.00%	1,877.78	1.44%	18,777.78
Carrie Employee	6/30/1980	7/12/2004		60,000.00	6,000.00	0.00	40	1,800.00	3.00%	866.67	1.44%	8,666.67
Diana Employee	11/5/1986	8/24/2007		45,000.00	4,500.00	0.00	34	1,350.00	3.00%	650.00	1.44%	6,500.00
Dan Employee	3/8/1982	10/5/2009		55,000.00	5,500.00	0.00	38	1,650.00	3.00%	794.44	1.44%	7,944.44
Michael Employee	5/31/1980	4/3/2011		35,000.00	3,500.00	0.00	40	1,050.00	3.00%	505.56	1.44%	5,055.56
Tim Employee	11/30/1979	6/16/2011		40,000.00	4,000.00	0.00	41	1,200.00	3.00%	577.78	1.44%	5,777.78
Russell Employee	11/28/1977	9/5/2011		52,000.00	5,200.00	0.00	43	1,560.00	3.00%	751.11	1.44%	7,511.11
Angela Employee	4/15/1992	3/12/2012		26,000.00	0.00	0.00	28	780.00	3.00%	375.56	1.44%	1,155.56
Don Employee	9/30/1968	3/12/2012		15,000.00	0.00	0.00	52	450.00	3.00%	216.67	1.44%	666.67
Tina Employee	1/2/1990	3/19/2014		26,000.00	0.00	0.00	31	780.00	3.00%	375.56	1.44%	1,155.56
Jennifer Employee	2/6/1991	4/9/2015		25,000.00	0.00	0.00	29	750.00	3.00%	361.11	1.44%	1,111.11
				\$1,226,000.00	\$94,400.00	\$6,500.00		\$36,780.00		\$68,375.56		\$206,055.56

Exhibit #2 - Safe Harbor 401(k) Plan with Permitted Disparity Contribution
For plan year ending December 31, 2020

Name	Birth	Hire	Termination	Compensation	401(k)	Catchup	SH Match	%	Permitted Disparity	%	Total Contributions
Tom Owner	10/29/1975	2/5/2001		285,000.00	19,000.00	0.00	11,400.00	4.00%	26,600.00	9.33%	57,000.00
Bill Owner	6/16/1965	2/5/2001		285,000.00	19,000.00	6,500.00	11,400.00	4.00%	26,600.00	9.33%	63,500.00
Robert Employee	9/3/1968	7/8/2002		147,000.00	14,700.00	0.00	5,880.00	4.00%	9,919.48	6.75%	30,499.48
Eric Employee	9/22/1984	7/21/2003		130,000.00	13,000.00	0.00	5,200.00	4.00%	8,303.53	6.39%	26,503.53
Carrie Employee	6/30/1980	7/12/2004		60,000.00	6,000.00	0.00	2,400.00	4.00%	3,832.40	6.39%	12,232.40
Diana Employee	11/5/1986	8/24/2007		45,000.00	4,500.00	0.00	1,800.00	4.00%	2,874.30	6.39%	9,174.30
Dan Employee	3/8/1982	10/5/2009		55,000.00	5,500.00	0.00	2,200.00	4.00%	3,513.03	6.39%	11,213.03
Michael Employee	5/31/1980	4/3/2011		35,000.00	3,500.00	0.00	1,400.00	4.00%	2,235.57	6.39%	7,135.57
Tim Employee	11/30/1979	6/16/2011		40,000.00	4,000.00	0.00	1,600.00	4.00%	2,554.93	6.39%	8,154.93
Russell Employee	11/28/1977	9/5/2011		52,000.00	5,200.00	0.00	2,080.00	4.00%	3,321.41	6.39%	10,601.41
Angela Employee	4/15/1992	3/12/2012		26,000.00	0.00	0.00	0.00	0.00%	1,660.71	6.39%	1,660.71
Don Employee	9/30/1968	3/12/2012		15,000.00	0.00	0.00	0.00	0.00%	958.10	6.39%	958.10
Tina Employee	1/2/1990	3/19/2014		26,000.00	0.00	0.00	0.00	0.00%	1,660.71	6.39%	1,660.71
Jennifer Employee	2/6/1991	4/9/2015		25,000.00	0.00	0.00	0.00	0.00%	1,596.83	6.39%	1,596.83
				\$1,226,000.00	\$94,400.00	\$6,500.00	\$45,360.00		\$95,631.01		\$241,891.01

Exhibit #3 - Traditional 401(k) Plan with Prorata Contribution

For plan year ending December 31, 2020

ADP Test		ACP Test	
Avg ADP - NHCEs	6.67%	Avg ACP - NHCEs	2.67%
Limt - HCEs	8.67%	Limt - HCEs	4.67%
Average ADP - HCEs	6.67%	Average ACP - HCEs	0.67%
Result:	Pass	Result:	Pass

Name	Birth	Hire	Termination	Compensation	401(k)	Catchup	Match	%	Pro Rata	%	Total Contributions
Tom Owner	10/29/1975	2/5/2001		285,000.00	19,000.00	0.00	11,400.00	4.00%	26,600.00	9.33%	57,000.00
Bill Owner	6/16/1965	2/5/2001		285,000.00	19,000.00	6,500.00	11,400.00	4.00%	26,600.00	9.33%	63,500.00
Robert Employee	9/3/1968	7/8/2002		147,000.00	14,700.00	0.00	5,880.00	4.00%	13,720.00	9.33%	34,300.00
Eric Employee	9/22/1984	7/21/2003		130,000.00	13,000.00	0.00	5,200.00	4.00%	12,133.33	9.33%	30,333.33
Carrie Employee	6/30/1980	7/12/2004		60,000.00	6,000.00	0.00	2,400.00	4.00%	5,600.00	9.33%	14,000.00
Diana Employee	11/5/1986	8/24/2007		45,000.00	4,500.00	0.00	1,800.00	4.00%	4,200.00	9.33%	10,500.00
Dan Employee	3/8/1982	10/5/2009		55,000.00	5,500.00	0.00	2,200.00	4.00%	5,133.33	9.33%	12,833.33
Michael Employee	5/31/1980	4/3/2011		35,000.00	3,500.00	0.00	1,400.00	4.00%	3,266.67	9.33%	8,166.67
Tim Employee	11/30/1979	6/16/2011		40,000.00	4,000.00	0.00	1,600.00	4.00%	3,733.33	9.33%	9,333.33
Russell Employee	11/28/1977	9/5/2011		52,000.00	5,200.00	0.00	2,080.00	4.00%	4,853.33	9.33%	12,133.33
Angela Employee	4/15/1992	3/12/2012		26,000.00	0.00	0.00	0.00	0.00%	2,426.67	9.33%	2,426.67
Don Employee	9/30/1968	3/12/2012		15,000.00	0.00	0.00	0.00	0.00%	1,400.00	9.33%	1,400.00
Tina Employee	1/2/1990	3/19/2014		26,000.00	0.00	0.00	0.00	0.00%	2,426.67	9.33%	2,426.67
Jennifer Employee	2/6/1991	4/9/2015		25,000.00	0.00	0.00	0.00	0.00%	2,333.33	9.33%	2,333.33
				\$1,226,000.00	\$94,400.00	\$6,500.00	\$45,360.00		\$114,426.67		\$260,686.67