



DC/401(k) Defined Contribution System

For Proposals, Administration & Testing

- ▶ **Dollar and share accounting**
- ▶ **Date sensitive database**
- ▶ **Easy navigation**
- ▶ **Unlimited funds/sources**
- ▶ **Links to other systems**
- ▶ **Automated loan processing**
- ▶ **NOW! Option for Cash Balance Plans**



DATAIR's **Defined Contribution/401(k)** system is designed for professional consultants and administrators who work with DC plans:

- ◆ Profit Sharing including cross-tested plans
- ◆ 401(k) (including Safe Harbor and Roth)
- ◆ 403(b)
- ◆ Money Purchase
- ◆ ESOP
- ◆ Nonqualified Plans

SPECIAL ADVANTAGES

- ◆ Logically organized screens that dynamically change with plan design choices for easier navigation
- ◆ Context-sensitive tips and user documentation
- ◆ Experienced software and administration support included with support fee
- ◆ Links with other DATAIR systems to reduce data entry, errors and storage redundancy
- ◆ Downloads from daily valuation platforms
- ◆ Reports may be saved in word processing or spreadsheet formats, or as .pdf files for archiving and e-mailing
- ◆ Flexible export/import utility for fast, accurate administration

PROPOSALS

Cost/benefit analyses of alternative plan designs. Calculates employer allocated and matching contributions for each participant. Multiple models may be created with easy Copy command. Full discrimination testing "prove" proposed plans.

NON-DISCRIMINATION TESTING

- ◆ Eligibility, Top Heavy and limits monitoring
- ◆ 401(k) and 401(m) discrimination tests
- ◆ 410(b) and 401(a)(4) tests for Age Weighted and New Comparability plan cross-testing, including participant worksheet
- ◆ 403(b) Special Catch-up limits
- ◆ Combined and multiple plan testing

ADMINISTRATION

- ◆ Recordkeeping for Balance Forward and Allocated account downloads
- ◆ Unlimited fund and source definitions

Downloads from Daily Val Providers

Alerus, American Funds, Ascensus, AXA Equitable, FasCore, Great West Life, Guardian, Hartford, ING, Lincoln National Life, John Hancock, MassMutual, MetLife, MFS, Minnesota Life, Mutual of Omaha, Nationwide, OneAmerica, Oppenheimer, Principal, and Transamerica



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NON-DISCRIMINATION TESTING

Tests are based on annual contribution, annual equivalent benefit, and accrued-to-date equivalent benefit rates, with or without Permitted Disparity.

Includes the following tests:

- ◆ Top-Heavy
- ◆ 415 limits
- ◆ Deduction Limitation
- ◆ 401(k) and 403(b) Deferral limits
- ◆ 401(k) and 401(m) tests (ADP/ACP) with suggested Catch-up recharacterization, reductions and QNECs
- ◆ 410(b) coverage tests
- ◆ 401(a)(4) general test for Cross-tested New Comparability plans

ADMINISTRATION

Balance forward or daily recordkeeping using built-in links to allocated account *daily valuation* providers. Flexible report and statement formatting.

Allocation of Employer Contributions

Automatic Top-Heavy, Salary Proportion, Integration, Unit Allocation (compensation, past service credits, and future service credits), and flat dollar per participant. Includes class-based graded contribution allocations to maximize benefits to owner-employees, plus Safe Harbor and Roth 401(k).

Gains/Losses

Unlimited numbers of investments. Share prices are updated globally. Earnings, dividends and fees may be allocated across sources sharing an investment with user defined bases. Gains and losses may be derived from ending balance and unrealized gain/loss may be calculated from share price changes. Date sensitive transactions allow for precise time-weighted allocations.

Participant Directed Investments

- ◆ Easy transfer among investments of existing Account Balances
- ◆ Reports in dollars and/or shares
- ◆ Investment definitions include CUSIP and Ticker Symbols

Vesting by source

- ◆ All vesting schedules: current, prior and Top Heavy

Allocation of Forfeitures

- ◆ Based on salary
- ◆ Reduce Employer contributions
- ◆ Forfeiture allocations may exclude new entrants, terminees, retirees, deceased or disabled

Retirement Provisions

- ◆ Retirement Age and Early Retirement Age based on age, service, participation, or age plus service

- ◆ Retirement Date at NRA, monthly, or yearly
- ◆ Age 65 and five years of participation limit applied

Eligibility and Participation Provisions

- ◆ Eligibility and Compensation defined by source
- ◆ Eligibility based on Minimum Hours, Minimum Age, and Months of Service
- ◆ Flexible Participation Dates including daily, monthly, quarterly, semi-annually, yearly and more.

LOAN PROCESSING

- ◆ Amortization Schedule program calculates and reports by payment, loan amount, or period.
- ◆ Loan repayments can be automatically processed based on plan limits and data transferred from the Amortization Schedule.

REPORTING

Easy to use format customization including report groupings, borders, logos and watermarks.

- ◆ Plan Specification Report showing plan provisions
- ◆ Employee Census with By Source and Event History
- ◆ Catch-up Contributions
- ◆ Account Balance by Source or Investment including shares and forfeitures
- ◆ Transaction Ledger by Investment or Employee Source and Investment
- ◆ Gain/Loss Report
- ◆ Detailed Non-discrimination Reports for 401(k)/(m) and 410(b), and 401(a)(4)
- ◆ Anniversary Notification for employee data collection that can be exported to Excel
- ◆ Valuation Notes that provide information on the plan and employee, includes warnings for limits hit
- ◆ Override Report
- ◆ Company list with plan listing, employee count and asset totals
- ◆ Age 70½ participant listing
- ◆ 404(a)(5) participant fee disclosure

HARDWARE/SOFTWARE REQUIREMENTS

See Technology Publications on www.dataair.com for information on database server requirements and additional information on sample configurations.



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