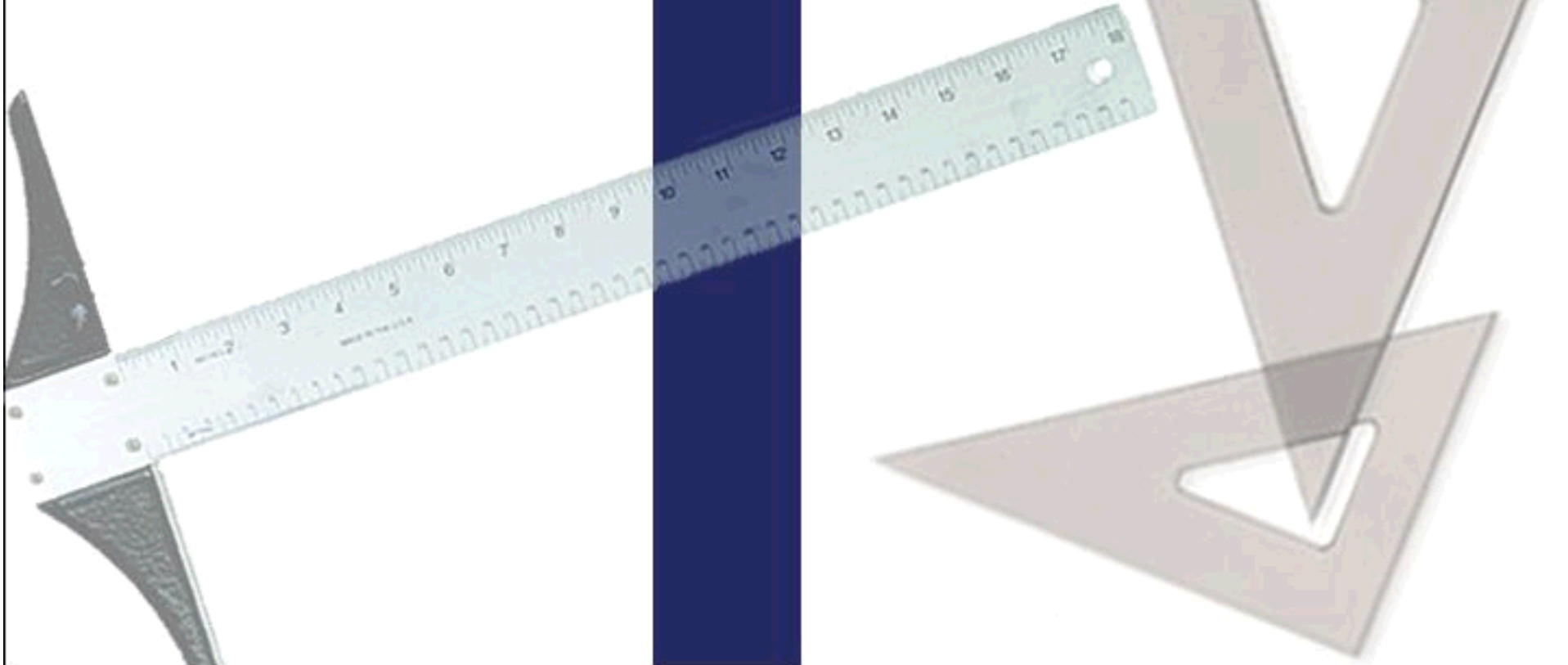


Contents

Profit Sharing Plan Comparison	1
Side By Side	2
Plan Narratives	3
Census Report	6
Traditional Plan	7
Integrated Plan	9
Age Weighted Plan	11
New Comparability Plan	13
401(k) Plan	15
Defined Benefit Plan	17
SNC-M	19

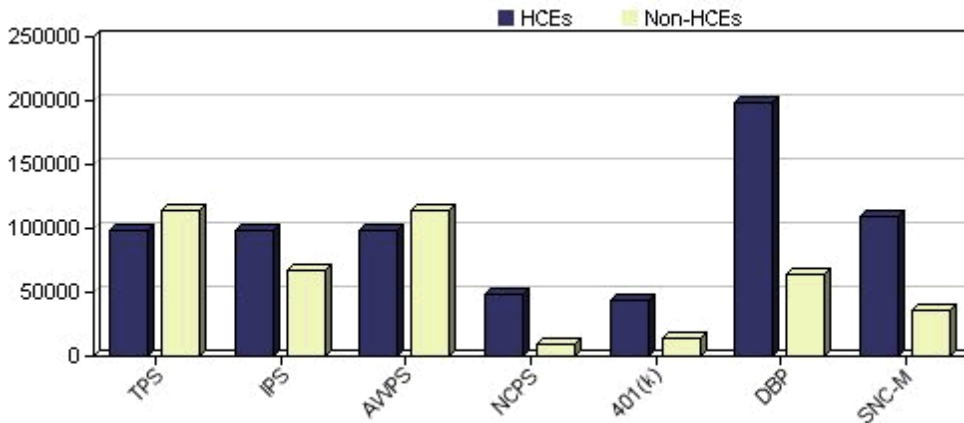
BenX Players



BenX Players

Profit Sharing Plan Comparison

Plan Allocation Comparison



Legend

TPS	Traditional Plan
IPS	Integrated Plan
AWPS	Age Weighted Plan
NCPS	New Comparability Plan
401(k)	401(k) Plan
DBP	Defined Benefit Plan
SNC-M	Safe Harbor 401(k) Plan / New Comparability Plan with Matching Contribution

