Safe harbor 401(k): know the tradeoffs

Use this sheet to prepare a conversation with your appropriately qualified professionals. Write down the decision you want to make and what information is still missing.

01 Which tests does this design satisfy, and which requirements still apply?

02 What is the projected cost under different employee participation levels?

03 Which contributions vest immediately and which follow a different permitted schedule?

04 What notices, elections and timing rules apply to our exact design?

05 Who checks that payroll and actual operations match the written plan?

LEAVE WITH AN AGREED NEXT STEP

Decision / information needed: _____

Person responsible: _____ Review date: _____

General education only. This is not individualized investment, tax, legal or insurance advice. No advisor relationship or introduction is created by using this sheet. Confirm the scope and responsibilities with each professional.