

NH HICKS

Legal and Pension Consultants

Selling Retirement Plans

September 5, 2019



Experience Counts

NH HICKS
Legal and Pension Consultants
www.nhhicks.com

Who we are:

NH HICKS is a multi-generational company with one goal: To provide the best service, value and price in the retirement plan industry.

Each client is assigned an administrator and a consultant. Our administrators have over 250 years of combined experience. This provides administrative support by which we can ensure that all plan administration is performed in a timely manner, with a high degree of expertise. Our consultants assure a presence for one-on-one meetings to design and explain a plan that best fits a company's business and its retirement goals.

What we do:

NH HICKS specializes in quality pension plan administration with local service at a reasonable cost. We are a fee only third party pension administration and consulting firm that does not handle any investments or insurance. We offer flexibility through individually designed retirement plans and self-directed retirement accounts. Self-directed gives clients freedom to choose their own investments.

We currently administer over 1000 retirement plans for our clients primarily throughout California and the western United States. Our goal is to provide excellent service to all clients by working closely with their tax and financial advisors.

Given the continuous stream of regulations, our firm and legal department are unsurpassed in experience and constantly updating and adapting to today's regulatory environment. Our annual plan review keeps our clients up-to-date with the best possible plan options along with keeping your plan in compliance with the latest IRS and DOL regulations.

www.nhhicks.com:

Our website is being updated daily with the newest regulations, common trends and articles from leaders in the financial industry. We have adapted to new technology, gone paperless, added value to our website and brought value through actively participating in numerous social media forums. You will also be able to find our complete staff biographies, email addresses, fees, forms, FAQ's and other vital information.

Contact us at:

Tom Hicks
(530) 521-7024
TomHicks@nhhicks.com

Debbie Rath
(530) 891-4975
Drath@nhhicks.com

Samantha Rath
(530) 891-4975
Srath@nhhicks.com

SALES WEBINAR OUTLINE AND OVERVIEW

1. ASK THE QUESTION
2. GENERAL MARKET OVERVIEW
 - New Plans
 - Takeover: fees and services
 - Bundled v. Unbundled
 - Payroll Companies
3. DATA MINING
 - FreeErisa
 - Larkspur Data
 - Coaches Corner
4. FIDUCIARY MARKETING
 - Types of Fiduciaries
 - Disclosure Requirements
 - Review, Benchmark, Document
 - Fiduciary Checklist
5. PLAN DESIGN ISSUES
 - Include Spouse
 - Class Allocation
 - 401(k) Testing and Safe Harbors
 - Automatic Enrollment
 - Uni(k) v. SEP
 - Defined Benefit Plans 40-60-5 Rule
 - Cash Balance Plans
 - DB PPA Restatements
6. COMPLIANCE ISSUES & CORRECTIONS
7. CALSAVERS RETIREMENT SAVINGS PROGRAM
8. MULTIPLE EMPLOYER PLANS (MEPS)
9. HOW TO WORK WITH US
 - Proposal Request
 - Technical & Compliance Questions
 - Mobile Tool Box

RETIREMENT PLAN AREAS OF REVIEW

The goal is to maximize the value of the plan. It may be tax incentives for the owner, employees and employer use and satisfaction. Ease of administration or return on investments all while keeping costs in mind. By exploring these areas with your plan sponsor, a picture will develop on what more needs to be done for each client.

1. PLAN ADMINISTRATION

- Fees and Offsets
- Service and Calls Answered
- Accuracy and ease of administration/IRS issues
- Payroll Companies and Bundled Services
- Restatement Process

2. PLAN DESIGN

- Failed Tests
- Too much cost for employees
- Need a bigger or smaller deduction
- Add a DB or redesign the 401(k) Safe Harbor/Combo

3. PLAN INVESTMENTS

- Returns
- Investment Selection
- Internal Fees
- Enrollment Meetings and Participation
- Disclosure Benchmarking and Documenting Services

3(16) vs. 3(21) vs. 3(38) Fiduciary What's the Difference?

"A retirement plan adviser can serve in with a 3(16), 3(21) or 3(38) fiduciary capacity, and in some cases, both capacities. The needs and desires of the plan sponsor typically dictate the specific arrangement, which is predicated upon the subject of risk mitigation versus risk avoidance."

3(16)
Named and acts as the Plan Administrator
Plan management and administration
Selection & monitoring
Evaluation of all plan fees
Delegation of responsibilities
Operation of the Plan

3(21)
States in writing co-fiduciary status
Assists in drafting IPS
Helps design initial fund menu
Provides monitoring
Recommends changes
Recommends mapping strategies
Provides Documentation

3(38)
States in writing co-fiduciary status
Drafts IPS
Builds initial fun menu
Monitors menu
Makes changes
Determines mapping strategies
Provides Documentation

Peeling Back the Fiduciary Layers and Unscrambling the Fiduciary Confusion.