Plan Comparison Summary

	Income	TPS	IPS	AWPS	NCPS	401(k)	DBP	SNC-M
HCEs	\$490,000 62.62%	\$98,000 46.12%	\$98,000 59.14%	\$98,000 46.12%	\$49,000.00 83.40%	\$44,000.00 75.05%	\$197,714 75.38%	\$109,000 75.51%
Non-HCEs	\$292,500 37.38%	\$114,500 53.88%	\$67,703.50 40.86%	\$114,500 53.88%	\$9,750.00 16.60%	\$14,625.00 24.95%	\$64,566.63 24.62%	\$35,358.67 24.49%
Total	\$782,500	\$212,500	\$165,703	\$212,500	\$58,750.00	\$58,625.00	\$262,280	\$144,358

Goals



Gold Plan



Silver Plan



Bronze Plan

Minimize employer contribution

401(k)

NCPS

SNC-M

Favor owner / select employees

Minimize contribution to rank and file employees

NCPS

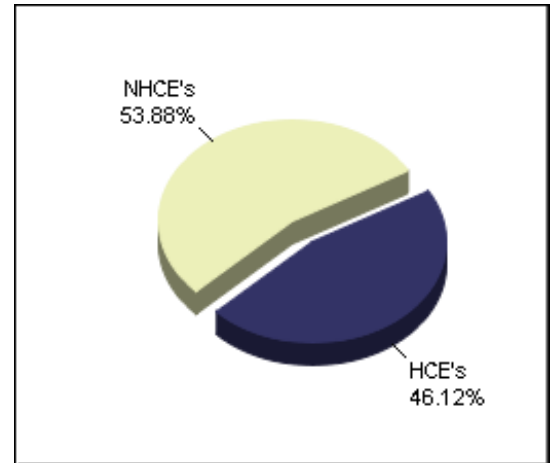
401(k)

SNC-M

BenX Players Plan Information

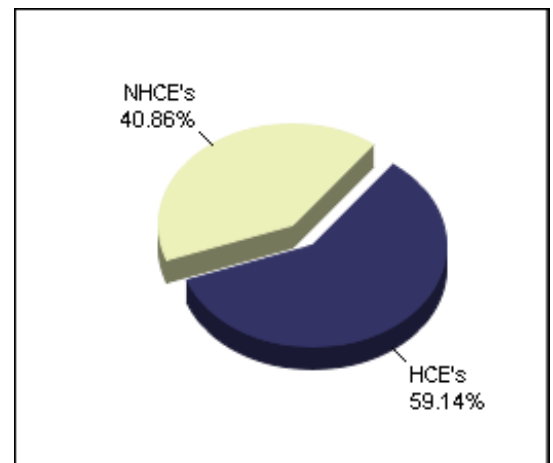
Traditional Plan

A Profit Sharing Plan is a defined contribution plan established and maintained by an employer. It allows eligible employees to share in profits generated by the business, while enabling the employer to make annual contributions on a discretionary basis. In a Traditional Plan contribution are made based on the ratio of each participant's compensation to the total eligible compensation.



Integrated Plan

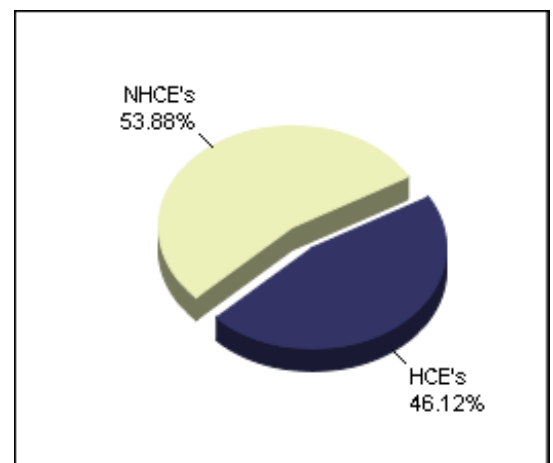
A plan integrated with social security benefits can provide for contributions and benefits which favor highly paid employees as long as the plan complies with rules which limit the disparity above and below a specified level and provides some minimum benefit for all employees.



