

OppenheimerFunds Retirement Plans

	SIMPLE IRA	SEP IRA	Payroll Deduction IRA	Single K SM	401(k)	Safe Harbor 401(k)	Profit-sharing	Age-weighted	New Comparability	Super Comp	Defined Benefit	
Who Qualifies	<ul style="list-style-type: none"> Governmental, tax-exempt and for-profit entities with 100 or fewer eligible employees seeking an alternative to the 401(k) with fewer administrative requirements 	<ul style="list-style-type: none"> Sole proprietors or small business owners with variable earnings looking for a retirement plan with minimal administration Individuals with self-employment income, earned on a full- or part-time basis 	<ul style="list-style-type: none"> All business owners looking for an opportunity to provide a valuable employee benefit without expensive administrative costs. May be offered as the sole retirement plan or in conjunction with other retirement plans 	<ul style="list-style-type: none"> Designed for corporations, partnerships, sole proprietorships and nonprofit entities that employ: 1) Owners and immediate family members, 2) Owners with part-time or seasonal employees who can be excluded from the plan These businesses can be incorporated or unincorporated These plans are not designed for employers with rank-and-file employees 	<ul style="list-style-type: none"> Small to large employers (tax-exempt and for-profit entities) who want to offer a salary reduction plan with a maximum number of design options 	<ul style="list-style-type: none"> Small to large employers (tax-exempt and for-profit entities) who want to offer a salary reduction plan with a maximum number of design options Ideally suited for: <ul style="list-style-type: none"> Companies with a large percentage of highly compensated employees Top-heavy plans with low participation rates Plans routinely failing ADP/ACP tests 	<ul style="list-style-type: none"> Sole proprietors or small business owners with variable earnings looking for a plan with flexible design options 	<ul style="list-style-type: none"> Businesses with older, higher paid owners and younger employees 	<ul style="list-style-type: none"> Businesses interested in rewarding certain categories of employees based on age, tenure and other reasonable business criteria 	<ul style="list-style-type: none"> Businesses whose owners and higher paid employees cannot make the maximum contributions due to low participation among lower paid employees 	<ul style="list-style-type: none"> Businesses of all sizes with steady, predictable income and the desire to provide employees with a specified benefit at retirement Businesses seeking to make larger contributions or to accumulate substantial retirement benefits for older employees in a shorter time frame 	
Deadlines	<ul style="list-style-type: none"> Plans administered on a calendar-year basis New plans must be set up by October 1 because plans must have at least a three-month plan year Annual 60-day notice to eligible employees required Employer contributions must be made by employer's tax-filing deadline, including extensions 	<ul style="list-style-type: none"> Plan must be set up and funded by the employer's tax-filing deadline, including extensions 	<ul style="list-style-type: none"> All contributions are considered made in the calendar year that they are received by OppenheimerFunds (regular IRA deadlines do not apply) 	<ul style="list-style-type: none"> Must be set up by the last day of the plan year Employer contributions must be made by employer's tax-filing date, including extensions 	<ul style="list-style-type: none"> Must be set up by the last day of the plan year Employer contributions must be made by employer's tax-filing date, including extensions 	<ul style="list-style-type: none"> 30-90 day annual notice must be given to all eligible employees Plan must have at least a three-month plan year so calendar-year plans must be established by October 1 Employer contributions must be made by employer's tax-filing date, including extensions 	<ul style="list-style-type: none"> Must be set up by the last day of the plan year Employer contributions must be made by employer's tax-filing date, including extensions 	<ul style="list-style-type: none"> Must be set up by the last day of the plan year Employer contributions must be made by employer's tax-filing date, including extensions 	<ul style="list-style-type: none"> Must be set up by the last day of the plan year Contributions must be made by employer's tax-filing date, including extensions 	<ul style="list-style-type: none"> 30-90 day annual notice must be given to all eligible employees Plan must have at least a three-month plan year so calendar-year plans must be established by October 1 Employer contributions must be made by employer's tax-filing date, including extensions 	<ul style="list-style-type: none"> Must be set up by the last day of the plan year Employer contributions must be made by the earlier of 8½ months after the end of the plan year or the filing of the employer's corporate tax return, including extensions 	
