

475-000-314 Summary of Excluded Retirement Plans

IRS Code Section	Plan Type	Description
401	Traditional Defined Benefit Plan	Employer-based retirement plan that promises retirees a certain benefit upon retirement, regardless of investment performance
401(a)	Cash Balance Plan	Employer-based hybrid plan that combines features of defined benefit and defined contribution plans. Account balances accrue at a specified rate, rather than depending on investment performance
401(a)	Employee Stock Ownership Plan	Similar to a profit-sharing plan that must be primarily invested in the employer's stock and under which distributed benefits must be offered in the form of the employer's stock
401(a)	Keogh Plan	Informal term for retirement plans available to self-employed people
401(a)	Money Purchase Pension Plan	Employer-based defined contribution plan under which annual contributions are fixed by a set formula
401(a)	Profit-Sharing Plan	Employer-based defined contribution plan under which employer contribution may, but need not be, linked to profits. Usually refers to non-matching employer contributions
401(a)	Simple 401(k)	401(k)-type plans available only to small businesses; exempt from certain restrictions and subject to some limitations on employer contributions

IRS Code Section	Plan Type	Description
401(a)	401(k)	Defined contribution plan that allows employees to defer receiving compensation in order to have the amount contributed to the plan. Commonly referred to as a "cash or deferred arrangement" (CODA). Some 401(k) plans allow after-tax Roth 401(k) contributions.
403(a)	403(a)	Plans that are similar to 401(a) plans but are funded through annuity insurance
403(b)	403(b)	Tax-sheltered annuity or custodial account plan offered by tax-exempt section 501(c) organizations or public schools. Many are funded by employee contributions that resemble 401(k)s.
408	IRA	Tax-deferred retirement savings controlled by individuals rather than employers
408(p)	Simple retirement account IRA	Employer-based IRA (employers and employees contribute) available only to small businesses
408(k)	Simplified Employee Pension Plan (SEP)	Employer sponsored plan available only to small businesses; allows employer to contribute to employee accounts that function as IRAs and are subject mostly to IRA rules
408A	Roth IRA	Same as IRA, except that qualified distributions are tax exempt
501c(18)	501c(18) Plan	Plan offered mostly by unions. Had to be set by June 1959 and are now largely obsolete
Section 8439 of Title 5 USC	Federal Thrift Savings Plan	Plan offered by the federal government to its employees