

Jumpstart 2018 Sales

Creative Plan Design • Optimal Client Service



PRESENTERS:

Tony Panagiotu, Attorney, CPA, President
Panagiotu Pension Advisors

TYPICAL DESIGN & SERVICE QUESTIONS

- 1. What is the goal of the plan?**
 - Employee Benefit versus Owner Centric
 - Different goals for different owners...no problem
- 2. Does the plan have Roth? *E-Z to add***
- 3. Are owners maximizing their contributions?**
(Do they even know the maximum number?)
- 4. Do they have a SEP or SIMPLE Plan?)**
(These plans leave a lot on the table)
- 5. Is the plan Safe Harbor? Should it be?**
- 6. Is the plan using a “bundled” provider?**
(Compliance & Service Issues Abound!)
- 7. Is the plan with a payroll provider?**
(Malpractice In a Box!)
- 8. For higher earning professionals (\$4-500K per year)...**
(Have they explored a Cash Balance Plan?)
- 9. Is the plan subject to an audit? (> 100 participants)**
- 10. Do participants understand & appreciate the benefit?**

OPPORTUNITIES

1. Where do opportunities come from?

- ⇒ 50% are referred by financial advisors
- ⇒ 25% from other services providers (e.g. CPAs...)
- ⇒ 25% word of mouth (e.g. existing clients...)

2. Types of opportunities?

- ⇒ Start-up plans - 401(k), 403(b), 457(a)
- ⇒ Takeover plans – analysis to improve operation
- ⇒ Add-on plans (e.g. Cash Balance Plans)
- ⇒ Trustee Services

3. Tools for capturing opportunities!

- ⇒ New client meetings - PPA & Advisor
- ⇒ Projections - including savings & tax benefits
- ⇒ Employee meetings
- ⇒ Custom advisor presentation materials

PARTICIPANT MEETINGS

KEY COMPONENT FOR BUSINESS GROWTH

1. Define Roles

- ⇒ Plan Sponsor
- ⇒ Third Party Administrator
- ⇒ Financial Advisor
- ⇒ Investment Platform

2. TPA Reviews Plan Provisions

3. Financial Advisor Reviews:

- ⇒ Why participate?
- ⇒ How investment platform works – BRIEF!
- ⇒ How to enroll in the Plan
- ⇒ Setting up a one on one meeting

DURATION...MAXIMUM 45 MINUTES

FEES

Price is what you pay. Value is what you get.