Age Weighted Plan

The age-weighted method allocates contributions based on both the age and compensation of eligible employees. It is similar to a defined benefit pension plan, only with discretionary contributions. Since the participants age, or length of time until retirement, is factored into the allocation formula, older participants receive a larger proportionate share of the contribution. This can be advantageous in a situation where the key employees are significantly older than the other employees.

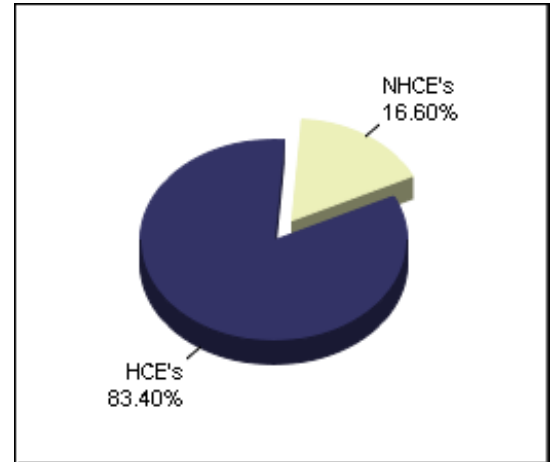
In certain situations, an age-weighted plan design works extremely well, but a possible drawback could be employees with the same salaries receiving different allocations, based on age. Also, an older non-principal employee may receive a larger share than a younger principal.



New Comparability Plan

The comparability, or cross-tested, allocation method allows the employer to divide the employees into different classifications for purposes of allocating the contribution. If non-discrimination requirements are met, a larger share of the company's contribution may be made on behalf of those employees to whom the employer wishes to provide a more significant benefit.

The non-discrimination testing, like an age-weighted plan, is based on projected benefits at retirement, similar to a defined benefit plan. If the aggregated age of the preferred class is higher than the other classes, the allocation of current dollars can be skewed proportionately toward the older group.



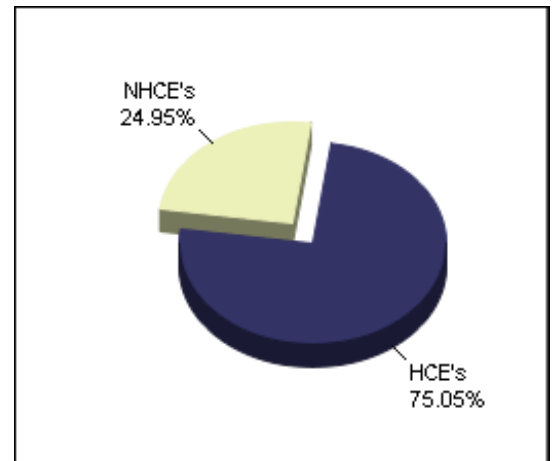
401(k) Plan

The 401(k) Plan is an employer-sponsored plan that allows employees to make contributions with pretax dollars. These contributions are generally made by payroll deductions.

The maximum amount that an employee can contribute to a 401(k) Plan in 2009 is \$16,500.00. This limit is adjusted each year to reflect changes in the cost-of-living.

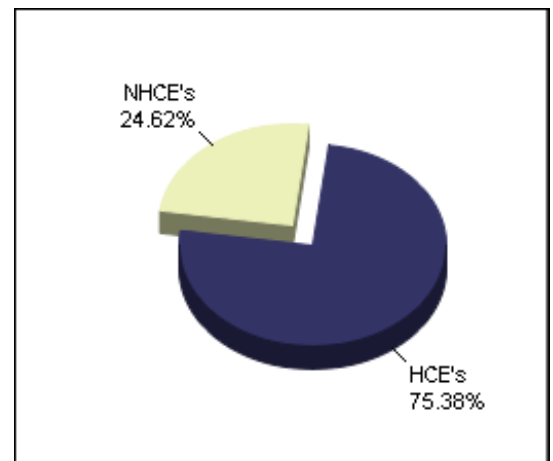
IRS regulations require the use of nondiscrimination tests to determine the maximum contribution levels for highly compensated employees.

These tests are designed to ensure that the plan benefits all employees in a nondiscriminatory manner and can make it difficult for some employers to maintain 401(k) plans.



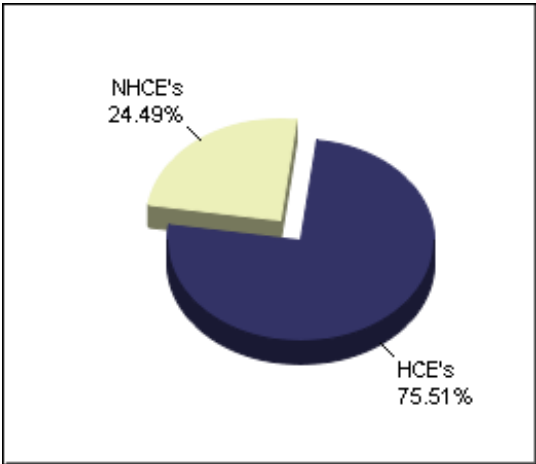
Defined Benefit Plan

A defined benefit plan is designed to provide a specific benefit amount at retirement. This is the traditional "pension" plan in which the employer bears the risk of providing the promised level of retirement benefits to participants. Provide a pre-defined annual retirement income for employees. Contributions are based on specific income requirements, along with actuarial variables such as years until retirement, life expectancy, compensation, etc.



