



PLAN SUITABILITY SURVEY

Practical and Tactical Actions for Small Business Owners

Question	Answer	Consideration																								
1. What is your business structure?	<input type="checkbox"/> Sole Prop <input type="checkbox"/> Partnership <input type="checkbox"/> S Corp <input type="checkbox"/> C Corp <input type="checkbox"/> LLC <input type="checkbox"/> Other																									
2. Do you or your spouse/partner own other companies or have other sources of income?	If yes, then ...	<ul style="list-style-type: none"> • Possible controlled group 																								
3. Please rank your current business concerns on a scale of 1-5, where 1 is low and 5 is high.	<input type="checkbox"/> Operating environment <input type="checkbox"/> Employee Recruitment <input type="checkbox"/> Employee Retention <input type="checkbox"/> Taxes <input type="checkbox"/> Government regulations <input type="checkbox"/> Other _____																									
4. Which of the following describes your business's cash flow?	<input type="checkbox"/> Challenged <input type="checkbox"/> Stable <input type="checkbox"/> Variable <input type="checkbox"/> Growing																									
5. What type of employer retirement plan do you currently have?	<input type="checkbox"/> Auto IRA <input type="checkbox"/> SEP <input type="checkbox"/> SIMPLE IRA <input type="checkbox"/> 401(k) <input type="checkbox"/> Profit Sharing <input type="checkbox"/> Defined Benefit <input type="checkbox"/> Cash Balance <input type="checkbox"/> Other _____																									
6. How much do you currently contribute on your own behalf to your plan?	Enter amount _____	<table border="0"> <tr> <td><input type="checkbox"/> <50 up to \$6,000</td> <td>Traditional or Roth IRA</td> </tr> <tr> <td><input type="checkbox"/> 50+ up to \$7,000</td> <td></td> </tr> <tr> <td><input type="checkbox"/> <50 up to \$19,200</td> <td>SIMPLE with 2% nonelective</td> </tr> <tr> <td><input type="checkbox"/> 50+ up to \$22,200</td> <td></td> </tr> <tr> <td><input type="checkbox"/> <50 up to \$19,500</td> <td>401(k) salary deferral alone</td> </tr> <tr> <td><input type="checkbox"/> 50+ up to \$26,000</td> <td></td> </tr> <tr> <td><input type="checkbox"/> <50 up to \$27,000</td> <td>SIMPLE with 3% match</td> </tr> <tr> <td><input type="checkbox"/> 50+ up to \$33,000</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Up to \$57,000</td> <td>SEP</td> </tr> <tr> <td><input type="checkbox"/> <50 up to \$57,000</td> <td>401(k)/profit sharing</td> </tr> <tr> <td><input type="checkbox"/> 50+ up to \$63,000</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Greater than \$57,000</td> <td>Defined Benefit/Cash Balance</td> </tr> </table>	<input type="checkbox"/> <50 up to \$6,000	Traditional or Roth IRA	<input type="checkbox"/> 50+ up to \$7,000		<input type="checkbox"/> <50 up to \$19,200	SIMPLE with 2% nonelective	<input type="checkbox"/> 50+ up to \$22,200		<input type="checkbox"/> <50 up to \$19,500	401(k) salary deferral alone	<input type="checkbox"/> 50+ up to \$26,000		<input type="checkbox"/> <50 up to \$27,000	SIMPLE with 3% match	<input type="checkbox"/> 50+ up to \$33,000		<input type="checkbox"/> Up to \$57,000	SEP	<input type="checkbox"/> <50 up to \$57,000	401(k)/profit sharing	<input type="checkbox"/> 50+ up to \$63,000		<input type="checkbox"/> Greater than \$57,000	Defined Benefit/Cash Balance
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Question	Answer	Consulting Consideration
7. Would you like to contribute more to your retirement plan for yourself than you currently are able to?	If yes, then ...	<ul style="list-style-type: none"> • Profit Sharing • Integrated Formula • Age-weighted Formula • New comparability Formula • Cash Balance • Defined Benefit
8. Do highly compensated employees receive refunds of excess contributions annually?	If yes, then ...	<ul style="list-style-type: none"> • Safe harbor plan designs • Plan designs with class exclusions
9. Do you want to offer a compensation program for key employees?	If yes, then ...	<ul style="list-style-type: none"> • Nonqualified deferred compensation plan • Stock plan • Other executive compensation arrangement
10. Do you want to increase plan participation?	If yes, then ...	<ul style="list-style-type: none"> • Matching contributions • Auto enrollment • Auto escalation • Financial wellness program
11. Do you want to reduce your fiduciary liability?	If yes, then ...	<ul style="list-style-type: none"> • ERISA 404(c) protection • Qualified Default Investment Alternatives • Fiduciary Adviser • Plan Governance Review
12. Do you have a Plan Governance Process?	If no, then ...	<ul style="list-style-type: none"> • Develop and follow a plan governance charter • Appoint a Chief Governance Officer
13. Do you have an Investment Policy Statement (IPS) for the plan?	If no, then ...	<ul style="list-style-type: none"> • Develop and follow an IPS • Review the IPS on a regular basis
14. Would you like to have a more financially secure, focused and productive workforce?	If yes, then ...	<ul style="list-style-type: none"> • Implement a Financial Wellness Program

Plan Sponsor Information

Name of Business _____

Address: _____

Contact Person: _____

Phone: _____

E-mail: _____

This material is for informational and educational purposes only and is not intended to provide, and should not be construed as, or relied upon for, tax, legal, investment or accounting advice. You should consult your own tax, legal and accounting advisors before engaging in any transaction, including, for example, establishing a retirement plan for your company or retaining a