



## 401(k) PLAN FEATURES

### Investment Options

Mutual funds purchased at NAV (no-load) from "open architecture" family of funds

- Vanguard
- American Funds
- Franklin
- Fidelity
- John Hancock
- iShares

- Highly Rated by Morningstar
- Performance and Prospectuses are Online
- Daily Valuation and online access
- Investment Advice – actually speak to an Advisor
- Email Express – Participant account balances e-mailed to the participant every Friday.
- Optional Pre-allocated portfolios to make investing easy.
- Quarterly Statements Mailed to participants home

### Absolute Fee Transparency

The participant fees are disclosed as a line item on the participant's statement. Fees are not "hidden" in the investment returns. 12b-1 fees paid to Slavic401k.com are credited back to the individual participants that own the fund. This ensures absolute objectivity in fund recommendations.

### Comprehensive Administration

- Plan Design and Set-up Consultation
- Non-discrimination testing
- 5500 preparation included as part of the Multiple Employer Plan
- Eligible Participant Notification
- Loan and Distribution Processing
- Trustee Services
- Sponsor Express- monthly plan summary (testing) e-mailed to the sponsor

### Company Costs (billed directly to the worksite)

Set-up (one time cost)	<del>\$500.00</del> \$200.00 <i>00</i>
Old Plan Takeover (one time cost)	\$350 plus \$3 per participant
Annual Fee	\$350 minimum required (\$35 collected from the participants is applied to the \$350 minimum)

### Participant Costs

Non prorated Administration	\$35 annually (\$8.75 deducted from the account each quarter)
Loans	\$150 set-up plus \$50 annual loan maintenance
Distributions	\$40

### Asset Expenses

Weighted Mutual Fund Expense Ratio 0.18%

Worksite Plan Size	*Slavic401k.com	Service Fee	Total Asset Fee
\$0 - \$600,000	0.85%	0.25%	1.10%
\$600,000 - \$1M	0.75%	0.25%	0.95%
\$1M - \$2M	0.40%	0.15%	0.55%
\$2M - \$4M	0.30%	0.15%	0.45%
\$4M - \$5M	0.20%	0.10%	0.30%
Over \$5M	0.18%	0.05%	0.23%

\*The Slavic fee includes up to 0.04% paid to Fidelity, Mid Atlantic Trust or Matrix Financial Svcs for custody and clearing trades.

### 2020 Limits

401(k) deferral	\$19,500
Catch-up contribution for age 50+	\$6,500
Contribution limit (Deferral, Match, Profit Sharing)	\$57,000 (plus catch-up if applicable)
Salary Definition of Highly Compensated Employee	\$125,000 in 2019 (also includes +5% owners, and lineal family regardless of compensation)
Maximum Annual Compensation Limit	\$285,000