

Feature**401(k) Safe Harbor**

	Eligibility Requirements:	1 Year of Service & 1,000 Hours
Employee Pre-tax Contributions	Employee Pre-tax Salary Contribution Limit	2008 - \$15,500
	"Catch-up" Contributions (employees age 50 - up)	2008 - \$5,000
Company Pre-tax Contributions	Per Pay period Employer Match	3% Contribution, Once Per Year to all <i>eligibles</i> , <i>vests immediately</i> The 3% contribution goes to <i>eligible</i> employees **The eligible employees are not required to participate to receive the 3% contribution.
	Year End Employer Profit Sharing Contribution	5% to all eligible employees, Once per year, ** 2 YEAR ELIGIBILITY **
	Vesting Schedules	Current Vesting Schedule will stay the same
	Employer Company Tax deduction limit	25% of eligible compensation
	Employee Annual Contribution Limit	Under age 50 = \$46,000 Age 50 - up = \$51,000
	Compliance Testing	No Compliance testing
	Loans	Permitted (50% of vested balance)
	Creditor Protection	Yes
	Advantages	No compliance testing, loans, Discretionary Profit Sharing, Higher \$\$ deferral limit, Assets protected from creditors \$1,500 IRS tax credit
	Disadvantages	Mandatory Employer contribution