Eligibility	<ul style="list-style-type: none"> Must include all employees who: <ul style="list-style-type: none"> Earned at least \$5,000 during any two preceding years and reasonably expects to earn at least \$5,000 in current year Employer may set less restrictive eligibility standards May exclude certain: <ul style="list-style-type: none"> Union employees Nonresident aliens 	<ul style="list-style-type: none"> Must include employees who: <ul style="list-style-type: none"> Are at least 21 years old Have earned at least \$500 (for 2007) Worked three out of the preceding five years for the employer Employer may set less restrictive eligibility standards May exclude certain: <ul style="list-style-type: none"> Union employees Nonresident aliens 	<ul style="list-style-type: none"> Everyone is eligible to participate in the Payroll Deduction IRA, regardless of company size, age or position in the company Roth IRA eligibility dependent on adjusted gross income 	<ul style="list-style-type: none"> Must include employees who: <ul style="list-style-type: none"> Are at least 21 years old Have completed one year of service (at least 1,000 hours) Employer may set less restrictive eligibility standards Automatically excludes: <ul style="list-style-type: none"> Union employees Nonresident aliens 	<ul style="list-style-type: none"> Must include employees who: <ul style="list-style-type: none"> Are at least 21 years old Have completed two years of service (at least 1,000 hours each year) Employer may set less restrictive eligibility standards May exclude certain: <ul style="list-style-type: none"> Union employees Nonresident aliens 	<ul style="list-style-type: none"> Must include employees who: <ul style="list-style-type: none"> Are at least 21 years old Have completed two years of service (at least 1,000 hours each year) Employer may set less restrictive eligibility standards May exclude certain: <ul style="list-style-type: none"> Union employees Nonresident aliens 	<ul style="list-style-type: none"> Must include employees who: <ul style="list-style-type: none"> Are at least 21 years old Have completed two years of service (at least 1,000 hours each year) Employer may set less restrictive eligibility standards May exclude certain: <ul style="list-style-type: none"> Union employees Nonresident aliens Nondiscriminatory classes of employees 	<ul style="list-style-type: none"> Must include employees who: <ul style="list-style-type: none"> Are at least 21 years old Have completed two years of service (at least 1,000 hours each year) Employer may set less restrictive eligibility standards May exclude certain: <ul style="list-style-type: none"> Union employees Nonresident aliens Nondiscriminatory classes of employees 	<ul style="list-style-type: none"> Must include employees who: <ul style="list-style-type: none"> Are at least 21 years old Have completed two years of service (at least 1,000 hours each year) Employer may set less restrictive eligibility standards May exclude certain: <ul style="list-style-type: none"> Union employees Nonresident aliens Nondiscriminatory classes of employees 	<ul style="list-style-type: none"> Must include employees who: <ul style="list-style-type: none"> Are at least 21 years old Have completed two years of service (at least 1,000 hours each year) Employer may set less restrictive eligibility standards May exclude certain: <ul style="list-style-type: none"> Union employees Nonresident aliens Nondiscriminatory classes of employees 	<ul style="list-style-type: none"> Must include employees who: <ul style="list-style-type: none"> Are at least 21 years old Have completed two years of service (at least 1,000 hours each year) Employer may set less restrictive eligibility standards May exclude certain: <ul style="list-style-type: none"> Union employees Nonresident aliens Nondiscriminatory classes of employees 	
Funding	<ul style="list-style-type: none"> Employer contributions required Employee pretax salary deferrals optional 	<ul style="list-style-type: none"> Employer contributions only Employer's contribution is discretionary 	<ul style="list-style-type: none"> Employee contributions only 	<ul style="list-style-type: none"> Salary deferrals optional Employee contributions optional After-tax contributions available by adding a Roth 401(k) 	<ul style="list-style-type: none"> Employee pretax salary deferrals optional Employee contributions optional After-tax contributions available by adding a Roth 401(k) 	<ul style="list-style-type: none"> Safe Harbor employer contributions required Employee pretax salary deferrals optional Other employer contributions permitted After-tax contributions available by adding a Roth 401(k) 	<ul style="list-style-type: none"> Employer contributions only Employer's contribution is discretionary 	<ul style="list-style-type: none"> Employer contributions only Employer's contribution is discretionary 	<ul style="list-style-type: none"> Employer contributions only Employer's contribution is discretionary 	<ul style="list-style-type: none"> Safe Harbor employer contributions required Discretionary profit-sharing contributions are allocated based on actuarial projection of benefits payable at retirement Employee pretax salary deferrals optional After-tax contributions available by adding a Roth 401(k) 	<ul style="list-style-type: none"> Employer contributions only Contributions are subject to minimum funding requirements 	
