



Secure Your Retirement Future

Cash Balance:

A cash balance plan is a defined benefit (DB) plan that provides participants benefits through a “hypothetical” account that makes it look more like a profit-sharing plan. This type of plan is great for companies looking to contribute higher amounts for owners and key personnel into a tax-deferred plan than allowed in a stand-alone 401(k) profit-sharing plan

	Age	Salary	401(k)	Harbor Nonelective	Profit Sharing	Cash Balance	Company Contribution Percent	Total
Owner	54	345,000	30,500	0	16,900	242,000	91.26%	289,400
Employee	49	50,000	Up to 23,000	1,500	2,250	0	1.32%	3,750
Employee	49	50,000	Up to 23,000	1,500	2,250	0	1.32%	3,750
Employee	34	50,000	Up to 23,000	1,500	2,075	750	1.52%	4,325
Employee	34	50,000	Up to 23,000	1,500	2,075	750	1.52%	4,325
Employee	24	50,000	Up to 23,000	1,500	2,075	750	1.52%	4,325
Employee	24	50,000	Up to 23,000	1,500	2,075	750	1.52%	4,325
<i>Employee Subtotals</i>		300,000	0	9,000	12,800	3,000		24,800
Totals		645,000	30,500	9,000	29,700	245,000		314,200
Percent of company contribution going to owner =								92.11%