

Plan Design Features

Launch401k is preconfigured with features that simplify plan administration, make plan setup and operation easy, and maximize employee retirement readiness. Plans seeking to customize features other than those below may choose JULY's Liberty401k.

Choose One of Two Plan Designs

Basic Plan	Enhanced Plan
<p>Automatic plan enrollment and discretionary employer contributions. Keeps fees and costs to a minimum.</p> <ol style="list-style-type: none"> 5% Auto Enrollment – Employees are automatically enrolled after 60 days with a 5% salary deferral. They can elect a different amount or opt out at any time. Discretionary Match – The plan includes a discretionary matching contribution feature funded each payroll. Discretionary Profit Sharing – The plan includes a discretionary profit sharing contribution option with a FICA-Integrated allocation formula, allocating a slightly larger percentage to highly-paid employees. Vesting Schedule – Match and profit sharing is subject to 6-year vesting (0%, 20%, 40%, 60%, 80%, 100%). 	<p>For employers seeking an enhanced retirement savings plan and includes all features of the Basic Plan plus,</p> <ol style="list-style-type: none"> Safe Harbor Design – Highly compensated employees can maximize their contributions with a Safe Harbor Design. Employers choose either (1) a mandatory match of 100% up to the first 3% of compensation and 50% on the next 2%, or (2) a mandatory 3% contribution to each employee. Custom Employer Contribution – Add a custom feature to maximize contributions for owners or highly compensated employees up to \$55,000 (\$61,000 over age 50). Optional Features – Add a 1% automatic deferral increase feature capped at 8%.

Plans Include the Following Features

CATEGORY	PLAN FEATURE	Standard / Optional	
		Basic	Enhanced
Eligibility	60 Day Eligibility, No Age or Hours Requirement	S	S
	Monthly Plan Entry Dates (first day of month)	S	S
	All Prior Service Counted for Eligibility	S	S
	Exclude Union, Leased Employees, and Non-Resident Aliens	S	S
Employee Contributions	Employee Contributions – Roth and Pre-Tax Options. Age 50 Catch Up Feature.	S	S
	Employee Contributions - % of Compensation Elections Only	S	S
	Auto Enrollment at 5% with Opt Out and Withdrawal Feature within 90 Days	S	S
	Automatic Employee Contribution Increases of 1% on January 1 Each Year	-	O
	Prior Year Testing Used – Highly Comps Can Defer up to 5% in First Year	S	S
	Accepts Employee Rollovers from Prior Plans or Conduit IRAs	S	S
Employer Contributions	Match – Discretionary Matching Contributions	S	S
	Match – Matching Contributions Funded Each Payroll with No Year-End True-Up	S	S
	Match – Additional Discretionary Match for Safe Harbor Plans	-	S
	Profit Sharing – Discretionary Profit Sharing Contribution	S	S
	Profit Sharing – Custom, New Comparability Profit Sharing Option	-	O
	Profit Sharing – Participants Receive Profit Sharing During Year of Termination	S	S
	60 Day Eligibility, No Age or Hours Requirement	S	S

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CATEGORY	PLAN FEATURE	Standard / Optional	
		Basic	Enhanced
	Safe Harbor – Required Safe Harbor Match or 3% Safe Harbor Non-Elective	-	S
	Safe Harbor – Required Matching: (1) 100% on first 3%, plus (2) 50% on next 2%.	-	O
	Safe Harbor – Match Funded Each Pay Period. No Year-End True-Up.	-	S
	Safe Harbor – Mandatory Safe Harbor 3% Non-Elective (instead of Match)	-	O
Vesting	PS and SH Contributions Based on Compensation after Becoming a Participant	S	S
	Immediate Vesting for Safe Harbor Contributions	-	S
	6 Year Graded Vesting for Non-Safe Harbor Employer Contributions	S	S
	No Hours Requirement for Vesting – Plan Uses Elapsed Time Only	S	S
Distributions	Normal Retirement at Age 65 and 5 Years of Employment	S	S
	Forfeitures are Used to Pay Fees or Reduce Future Contributions	S	S
	Available Immediately Upon Termination of Employment (Lump Sum or Rollover)	S	S
	Automatic IRA Rollover Provision for Terminated Participants with < \$5,000	S	S
	Hardship Withdrawal Provision	S	S
Loans	Participant Rollover Balances Can Be Distributed at Any Time	S	S
	In-Service Withdrawal Options for Age 59 ½	O	O
	Loans Allowed	O	O
	If Loans Allowed – Only 1 Loan Per Participant	S	S
Other Features	If Loans Allowed – Only Non-Residential Loans	S	S
	If Loans Allowed – Minimum Loan of \$1,000	S	S
	Controlled Groups or Affiliated Service Groups Not Eligible	S	S
	Plan Uses §3401(a) Definition of Compensation (FIT Withholding) - No Exclusions	S	S

Special Provisions for Takeover Plans

Launch401k is available for takeover plans that contain limited plan design features. The list below reflects the availability for certain features to be carried forward from an existing plan document. If the availability of a plan design feature is “No” or if the plan design feature is not included in the list below, JULY’s Liberty401k solution will accommodate these.

CATEGORY	PLAN FEATURE	AVAILABLE?
Eligibility	Eligibility Other than 60 Days or Entry Other than Monthly	No
Contributions	Automatic Enrollment of All Employees (Including Those Already Enrolled)	Standard
	Hours Requirement for Employer Contributions	No
	End of Year Requirement for Employer Contributions (available for Custom Contributions)	Yes
Distributions	Qualified Joint and Survivor Annuity Distribution Feature	No
	In-Service Distributions with Ages Other than 59 ½	Yes
Vesting	Vesting Schedules Other Than 6 Year Graded	Yes
	Normal Retirement Ages Other than 65 and 5 Years of Service	Yes
	Early Retirement Provisions	Yes