Craig Freedman and Jeffrey D Zimon

http://www.401khelpcenter.com/401k/unscrambling_fiduciary_confusion_4.html#.Vct9L_IVhBc

FIDUCIARY DISCLOSURE CHECKLIST FOR PLAN SPONSORS

As the plan sponsor of a retirement plan, it is your fiduciary responsibility to provide a variety of disclosure documents and notices to plan participants and their beneficiaries. There are also a number of steps you may need to take to ensure that your plan is in compliance. This checklist isn't a complete description of all plan requirements and shouldn't be used as a substitute for a complete review. In addition, not all of the items listed in Section 3 may apply to your plan.

Section 1: Mandatory Disclosure Checklist to Participants and Beneficiaries

- 404(a)(5) Participant-Level Fee Disclosures
- Summary Plan Description (SPD)
- Summary of Material Modifications (SMM)
- Summary Annual Report (SAR)
- Required Minimum Distribution (RMD) Notices
- Form 1099-R
- Mandatory Distribution/Automatic Rollover Notices (based on plan provisions)
- Special Tax Notice for Plan Distributions

Section 2: Annual Plan Checklist

- Contact service provider to begin the annual yearend testing process
- Hire independent auditor (applies to large plan – 100 or more participants)
- Conduct investment review
- Conduct a plan design review
- Search for lost or missing participants
- Confirm all government filings have been completed for the plan year

Section 3: 401(k) Special Plan and Notices Checklist (if applicable)

- Delivery of automatic enrollment notices
- Qualified Default Investment Alternative (QDIA) Notices
- Delivery of safe harbor 401(k) notices
- ADP/ACP refunds due for failing 401(k)/(m) discrimination testing
- Refunds for amounts contributed in excess of annual maximum deferral limit (402(g))

Notices should be kept in a prominent place to help ensure that disclosure is delivered on time and that you and your plan remain in compliance. The key dates for calendar-year retirement plans can be found in our **2018 Compliance Calendar** located on our website. Refer to it throughout the year to ensure that these plan requirements are completed in a timely fashion.

OUTLINE

401(k) PROFIT SHARING PLAN

(For plan years beginning in 2019)

401(k) / Roth
 100% up to \$19,000
 (age 50 - \$6,000 catch-up)

MATCH
 Limit combined with
 Profit Sharing

PROFIT SHARING
 0-25%
 eligible compensation

ADP TEST
 Usually NHC avg. + 2% = HC max avg.

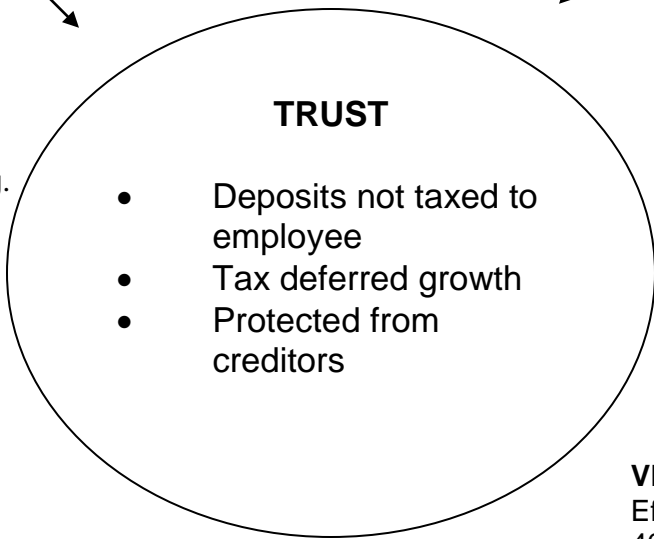
NHC %
 5
 10
 0
 5
 5% avg. + 2% = 7% max HC avg.

Prior yr. method on first plan yr.
 3% assump. + 2% = 5%

TOP-HEAVY TEST
 Keys own 60% of trust
 May require 3% PS contrib.

SAFE HARBOR
 Auto. pass ADP and top-heavy test
 100% vested / includes term. emp. / exist 90 days

- 1) 3% PS contrib.
- 2) Match roughly \$1 for \$1 up to 4% pay (6% max)
- 3) Auto Enroll with 3½% match (vesting)



ALLOCATION
 Proportional
 SS Integration
 New Comparability

ELIGIBILITY
 Age 21
 1 yr.
 1,000 hrs. yr.
 Union emp.
 30% NHC job class

VESTING
 Effec. DOH or plan start
 401(k) – 100%
 PS / Match - usually:
 0 – 20 – 40 – 60 – 80 - 100%

INDIVIDUAL LIMIT
 100% up to \$56,000
 (\$62,000 if age 50)

