

# The Professional Organization

3% Non-elective Safe Harbor 401(k) Plan with New Comparability Profit Sharing Component and Variable Cash Balance

Objective: Provide Maximum Benefit for Partners / Minimize Overall Costs

Participants	Age	Profit Sharing Allocation %	Cash Balance Credit %	Salary	(A) Employee 401(k) Deferral Plus Catchup Contribution	(B) Employer 3% Non-elective Safe Harbor Contribution	(C) Employer Profit Sharing Contribution	(D) Employer Cash Balance Contribution	(B) + (C) + (D) Total Employer Contribution	(A) + (B) + (C) + (D) EE & ER Total Partner Benefits	Allocation of Total Benefits
<b>Group 1</b>											
Partner 1	60	10.21%	Max	\$280,000	\$25,000	\$8,400	\$28,600	\$233,100	\$270,100	\$295,100	26%
Partner 2	58	10.21%	Max	280,000	25,000	8,400	28,600	211,500	248,500	273,500	25%
Partner 3	55	10.21%	Max	280,000	25,000	8,400	28,600	182,700	219,700	244,700	23%
Partner 4	53	10.21%	Max	280,000	25,000	8,400	28,600	165,700	202,700	227,700	20%
<b>Subtotal: Group 1</b>				<b>\$1,120,000</b>	<b>\$100,000</b>	<b>\$33,600</b>	<b>\$114,400</b>	<b>\$793,000</b>	<b>\$941,000</b>	<b>\$1,041,000</b>	<b>94%</b>
<b>Group 2</b>											
Senior Staff 1	40	0.00%	0.00%	\$120,000	\$4,800	\$3,600	\$0	\$0	\$3,600		0%
Senior Staff 2	52	0.00%	0.00%	130,000	5,200	3,900	0	0	3,900		0%
<b>Subtotal: Group 2</b>				<b>\$250,000</b>	<b>\$10,000</b>	<b>\$7,500</b>	<b>\$0</b>	<b>\$0</b>	<b>\$7,500</b>		<b>0%</b>
<b>Group 3</b>											
Staff 1	33	3.55%	4.00%	\$80,000	\$3,200	\$2,400	\$2,840	\$3,200	\$8,440		1%
Staff 2	32	3.55%	4.00%	75,000	3,000	2,250	2,663	3,000	7,913		1%
Staff 3	28	3.55%	4.00%	65,000	2,600	1,950	2,308	2,600	6,858		1%
Staff 4	35	3.55%	4.00%	65,000	2,600	1,950	2,308	2,600	6,858		1%
Staff 5	27	3.55%	4.00%	35,000	1,400	1,050	1,243	1,400	3,693		0%
Staff 6	25	3.55%	4.00%	35,000	1,400	1,050	1,243	1,400	3,693		0%
Staff 7	35	3.55%	4.00%	40,000	1,600	1,200	1,420	1,600	4,220		0%
Staff 8	42	3.55%	4.00%	37,000	1,480	1,110	1,314	1,500	3,924		0%
Staff 9	28	3.55%	4.00%	50,000	2,000	1,500	1,775	2,000	5,275		0%
Staff 10	35	3.55%	4.00%	60,000	2,400	1,800	2,130	2,400	6,330		1%
Staff 11	47	3.55%	4.00%	55,000	2,200	1,650	1,953	2,200	5,803		1%
Staff 12	21	3.55%	4.00%	32,000	1,280	960	1,136	1,300	3,396		0%
<b>Subtotal: Group 3</b>				<b>\$629,000</b>	<b>\$25,160</b>	<b>\$18,870</b>	<b>\$22,333</b>	<b>\$25,200</b>	<b>\$66,403</b>		<b>6%</b>
<b>Total</b>				<b>\$1,999,000</b>	<b>\$133,160</b>	<b>\$59,970</b>	<b>\$136,733</b>	<b>\$818,200</b>	<b>\$1,014,903</b>		<b>100%</b>
Estimated Tax Savings (50% Tax Bracket)					<b>\$50,000</b>	<b>\$30,000</b>	<b>\$68,400</b>	<b>\$409,100</b>	<b>\$507,500</b>	<b>\$557,550</b>	