

American National Insurance Company

Plan Comparison Chart

Plan Type	401(k)	Safe Harbor 401(k)	Simple 401(k)	Simple IRA	Sharing Profit	SEP IRA	Money Purchase	Defined Benefit	412(e)(3)
Target Market	1 + Employees	1 + Employees	No more than 100 employees who earned more than \$5000 in prior year	No more than 100 employees who earned more than \$5000 in prior year	Business with fluctuating earnings and self-employed	Small businesses and self-employed	Business with high stable earnings and self employed	Business with stable earnings and owners close to retirement and self-employed	Business with stable earnings and owners close to retirement and self-employed
Key Features	Tax-deferred investing; flexibility in plan design; investment flexibility	Tax-deferred investing; no discrimination testing; investment flexibility	Tax-deferred investing; no discrimination testing; investment flexibility	Tax-deferred investing; no discrimination testing; investment flexibility	Flexible Contributions; investment flexibility	Investment flexibility	Consistent contributions; investment flexibility	Consistent contributions	Maximum consistent contributions
Contributors	Employee and optional Employer	Employee and Employer	Employee and Employer	Employee and Employer	Employer only	Employer only	Employer only	Employer only	Employer only
Contribution Flexibility	Yes	No; possible additional employer contributions above safe harbor	No	Very Limited	Yes	Yes	No; percentage established at plan set up	No; based on formula	No; based on formula
Maximum Eligibility Requirements	Age 21 and 1 year of service	Age 21 and 1 year of service	Age 21 and 1 year of service	Employees earning \$5000 in current year and any 2 prior years	Age 21 with 1 year of service (2 years with 100% vesting)	Age 21 with any service in 3 of last 5 years	Age 21 with 1 year of service (2 years with 100% vesting)	Age 21 with 1 year of service (2 years with 100% vesting)	Age 21 with 1 year of service (2 years with 100% vesting)
Maximum Annual Salary Deferral	\$16,500 (2009) with \$5500 catch up contributions	\$16,500 (2009) with \$5500 catch up contributions	\$11,500 (2009) with \$2500 catch up contributions	\$11,500 (2009) with \$2500 catch up contributions	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Maximum Annual Employer Contribution	25% of eligible employee compensation	3-4% safe harbor; optional additional contribution either matching or non-elective. (total 25% of eligible compensation)	100% up to 3% match to participants or 2% to all eligible employees	100% up to 3% match to participants or 2% to all eligible employees	Up to 25% of eligible employee compensation; limited to \$49,000 per eligible employee (2009)	25% of eligible employee compensation	Up to 25% of eligible employee compensation; limited to \$49,000 per eligible employee (2009)	Amount needed to fund plan	Amount needed to fund plan
Vesting in Employer Contribution	May be graded up to 6 years or 100% after 3 years	100 % immediately on Safe-Harbor contributions	100 % immediately	100 % immediately	May be graded up to 6 years or 100% after 3 years	100 % immediately	May be graded up to 6 years or 100% after 3 years	May be graded up to 6 years	May be graded up to 6 years
Loans	Yes	Yes	Yes	No	Yes	No	Yes	Yes	No
When Established	Anytime	Anytime with 30-day notification for new plans prior to October 1st	Prior to October 1st	Prior to October 1st	Prior to fiscal year end	Anytime prior to tax filing deadline including extensions	Prior to fiscal year end	Prior to fiscal year end	Prior to fiscal year end
IRS 5500 Reporting	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes

A History of Safety and Strength

Since 1905, American National Insurance Company has been a consistent source of financial strength and long-term planning which has earned the respect of millions of policyowners. American National's financial strength and operating integrity have positioned it as a leader in the insurance industry.

American National offers innovative and customer focused insurance products and ranks among the larger life insurance companies in the United States. We are committed to providing our customers with high quality products that best fit their diverse and changing financial needs.



In defined contribution plans, the amount of funds accumulated and the investment gains or losses solely determine the benefit at retirement.

Distributions made to a Participant before age 59½ may be subject to a 10% premature distribution penalty.

Neither American National nor its representatives provide legal or tax advice. Please consult your attorney or tax advisor for your specific situation

Qualified Plans have minimum distribution rules that govern the timing and amount of distributions. You should refer to your retirement plan, adoption agreement, or consult a tax advisor for more information about these distribution rules.

Plan Comparison Chart



AMERICAN NATIONAL INSURANCE COMPANY
One Moody Plaza, Galveston, Texas 77550-7999

IMIG

INDEPENDENT MARKETING GROUP



INSURANCE MARKETPLACE
STANDARDS ASSOCIATION

Plan Comparison
From
American
National
Insurance
Company

Independent Marketing Group is a Division of
American National Insurance Company

New Dimensions In Pensions