COMPENSATION LIMIT
 \$280,000

TABLE OF VARIOUS LIMITS AND THRESHOLDS

	2018	2019
<u>COMPENSATION LIMIT</u> - <i>plan year beginning</i>	275,000	280,000
<u>DC ANNUAL ADDITION LIMIT</u> - <i>plan year ending</i>	55,000	56,000
<u>401(k) DEFERRAL LIMIT</u> - <i>calendar not plan year</i>	18,500	19,000
<u>CATCH-UP DEFERRAL LIMIT</u> - <i>calendar not plan year</i>	6,000	6,000
<u>DB ANNUAL BENEFIT LIMIT</u>	220,000	225,000
<u>HIGHLY COMPENSATED EMPLOYEE</u>		
<i>Employee is considered highly compensated if owner in current or prior plan year. Compensation definition only required to be met in prior plan year.</i>		
1) Over 5% owner		
2) Any employee (may limit to top 20%)	120,000	125,000
3) Spouse or linear relation		
<u>KEY EMPLOYEE</u>		
<i>Employee is considered key if meets definition in current plan year.</i>		
1) Over 5% owner		
2) Over 1% owner	150,000	150,000
3) Officer (count at least 1)	175,000	180,000
4) Spouse or linear relation		
<u>TAXABLE WAGE BASE</u>	128,400	132,900

GENERAL OVERVIEW

401(k) PROFIT SHARING PLAN

(For plan years beginning in 2019)

A profit sharing 401(k) plan allows contributions through three different methods: employer profit sharing, matching and employee 401(k) salary deferrals.

Profit Sharing

Contrary to what the name may imply contributions to a profit sharing plan are not based on the profitability of the company. Contributions can be allocated based on the amount of each participant's compensation, job class, and/or age. The employer may vary the contributions year to year, ranging from 0 to 25% of eligible compensation, considering no more than \$280,000 (2018 index) individually as compensation. The deadline for company contributions is the company's year-end tax return deadline including extensions.

For eligibility, the employer may be more lenient, but not stricter than excluding any employee: under age 21, less than 1 year of service (may be 2 years if 100% vested), under 1,000 hours per year and union employees. There may also be a class exclusion of 30% of the eligible non-highly compensated employees. Generally the only class excluded is employees not employed on the last day of the plan year. Once an employee meets the eligibility requirements they will typically enter the plan the first day of the plan year or seventh month (January 1 or July 1).

Employer contributions may come under a vesting schedule. Vesting is the employees' right to the employers' contribution. The most common schedule is 20% per year up to six years and goes 0-20-40-60-80-100%. Vesting may start at date of hire or for new plans, everyone may start at 0% vesting. The forfeitures under vesting may be reallocated to the remaining employees as a percent of compensation or used to reduce employer contributions.

401(k) / ADP Test

Employees may contribute 100% of compensation up to \$19,000 (2019 index). All employee contributions will be 100% vested. There are no Federal or State income taxes on 401(k) contributions. The Actual Deferral Percentage (ADP) test must be passed where the average of the non-highly compensated employees is calculated and the highly compensated employees may contribute a slightly higher average. Either the current or prior years' non-highly compensated average should be elected at plan set up. In 2019, highly compensated is defined as: over 5% owner, compensation over \$125,000 in 2018 (may limit to top 20%), or a spouse or linear relation.

Individuals age 50 or older may contribute an additional catch-up contribution of \$6,000 in 2019. This will not be subject to any tests (ADP) or limits.

Employers may amend their plan to allow for Roth 401(k) contributions. These contributions are after-tax and therefore not taxed at retirement. Employees are not limited by the IRA compensation limits. Roth and regular 401(k) contributions are combined for testing and limited to \$19,000 (\$25,000 if age 50). Separate accounting is required for the Roth 401(k).

Employers may require an Automatic Enrollment provision with a 30 day employee notice. This usually deducts about 3-10% of compensation unless employees opt out within 90 days after the first salary deferral.

Match

The employer may offer a match, to increase participation, which can come under a vesting schedule. For example, 25¢ on the \$1 up to 4% of pay. The match may be discretionary, as long as the employer allows the employees to change their 401(k) election if the match is changed.

Top-Heavy Test

If your plan is top-heavy (the total of the accounts of all key employees exceeds 60% of the total of the accounts of all employees) you are required to make a minimum contribution to non-key employees equal to the lesser of 3% of compensation or the highest contribution percentage rate for a key employee. You may also contribute the same percent for the key employees. This contribution will come under the vesting schedule. If the plan is top-heavy a contribution can be avoided if none of the key employees use the 401(k) in that year.

For 2019, key employee is defined as: over 5% owner, a >1% owner with compensation at or above \$150,000, an officer with compensation at or above \$180,000, or a spouse or linear relation.

