



# Simplified 401k

This ShareBuilder 401k plan is designed to make it easy for owners to save the maximum allowable amount and avoid IRS compliance paperwork. You will also hear it referred to as a Safe Harbor plan. It's affordably priced and takes just minutes a month to manage.

## Save with less hassle

- Get started quickly with fast online plan set-up — typically less than 20 minutes — and just minutes a month to manage your plan post-installation.
- Maximize your savings by making the highest allowable contribution to your account.
- Match employee contributions so you can avoid IRS discrimination testing and encourage your employees to participate. (see question 5 on reverse)
- If you want to help your employees get started, consider the auto-enrollment option that requires employees to opt out of the plan — a 401(k) best practice.

## Tax advantages lower your costs

- If this is your company's first 401(k) plan, your business is eligible for an annual \$500 tax credit for the first three years.
- Employee matching or profit-sharing contributions are tax deductible for your business.
- Choose the best way to protect your personal 401(k) contributions from taxes: tax-deferred and/or after-tax with the Roth 401(k) option.

## Details to know

Automatically satisfies government non-discrimination requirements

Allows for higher deferral limits than SEP or Simple IRAs

Web-based contribution processing and ACH payment of deposits

Full-service, online access to administer and monitor your plan

Diverse index-based investment options comprised of Exchange Traded Funds

Access to an online Investment Center and statements

Access to tax-free loans

Allows for account consolidation and rollovers

Automatic price discounts as your plan grows

**Free quote, more info:**  
[sharebuilder401k.com](http://sharebuilder401k.com)  
**800-943-6108 x1**

## Affordable Pricing

Monthly admin fee:

**\$0 - \$500**

(based on number of participants and assets)

One-time setup fee:

**\$0 - \$495**

(based on number of participants and assets)

## Making it Easy

Diversified ETFs

Free model portfolios

Free quarterly rebalancing

Free Form 5500 preparation

Free automatic IRA rollover services

Free unlimited customer support for participants



## Q & A

**Q: Is this the right plan for my organization?**

**A:** The plan is designed specifically for businesses which:

- Employ full-time, part-time, and seasonal workers
- Are willing to fund employer Safe Harbor contributions on a per-pay-period basis

**Q: What are some of the benefits of this plan?**

**A:** This program allows for:

- Employee elective and catch-up contributions
- Up to two outstanding loans per participant
- Either an employer Safe Harbor matching contribution or a non-elective contribution

**Q: What type of enrollment materials are needed?**

**A:** Enrollment is handled online and is paper-free. A training video and guides make it easy for employees to get started.

**Q: What is a Safe Harbor 401(k) plan?**

**A:** Safe Harbor 401(k) plans follow the IRS nondiscrimination rules for elective deferrals and employer contributions. With a Safe Harbor plan, employers must satisfy certain contribution, vesting, and notice requirements.

**Q: What are the mandatory employer contribution requirements?**

**A:** This program has been designed to satisfy nondiscrimination requirements. Employers can choose between two Safe Harbor contribution options:

- An employer matching contribution of 100% of employee elective contributions on the first 4%, 5%, or 6% of compensation
- An employer non-elective contribution of 3 - 6% of compensation for all eligible employees

These accounts are 100% vested and must be funded on a per-pay-period basis.

**Q: When does the plan need to be established?**

**A:** Generally, you need to set up your plan at least 3 months before the end of the plan year. (Plan installation date requirements are contingent upon the plan type being adopted and whether it is an existing or startup plan. Specific deadlines are set for each year.)

**Q: Does the plan allow for a profit-sharing contribution?**

**A:** Yes, it allows the employer to make discretionary profit-sharing contributions annually at the end of the year. The profit-sharing contribution is subject to a vesting schedule.