



Ideas and insight into smarter retirement plans for owners, family members and preferred employees

the
MANDMARBLESTONE Group llc

October 2010

retirement plans redefined

“Despite the recession, there are business owners who made difficult decisions and implemented cost reductions and who now have higher incomes than expected! Now is the time to get help and shelter as much as possible...”

“This is a planning opportunity that business owners trying to maximize their retirement plan contributions should not miss!”

To learn more about our **OCPF®** plan design or about retirement planning in general, please call the MandMarblestone Group at 215-222-5000.

YEAR END 401(K) TAX SAVINGS OPPORTUNITIES! IMMEDIATE ACTION REQUIRED TO AVOID MISSED DEADLINES!!!

Fall is here; Halloween approaches... Are you afraid of the tax man?? With the end of the year rapidly approaching, now is the time to review retirement plan programs to make sure important, time sensitive opportunities for both 2010 and 2011 are not missed.

It's Not Too Late for Owners and Partners to Shelter \$49,000 or \$54,500 within their company's retirement plan!

Both new and existing plans may be implemented or modified **now**, with changes retroactive to January 1, 2010. This allows owners to take advantage of tax savings opportunities and greatly improve their 2010 tax position. Our OCPF® plan design ensures that owners can maximize their own contributions while keeping the expense of contributions for staff to the minimum required to satisfy IRS regulations.

Guarantee Maximum 2011 Deferrals – But hurry! There is a December 1, 2010 Deadline:

Traditional Safe Harbor:

A safe harbor design allows all highly compensated employees to defer the maximum amount into their 401(k) plan on a pre-tax basis (for 2011 this will be \$16,500 or \$22,000 including the catch up contribution), and regardless of the level of participation by non-highly compensated employees. In order for this election to be valid for 2011, it must be made and communicated to employees by December 1, 2010.

Maximum Flexibility - Safe Harbor Option:

Given current economic conditions, business owners may be nervous to commit to a 2011 safe harbor in advance. Why not postpone this decision until 30 days prior to the next plan year end? As with a traditional safe harbor design, a decision to use an option must be made and communicated by December 1, 2010 for the 2011 plan year.

If you want to take advantage of these opportunities or to talk to us about what they might mean for you, call or e-mail Mike O'Connell, Bob Mand, Ken Marblestone, Lori Gordon, or Ian Haring at MandMarblestone. 215-222-5000.

We also remediate noncompliant retirement plans to full IRS and DOL compliance.

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