Safe Harbor Options

An employer may choose to make a 100% vested contribution (except autoenroll) to the employees to pass the ADP and top-heavy tests. This must include eligible employees who terminate before the end of the year. New plans must be in place for at least 90 days. These options are:

- 1) 3% contribution to all eligible non-highly compensated employees (may also include highly compensated). 3% may do "double duty" counting as a basis for new comparability plans based on job class. Final notice due 30 days prior to plan year-end.
- 2) Match non-highly compensated employees \$1 for \$1 up to 3%, plus 50¢ on the \$1.00 from 3% to 5% (may increase match to \$1 for \$1 up to 6% of pay and include highly compensated). Final notice due 30 days prior to plan year beginning.
- 3) Automatic Enrollment provision at 6% of compensation over 4 years and a \$1 for \$1 match up to 3 ½% with vesting after 2 years. Final notice due 30 days prior to plan year beginning.

Limits

No more than \$280,000 (2019 index) may be considered as a basis of compensation. The most an individual may receive from the three sources (profit sharing, match and 401(k)) is 100% of compensation up to \$56,000 (\$62,000 if age 50).

The plan is still a profit sharing plan that has matching and 401(k) provisions within. Therefore, the employer match and profit sharing (401(k) excluded) plan contributions are limited to 25% of eligible compensation. Since this is an average of all employer contributions (401(k) excluded) some individuals may receive 100% while the total employer contribution is still under the 25% limit.

Investments

The plans are self-trusted so the employer can choose any legal non-foreign investment. Typically, the employer will control the profit sharing contribution as it comes under the vesting schedule, and therefore may not yet be owned by the employee.

The employees usually control their own 401(k) contribution. Each employee can have their own segregated account where they can obtain their balance at any time as well as trade the account within a menu of funds. Employees should be given the choice of at least four investments, ranging from conservative to aggressive.

If you have any questions or would like to meet with a plan consultant, please call NH HICKS.

GENERAL OVERVIEW DEFINED BENEFIT PENSION PLAN

What is a Defined Benefit Pension Plan (DB)?

A Defined Benefit Pension Plan (DB) is a qualified retirement plan where contributions to the plan are based on a participant's age and compensation. While eligibility and distribution options are the same as other qualified plans, an actuary calculates how much a company must contribute to meet the 'benefit defined' in the plan document.

How does a Defined Benefit Pension Plan work?

A DB plan provides a specific benefit at a participant's retirement age. The plan's actuary determines the value of that benefit in the form of a single sum. The DB plan must accumulate the funds to provide that benefit by the time the participant reaches retirement age. The plan accumulates funds through contributions and earnings. An older participant has less time until retirement and therefore less time for the plan to accumulate the funds required to provide his/her retirement benefit. Accordingly, the contribution on behalf of the older participant must be relatively high compared to those required for a younger participant.

Here is a simple example:

Participant	Age	Compensation	Annual Contribution	Benefit at Retirement
Owner	55	\$280,000	\$242,465	\$1,996,185
Employee	21	\$24,000	\$2,995	\$304,181

How can the IRS allow such disparity between the owners and employees contributions?

It only appears there is disparity between the benefits being provided to the two individuals in the example above. Actually, the plan is providing the same benefit to both participants. The plan is providing a similar retirement annuity as a percentage of income to both participants. The perceived disparity exists because the owner's compensation is much larger than the employee's compensation and the owner is older than the employee.

This fact pattern is not unusual among small employers. Accordingly, the DB plan can be an extremely powerful tool enabling the small business owner large contributions, while minimizing employee cost.

Flexibility

DB plans are much more flexible than the typical business owner might think. With a valid business reason, these Plans can be terminated in as few as three years after inception (assuming a minimal contribution of \$5,000 per year). Proper plan design and effective funding strategies can provide owners with the flexibility they need to annually contribute their desired amount. If the investments under perform, contributions should increase and likewise contributions will decrease if funds exceed plan expectations. Furthermore, if an owner's contribution objectives change considerably, the plan can be amended to provide the needed additional flexibility.

Defined Benefit/Defined Contribution Combo Plan

A Defined Benefit/Defined Contribution Combination Plan (DB/DC) offers owners a two-plan approach to saving for retirement. Since the Pension Protection Act, many plans now allow owners an additional DC contribution and individual 401(k) salary deferrals of \$18,500 (\$24,500 if age 50).

A general example of a DB/DC Combo Plan is outlined below followed by an explanation of each combination types:

Participant	Age	Compensation	Defined Benefit Contribution	DB Carve Out Contribution
Owner	57	\$100,000	\$267,581	\$272,795
Spouse	57	30,000	84,433	85,624
Employee 1	30	50,000	31,992	5,825
Employee 2	25	50,000	22,235	5,825

1. Turbo-charge any Defined Benefit Plan (maximizes benefits for all participants)

In addition to the DB plan contribution, owners may contribute up to 6% into a DC plan. Individuals may also contribute an additional \$19,000 pre-tax into a separate 401(k) Profit Sharing Plan (\$25,000 if age 50). This will work well for an employer without employees; otherwise the plan must satisfy the 401(k) ADP test (a safe harbor may be used).

