

Easy(k) Program Highlights

PLAN DESIGN FEATURES REQUIRED TO PARTICIPATE IN THE PROGRAM

Eligibility	
Excluded Employees:	Employees are excluded from the Plan if they are a member of any of the following classes of employees: <ul style="list-style-type: none"> • Employees covered by a collective bargaining agreement, leased employees or non-resident aliens.
Eligibility:	Employees must meet the following criteria to become eligible to participate in the Plan (recommended default): <ul style="list-style-type: none"> • Attain age 21 • Complete one (1) Year of Eligibility Service, during which the employee completes 1,000 hours of service <p style="margin-left: 20px;">Note: Other eligibility options available</p>
Entry Dates:	Employees enter the plan on the first day of the first month and seventh month of the Plan Year coincident with or next following the time they meet the eligibility criteria specified above.
Contributions	
Elective Deferral:	Employees may elect to defer up to 100% of your Plan Compensation on a pre-tax basis. Employees may also elect to make Roth contributions to the Plan on an after-tax basis. Employees may elect to change their elections to contribute to the Plan as of each pay period. Federal law also limits the amount employees may elect to defer under the Plan (\$19,500 in 2021). However, if an employee is age 50 or over, they may defer an additional amount up to \$6,500 (in 2021). These dollar limits are indexed; therefore, they may increase each year for cost-of-living adjustments.
Safe Harbor Employer Contribution:	The Employer will make Safe Harbor Contributions to the Plan utilizing one of the following methods: <ul style="list-style-type: none"> • 100% match on the first 4% of employee's deferral contributions • Fixed 3% non-elective contribution of your employee's compensation
Rollovers:	The Plan may accept a Rollover Contribution made on behalf of any Employee not excluded from the Plan, regardless of whether such Employee has met the age and service requirements of the Plan.
Vesting	
Fully Vested Accounts:	Employees will have a fully vested and non-forfeitable interest in all contribution sources.
Investing Plan Contributions	
Investments:	Employees may direct the investment of all of their Accounts in one or more of the available Investment Funds on our preapproved partner list.
Distributions	
Distributions from the plan:	Employees may receive a distribution from their account under the following circumstances: <ul style="list-style-type: none"> • Immediately after your employment terminates • From the Rollover Contribution Account at any time • Death • Disability <p style="margin-left: 20px;">Note: Hardship and in-service distributions are not permitted.</p>
Cash-Out Distributions:	Provision to force terminated employees, with balances less the \$5,000, out of the plan is included
Deferral modifications:	Allowed each pay period
Compensation:	Compensation is defined as W-2 compensation/Earned Income and includes bonuses, overtime and commissions
Normal Retirement Age:	Age 65
Participant Loans:	Not permitted in the RLLC Easy(k) program.
Employer Profit Sharing Contribution:	Not permitted in the RLLC Easy(k) program.

To get started, please contact sales at sales@retirementllc.com or 800-580-8862.