

# The Five Person Company

401(k) Plan with Safe Harbor Matching Feature

Objective: Provide a Strong Benefit for the Owner Without Breaking “The Bank”

Participants	Age	Salary	(A) Employee 401(k) Deferral Plus Catchup Contribution	(B) Employer Safe Harbor Employer Match	(A) + (B) EE & ER Total Partner Benefits	Allocation of Total Benefits
<b>Group 1</b>						
Owner	60	\$190,000	\$25,000	\$7,600	\$32,600	96.2%
<b>Subtotal: Group 1</b>		<b>\$190,000</b>	<b>\$25,000</b>	<b>\$7,600</b>	<b>\$32,600</b>	<b>96.2%</b>
<b>Group 2</b>						
Staff 1	45	\$65,000	\$1,300	\$1,300		3.8%
Staff 2	41	50,000	0	0		0%
Staff 3	41	40,000	0	0		0%
Staff 4	41	35,000	0	0		0%
<b>Subtotal: Group 2</b>		<b>\$190,000</b>	<b>\$1,300</b>	<b>\$1,300</b>		<b>3.8%</b>
<b>Total</b>		<b>\$380,000</b>	<b>\$26,300</b>	<b>\$8,900</b>		<b>100%</b>
Estimated Tax Savings (50% Tax Bracket)			\$12,500	\$4,500	\$17,000	