

## PRODUCT SHEET

INSTITUTIONAL  
USE ONLY



[www.pai.com](http://www.pai.com)

PLAN4ONE®

CAPTURE ASSETS FROM  
AFFLUENT INVESTORS SUCH AS  
LAWYERS, PHYSICIANS,  
ACCOUNTANTS, REAL ESTATE  
BROKERS AND OTHER SELF-  
EMPLOYED INDIVIDUALS.

OPPORTUNITY

CERULLI ASSOCIATES  
ESTIMATES THAT THE NET  
INFLOW INTO THE INDIVIDUAL  
RETIREMENT MARKET WILL  
BE \$956 BILLION OVER THE  
NEXT TEN YEARS.

PLAN DESIGN FEATURES

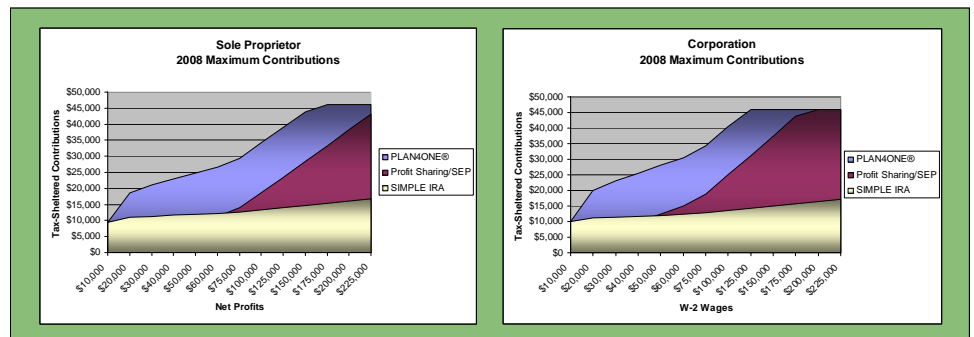
- ALL BUSINESS TYPES ARE ELIGIBLE
- ACCOMMODATES MULTIPLE OWNERS
- UP TO 15 INVESTMENT OPTIONS
- ALLOWS ROLLOVERS
- LOAN FEATURE AVAILABLE
- ROTH FEATURE AVAILABLE
- INCLUDES FORM 5500

PLAN  ONE®

## OVERVIEW

The owner-only business now has the opportunity to shelter a significantly higher portion of their profits for retirement than previously allowed through conventional retirement plans allowing you to acquire substantial assets quickly.

PLAN4ONE® can be private labeled or co-branded to leverage your brand in the marketplace. Leverage PAI's high-touch service model and allow your sales force to focus on selling, their clients on running their business and PAI on servicing the plan.



## SOLUTION

PAI has designed PLAN4ONE® as the ideal individual 401(k) solution specifically for owner-only employers. PLAN4ONE® is based on the EGTRRA regulations and can accommodate multiple owners in corporate and non-corporate entities. Priced to help you attract new customers, PLAN4ONE® also keeps your costs for servicing and administering plans under control.

## BENEFITS

- Easy to understand benefits, fast setup and administration via the web.
- Higher contribution limits.
- Access to tax-free loans.
- Complete funding flexibility.
- Full integration with PLANPAYROLL™.

## FEATURES

### For the Employer:

- Daily valuation with real-time access to information
- IRS Non-standardized Prototype Plan Documents and Adoption Agreements
- Government tax reporting, including 1099-R and signature-ready Form 5500
- Toll-free client relationship support

### For the Employee:

- 24-hour toll-free access to voice response unit (VRU)
- Toll-free access to client contact center
- Full-service Internet access
- Daily online statements available with personalized rate of return
- Annual statements mailed to employee's home



## FREQUENTLY ASKED QUESTIONS

**Q. Who can use PLAN4ONE®?**

**A.** The PLAN4ONE® is designed specifically for businesses that either do not employ any common law employees or that employ only common-law employees that may be disregarded for purposes of federal qualified plan coverage requirements. Generally, any business or enterprise that employs only the owner(s) and/or spouse of owner(s) can utilize the PLAN4ONE® including corporations, partnerships, sole proprietorships and limited liability companies. Owners are required to have ownership of more than 5% to qualify.

**Q. What if there is ownership in more than one business?**

**A.** If ownership exists in other companies, a determination must be made whether the business constitutes as a "controlled group" as defined under Section 414 of the Internal Revenue Code. If common ownership is determined in multiple companies, certain plan qualification and compliance testing requirements may apply on a controlled group basis which may require those additional companies to be included in the plan.

**Q. What are the contribution limits?**

**A.** Plan contributions cannot exceed the lesser of \$49,000 or 100% of compensation. Employee deferrals are limited to \$16,500 (employees age 50 and over can contribute an additional \$5,500)<sup>1</sup>. The employer contribution limit is 25% of compensation<sup>1</sup>.

**Q. What is the Roth 401(k) and is it available with the PLAN4ONE®?**

**A.** The Roth 401(k) allows participants the opportunity to contribute to the plan on an after-tax basis. Any earnings grow tax-free and qualified distributions are not subject to income tax. The Roth 401(k) is an optional feature to any 401(k) plan.

**Q. Are rollover contributions allowed?**

**A.** Yes, rollovers and transfers are allowed from most other tax-deferred retirement plans, including Keogh, defined benefit, deductible and conduit IRA, SEP, 401(k), profit sharing, money purchase, SIMPLE IRA accounts after two years of SIMPLE participation, 403(b) and governmental 457 plans. Direct rollovers and transfers are also allowed from Roth 401(k) if the Roth 401(k) feature is selected as an option.

**Q. What is the deadline for funding a PLAN4ONE®?**

**A.** The deadline for funding the profit sharing portion is the business' tax return due date, including extensions. The deadline for depositing employee salary deferrals depends on whether or not the business is incorporated.

**Q. What is the deadline for an employee salary deferral election?**

**A.** Owners of an unincorporated business (i.e., sole proprietor or partner), must generally make a written employee salary deferral election (including amount) by no later than the last day of their tax year. If a business is incorporated, it must generally make a written employee salary deferral election (including amount) before the compensation is currently available or paid.

**Q. Can personal loans be taken against the PLAN4ONE®?**

**A.** Yes, incorporated and unincorporated business owners are eligible to take personal loans from qualified plans.

**Q. What types of employees can generally be excluded from the PLAN4ONE®?**

**A.** Generally, under federal law, you are permitted to exclude the following types of employees from coverage under a 401(k) plan such as: employees under the age of 21, employees with less than one year of service and who work less than 1,000 hours in the plan year, union employees and non-resident alien employees.

<sup>1</sup> 2009 limits. Limits are indexed annually.

This material is provided for general and educational purposes only, and is not intended to provide legal, tax or investment advice, or for use to avoid penalties that may be imposed under U.S. federal tax laws. Contact your attorney or other advisor regarding your specific legal, investment or tax situation.

FOR ADDITIONAL  
INFORMATION, PLEASE  
CONTACT PAI AT:

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**PLAN4ONE® is powered by PAI.** PAI has been successfully servicing the small business industry for over 20 years by making strategic and effective investments in people, technology and processes. PAI delivers comprehensive solutions with a small business focus and high-touch and high-tech client care – all at affordable costs.