



Contact Us:

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Employer Discretionary Only

Additional 401(k) + Safe Harbor

| | Age | Income | Traditional Profit Sharing | Integrated Profit Sharing | New Comparability Profit Sharing | 401(k) w/ Safe Harbor Match | 401(k) w/ Safe Harbor Non-Elective | 401(k) w/ Safe Harbor & New Comparability |
|-----------------|-----|------------------|----------------------------|---------------------------|----------------------------------|-----------------------------|------------------------------------|---|
| Owner 1 | 55 | \$270,000 | \$54,000 | \$54,000 | \$54,000 | \$34,800 | \$32,100 | \$60,000 |
| Owner 2 | 52 | <u>\$270,000</u> | <u>\$54,000</u> | <u>\$54,000</u> | <u>\$54,000</u> | <u>\$34,800</u> | <u>\$32,100</u> | <u>\$60,000</u> |
| Owner Totals | | \$540,000 | \$108,000 | \$108,000 | \$108,000 | \$69,600 | \$64,200 | \$120,000 |
| Employee 1 | 48 | \$60,000 | \$12,000 | \$10,081 | \$3,000 | \$2,400 | \$1,800 | \$3,000 |
| Employee 2 | 40 | \$50,000 | \$10,000 | \$8,401 | \$2,500 | \$2,000 | \$1,500 | \$2,500 |
| Employee 3 | 28 | \$45,000 | \$9,000 | \$7,561 | \$2,250 | \$1,800 | \$1,350 | \$2,250 |
| Employee 4 | 25 | \$40,000 | \$8,000 | \$6,721 | \$2,000 | \$1,600 | \$1,200 | \$2,000 |
| Employee 5 | 22 | <u>\$35,000</u> | <u>\$7,000</u> | <u>\$5,881</u> | <u>\$1,750</u> | <u>\$1,400</u> | <u>\$1,050</u> | <u>\$1,750</u> |
| Employee Totals | | \$230,000 | \$46,000 | \$38,644 | \$11,500 | \$9,200 | \$6,900 | \$11,500 |
| Grand Totals | | \$770,000 | \$154,000 | \$146,644 | \$119,500 | \$78,800 | \$71,100 | \$131,500 |
| % to Owners | | 70.13% | 70.13% | 73.65% | 90.38% | 88.32% | 90.30% | 91.25% |
| % to Employees | | 29.87% | 29.87% | 26.35% | 9.62% | 11.68% | 9.70% | 8.75% |

Defined Contribution Plan Design Illustrations

| | |
|--|--|
| ✓ 401(k) scenarios include both Employee & Employer contributions for owners | ✓ All scenarios are based on 2016 IRS plan limitations |
| ✓ All scenarios include Employer Contributions only for Employees | ✓ This is intended for illustration purposes only and in no way represents legal or tax advice |

2016 Defined Contribution Plan Limitations

| Compensation | \$270,000 | Annual Additions | \$54,000 | Social Security Wagebase | \$127,200 |
|--------------------|-----------|--------------------------|-----------|--------------------------|-----------|
| 401(k) Deferrals | \$18,000 | HCE Compensation | \$120,000 | SIMPLE Deferrals | \$12,500 |
| Catch-up Deferrals | \$6,000 | Key/Officer Compensation | \$175,000 | SIMPLE Catch-up | \$3,000 |



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401(k) Profit Sharing / Cash Balance Illustration

| | Age | Income | Employer Profit Sharing | 3% Safe Harbor | Employer DC Contribution | Employer Cash Balance 401(k) Contribution | Total Employer Contribution | Total Employer Contribution as a % of Pay | Percentage of Total Employer Contribution | |
|-----------------|-----|------------------|-------------------------|----------------|--------------------------|---|-----------------------------|---|---|---------------|
| Owner 1 | 55 | \$270,000 | \$14,475 | \$0 | \$14,475 | \$24,000 | \$180,000 | \$194,475 | 72.03% | 52.45% |
| Owner 2 | 52 | <u>\$270,000</u> | <u>\$14,475</u> | <u>\$0</u> | <u>\$14,475</u> | <u>\$24,000</u> | <u>\$140,000</u> | <u>\$154,475</u> | 57.21% | <u>41.66%</u> |
| Owner Totals | | \$540,000 | \$28,950 | \$0 | \$28,950 | \$48,000 | \$320,000 | \$348,950 | | 94.11% |
| Employee 1 | 48 | \$60,000 | \$2,700 | \$1,800 | \$4,500 | \$0 | \$1,200 | \$5,700 | 9.50% | 1.54% |
| Employee 2 | 40 | \$50,000 | \$2,250 | \$1,500 | \$3,750 | \$0 | \$1,000 | \$4,750 | 9.50% | 1.28% |
| Employee 3 | 28 | \$45,000 | \$2,025 | \$1,350 | \$3,375 | \$0 | \$900 | \$4,275 | 9.50% | 1.15% |
| Employee 4 | 25 | \$40,000 | \$1,800 | \$1,200 | \$3,000 | \$0 | \$800 | \$3,800 | 9.50% | 1.02% |
| Employee 5 | 22 | <u>\$35,000</u> | <u>\$1,575</u> | <u>\$1,050</u> | <u>\$2,625</u> | <u>\$0</u> | <u>\$700</u> | <u>\$3,325</u> | 9.50% | <u>0.90%</u> |
| Employee Totals | | \$230,000 | \$10,350 | \$6,900 | \$17,250 | \$0 | \$4,600 | \$21,850 | | 5.89% |
| Grand Totals | | \$770,000 | \$39,300 | \$6,900 | \$46,200 | \$48,000 | \$324,600 | \$370,800 | | 100.00% |
| % to Owners | | 70.13% | 73.66% | 0.00% | 62.66% | 100.00% | 98.58% | 94.11% | | 94.11% |
| % to Employees | | 29.87% | 26.34% | 100.00% | 37.34% | 0.00% | 1.42% | 5.89% | | 5.89% |

Odyssey Advisors, Inc. is an independent third party administration firm. We specialize in consulting and third party administration for defined contribution and defined benefit plans of all types including 401(k), profit sharing, money purchase and cash balance plans. Please call us today for a free quote on a retirement plan opportunity that you may have and to discuss our services in more detail.