



Safe Harbor Contributions

Reward your employees and alleviate most testing requirements by establishing a Safe Harbor Employer Sponsored Retirement Plan. It's a win-win.

Enhanced Match

- Minimum matching formula of: 100% of salary deferrals up to 4% of compensation
- Matching contribution is made to all participating employees

Basic Match

- Minimum matching formula: 100% of salary deferrals up to 3% of compensation plus 50% of salary deferrals from 3% to 5% of compensation
- Matching contribution is made to all participating employees

Non-Elective Contribution

- Minimum contribution of 3% for all employees
- Contribution is made for all eligible participants, even if the employee is not currently contributing

These are simply minimum contribution amounts.
Work with your BPAS Representative to determine a formula to best fit your funding goals.

Administrative Requirements

- Plan document must include, or be amended to include, Safe Harbor provisions
- Participants need to be notified of Safe Harbor Provisions 30-90 days before the start of the plan year. Newly eligible participants must be notified with enrollment material

Potential Benefits

- Deemed to pass most non-discrimination tests; saving you time
- Tax credit eligibility for small business start-up plans
- Allows Highly Compensated Employees to contribute the maximum without worry of corrective refunds
- Attractive employer contributions and the opportunity to pair with automatic enrollment and automatic escalation may increase participation

Looking to provide substantial employer contributions?



Safe Harbor Contributions open the possibility for favorable cash balance or new comparability plan designs for maximum contributions to key staff.

This information is only a broad overview. Talk with your BPAS Representative for more information about eligible employees, timing rules, vesting schedules, and more.



Questions? Let's Talk.

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