



Small Business Plans Comparison Chart

	Traditional 401(k)	Safe Harbor 401(k)	SIMPLE IRA	SEP IRA
Who May Establish	All company types	All company types	100 or fewer employees	All company types
Funding	Employee & employer	Employee & employer	Employee & employer	Employer only
Employer Contribution Limit (2017)	25% of compensation* up to \$54,000	4-5% match or 3% nonelective	3% match (1% in 2 of past 5 years) or 2% nonelective up to \$5,000	25% of compensation* up to \$54,000
Employee Contribution Limit (2017)	Up to \$18,000 with \$6,000 catch-up**	Up to \$18,000 with \$6,000 catch-up**	Up to \$12,500 with \$3,000 catch-up**	N/A
Level of Administration	High	Moderately high	Moderately low	Very low
Establish By†	Tax due date (including extensions)	October 1	October 1	Tax due date (including extensions)

* Compensation for 2017 defined as \$270,000.

** Catch-up for age 50 or older.

† Prepare in advance as plans can take days (or longer) to establish.