Warren Buffet

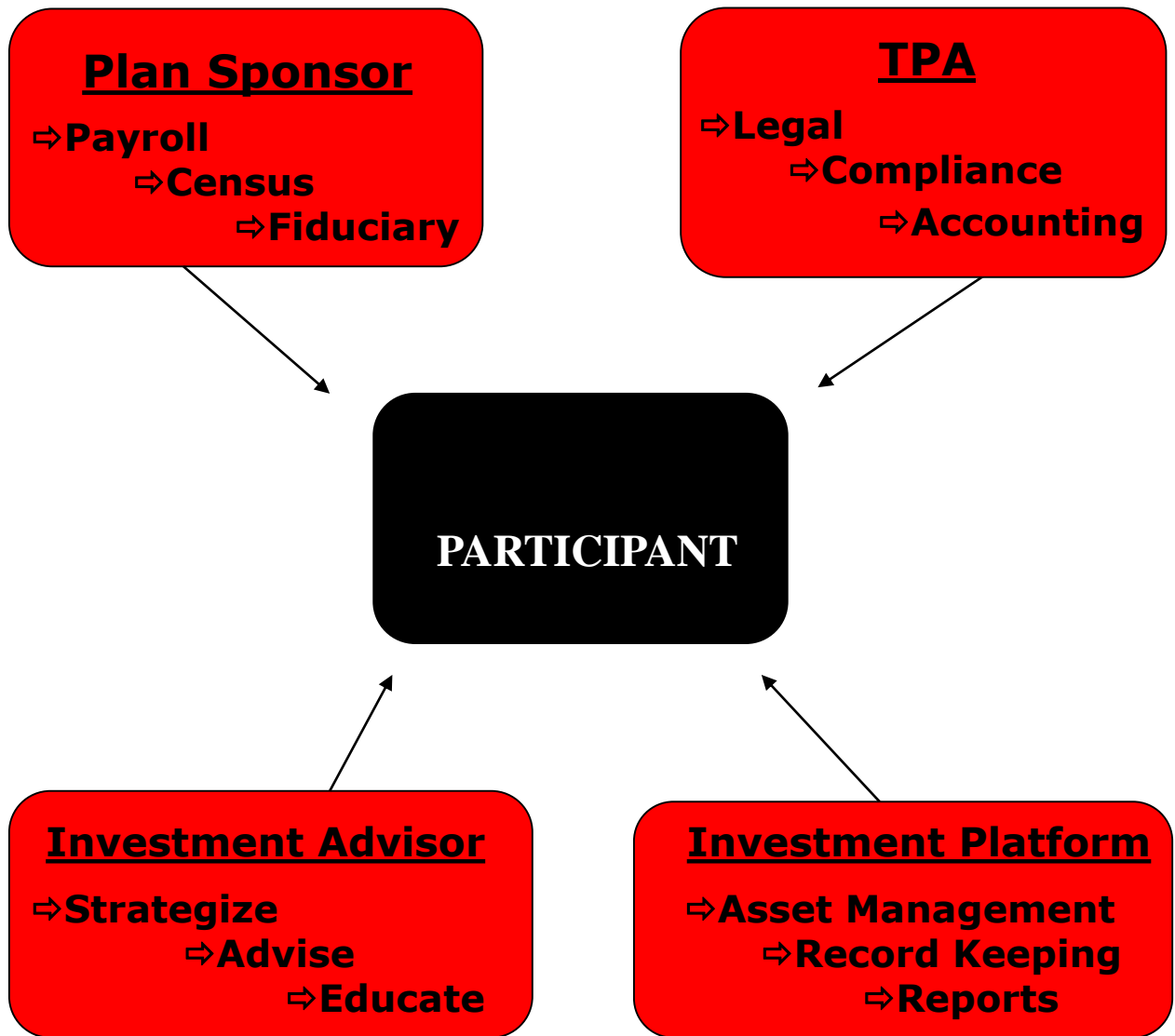
1. A well designed Plan will pay for itself

- ⇒ Maximized savings for owners
- ⇒ Maximize tax benefits for company
- ⇒ Forfeitures – defrays admin fees

2. PPA Value added services

- ⇒ In house ERISA expertise
- ⇒ Client specific administrator
- ⇒ In depth plan analysis
- ⇒ Regular monitoring of plan design
- ⇒ Annual participant meetings
- ⇒ Annual client seminar
- ⇒ Personal annual report deliveries
- ⇒ Collaboration with TPA and Advisors

WHO DOES WHAT? THE 401(k) TEAM



WHO DO I CALL FOR QUESTIONS ?

- How to Deposit Contributions ? - - - - - CONTACT INVESTMENT PLATFORM
- What should I invest in ? Rollovers ? - - - CONTACT INVESTMENT ADVISOR
- Plan Operations - Who is Eligible ? - - - - CONTACT PANAGIOTU PENSION ADV

FACTS

RESOURCES

PPA PANAGIOTU PENSION ADVISORS
401(k) & Retirement Plan Administration

HOME COMPANY ADMINISTRATION TRUSTEE SERVICES PPA LAW GROUP **FACTS** RESOURCES ADVISORS CONTACT

FACTS

- FEE DISCLOSURE RULES
- FIDUCIARY RESPONSIBILITY
- FORM 5500 ELECTRONIC FILING
- CASH BALANCE PLANS
- ROTH 401(K) OPTION
- HARDSHIP DISTRIBUTIONS
- PLAN LOANS
- ROLE OF THE TPA
- SELECTING A TPA
- IRS ROLLOVER CHART

Must Know Facts

How much may a participant contribute to a 401(k) plan?
For calendar year 2017 the limit is \$18,000
For calendar year 2018 the limit is \$18,000

These limits also apply to 403(b) plans for non-profit entities, and 457 plans covering governmental employees. This limit is increased to \$50K increments subject to catch-uping increases.

