



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 \$19,300</td> <td>SIMPLE with 2% nonelective</td> </tr> <tr> <td><input type="checkbox"/> 50+ up to \$22,300</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 \$58,000</td> <td>SEP</td> </tr> <tr> <td><input type="checkbox"/> <50 up to \$58,000</td> <td>401(k)/profit sharing</td> </tr> <tr> <td><input type="checkbox"/> 50+ up to \$64,500</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Greater than \$58,000</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 \$19,300	SIMPLE with 2% nonelective	<input type="checkbox"/> 50+ up to \$22,300		<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 \$58,000	SEP	<input type="checkbox"/> <50 up to \$58,000	401(k)/profit sharing	<input type="checkbox"/> 50+ up to \$64,500		<input type="checkbox"/> Greater than \$58,000	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: _____