

Features/Options	<b>SIMPLE 401(k)</b>	<b>Safe Harbor 401(k)</b>	<b>Automatic Enrollment 401(k)</b>	<b>401(k)</b>
<b>Key Advantage</b>	Salary reduction plan with little administrative paperwork and no testing requirements.	Permits employee to contribute more than in other options without annual discrimination testing.	Provides high level of participation and permits high level of salary deferrals by employees. Also safe harbor relief for default investments.	Permits employee to contribute more than in Simple 401(k).
<b>Employers Who Can Provide This Option</b>	Any business with 100 or fewer employees that does not currently maintain any other retirement plan for employees eligible for this plan.	Any business with one or more employees.	Any business with one or more employees.	Any business with one or more employees.
<b>Funding Responsibility</b>	Employee salary reduction contributions and employer contributions.	Employee salary reduction contributions and employer contributions.	Employee salary reduction contributions and/or employer contributions.	Employee salary reduction contributions and/or employer contributions.
<b>Maximum Annual Contributions Per Participant</b>	<b>Employee:</b> Up to \$12,500 in 2015. Additional contributions of \$3,000 can be made by participant age 50 or over. <b>Employer:</b> For matching contributions, employer must match \$ for \$ up to 3% of compensation (\$7,950 maximum). For non-elective contributions, employer must contribute 2% of each eligible employee's compensation (\$5,300 maximum).	<b>Employee:</b> Up to \$18,000 in 2015. Additional contributions of \$6,000 can be made by participant age 50 or over. <b>Employer:</b> For matching contributions, employer must match \$ for \$ up to 3% of compensation and \$.50 up to 5% of compensation (maximum match of \$10,600). For non-elective contributions, employer must contribute 3% of each eligible employee's compensation (\$7,950 maximum).	<b>Employee:</b> Up to \$18,000 in 2015. Additional contributions of \$6,000 can be made by participant age 50 or over. <b>Employer/Employee Combined:</b> Contributions per participant up to the lesser of 100% of compensation or \$53,000 in 2015. Employer can deduct amounts that do not exceed 25% of aggregate compensation for all plan participants.	<b>Employee:</b> Up to \$18,000 in 2015. Additional contributions of \$6,000 can be made by participant age 50 or over. <b>Employer/Employee Combined:</b> Contributions per participant up to the lesser of 100% of compensation or \$53,000 in 2015. Employer can deduct amounts that do not exceed 25% of aggregate compensation for all plan participants.
<b>Minimum Employee Coverage Requirements</b>	Generally, must be offered to all employees at least 21 years of age who worked at least 1,000 hours in previous year.	Generally, must be offered to all employees at least 21 years of age who worked at least 1,000 hours in previous year.	Generally, must include all employees who have not already opted out and those who are at least 21 years of age who worked at least 1,000 hours in previous year.	Generally, must be offered to all employees at least 21 years of age who worked at least 1,000 hours in previous year.
<b>Contributor's Options</b>	Employees can decide how much to contribute pursuant to a salary reduction agreement. The Employer must make matching or non-elective contributions.	Employees can decide how much to contribute pursuant to a salary reduction agreement. The Employer must make matching or non-elective contributions.	Employees must make salary reduction contributions specified by the Employer, unless they opt out or elect to contribute a different amount pursuant to a salary reduction agreement. The Employer can make matching and/or non-elective contributions.	Employees can decide how much to contribute pursuant to a salary reduction agreement. The Employer can make matching and/or non-elective contributions.