Safe Harbor 401(k) Plan / New Comparability Plan with Matching Contributio

The Super Comparability Plan was created by new IRS rules in 1999. This plan combines the Safe Harbor 401 (k) with the New Comparability Profit Sharing Plan. It allows you and your key employees to defer up to \$16,500.00 into the 401 (k) portion of the plan provided you contribute at least 3% of all eligible employees' gross salaries to the profit sharing part of the plan. Employees also may defer into the 401 (k) and are immediately 100% vested into the plan



BenX Players Census Report

DEF	Roth	Catchup	Name	Income	DOB	Age	DOH	HW	O/P	OWN	STA	SSN	ELIG	DOT
14.29%	0.00%	\$0.00	Paula Creamer	\$35,000.00	01-01-1979	30	01-01-2005	1000	0	0.00%	S		E	
14.29%	0.00%	\$0.00	John Daly	\$35,000.00	01-01-1949	60	01-01-2005	1000	0	0.00%	S		E	
14.29%	0.00%	\$0.00	Sergio Garcia	\$35,000.00	01-01-1979	30	01-01-2005	1000	0	0.00%	S		E	
22.22%	0.00%	\$0.00	Phil Mickelson	\$45,000.00	01-01-1979	30	01-01-2005	1000	0	0.00%	S		E	
6.73%	0.00%	\$5,500.00	Jack Nicklaus	\$245,000.00	01-01-1954	55	01-01-2005	1000	0	50.00%	S		E	
28.57%	0.00%	\$0.00	Lorena Ochoa	\$35,000.00	01-01-1979	30	01-01-2005	1000	0	0.00%	S		E	
6.73%	0.00%	\$5,500.00	Arnold Palmer	\$245,000.00	01-01-1949	60	01-01-2005	1000	0	50.00%	S		E	
22.00%	0.00%	\$0.00	Annika Sorenstam	\$75,000.00	01-01-1979	30	01-01-2005	1000	0	0.00%	S		E	
20.00%	0.00%	\$0.00	Michelle Wie	\$25,000.00	01-01-1989	20	01-01-2005	1000	0	0.00%	S		E	
100.00%	0.00%	\$0.00	Tiger Woods	\$7,500.00	01-01-1979	30	01-01-2005	1000	0	0.00%	S		E	

Key:

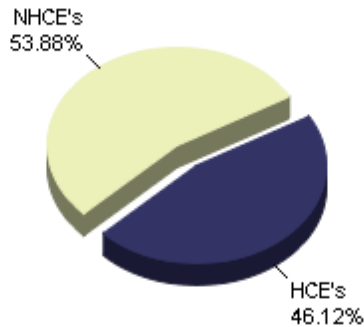
DEF=Deferral Percent
 Name=Employee Name
 Age=Age
 O/P=Title
 SSN=Social Security No.

Roth=Roth
 Income=Income
 DOH=Date of Hire
 OWN=Percentage Ownership
 ELIG=Eligibility Status

Catchup=Catchup
 DOB=Date of Birth
 HW=Hours Worked
 STA=Filing Status
 DOT=Date of Termination

BenX Players Traditional Plan

Compensation Distribution



Plan Summary

	Income	Contribution	Income %	Contrib %
Highly Comp.	\$490,000.00	\$98,000.00	62.62%	46.12%
Non HCE	\$292,500.00	\$114,500.00	37.38%	53.88%
Total	\$782,500.00	\$212,500.00		
Total Contribution		\$212,500.00		
% of Eligible Compensation				27.16%

Plan Description

A Profit Sharing Plan is a defined contribution plan established and maintained by an employer. It allows eligible employees to share in profits generated by the business, while enabling the employer to make annual contributions on a discretionary basis. In a Traditional Plan contributions are made based on the ratio of each participant's compensation to the total eligible compensation.

Plan Specifications

Effective Date	1/1/2009
Eligibility	Waived

Tips and Recommendations



The company contribution can be discretionary from year to year, in terms of whether to contribute and how much, up to prescribed limits.



Allocates employer contributions to all participants on a uniform basis.



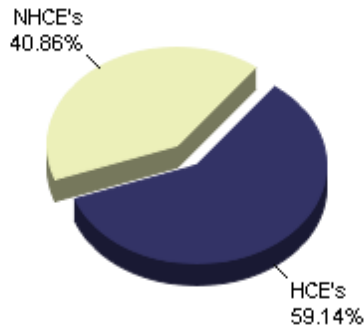
Favors younger employees.