2. Floor Offset (good for PBGC covered plans)

The Floor Offset establishes a DB Plan for owners and a DC Plan for employees. The benefits provided under the DB Plan are reduced by the value of the participant's account in the DC Plan. The DC Plan participants receive an estimated 5 – 10% of pay contribution.

3. Super Combo (good for non-PBGC covered plans)

This design establishes both plans, and all participants receive benefits in both plans. In the DC Plan, 6% of total compensation is allocated using tiers; where the employees receive an estimated 7.5% and owners receive the remainder. In the DB Plan, owners receive the maximum benefit and the employees receive the smallest benefit permitted.

4. Carve-Out (good for several owners with only 3 or fewer employees)

This design establishes a DB Plan for owners and a DC Plan for employees. It is a great way to maximize contributions for owners while controlling the employee cost. There are requirements which must be considered including at least 2 participants in the DB Plan, 40% of the participants are in the DB Plan, and there are no common participants between the DB and DC company contributions (except 401(k)).

5. Cash Balance Plans (good for companies with multiple owners)

This is a DB Plan that specifies both the contribution to be credited to each participant account (such as a percent of pay or a flat dollar amount) and the investment earnings to be credited on those contributions. Each participant has an account that resembles those in 401(k) plan. The advantage of this DB Plan is you know what is going into the plan for each participant and what will be paid out when they leave. A 401(k) Plan may also be added.

If you have any questions or would like to meet, please call NH HICKS.

DEFINED BENEFIT CONTRIBUTIONS

**Effective for Plan Years Ending in 2019
With NRA 62 and 5 Years of Participation**

Ages/Comp	30,000	50,000	70,000	90,000	110,000	130,000	150,000	170,000	190,000
32	47,673	72,268	81,302	81,302	81,302	81,302	81,302	81,302	81,302
34	52,030	79,767	89,739	89,739	89,739	89,739	89,739	89,739	89,739
36	56,785	88,064	99,073	99,073	99,073	99,073	99,073	99,073	99,073
38	61,975	97,244	109,401	109,401	109,401	109,401	109,401	109,401	109,401
40	67,640	107,406	120,830	120,830	120,830	120,830	120,830	120,830	120,830
42	74,398	118,658	133,490	133,490	133,490	133,490	133,490	133,490	133,490
44	82,367	131,141	147,532	147,532	147,532	147,532	147,532	147,532	147,532
46	90,891	144,988	163,111	163,111	163,111	163,111	163,111	163,111	163,111
48	100,007	160,358	180,404	180,404	180,404	180,404	180,404	180,404	180,404
50	109,755	177,424	199,603	199,603	199,603	199,603	199,603	199,603	199,603
52	120,176	196,375	220,922	220,922	220,922	220,922	220,922	220,922	220,922
54	131,316	217,472	244,655	244,655	244,655	244,655	244,655	244,655	244,655
56	144,550	240,919	271,034	271,034	271,034	271,034	271,034	271,034	271,034
58	149,009	248,349	279,392	279,392	279,392	279,392	279,392	279,392	279,392
60	142,579	237,631	267,334	267,334	267,334	267,334	267,334	267,334	267,334
62	135,932	226,555	295,099	295,099	295,099	295,099	295,099	295,099	295,099
64	128,973	214,956	300,937	325,757	325,757	325,757	325,757	325,757	325,757

For Owner-Only Plans increase the amount shown by 1.25 due to the granting of past service.

Comp is W-2 wages, or self-employment income less self-employment tax deduction and pension deduction for the self-employed and his/her share of any employee cost.

The individual is assumed to have been in business for at least three years.

Contribution amounts may be less when using a DB/DC Combination design.

Owner Only – Defined Benefit Plans

Owner only Defined Benefit Plans (DB) are a great way to for sole practitioners and other owner only businesses to create big contributions, tax deductions and savings for retirement. While a traditional 401(k) or SEP is limited to \$55,000 annually, contributions in a DB plan can go as high \$250,000 per year.

Why Choose an Owner Only Defined Benefit Plan?

- **Easy to Setup and Operate.** These plans are easy to setup and operate. Our trained consultants and administrators can help you every step of the way.
- **Tax Savings.** Get immediate tax savings. Contributions are tax deductible and grow tax-deferred.
- **Larger Contributions.** For example:
 - 40 year old making \$90,000 can make a \$120,000 contribution.
 - 50 year old making \$90,000 can make a \$190,000 contribution.
 - 60 year old making \$90,000 can make a \$260,000 contribution.

If you need an estimate, view our Defined Benefit Contribution chart here. We will prepare a proposal reflecting maximum contributions available at no cost.