Plan Contribution Limits	<ul style="list-style-type: none"> \$10,500 employee deferral limit (for 2007) Employer must match deferrals dollar for dollar up to 3% of compensation (can be lowered to 1% in two out of last five years) OR employer must make a 2% nonelective contribution for all eligible employees 2% nonelective contribution subject to \$225,000 compensation cap (for 2007) Maximum combined contribution limit \$26,000 (for 2007) In addition, catch-up contributions up to \$2,500 (for 2007) may be made by participants age 50 or over. These contributions must also be matched by employer 	<ul style="list-style-type: none"> Maximum employer contribution is the lesser of \$45,000 or 25% of compensation (based on the first \$225,000 of compensation) (20% of compensation for self-employed individuals) Social Security Integration permitted May be paired with a Profit-sharing plan Overall maximum contribution per eligible employee is 100% of compensation not to exceed \$45,000 (for 2007) based on the first \$225,000 of compensation (for 2007) 	<ul style="list-style-type: none"> Employees may contribute up to \$4,000 in 2007 to a Traditional IRA and/or Roth IRA, and workers age 50 or older may contribute an additional \$1,000 in catch-up contributions A \$2,000 per child contribution may be made to a Coverdell Savings Account (formerly Education IRA) in 2007 Traditional IRA deductibility dependent on adjusted gross income 	<ul style="list-style-type: none"> \$15,500 employee deferral limit (for 2007) Maximum tax-deductible profit-sharing contribution is 25% of eligible payroll, not including payroll deferral Overall maximum contribution per eligible employee is 100% of compensation not to exceed \$45,000 (for 2007) based on the first \$225,000 of compensation (for 2007) In addition, catch-up contributions limited to \$5,000 (for 2007) may be made by participants age 50 or over 	<ul style="list-style-type: none"> \$15,500 employee deferral limit (for 2007) Maximum tax-deductible employer contribution is 25% of eligible payroll, not including payroll deferral Employer must match 100% of deferrals up to the first 3% of compensation and 50% of deferrals up to the next 2% of compensation. Alternatively, the employer may make a nonelective contribution of 3% of compensation for each eligible employee Additional discretionary contributions are permitted Overall limits are the same as a Traditional 401(k) Catch-up contributions are the same as a Traditional 401(k) 	<ul style="list-style-type: none"> \$15,500 employee deferral limit (for 2007) Maximum tax-deductible employer contribution is 25% of eligible payroll Social Security Integration permitted May be paired with a 401(k) feature Overall maximum contribution per eligible employee is 100% of compensation not to exceed \$45,000 (for 2007) based on the first \$225,000 of compensation (for 2007) In addition, catch-up contributions limited to \$5,000 (for 2007) may be made by participants age 50 or over 	<ul style="list-style-type: none"> Maximum tax-deductible employer contribution is 25% (20% for self-employed individuals) of eligible payroll May be paired with a 401(k) feature Overall maximum contribution per eligible employee is 100% of compensation not to exceed \$45,000 (for 2007) based on the first \$225,000 of compensation (for 2007) In addition, catch-up contributions limited to \$5,000 (for 2007) may be made by participants age 50 or over Employer must match 100% of deferrals up to the first 3% of compensation and 50% of deferrals up to the next 2% of compensation. Alternatively, the employer may make a nonelective contribution of 3% of compensation for each eligible employee 	<ul style="list-style-type: none"> Maximum tax-deductible employer contribution is 25% (20% for self-employed individuals) of eligible payroll May be paired with a 401(k) feature Overall maximum contribution per eligible employee is 100% of compensation not to exceed \$45,000 (for 2007) based on the first \$225,000 of compensation (for 2007) In addition, catch-up contributions limited to \$5,000 (for 2007) may be made by participants age 50 or over Employer must match 100% of deferrals up to the first 3% of compensation and 50% of deferrals up to the next 2% of compensation. Alternatively, the employer may make a nonelective contribution of 3% of compensation for each eligible employee 	<ul style="list-style-type: none"> Maximum tax-deductible employer contribution is 25% (20% for self-employed individuals) of eligible payroll May be paired with a 401(k) feature Overall maximum contribution per eligible employee is 100% of compensation not to exceed \$45,000 (for 2007) based on the first \$225,000 of compensation (for 2007) In addition, catch-up contributions limited to \$5,000 (for 2007) may be made by participants age 50 or over Employer must match 100% of deferrals up to the first 3% of compensation and 50% of deferrals up to the next 2% of compensation. Alternatively, the employer may make a nonelective contribution of 3% of compensation for each eligible employee 	<ul style="list-style-type: none"> Maximum annual benefit payable at retirement is the lesser of 100% of participant's average compensation during highest three-year period or \$180,000 (for 2007) 		
Vesting	<ul style="list-style-type: none"> Participants are immediately 100% vested in salary deferrals and employer contributions 	<ul style="list-style-type: none"> Participants are immediately 100% vested 	<ul style="list-style-type: none"> Not applicable 	<ul style="list-style-type: none"> Participants are immediately 100% vested in salary deferrals and employer contributions 	<ul style="list-style-type: none"> Participants are immediately 100% vested in salary deferrals Vesting schedule permissible for employer contributions 	<ul style="list-style-type: none"> Participants are immediately 100% vested in salary deferrals and mandatory Safe Harbor employer contributions Vesting schedule permissible for discretionary employer contributions 	<ul style="list-style-type: none"> Vesting schedule permissible 	<ul style="list-style-type: none"> Vesting schedule permissible 	<ul style="list-style-type: none"> Vesting schedule permissible 	<ul style="list-style-type: none"> Participants are immediately 100% vested in salary deferrals and Safe Harbor employer contributions Vesting schedule permissible for discretionary employer contributions 	<ul style="list-style-type: none"> Vesting schedule applicable 	
