

Next Level Profit Sharing Plans

A retirement plan cannot discriminate in favor of "highly compensated employees" in either contributions or benefits. This, however, does not mean that everybody has to receive the same contribution. Far from it. When designing a "Next Level" profit sharing plan, many pension plan providers offer three tools that can be used to craft the plan that best meets the company's goals and budget.

These include the following:

1. "Integration" with Social Security
2. Age-Weighting the Contribution
3. New Comparability Classification Plans

To best understand the impact of each of these tools, let's consider the following example:

Employee Name	Age	Current Salary	Traditional	Integrated	Age-Weighted	New-Comparability
Owner (Key) % of Pay	55	\$225,000	\$45,000 20%	\$45,000 20%	\$45,000 20%	\$45,000 20%
Key Employee % of Pay	45	\$100,000	\$20,000 20%	\$16,912 16.9%	\$8,040 8.0%	\$10,000 10%
Employee 1 % of Pay	30	\$40,000	\$8,000 20%	\$6,708 16.80%	\$1,200 3.0%	\$2,000 5%
Employee 2 % of Pay	35	\$35,000	\$7,000 20%	\$5,870 16.80%	\$1,368 3.9%	\$1,750 5%
Employee 3 % of Pay	30	\$25,000	\$5,000 20%	\$4,192 16.80%	\$750 3.0%	\$1,250 5%
Total % to Owner			\$85,000 53%	\$78,682 57%	\$57,165 78%	\$60,000 75%

Integrated Profit Sharing Plans

All employers already sponsor at least one retirement plan jointly funded by employers and employees. It's called the *Old Age & Survivor Benefit* of Social Security. Government rules let you take this into account by allowing you to "integrate" your qualified retirement plan with your Social Security contributions. Although the rules are flexible and somewhat complex, this concept helps employers skew additional benefits to the highly compensated employees while lowering them somewhat for the lower-paid workers.

Pension And Profit Sharing Sample Plans And Workbook

William D. Mitchell



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Pension and Profit Sharing Panel Publishers, Garry P. Jerome, Susan Dautrich, 1985-10-01 **Pension Answer Book 2015e** Stephen J. Krass, 2014-11-05

The 2015 Pension Answer Book covers the most recent legislative regulatory and case law developments so you're never without the information you need to detect compliance and regulatory issues ensuring you make the right decisions and avoid potential problems. The 2015 Pension Answer Book is a library unto itself probing explicating and elucidating the most recent laws regulations private rulings and court decisions that affect retirement plans. The advantages of owning this reference source are apparent after the very first consultation. Don't deny yourself and your clients this valuable research tool. Exclusive Q & A Format. The 2015 Pension Answer Book is not only comprehensive in scope but remarkably accessible too. Clear jargon free language and an efficient question and answer format combine to speed your research every time. No wonder it's found on the desks of professionals and academics alike. Always Up To Date. Always Accurate. Renowned pension expert Stephen J. Krass provides rigorous updates that regularly re-establish this remarkable volume as the definitive work of its kind. No matter what type of defined benefit defined contribution or combo plan you're working with, The 2015 Pension Answer Book will give you the up to date reliable answers you need. The 2015 Pension Answer Book has been fully updated to reflect the changes made by the Revenue Rulings Revenue Procedures Notices Announcements and Private Letter Rulings issued by IRS Opinion Letters and Interpretive Bulletins issued by DOL final and proposed regulations issued by both IRS and DOL and important case decisions. The 2015 Pension Answer Book has been fully updated to reflect the changes made by the Revenue Rulings Revenue Procedures Notices Announcements and Private Letter Rulings issued by IRS Opinion Letters and Interpretive Bulletins issued by DOL final and proposed regulations issued by both IRS and DOL and important case decisions. Specifically, The 2015 Pension Answer Book discusses the following: IRS further guidance on the application of the Windsor decision; Final regulations on hybrid deferred benefit plans; Proposed regulations on market rate of return requirement; Notice providing temporary nondiscrimination relief for certain closed defined benefit plans; For 2014 increases in the dollar limitation applicable to the annual retirement benefit under a defined benefit plan 210,000; the annual addition under a defined contribution plan 52,000 and compensation 260,000; Self-employed individual's plan contribution deduction; Updated covered compensation tables; More IRS rulings on minimum funding waivers; Changes to segment rates under HATFA; More on the anti-cutback rule; More IRS rulings on required minimum distributions; And much more.

Estate and Retirement Planning Answer Book William D. Mitchell, 2008-08. Estate and Retirement Planning Answer Book 2009 Edition provides expanded coverage of financial and estate planning strategies for implementing individualized solutions for the special problems associated with retaining accumulated wealth for retirement and estate planning purposes. With its comprehensive two-part approach to the complex issues that link retirement planning and estate planning, Estate and Retirement Planning Answer Book 2009 Edition includes coverage of such topics as the final

minimum distribution rules for individual retirement accounts and qualified plan distributions the use of insurance as a qualified plan asset and changes in the law to reflect the latest legislation **Life Insurance Fact Book** ,1946

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