BenX Players Traditional Plan

Name	Age	Income	Contribution	% of Income	% of Budget	Account Value @65*
Nicklaus, J	55	\$245,000.00	\$49,000.00	20.00%	27.62%	\$745,197.83
Palmer, A	60	\$245,000.00	\$49,000.00	20.00%	27.62%	\$305,957.00
HC Total		\$490,000.00	\$98,000.00			
Creamer, P	30	\$35,000.00	\$13,700.85	39.15%	7.72%	\$2,271,882.25
Daly, J	60	\$35,000.00	\$13,700.85	39.15%	7.72%	\$85,548.42
Garcia, S	30	\$35,000.00	\$13,700.85	39.15%	7.72%	\$2,271,882.25
Mickelson, P	30	\$45,000.00	\$17,615.38	39.15%	9.93%	\$2,920,991.48
Ochoa, L	30	\$35,000.00	\$13,700.85	39.15%	7.72%	\$2,271,882.25
Sorenstam, A	30	\$75,000.00	\$29,358.97	39.15%	16.55%	\$4,868,319.11
Wie, M	20	\$25,000.00	\$9,786.32	39.15%	5.52%	\$3,493,418.04
Woods, T	30	\$7,500.00	\$2,935.90	39.15%	1.65%	\$486,831.90
Non HC Total		\$292,500.00	\$114,500.00			
Total		\$782,500.00	\$212,500.00			
HC %		62.62%	46.12%			
Non HC %		37.38%	53.88%			
* Assumes this year's contribution invested now at 7.50% interest.						

BenX Players Integrated Plan

Compensation Distribution



Plan Summary

	Income	Contribution	Income %	Contrib %
Highly Comp.	\$490,000.00	\$98,000.00	62.62%	59.14%
Non HCE	\$292,500.00	\$67,703.50	37.38%	40.86%
Total	\$782,500.00	\$165,703.50		
Total Contribution		\$165,703.50		
% of Eligible Compensation		21.18%		

Plan Description

A plan integrated with social security benefits can provide for contributions and benefits which favor highly paid employees as long as the plan complies with rules which limit the disparity above and below a specified level and provides some minimum benefit for all employees.

Plan Specifications

Effective Date	1/1/2009
Eligibility	Waived
Integration Level	\$106,800.00
Base Contribution	23.15%
Excess Contribution	28.85%

Tips and Recommendations



Favors higher paid employees by providing an additional share of the contribution to be based on compensation that would otherwise accrue minimal Social Security benefits or none at all.



Needs annual monitoring.



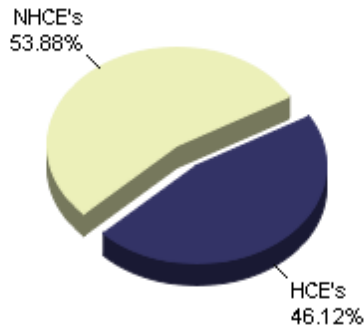
The company contribution can be discretionary from year to year, in terms of whether to contribute and how much, up to prescribed limits.

BenX Players Integrated Plan

Name	Age	Income	Contribution	% of Income	% of Budget	Account Value @65*
Nicklaus, J	55	\$245,000.00	\$49,000.00	20.00%	29.57%	\$745,197.83
Palmer, A	60	\$245,000.00	\$49,000.00	20.00%	29.57%	\$305,957.00
HC Total		\$490,000.00	\$98,000.00			
Creamer, P	30	\$35,000.00	\$8,101.27	23.15%	4.89%	\$1,343,356.93
Daly, J	60	\$35,000.00	\$8,101.27	23.15%	4.89%	\$50,584.51
Garcia, S	30	\$35,000.00	\$8,101.27	23.15%	4.89%	\$1,343,356.93
Mickelson, P	30	\$45,000.00	\$10,415.92	23.15%	6.29%	\$1,727,173.21
Ochoa, L	30	\$35,000.00	\$8,101.27	23.15%	4.89%	\$1,343,356.93
Sorenstam, A	30	\$75,000.00	\$17,359.87	23.15%	10.48%	\$2,878,622.01
Wie, M	20	\$25,000.00	\$5,786.62	23.15%	3.49%	\$2,065,647.25
Woods, T	30	\$7,500.00	\$1,735.99	23.15%	1.05%	\$287,862.21
Non HC Total		\$292,500.00	\$67,703.50			
Total		\$782,500.00	\$165,703.50			
HC %		62.62%	59.14%			
Non HC %		37.38%	40.86%			
* Assumes this year's contribution invested now at 7.50% interest.						

