

## CASH(k) Retirement Plan

The **C**lass **A**llocation **S**afe **H**arbor 401(k) "CASH(k)" plan from PenSys is designed to maximize the contributions made on behalf of business owners, and certain targeted groups, while minimizing overall benefit costs. With the CASH(k), a contribution of 5% of pay to non-highly compensated employees will allow business owners and other highly compensated employees to maximize their 401(k) salary deferrals (\$16,500 for 2011 plus a \$5,500 catch-up for those age 50 or older) regardless of what the employees defer.

In most cases, the business owner can receive an additional profit sharing contribution to reach the maximum \$49,000 allocation limit, or \$54,500 if catch-up eligible.

### Owner Benefits

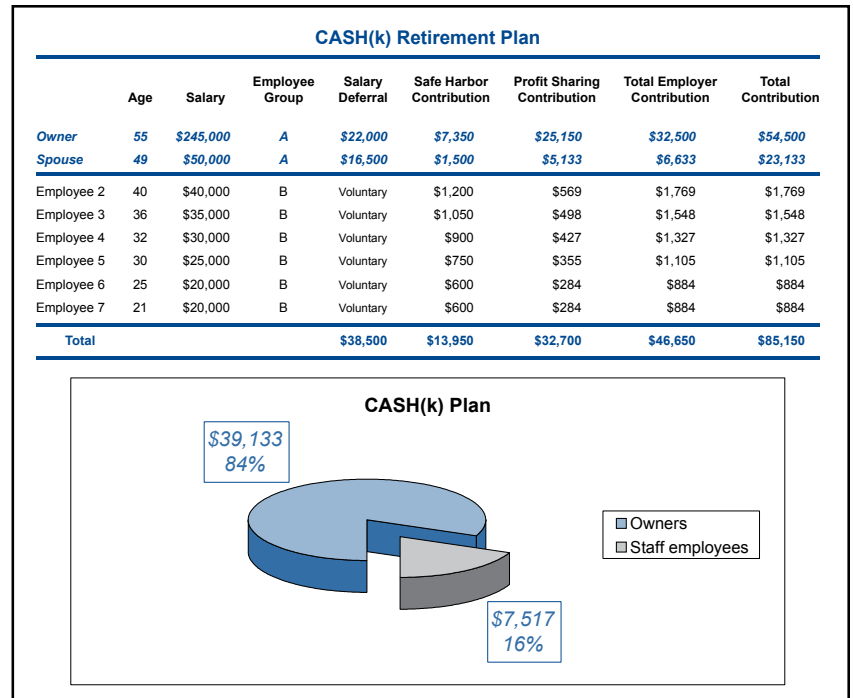
- Larger contributions to specific groups of employees.
- No non-discrimination tests to pass.
- Employees have control over retirement benefits.
- The 5% contribution can be utilized to satisfy the 401(k) and benefit testing requirements.

### Plan Operation

The CASH(k) groups employees into different classes for purposes of determining the amount of employer contributions to be deposited on behalf of each employee. Contributions are determined separately for each class, targeting owners and key employees (who are generally older than other employees), and then tested to ensure benefits for each class are comparable. In addition, the safe harbor aspect of the plan avoids the requirement of the non-discrimination testing of traditional 401(k) plans.

### Who Should Consider a Class Allocation Plan?

Business owners who are older than the majority of their employees, or partnerships that wish to treat partners individually, and would like to allocate a larger share of the employer contribution on their behalf, should consider the benefits of a CASH(k) Plan from PenSys.





PenSys is a nationally recognized Third Party Administration and Recordkeeping firm specializing in the design, implementation, administration, and recordkeeping of all types of qualified retirement plans. PenSys has a team of experienced professionals working cohesively to deliver the highest quality services at competitive fees. More than 1,800 clients nationwide rely on PenSys for accuracy, timeliness, reliability, and stability. Our clients benefit from the ongoing support of a team of professionals consisting of:

- **Experienced Plan Design Consultants**
- **Dedicated Administrative Consultants**
- **Technical Support Team**
- **Daily Valuation Specialists**
- **In-house Actuary**
- **Software Design Specialists**

PenSys' flexible and innovative solutions ease the burden of sponsoring a qualified retirement plan for employers and their employees. Our retirement plan specialists possess the knowledge to address every plan's changing needs. We make sure your plan is implemented smoothly and that our staff is always available to provide support for the life of the plan.

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