

Cash Balance Plans

Accelerate Savings, Maximize Tax Deductions



Cash Balance Plans are a great design for employers seeking to fund much larger contributions than permitted under a 401k and Profit Sharing Plan.

HOW DO CASH BALANCE PLANS WORK?

- **Type of Defined Benefit Plan** – Cash Balance Plans are a type of Defined Benefit Plan, but they offer some of the best features of Defined Benefit Plans and Defined Contribution Plans.
- **Hypothetical Account** – Participants have a hypothetical “account” that is credited with a pay credit (i.e., 5% of pay) and an interest credit (index-based).
- **Retirement Benefits** – Are usually expressed in the form of a lifetime annuity, but lump sum payment is permitted.
- **Pooled Investments** – Trustees make all investment decisions and generally invest in assets that track the plan’s stated interest credit.
- **Required Contributions** – Employer contributions are required, and the annual amount is determined by an actuary. If assets are invested conservatively, contributions

generally do not fluctuate widely from year-to-year as long as the plan remains adequately funded.

- **Combo Plans** – A Cash Balance Plan can be paired with a 401k Plan to allow for even higher savings.
- **Federal Guarantee** – Benefits are usually insured by the Pension Benefit Guaranty Corporation (PBGC).

IS A CASH BALANCE RIGHT FOR ME?

A Cash Balance Plan may be a good if:

- **Seek Large Contributions** – You seek contributions and tax deductions > \$69k.
- **Profitable Business** – Your business has strong profits and reliable cash flow.
- **Prepared to Contribute** – You are prepared to contribute at least 7.5% of employees’ salaries each year.
- **Time to Catch Up** – You have used cash to build your business and postponed retirement savings.

Cash Balance + 401k Illustration						
DEMOGRAPHICS			CONTRIBUTIONS			
EMPLOYEE	AGE	SALARY	401K DEFERRAL	EMPLOYER CONTRIBUTION	CB CREDIT	TOTAL W/O DEFERRAL
Owner 1	55	\$345,000	\$30,500	\$46,000	\$300,150	\$346,150
Owner 2	50	\$345,000	\$30,500	\$46,000	\$260,475	\$306,475
Employee 1	45	\$50,000	\$5,000	\$3,550	\$800	\$4,350
Employee 2	40	\$45,000	\$3,000	\$3,195	\$800	\$3,995
Employee 3	35	\$40,000	\$1,500	\$2,840	\$800	\$3,640
Employee 4	30	\$35,000	\$500	\$2,800	\$800	\$3,600
Employee 5	25	\$30,000	\$0	\$2,130	\$800	\$2,930
% to Owner						97.2%

This is a hypothetical example dependent on specific assumptions and used for illustrative purposes only. Plan is assumed to have PBGC coverage; otherwise, combined plan limits may apply. Full amounts may not be tax deductible

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