BenX Players Age Weighted Plan

Compensation Distribution



Plan Summary

	Income	Contribution	Income %	Contrib %
Highly Comp.	\$490,000.00	\$98,000.00	62.62%	46.12%
Non HCE	\$292,500.00	\$114,500.00	37.38%	53.88%
Total	\$782,500.00	\$212,500.00		
Total Contribution		\$212,500.00		
% of Eligible Compensation				27.16%

Plan Description

The age-weighted method allocates contributions based on both the age and compensation of eligible employees. It is similar to a defined benefit pension plan, only with discretionary contributions. Since the participants age, or length of time until retirement, is factored into the allocation formula, older participants receive a larger proportionate share of the contribution. This can be advantageous in a situation where the key employees are significantly older than the other employees.

In certain situations, an age-weighted plan design works extremely well, but a possible drawback could be employees with the same salaries receiving different allocations, based on age. Also, an older non-principal employee may receive a larger share than a younger principal.

Plan Specifications

Effective Date	1/1/2009
Eligibility	Waived
Interest Rate	7.50%
Annuity Purchase Rate	101.49

Tips and Recommendations



Employers can maximize contributions to older employees.



An older non-principal employee may receive a larger share than a younger principal.



The company contribution can be discretionary from year to year, in terms of whether to contribute and how much, up to prescribed limits.



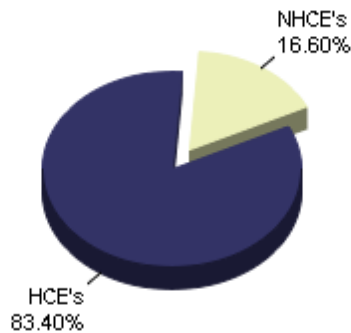
May have higher administrative cost.

BenX Players Age Weighted Plan

Name	Age	Income	Contribution	% of Income	% of Budget	Account Value @65*
Nicklaus, J	55	\$245,000.00	\$49,000.00	20.00%	38.86%	\$745,197.83
Palmer, A	60	\$245,000.00	\$49,000.00	20.00%	38.86%	\$305,957.00
HC Total		\$490,000.00	\$98,000.00			
Creamer, P	30	\$35,000.00	\$11,355.04	32.44%	9.01%	\$1,882,897.39
Daly, J	60	\$35,000.00	\$35,000.00	100.00%	27.76%	\$218,540.71
Garcia, S	30	\$35,000.00	\$11,355.04	32.44%	9.01%	\$1,882,897.39
Mickelson, P	30	\$45,000.00	\$14,599.33	32.44%	11.58%	\$2,420,868.10
Ochoa, L	30	\$35,000.00	\$11,355.04	32.44%	9.01%	\$1,882,897.39
Sorenstam, A	30	\$75,000.00	\$24,332.22	32.44%	19.30%	\$4,034,780.19
Wie, M	20	\$25,000.00	\$4,070.12	16.28%	3.23%	\$1,452,908.28
Woods, T	30	\$7,500.00	\$2,433.22	32.44%	1.93%	\$403,478.01
Non HC Total		\$292,500.00	\$114,500.00			
Total		\$782,500.00	\$212,500.00			
HC %		62.62%	46.12%			
Non HC %		37.38%	53.88%			
* Assumes this year's contribution invested now at 7.50% interest.						

BenX Players New Comparability Plan

Compensation Distribution



Plan Summary

	Income	Contribution	Income %	Contrib %
Highly Comp.	\$490,000.00	\$49,000.00	62.62%	83.40%
Non HCE	\$292,500.00	\$9,750.00	37.38%	16.60%
Total	\$782,500.00	\$58,750.00		
Total Contribution		\$58,750.00		
% of Eligible Compensation				7.51%

Plan Description

The comparability, or cross-tested, allocation method allows the employer to divide the employees into different classifications for purposes of allocating the contribution. If non-discrimination requirements are met, a larger share of the company's contribution may be made on behalf of those employees to whom the employer wishes to provide a more significant benefit.

The non-discrimination testing, like an age-weighted plan, is based on projected benefits at retirement, similar to a defined benefit plan. If the aggregated age of the preferred class is higher than the other classes, the allocation of current dollars can be skewed proportionately toward the older group.

Plan Specifications

Effective Date	1/1/2009
Eligibility	Waived
Interest Rate	7.50%
Annuity Purchase Rate	101.49
Group A	10.00%
Group B	3.33%

Allocation Groups

Group D	3.33%
---------	-------

Tips and Recommendations



Employers can maximize contributions to key employees and owners while minimizing contribution to other employees.



May require complex actuarial calculations and compliance issues.



The company contribution can be discretionary from year to year, in terms of whether to contribute and how much, up to prescribed limits.



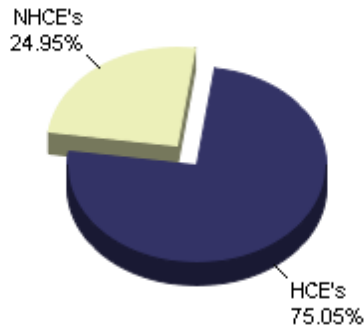
May have higher administrative cost.

