

# UNDERSTANDING RETIREMENT PLAN DESIGN

## EMPLOYEE BENEFIT



- Recruit, Retain & Reward Employees
- Benefits Primarily to Employees
- Conservative Plan Design

## DIVERSE BENEFIT



- Maximize Deductions to Owners/Executives
- Employer Contributions to all Employees
- Moderate Plan Design

## EXECUTIVE BENEFIT



- Maximize Contribution to Targets
- Maximize Company Tax-Deduction
- Minimize Contribution to Employees
- Advanced Plan Design