

# Answer the following eight questions below. Then total your points.

## 1. My business currently employs:

- a. I am an owner-only business with no common law employees 0 pts. \_\_\_\_\_
- b. Between 1-5 full-time employees 1 pt. \_\_\_\_\_
- c. Between 6-15 full-time employees 2 pts. \_\_\_\_\_
- d. Between 16-25 full-time employees 3 pts. \_\_\_\_\_
- e. Between 26-49 full-time employees 4 pts. \_\_\_\_\_
- f. More than 50 full-time employees 5 pts. \_\_\_\_\_

## 2. In providing a retirement plan it's important that:

- a. I provide for my own retirement – I currently have no full-time employees -2 pts. \_\_\_\_\_
- b. I include as many employees as possible in the plan 0 pts. \_\_\_\_\_
- c. I can exclude certain employees if they work for me part-time 2 pts. \_\_\_\_\_

## 3. The main goal for establishing a retirement plan for my company is:

- a. To maximize the ability to save for my own retirement 0 pts. \_\_\_\_\_
- b. To increase my business tax deductions 2 pts. \_\_\_\_\_
- c. To offer a highly visible employee benefit 4 pts. \_\_\_\_\_

## 4. It is important for me to be able to:

- a. Make all the contributions to my personal account – I have no employees 0 pts. \_\_\_\_\_
- b. Provide my employees with funds for their retirement regardless of whether they contribute to the plan 2 pts. \_\_\_\_\_
- c. Provide my employees with funds for their retirement and also allow them to contribute to the plan 4 pts. \_\_\_\_\_
- d. Provide my employees with a retirement plan regardless of whether the company makes any contributions to the plan 6 pts. \_\_\_\_\_

## 5. For any contributions made by me on behalf of my employees or myself, I would like a plan that:

- a. Allows for easy access to the money with possible penalties 2 pts. \_\_\_\_\_
- b. Makes it difficult to access the money before retirement 4 pts. \_\_\_\_\_
- c. Makes it difficult to access the money before retirement except for loans 6 pts. \_\_\_\_\_

## 6. After I've established my small business retirement plan, it's important to:

- a. Be able to contribute the maximum allowable amount for myself -4 pts. \_\_\_\_\_
- b. Have some flexibility in regards to employer contributions from year to year 0 pts. \_\_\_\_\_
- c. Keep administration costs low even though, as an employer, I may have limited flexibility with employer contributions 2 pts. \_\_\_\_\_
- d. Have maximum flexibility with employer contributions even though administration costs may be higher 4 pts. \_\_\_\_\_

## 7. Government reporting and paperwork should be involved:

- a. As little as possible even though I may have less flexibility 0 pts. \_\_\_\_\_
- b. I would like some flexibility and I am willing to deal with a limited amount of paperwork 2 pts. \_\_\_\_\_
- c. I want maximum flexibility and I am willing to deal with as much paperwork as is required 4 pts. \_\_\_\_\_

## 8. When it comes to investment choices:

- a. I want to have complete control of my investment choices 0 pts. \_\_\_\_\_
- b. I want my employees to be responsible for their investment options 2 pts. \_\_\_\_\_
- c. I would be comfortable putting in some restrictions, i.e., picking a single fund family or multiple fund families from which my employees could choose 4 pts. \_\_\_\_\_

Now add together the number of points scored for each of the eight questions. Match your total score to a corresponding small business plan from the meter.

Total Points