BenX Players New Comparability Plan

Name	Age	Income	Contribution	% of Income	% of Budget	Account Value @65*
Nicklaus, J	55	\$245,000.00	\$24,500.00	10.00%	41.70%	\$372,598.92
Palmer, A	60	\$245,000.00	\$24,500.00	10.00%	41.70%	\$152,978.50
HC Total		\$490,000.00	\$49,000.00			
Creamer, P	30	\$35,000.00	\$1,166.67	3.33%	1.99%	\$193,457.23
Daly, J	60	\$35,000.00	\$1,166.67	3.33%	1.99%	\$7,284.69
Garcia, S	30	\$35,000.00	\$1,166.67	3.33%	1.99%	\$193,457.23
Mickelson, P	30	\$45,000.00	\$1,500.00	3.33%	2.55%	\$248,730.71
Ochoa, L	30	\$35,000.00	\$1,166.67	3.33%	1.99%	\$193,457.23
Sorenstam, A	30	\$75,000.00	\$2,500.00	3.33%	4.26%	\$414,551.19
Wie, M	20	\$25,000.00	\$833.33	3.33%	1.42%	\$297,474.45
Woods, T	30	\$7,500.00	\$250.00	3.33%	0.43%	\$41,455.12
Non HC Total		\$292,500.00	\$9,750.00			
Total		\$782,500.00	\$58,750.00			
HC %		62.62%	83.40%			
Non HC %		37.38%	16.60%			
* Assumes this year's contribution invested now at 7.50% interest.						

BenX Players 401(k) Plan

Compensation Distribution



Plan Summary

	Income	Contribution	Income %	Contrib %
Highly Comp.	\$490,000.00	\$44,000.00	62.62%	75.05%
Non HCE	\$292,500.00	\$14,625.00	37.38%	24.95%
Total	\$782,500.00	\$58,625.00		
Total Contribution		\$58,625.00		
% of Eligible Compensation				7.49%

Plan Description

The 401(k) Plan is an employer-sponsored plan that allows employees to make contributions with pretax dollars. These contributions are generally made by payroll deductions.

The maximum amount that an employee can contribute to a 401(k) Plan in 2009 is \$16,500.00. This limit is adjusted each year to reflect changes in the cost-of-living.

IRS regulations require the use of nondiscrimination tests to determine the maximum contribution levels for highly compensated employees. These tests are designed to ensure that the plan benefits all employees in a nondiscriminatory manner and can make it difficult for some employers to maintain 401(k) plans.

Plan Specifications

Effective Date	1/1/2009
Eligibility	Waived

Tips and Recommendations



Employees contribute to funding their retirement.



Plans must satisfy nondiscrimination testing. If these tests are not passed, corrective action must be taken.



No employer contributions are required.



May have higher recordkeeping and administrative cost



The employer can make discretionary matching and/or profit sharing contributions.

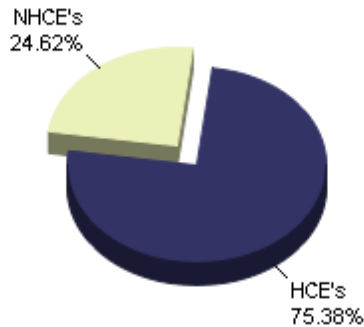
BenX Players 401(k) Plan

Name	Income	Deferral\$	EE%	Total\$	Total%	415 Limit
Nicklaus, J	\$245,000.00	\$16,500.00	6.73%	\$22,000.00	8.98%	\$49,000.00
Palmer, A	\$245,000.00	\$16,500.00	6.73%	\$22,000.00	8.98%	\$49,000.00
HC Total	\$490,000.00	\$33,000.00		\$44,000.00		
Creamer, P	\$35,000.00	\$1,750.00	5.00%	\$1,750.00	5.00%	\$35,000.00
Daly, J	\$35,000.00	\$1,750.00	5.00%	\$1,750.00	5.00%	\$35,000.00
Garcia, S	\$35,000.00	\$1,750.00	5.00%	\$1,750.00	5.00%	\$35,000.00
Mickelson, P	\$45,000.00	\$2,250.00	5.00%	\$2,250.00	5.00%	\$45,000.00
Ochoa, L	\$35,000.00	\$1,750.00	5.00%	\$1,750.00	5.00%	\$35,000.00
Sorenstam, A	\$75,000.00	\$3,750.00	5.00%	\$3,750.00	5.00%	\$49,000.00
Wie, M	\$25,000.00	\$1,250.00	5.00%	\$1,250.00	5.00%	\$25,000.00
Woods, T	\$7,500.00	\$375.00	5.00%	\$375.00	5.00%	\$7,500.00
Non HC Total	\$292,500.00	\$14,625.00		\$14,625.00		
Total	\$782,500.00	\$47,625.00		\$58,625.00		
HC %	62.62%	69.29%		75.05%		
Average	\$245,000.00	\$16,500.00		\$22,000.00		
Non HC %	37.38%	30.71%		24.95%		
Average	\$36,562.50	\$1,828.13		\$1,828.13		

* Assumes this year's contribution invested now at 7.50% interest.