- **Access to Your Money.** You can borrow from your account balance, and the loan is tax free, as long as it is paid back in a timely manner.
- **Self-Directed Investments.** You and your financial consultant choose the investments that are right for you within the law. Beware of self-dealing rules. Avoid prohibited transactions and issues of UBTI.
- **IRS Approved Documents.** We use prototype plan documents that have been pre-approved by IRS.
- **Inexpensive.** Less actuarial reporting allows us to keep fees lower than DB plans with employees.
- **Add to an Existing Plan.** A Defined Benefit Plan may be added to an existing 401(k) or Defined Contribution Plan to increase annual deductions.
- **Technical and Legal Answers.** We are here to help and answer questions regarding all aspects of the operation of your plan.

How Much Does It Cost?

- Installation/Documents: \$1,300
(Takeover - no charge)
- Annual Administration: \$1,600

PLAN COMPARISONS FOR OWNER-ONLY PLANS

SEP

- Owner contribution up to 25% of W-2 or 20% of net self-employment income (Schedule C)
- 2019 SEP IRA limit is \$56,000
- Maximum compensation (W-2 or Schedule C) used to calculate contribution is \$280,000

401(k) Plan

- Owner contribution up to 25% of W-2 or 20% of net self-employment income (Schedule C)
- 2019 401(k) contribution is \$19,000, or \$25,000 for owners age 50 or older.
- 2019 individual limit is the lesser of \$56,000 (\$62,000 for owners age 50 +) or 100% of compensation. This is the total of all contributions to the plan for the current plan year.

Defined Benefit Plan (DB)

Owner contributions vary depending on age and compensation. An estimate can be obtained by contacting us or referring to our 2019 Defined Benefit Contribution Chart.

Defined Benefit and 401(k) Combination Design

Owner can contribute the maximum defined benefit contribution plus their maximum 401(k) contribution, along with an additional owner contribution up to 6% of compensation into the 401(k) plan.

Comparison

Based on an owner age 50 earning the 2019 maximum of \$280,000, here is a comparison of the contributions.

Contribution	SEP	401(k)	DB	DB & 401(k)
Owner (ER)	56,000	56,000	225,000	241,800
401(k)	N/A	6,000	N/A	25,000
Total	56,000	62,000	225,000	266,800

This chart is for illustration purposes. NH Hicks should be contacted for exact contributions.

Cash Balance Plan

A cash balance retirement plan is a defined benefit plan that gives the appearance of operating more like a 401(k) plan than a traditional defined benefit plan.

How a Cash Balance Plan Works

Like a 401(k) plan, each participant has an account and his or her benefit is based on the value of the account. However, unlike a 401(k) plan, a cash balance plan account is only hypothetical. It exists only on paper and is for recordkeeping purposes only. No assets are segregated in the account and the participant does not direct the investment of the account.

The plan's formula provides a contribution amount that will be credited to the participant account. There are a variety of ways the amount can be calculated, but the most common are a fixed dollar amount (such as, \$10,000 a year) or a percentage of compensation (such as, 5% of compensation). Usually, the amount is credited to the account annually at the end of the plan year.

The account is then credited annually with "interest" based on a rate specified in the plan document. The rate can be a fixed rate of interest or tied to a market index. The interest credit is guaranteed and is independent on the plan's investment performance. Currently this rate is 5%.

The accounts are maintained by the plan's actuary, who generates annual participant statements. The benefit payable to a participant is expressed as a lump-sum amount – a cash balance in an account. That's different from a traditional defined benefit plan, which expresses its benefit as an annuity payable in the future for the participant's lifetime.

Actual Deductible Contributions

The actual contribution to the cash balance retirement plan determined by the plan's actuary. Typically, the contribution isn't the same as when calculated using the plan's formula. If the actual investment return is particularly poor over a period of time, the actual contribution may need to be higher.

The Advantages of Cash Balance Plans

- If the participant terminates employment, he or she will be entitled to a single sum payment. That participant could then roll that benefit to an IRA or another qualified plan. By having a known dollar amount at termination or retirement, participants are able to better plan for their retirement.
- The company is only required to earn the established interest rate. Any amounts earned over this rate will reduce future contributions.
- Paired with 401(k) plan is an effective means to control employee costs, while maximizing benefits for the owners.

What must a client be ready for if they adopt a cash balance plan?

- Contributions are required each year.
- Once the contribution has been earned for the year it must be funded, even if the participant has terminated service.
- Accounts must be fully vested after three (3) years of service..
- Plans may be established on a volume submitter basis, which will help reduce start up costs.

Cash Balance plans can enhance the effectiveness of an employer's retirement program, but they must be designed thoughtfully and carefully administered. NH Hicks can provide these services.

PPA Restatement Services and Fees

All Defined Benefit Plans must be amended and restated between now and April 30, 2020. If you need assistance with this, NH HICKS can help.