When may a participant begin contributing "catch-up" 401(k) deferrals?
Effective January 1, 2002, 401(k) plans may permit catch-up contributions that allow participants age fifty (50) or older to contribute an additional amount over the 401(k) contribution dollar limit. The additional amounts are \$4,000 for 2018 and \$5,000 for 2017. A participant must reach age 50 before the end of the Plan year to utilize this provision.

Retirement Plan Limits

Source	2017 Limit	2018 Limit
401(k), 403(b) & 457 Employee Deferrals	18,000	18,000
Catch-up Contributions	6,000	6,000
Defined Contribution Dollar Limit	\$4,000	\$3,000
Defined Benefit Dollar Limit	215,000	210,000
Compensation Limit	270,000	265,000
Highly Compensated Employee Income Limit	128,000	128,000
Social Security Variable Wage Base	127,200	118,500

Official 2017 IRS Pension Benefits & Contribution Limits - [click here](#)

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ARTICLES OF INTEREST

Trustee Services Cash Balance Plans

Panagiotu Pension ... Panagiotu Pension ...

401(k) Plans - Modules 1-3

401k Part 1 Panagiotu... 401k Part 2 Panagiotu... 401k Part 3 Panagiotu...

Module 1 Module 2 Module 3

When viewing, select "Full Screen" icon.

Pension and Retirement Plan Web Sites

- Employee Benefits Security Administration
- Monoghat Retirement Center
- Social Security Administration Retirement Planner
- Alliance for Investor Education
- Department of Labor EFAST2
- Electronic Federal Tax Payment System
- Form 5500 Submission Approval Website
- 2016 PPA Annual Client Seminar - [View Here](#) - includes seminar workbook

ADVISORS

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401(k) & Retirement Plan Administration

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ADVISORS

Investment Partners

Roles

Since PPA is not in the investment business, we are always looking for good partners that have the same client services goals and philosophies as PPA. For new clients, many of the questions involve administrative issues. Our job is to explain what our clients can, cannot, and should do regarding their retirement plans. However, we rely on our investment advisor partners to provide the client with options for custodial investing of the retirement funds based on the best fit. When faced with a competitive situation and we are able to collaborate with a trusted investment advisor, we have a "high batting average" in closing the sale.

Featured article: ["How An Investment Advisor Can Lose Retirement Plan Clients Without Really Trying"](#) - December 2010 | by Ary Rosenbaum, Esq.

Education

PPA takes pride in conducting a first-class employee meeting. Great care is taken to explain exactly how plan rules operate so participants feel comfortable and informed about their decision to participate in the Plan. We equally appreciate when the investment advisor partners participate in these meetings with us and provide the participant with down-to-earth information on the investment choices with the promise to remain engaged with the client in the challenging process of investing.

Mining For Prospects

Investment Advisor Education

Please take the opportunity to review our investment advisor PowerPoint seminar **401(k) Plans - MINING FOR PROSPECTS**. This presentation offers insight on the various aspects of the 401(k) plan setup and operations process including:

- The role of the Investment Advisor
- The role of the Third Party Administrator
- The Basics of 401(k) Plans
- Fact Patterns for Identifying Prospects
- Process for Conducting the Initial Client Meeting
- When to Bring in the TPA
- The Employee Meeting
- Fee Disclosure Regulations

Please contact Steve Rapkoch (steve@ppatpa.com) if you have any questions, or would like to meet to discuss how we can be of service to each other. We look forward to the opportunity.

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