BenX Players Defined Benefit Plan

Compensation Distribution



Plan Summary

	Income	Contribution	Income %	Contrib %
Highly Comp.	\$490,000.00	\$197,714.20	62.62%	75.38%
Non HCE	\$292,500.00	\$64,566.63	37.38%	24.62%
Total	\$782,500.00	\$262,280.83		
Total Contribution		\$262,280.83		
% of Eligible Compensation		33.52%		

Plan Description

A defined benefit plan is designed to provide a specific benefit amount at retirement. This is the traditional "pension" plan in which the employer bears the risk of providing the promised level of retirement benefits to participants. Provide a pre-defined annual retirement income for employees. Contributions are based on specific income requirements, along with actuarial variables such as years until retirement, life expectancy, compensation, etc.

Plan Specifications

Effective Date	1/1/2009
Eligibility	Waived
Benefit Formula	100.00% of avg. comp.
Maximum Years	5
Mortality Table	GAM '83 Blend
Pre-Retirement Interest Rate	6.50%

Allocation Groups

Post-Retirement Interest Rate	6.50%
Normal Retirement Age	65 Years

Tips and Recommendations



Favorable benefits for older and highly paid employees



May have higher administrative cost.



Contribution for executives can be substantially higher in a defined benefit plan than in other types of retirement plans.



Complex actuarial and compliance issues.

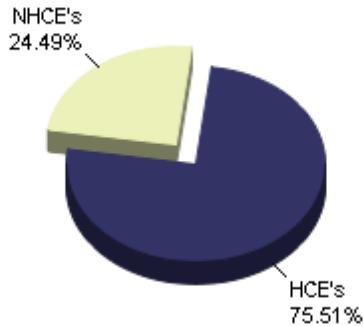
BenX Players Defined Benefit Plan

Name	Age	Income	Contribution	% of Income	% of Budget	Projected Monthly Benefit
Nicklaus, J	55	\$245,000.00	\$62,250.12	25.41%	23.73%	\$7,782.00
Palmer, A	60	\$245,000.00	\$135,464.08	55.29%	51.65%	\$7,782.00
HC Total		\$490,000.00	\$197,714.20			
Creamer, P	30	\$35,000.00	\$2,694.55	7.70%	1.03%	\$2,916.67
Daly, J	60	\$35,000.00	\$45,694.35	130.56%	17.42%	\$2,625.00
Garcia, S	30	\$35,000.00	\$2,694.55	7.70%	1.03%	\$2,916.67
Mickelson, P	30	\$45,000.00	\$3,464.42	7.70%	1.32%	\$3,750.00
Ochoa, L	30	\$35,000.00	\$2,694.55	7.70%	1.03%	\$2,916.67
Sorenstam, A	30	\$75,000.00	\$5,774.03	7.70%	2.20%	\$6,250.00
Wie, M	20	\$25,000.00	\$972.78	3.89%	0.37%	\$2,083.33
Woods, T	30	\$7,500.00	\$577.40	7.70%	0.22%	\$625.00
Non HC Total		\$292,500.00	\$64,566.63			
Total		\$782,500.00	\$262,280.83			
HC %		62.62%	75.38%			
Non HC %		37.38%	24.62%			

BenX Players

Safe Harbor 401(k) Plan / New Comparability Plan with Matching Contribution

Compensation Distribution



Plan Summary

	Income	Contribution	Income %	Contrib %
Highly Comp.	\$490,000.00	\$109,000.00	62.62%	75.51%
Non HCE	\$292,500.00	\$35,358.67	37.38%	24.49%
Total	\$782,500.00	\$144,358.67		
Total Contribution		\$144,358.67		
% of Eligible Compensation		18.45%		

Plan Description

The Super Comparability Plan was created by new IRS rules in 1999. This plan combines the Safe Harbor 401 (k) with the New Comparability Profit Sharing Plan. It allows you and your key employees to defer up to \$16,500.00 into the 401 (k) portion of the plan provided you contribute at least 3% of all eligible employees' gross salaries to the profit sharing part of the plan. Employees also may defer into the 401 (k) and are immediately 100% vested into the plan

Plan Specifications

Effective Date	1/1/2009
Eligibility	Waived
Interest Rate	7.50%
Annuity Purchase Rate	101.49
Group A	10.00%
Group B	3.33%

Allocation Groups

Group D	3.33%
---------	-------

Tips and Recommendations



Employees contribute to funding their retirement.



Requires an employer contribution



The company contribution can be discretionary from year to year, in terms of whether to contribute and how much, up to prescribed limits.



May have higher administrative cost.