Our PPA restatement services include:

1. A review of your current plan documents and preparation of any required amendments to get the old document in compliance.
2. Consulting on options including the pros and cons of different plan designs.
3. A new PPA plan and trust document and all participant disclosures including the Summary Plan Description required by law.
4. If you don't require our TPA services you will become a Document Only client of NH HICKS and will be informed of future amendments and changes that may be required.

Our fees for this service are:

\$1,250 Defined Benefit Plan
\$1,400 Cash Balance Plan
\$ 850 Owner Only Plans

Interested? We will need you to complete our PPA Restatement Checklist and provide us with your last administration or complete our Proposal Request form.

Now is the perfect opportunity to add or revise your current plan to better fit your business needs. It could be eligibility, vesting or adding a safe harbor provision.

If you have a defined benefit plan and would like to make an additional contribution, adding a Defined Contribution plan might better suit your needs.

Contact Samantha Nethington at (530) 891-4975 or snethington@nhhicks.com to get started today.

Compliance Issues & Corrections

The Internal Revenue Service and Department of Labor offer a comprehensive system of correction programs to sponsors of 401(a), 403(b) and Simplified Employee Pension (SEP) plans. Each program is designed to correct specific problems.

DOL Delinquent Filer Program (DFVC):

- Failure to file Form 5500.
- The DOL fees for small plans (fewer than 100 participants) are \$10 per day after the due date, not to exceed \$750 per return, with a maximum of \$1,500 for multiple late returns. The DOL fees for large Plans (100 or more participants) are \$10 per day after the due date, not to exceed \$2,000 per return, with a maximum of \$4,000 for multiple returns.
- NHI will charge annual administration fees plus \$500 for DOL submission.

IRS Voluntary Correction Program (VCP):

- Failure to timely adopt or amend plan documents.
- The IRS fees are based on the number of participants and type of failure.
- NHI will charge document fees plus \$500.

IRS Self Correction Program (SCP):

- Operational Failures such as ADP/ACP tests, top-heavy, 415 limits, and minimum distributions.
- There is no IRS fee.
- NHI will charge a fee of \$500.

IRS 5500-EZ Late Filer Relief Program:

- One-participant plans covering 100% owner or a partnership, and their spouses
- IRS fee is \$500 per delinquent return, up to \$1,500 per plan.
- NHI will charge a fee of \$250 per return.

DOL Voluntary Fiduciary Correction Program (VFCP):

- Late deposit of 401(k) or employer contributions.
- There is no DOL fee.
- NHI will charge a fee up to \$1,500 (The client could incur additional NHI fees depending on the severity of the violation and the amount of time required.)

Determination of Controlled Groups or Affiliated Services Groups:

- If research needs to be completed to determine whether the companies are affiliated and/or controlled, our fee is \$500 for a letter. If we cannot determine whether the companies are affiliated and/or controlled, NHI will charge \$2,000 to file for an IRS determination letter. There is no user fee if the Plan is filed within the first 5 plan years unless there are over 100 employees in the combined businesses or there are no eligible non-highly compensated employees. If a user fee is required, the user fee amount is \$1,000 if no testing or \$1,800 with testing.

Plan Audit Services:

- Our fees are \$200 per hour.

We will be charging \$500 for a review and recommendation letter. These fees will be applied to NHI compliance fees, if we proceed with a correction program.

CalSavers Retirement Savings Program

Beginning on July 1, 2019, California private employers with 5 or more employees, who do not already sponsor a retirement plan, may voluntarily enroll in the CalSavers Retirement Savings Program (CalSavers). Employers that do not voluntarily enroll *must* enroll in CalSavers according to the following schedule:

100 or more employees	June 30, 2020
50 to 99 employees	June 30, 2021
5 to 49 employees	June 30, 2022

The key features of the CalSavers program are shown below:

- This is a workplace retirement savings program for employers with at least 5 employees that do not sponsor their own retirement plans (“Eligible Employers”). This may mean a 401(k) plan, a 403(b) plan, a SEP or SIMPLE plan, or a multiple employer (union) plan.
- CalSavers applies to private for-profit and non-profit employers, but not to federal or state governmental entities.
- CalSavers requires employees at least age 18 and receiving a Form W-2 from an eligible employer, to be automatically enrolled in the CalSavers program after a 30 day period, during which they may either opt out, or customize their contribution level and investment choices.
- The default is an employee contribution of 5% of their wages subject to income tax withholding, automatically increasing each year by 1% to a maximum contribution level of 8%. Employer contributions currently are prohibited.
- Eligible Employers who enroll in CalSavers will provide some basic employee roster information to CalSavers. CalSavers will then contact employees directly to notify them of the program and to instruct them about how to enroll or opt-out online. Those who enroll will have an online account which they can access in order to change their contribution levels or investment selections
- Once an Eligible Employer has enrolled in CalSavers, their subsequent obligations are limited to deducting and remitting each enrolled employee’s contributions each pay period, and to adding new eligible employees within 30 days of hire (or of attaining eligibility by turning age 18, if later).
- Eligible Employers are shielded from fiduciary liability to employees that might otherwise arise regarding investment performance or other aspects of participation in the CalSavers program.
- There are employer penalties for noncompliance. The penalty is \$250 per eligible employee for failure to comply after 90 days of receiving the CalSavers notification, and \$500 per eligible employee if noncompliance extends to 180 days or more after the notice.

