

PRODUCT SHEET

INSTITUTIONAL
USE ONLY



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PLAN4TEN®

A 401(K) SAFE HARBOR PLAN
SPECIALLY DESIGNED FOR
COMPANIES THAT HAVE 10 OR
FEWER TOTAL NUMBER OF
EMPLOYEES.

OPPORTUNITY

ACCORDING TO THE
RETIREMENT SERVICES
ROUNDTABLE, LESS THAN
16% OF SMALL BUSINESSES
HAVE A 401(K) PLAN.

PLAN DESIGN FEATURES

- 401(K) SAFE HARBOR PLAN
- STARTUP OR TAKEOVER PLANS
- UP TO 15 INVESTMENT OPTIONS
- CHOICE IN SAFE HARBOR EMPLOYER CONTRIBUTION
- DISCRETIONARY PROFIT SHARING CONTRIBUTION
- LOAN FEATURE AVAILABLE
- ROTH FEATURE AVAILABLE
- QDIA FEATURE



OVERVIEW

The PLAN4TEN® is a 401(k) Safe Harbor plan that automatically satisfies the non-discrimination rules for elective deferrals and employer contributions.

PLAN4TEN® 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 businesses and PAi on servicing the plan.

SOLUTION

The PLAN4TEN® is specially designed for the small business with 10 or fewer total number of employees who desire an easy-to-operate 401(k) plan. The plan is ideal for companies looking to adopt their first 401(k) plan or existing companies who may have a SIMPLE or SEP plan. Also, this plan serves as an excellent migration solution for the owner-only business that has an individual 401(k) plan and hire their first employee.

The PLAN4TEN® is designed to simplify the complexities involved in running a plan. Best of all, PLAN4TEN® utilizes PAi's comprehensive servicing model which will allow you to increase assets under management and cross-sell additional products.

BENEFITS

- Contributions to the plan are deductible from taxable business profits.
- Businesses with fewer than 100 employees are eligible for a tax credit of 50% (\$1,000 maximum) of the administrative costs in the first three years of a new plan.
- Nondiscrimination tests are satisfied.
- The plan allows for higher deferral limits than a SEP or a SIMPLE IRA.
- 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. What is a Safe Harbor 401(k) plan?

A. A Safe Harbor 401(k) plan is a 401(k) plan that automatically satisfies the non-discrimination rules for elective deferrals and employer contributions. For a 401(k) plan to be considered a Safe Harbor plan, employers must satisfy certain contribution, vesting and notice requirements.

Q. Who is PLAN4TEN® best suited for?

A. PLAN4TEN® is ideal for those companies that have 10 or fewer total number of employees in the organization (total number of employees include all full-time, part-time and seasonal employees) and is willing to fund employer Safe Harbor contributions on a per pay period basis.

Q. What if my client has more than 10 total employees?

A. If your client has more than 10 total employees, PAi's PLAN4MOST® is designed to satisfy their needs. To request more information on the PLAN4MOST®, please contact PAi at 800.236.7400 Option 5.

Q. What are the employer contribution requirements for PLAN4TEN®?

A. The PLAN4TEN® has been designed to satisfy non-discrimination requirements. The employer may choose between two employer Safe Harbor contribution options of either the enhanced matching contribution of 100% of employee elective contributions on the first 4%, 5% or 6% of compensation or a non-elective contribution of 3% of compensation for all eligible employees. Both of these accounts are 100% vested and are required to be funded on a per pay period basis.

Q. Does the PLAN4TEN® allow for a profit sharing contribution?

A. Yes, PLAN4TEN® allows for 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. The profit sharing component can also be integrated with Social Security without incurring additional fees.

Q. What are some of the plan design features of PLAN4TEN®?

A. The PLAN4TEN® is a standard offering that allows your client to leverage a cost effective retirement plan. The PLAN4TEN® allows for employee elective and catch-up contributions, allows for up to two outstanding loans, allows for either an employer Safe Harbor matching contribution or non-elective contribution, allows for a discretionary profit sharing contribution and allows for rollovers from other qualified retirement plans

Q. What if my client grows beyond the 10 total employees?

A. The PLAN4TEN® is specifically designed for organizations with 10 or fewer total employees. If your client grows beyond 10 total employees, PAi's PLAN4MOST® is designed to satisfy those needs and we will migrate your client to PAi's PLAN4MOST® and applicable fee structure during the next billing cycle.

Q. When does the PLAN4TEN® have to be established?

A. The plan must be established at least three months before the plan year end. Please note that PAi requires two to four weeks for the plan set up which is in addition to the three month requirement.

Q. What types of employees can generally be excluded from the PLAN4TEN®?

A. Union employees will be excluded from coverage under the PLAN4TEN®.as PAi requires union and non-union groups of employees to run separate 401(k) plans. If the total number of employees in the non-union group would be 10 or fewer total employees, the PLAN4TEN® may be ideal.

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FOR ADDITIONAL
INFORMATION, PLEASE
CONTACT PAI AT:

800.236.7400 Option 5

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PLAN4TEN® 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.