

401 (k) Plan Options



Safe Harbor 1- Matching

Owners, highly compensated, key and regular employees can defer income to their retirement accounts without discrimination and top heavy testing. The employer match is set at 100% of the employee's deferral, up to 4% of the employee's compensation for each payroll period and is always 100% vested. The 4% match goes to only those employees that contribute to the plan out of their paychecks.

Safe Harbor 2– Non-elective Match

Owners, highly compensated, key and regular employees can defer income to their retirement accounts without discrimination and top heavy testing. The employer contributes to each employee an amount equal to 3% of the employee's eligible compensation (whether they contribute to the plan or not) for the plan year.

Traditional Matching or Non-matching

Offers employees the opportunity to defer income to their retirement accounts. Discrimination and top heavy testing is mandatory. Owner participation is limited based on the discrimination and top heavy testing. The employer may determine a matching contribution and vesting schedule of their choice.

Roth 401 (k)

Owners, highly compensated, key and regular employees can defer income to their retirement accounts on an after-tax basis that grows tax-free. Discrimination and top heavy testing is mandatory.



We're here to serve. Relax, we've got you covered.