

PLAN PROVISIONS

Plan Type: Safe Harbor 401(k). Safe Harbor contribution not required for HCE's.

Plan Year: Calendar year

Age Requirement: 21

Entry Date: Semi-Annual

Service Requirement: 12 months of employment and 1,000 hours of service.

Special Participation Date: Includes all employees employed on plan's effective date:

(NOTE: Ensure you have no employees on the plan effective date. Contact us PRIOR to signing the plan documents if you have employees.)

Contribution Features: Employee Pre-tax and Roth, Safe Harbor Profit Share (NHCE only), Discretionary Match, and Discretionary Profit Share

Vesting: 6 year graded (0, 20, 40, 60, 80, 100)

In-Service Distributions: Available at age 59½

Loans: Available (maximum of 1)

Hardship Distributions: Available

SOLO-K FEES

Initial Set-up Cost: \$600

Includes all necessary plan documents. Note that this product does not offer any changes to the provisions listed above.

Non-Filers: \$500 annually (Minimum)

- Annual review to ensure no 5500 filing is needed
- Tracking Loans
- Tracking Money Types and Roth Basis
- Reconciling deposits
- Review of Eligible Compensation (if Requested)
- Customer Service you can count on

Annual Filers: \$750 annually (Minimum)

- Form 5500 Preparation
- Tracking Loans
- Tracking Money Types and Roth Basis
- Reconciling Deposits
- Contribution Allocation
- Review of Eligible Compensation (if Requested)
- Customer Service you can count on

Separate Fees:

- Distributions: \$130
- Loan Set-up: \$125
- Annual Loan Review: \$50 annually (billed in advance at inception)
- QDRO Review: \$250
- Failure to provide copies of all Investment Account Information or Census by May 1st: \$300.

As a courtesy our office will reach out via email in January each year.

- Rush Fee: \$300

NOTE: Additional time needed will be billed at \$125 per hour.