

Money Types

Employee

401(k)

2018 Contribution Limits

\$18,500
6,000 +50 Catch-up
\$24,500

Contribution Types

- Pre-tax
- Roth (after-tax)

Rollover Contributions

- IRA
- 401(k) & Simple/SEP

100% Vested

**Max Compensation:
\$275,000**

Discretionary Employer Contributions

Safe Harbor Contribution

3% of Wages for All
Eligible Employees

OR

Safe Harbor Match

- 1) 3% + 2% up to 4% comp
- OR
- 2) \$1 for \$1 up to 4% comp

- 100% Vested
- No Last Day Provision
- 30-90 Day Notice Req.

Discretionary Matching

Contribution to
Participating Employees

AND/OR

Profit Sharing

Contribution to All
Eligible Employees

- Subject to Vesting
- Subject to Last Day
- 1000 Hours of Service
- Determined Annually

EE Contribution + ER Contribution = \$55,000 per year (\$61,000 +50 yrs. of age)

Eligibility

Waiting Period

- ⇒ Age 21 or younger
- ⇒ One year or sooner
- ⇒ 1000 hours or fewer
- ⇒ Date of hire, dual eligibility or from inception

Entry Dates

- ⇒ Semi-annual or more frequent

Rollovers

IRAs, 401(k)s, SEPs and SIMPLEs may be rolled into the Plan on day of hire

Vesting

Schedules

3 Year

- ⇒ Year 1 = 0%
- ⇒ Year 2 = 0%
- ⇒ Year 3 = 100%
or shorter

6 Year

- ⇒ Year 1 = 0%
- ⇒ Year 2 = 20%
- ⇒ Year 3 = 40%
- ⇒ Year 4 = 60%
- ⇒ Year 5 = 80%
- ⇒ Year 6 = 100% or shorter

Distributions

Qualified

- ⇒ Death
- ⇒ Disability
- ⇒ Termination

Allocation Conditions

Forfeitures

In-Service

Hardship

Participant Loans

Service Providers