Withdrawals and Loans	<ul style="list-style-type: none"> Withdrawals are taxed as ordinary income and may be subject to a 10% penalty tax if taken prior to age 59½ (a 25% penalty applies if distributions are taken within the first two years of the date when the participant made the first contribution to the plan) Exceptions to 10% penalty tax include: Death, disability, certain medical expenses, qualified health insurance payments, qualified higher education expenses, a qualified first-time home purchase and substantially equal payments under Section 72(t) Minimum distributions required at age 70½ No loans 	<ul style="list-style-type: none"> Withdrawals are taxed as ordinary income and may be subject to a 10% penalty tax if taken prior to age 59½ Exceptions to 10% penalty tax include: Death, disability, certain medical expenses, qualified health insurance payments, qualified higher education expenses, a qualified first-time home purchase and substantially equal payments under Section 72(t) Minimum distributions required at age 70½ No loans 	<ul style="list-style-type: none"> Traditional IRA withdrawals are taxed as ordinary income and may be subject to a 10% penalty tax if taken prior to age 59½ For tax-free treatment, Roth IRAs require the holder to have held the account for five years and experience a qualifying event (Roth IRA contributions may always be withdrawn tax free) Exceptions to 10% penalty tax for Traditional and Roth IRAs include: Death, disability, certain medical expenses, qualified health insurance payments, higher education expenses, a qualified first-time home purchase and substantially equal payments under Section 72(t) Exceptions to 10% penalty tax for Coverdell Savings Accounts include: Death, disability and qualified education expenses Minimum distributions required at age 70½ for Traditional IRA No loans 	<ul style="list-style-type: none"> Withdrawals are taxed as ordinary income and are subject to a 10% penalty tax unless taken: <ul style="list-style-type: none"> After the attainment of age 59½ Death Disability Separation from service after age 55 A Roth distribution requires one of the above triggering events (except separation from service after age 55) and the participant to have held the account for five years Minimum distributions required at age 70½ or retirement, whichever is later (or at age 70½ if plan so limits) Availability of hardship withdrawals Availability of loans 	<ul style="list-style-type: none"> Withdrawals are taxed as ordinary income and are subject to a 10% penalty tax unless taken: <ul style="list-style-type: none"> After the attainment of age 59½ Death Disability Separation from service after age 55 A Roth distribution requires one of the above triggering events (except separation from service after age 55) and the participant to have held the account for five years Minimum distributions required at age 70½ or retirement, whichever is later (or at age 70½ if plan so limits) Availability of 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Administration/ Reporting	<ul style="list-style-type: none"> Employees must be notified of their option to participate 60 days before they become eligible and annually thereafter No IRS filing is required 	<ul style="list-style-type: none"> No IRS filing required Top-heavy testing required 	<ul style="list-style-type: none"> No IRS filing required 	<ul style="list-style-type: none"> Form 5500 filing is required for plan(s) or combined plans with assets of \$250,000 or more, or if there are non-owner employees 	<ul style="list-style-type: none"> Plans are subject to Form 5500 filings and other ERISA requirements Requires top-heavy and nondiscrimination testing 	<ul style="list-style-type: none"> Employee notification requirements under Safe Harbor 401(k) Plans are subject to Form 5500 filings and other ERISA requirements No nondiscrimination testing on salary deferrals or Safe Harbor employer-matching contributions No top-heavy testing required if the employer contributions are made "solely" on the basis of the Safe Harbor formula 	<ul style="list-style-type: none"> Plans are subject to Form 5500 filings and other ERISA requirements Subject to top-heavy testing and nondiscrimination rules 	<ul style="list-style-type: none"> Plans are subject to Form 5500 filings and other ERISA requirements Subject to top-heavy testing and nondiscrimination rules 	<ul style="list-style-type: none"> Plans are subject to Form 5500 filings and other ERISA requirements Subject to top-heavy testing and nondiscrimination rules 	<ul style="list-style-type: none"> Plans are subject to Form 5500 filings and other ERISA requirements Subject to top-heavy testing and nondiscrimination rules 	<ul style="list-style-type: none"> Employee notification requirements under Safe Harbor 401(k) Plans are subject to Form 5500 filings and other ERISA requirements No nondiscrimination testing on salary deferrals or Safe Harbor employer-matching contributions Top-heavy testing may not be required, depending on application of Safe Harbor formula 	<ul style="list-style-type: none"> Plans are subject to Form 5500 filings and other ERISA requirements Actuarial certification required Pension Benefit Guaranty Corporation coverage may be required Subject to top-heavy testing and nondiscrimination rules

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RE00005461106 March 20, 2007