







THE PAYROLL COMPANY

# Understanding your goals when selecting your plan design model will put you in the driver seat and on the road to

*success!*

## ARE YOUR GOALS TO:

- ⊗ Enhance Benefit Offering for Employees
- ⊗ Corporate Tax Savings
- ⊗ Maximize Owner's Retirement
- ⊗ Recruit and Retain Key Players
- ⊗ Personal Tax Savings

 <h3>COMPACT</h3> <ul style="list-style-type: none"> <li>401(k) Only Plan - No Employer contributions</li> <li>Traditional and Roth, plus Catch-up</li> <li>Subject to ADP Test which may limit HCE/Owner deferrals</li> </ul>	 <h3>MID-SIZE</h3> <ul style="list-style-type: none"> <li>401(k) Safe Harbor Plan - in addition to Traditional &amp; Roth, Requires Employer Contributions</li> <li>Employer Contribution Options:             <ul style="list-style-type: none"> <li>→ 4% Match - to only those contributing</li> <li><b>OR</b></li> <li>→ 3% of pay to eligible staff</li> </ul> </li> <li>Total owner contribution potential: \$20k - \$30k</li> </ul>	 <h3>FULL-SIZE</h3> <ul style="list-style-type: none"> <li>401(k) Cross Tested Profit Sharing Plan - Traditional, Roth and Profit Sharing</li> <li>5% of pay to eligible staff</li> <li>Pair with Safe Harbor for maximum owner potential</li> <li>Total owner contribution potential: \$55k - \$61k</li> </ul>	 <h3>PREMIUM</h3> <ul style="list-style-type: none"> <li>Cash Balance Plan paired with 3% Safe Harbor and Cross Tested Profit Sharing</li> <li>7.5%-10% of pay to eligible staff</li> <li>Anticipate funding for a minimum of 3 years</li> <li>Maximize ownership savings with total owner contribution potential: \$100k to \$250k</li> </ul>
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FOR MORE INFORMATION CONTACT:



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