Here are some online resources for Eligible Employers:

- [Employer checklist](#) to help employers prepare for enrollment,
- [CalSavers Program Disclosure Booklet](#) providing details of the program, and
- [Online FAQs](#).

MULTIPLE EMPLOYER PLANS (MEPs)

On July 29, 2019, the Department of Labor (DOL) announced new rules which expands the access of Multiple Employer Plans (MEPs). Learn more about the DOL MEP rules and some of the advantages businesses and their employees can realize from participating in a MEP.

THE DEPARTMENT OF LABOR'S NEW MEP RULE

Effective September 30, 2019, this new rule enables small businesses to join Association Retirement Plans (ARPs) offered by associations of employers in a city, county, or state or even in a particular industry. This rule also permits businesses to join plans sponsored through Professional Employer Organizations (PEOs). Through participating in a MEP, businesses can provide benefit packages to their employees without bearing the full administration costs or plan maintenance.

OVERVIEW OF MEP REGULATIONS

Under this new regulation, an employer association must meet five requirements to offer a MEP to its employer members. These include:

- One or more “substantial business purposes” other than offering retirement benefits, such that the association would still be viable if it did not offer benefits;
- Participating employers have some commonality of interest. This commonality of interest can be very broad and may include geographic region or industry;
- The activities of the association must be controlled by its employer-member, not by a third party;
- The organization must have a formal organizational structure, including association requirements and bylaws; and
- Participation in the MEP must be limited to employees of the association.

BENEFITS OF MEPS

MEPs provide a wide range of benefits for both employer members and their employee participants.

Benefits to Employer

Participating in a MEP can offer businesses the following benefits:

- The ability to offer employees a retirement plan for lower costs than a stand-alone 401(k) or 403(b) plan.
- Reduced administrative workload and plan maintenance along with reduced fiduciary liability and risks due to a single MEP administrator.
- Easier to implement than other types of retirement plans.

Benefits to Employees

Employees who lack access to a workplace retirement plan can be seriously limited when it comes to maximizing their retirement savings. Although these employees are still able to contribute to a traditional or Roth IRA, the annual contribution limits for these individual retirement accounts are less than one-third of the annual 401(k) contribution limit.

In addition to providing previously ineligible employees with the opportunity to save for retirement, a MEP plan can also:

- Lower the cost of retirement savings by offering low-fee funds which can boost return rates.
- Provide employees with more investment options.

IN CLOSING

The newfound availability of MEPs can help plan sponsors boost their benefits package without increasing financial outlay: a win-win for all parties involved.

NH HICKS

FEES FOR SERVICES

401(k) Profit Sharing Plans:

Installation/Documents (takeover no charge)\$1150 + \$10 per eligible participant
Administration\$1350 + \$30 per eligible participant

Defined Benefit Plans:

Installation/Documents (takeover no charge)\$1350 + \$10 per eligible participant
Administration including actuarial certification\$2100 + \$50 per eligible participant

DB/DC Combination Plans*:

Installation/Documents (takeover no charge)\$2700 + \$20 per eligible participant
Administration including actuarial certification\$3550 + \$50 per eligible participant

*Additional Fees will be added for the installation and administration of Cash Balance Plans

Owner Only –401(k):

Installation/Documents (takeover no charge)\$550
Administration (assets less than \$250,000).....\$300
Administration (assets \$250,000 and more).....\$550

Owner Only – Defined Benefit Plan:

Installation/Documents (takeover no charge)\$1300
Administration including actuarial certification\$1600

Owner Only – DB/DC Combination Plans:

Installation/Documents (takeover no charge)\$1700
Administration including actuarial certification\$2000

Special Transactions:

Defined Contribution Plans

Comparability allocation (multiple runs)\$250
Amendments, trust accounting or 5500 audit consulting\$125 per hour
Distributions or extensions (annual loan \$35)\$ 95
QDRO or RMD.....\$225

Defined Benefit Plans

PBGC Reporting\$225
Trust accounting or 5500 audit report\$125 per hour
Distributions or amendments\$225
Loans (annual loan \$35) or Extensions\$ 95
PPA restatements (\$850 owner only, \$1400 cash balance)\$1250

All of our fees are offset by all third party payments we received from investment companies.

6-1-2019