

# Bottom Up Strategy to Retirement Plan Design-2008

Individual Limit:

\$46,000

\$51,000 with "catch up"

Annual Comp. Limit:

\$230,000 in 2008

25%

Supplemental  
Plan Options

Tier 5

Fixed:

Supplement plan options where benefit level exceeds the \$46,000 per year limit. (maximum benefit up to \$185,000 in annual pension). Can include Qualified and/or Non-Qualified design features.

Variable:

Executive "Carve-Out" permitting the dedication of 3-8% additional allocation depending on company demographics.

Variable:

Bridge to Tier 4 Minimum 3% of Eligible Compensation Subject to 6 yrs. vesting.

Variable:

Safe Harbor will eliminate ADP/ACP testing.

\$15,500 Max  
\$20,500 > Age 50

Exec Tier - Optimum  
Contribution based on age,  
Salary and Seniority  
Tier 4

Discretionary Employer (profit sharing)  
Contribution  
Tier 3

Employer Matching  
Tier 2

a. Conventional

b. Safe Harbor

Elective Employee Deferral 401(k)  
Tier 1

1%

0%

