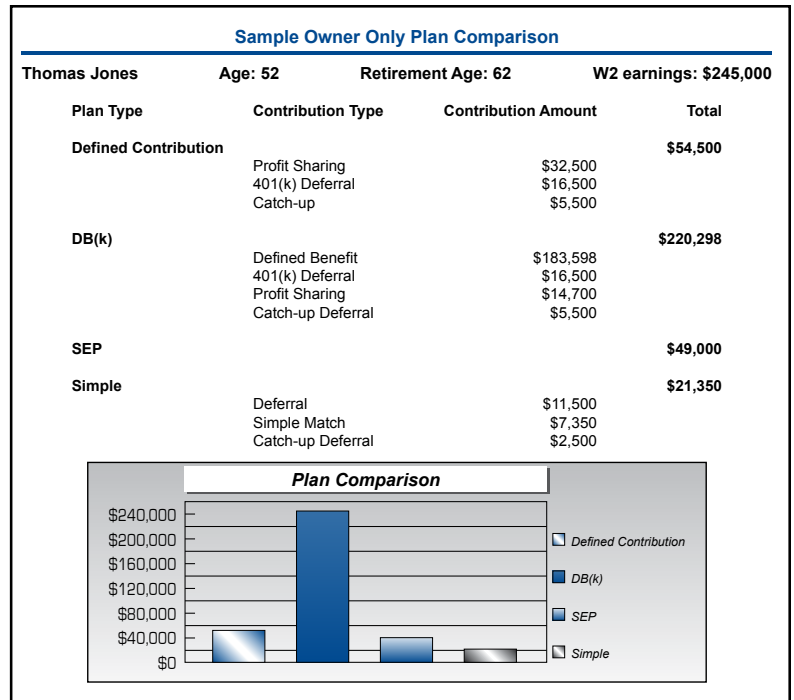


Owner DB / 401(k) Combo

An Owner DB(k) from PenSys provides the successful business owner the pinnacle in retirement plan design. The DB(k) incorporates the extraordinary benefits of a Defined Benefit Plan, with the flexibility of an “add-on” 401(k) plan. This combination allows the owner only, or owner and spouse business, the ability to accumulate the greatest amount of tax-deferred retirement assets in the shortest period of time.

The Defined Benefit Plan can be designed to provide a pension benefit (lifetime income) equal to the lesser of 100% of pre-retirement pay (last 3 year average) or \$195,000 per year. The full retirement benefit is available as early as age 62.

The add-on 401(k) plan gives the business owner the flexibility to make salary deferrals (up to \$16,500, or \$22,000 for those ages 50 or over) as well as additional discretionary contributions of up to 6% of pay. The combination of the two plans affords the business owner with the maximum tax deductible contributions and the added flexibility to adjust those contributions as business conditions dictate.



Owner Advantages

- Larger contributions. An Owner DB(k) is designed for employers who want annual contributions in excess of \$49,000. Employers can currently contribute to provide a maximum annual benefit of up to \$195,000, per participant.
- Tremendous tax savings. Because Defined Benefit plans allow for larger contributions, the business owner benefits from larger tax deductions.
- Flexibility with an add-on 401(k) plan. The add-on 401(k) Profit Sharing Plan allows even greater contribution and funding flexibility.

Employer Candidate

- Business owner that is at least age 50.
- Business has established, stable cash flow to meet annual funding obligations.



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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