



## Qualified Plans Update Session & Best Practices

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Compliance  
Plan Design

401k

Investment  
Platform

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# Defined Contribution Plans

- Profit Sharing Plan
  - Company contribution
  - No commitment year to year
- 401k Plan
  - Traditional
  - Roth

# Plan Features

## ➤ Contributions

- Elective Deferrals
- Discretionary
- Matching

## ➤ Loans

- Minimum Loan Amount
- Maximum Number of Outstanding Loans

## ➤ Distributions

- Hardship
- In Service
- RMD

# Plan Testing

## ➤ Discrimination Testing

- ADP

- ACP

## ➤ Top Heavy Testing

- Key employees

- Minimum contribution

# Alternate Plans

- Safe Harbor
- New Comparability / Cross Tested
- Age Weighted

# Alternate Plans

- Money Purchase Plan
- Defined Benefit Plan
- Cash Balance Plan
- ESOP

# Plan Design Team

➤ Client

➤ AVZ

➤ TPA

➤ Investment Platform







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# Platform Options

- Insurance Company Group Annuity
- Mutual Fund Direct
- Open Architecture
- Self Directed Brokerage

# Investment Selection

- Target date funds
  - ➔ “To” & “Through”
- Risk based options
- Mutual funds, ETF’s

# Education

For both plan sponsors & participants –

- Enrollment meetings
- Annual participant meetings
- Annual reviews for trustees & plan sponsors
- Planning calculators

# Other Platform & Service Enhancements

- Income Guarantees
- Fiduciary Protections
- Access to individualized advice

# Fee Considerations

- Annual 408B2 Disclosure
- Internal / Fund Expense Ratios
- Additional Wrap Fees
- TPA Expenses
- Ticket charges & commissions