

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%	\$76,682 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

Stephen J. Krass



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