

Plan Design

consulting and turn-key administration for all types of qualified plans.

Design Alternatives

Traditional Profit Sharing Plans

Allocates contributions equally to all participants

Integrated Plans

Allocates a larger percentage of the contribution to those participants whose earnings are in excess of the Social Security Taxable Wage Base

Age-Weighted Profit Sharing Plans

Allocates the contribution based on years left until retirement, with older participants getting a larger allocation than the younger participants

New Comparability Plans

Allocates contributions based on defined groups of participants, for example: owners and staff. Based on ages and levels of compensation, the contribution can be allocated to maximize benefits to the "favored" group

Defined Benefit Plans

MBM Advisors has Enrolled Actuaries on staff to provide the consulting and certification necessary to maintain your Defined Benefit Plan. We provide an Annual Valuation including calculation of the minimum required and maximum deductible contribution amounts. Plan documents can be drafted for legal counsel review.

Defined Contribution Plans

MBM Advisors, Inc. has the consulting expertise to administer all types of defined contribution plans.

401(k) Plans - Our in-house consultants help you to navigate the complex rules of the 401(k) plan. Our services include annual non-discrimination testing, top-heavy determination, participation testing, true-up calculations and signature ready governmental filings.

Safe Harbor 401(k) Plans - In circumstances where non-discrimination failures have impacted the benefits of the highly compensated participants a safe harbor 401(k) plan is often an appropriate solution. Safe harbor notifications are prepared annually as required. Appropriate sourcing of safe harbor contributions is provided thru our record-keeping software.

Profit sharing plans

You may also wish to make additional employer contributions to your participants' retirement accounts to supplement the 401(k) plan. We have the knowledge to establish a variety of different types of profit sharing plans based on your unique needs. Our plan design expertise includes initial plan design analysis and consulting, drafting of plan documents, annual non-discrimination testing, governmental filings and ongoing plan design consultation. The most popular profit sharing plan alternatives we offer are listed to the left.

Combination Plans

For those plan sponsors wishing to maximize their contribution, the combination of a defined benefit plan and a defined contribution plan may be appropriate. By combining these plans it is possible to provide benefits for the "favored" participants while minimizing the contribution to the other participants. This is achieved thru special testing that combines the plans. MBM Advisors, Inc. has the expertise to design, draft and administer these combination plans.

457 and 401(a) Plans

Based on your objectives, MBM Advisors, Inc. can determine and implement the best allocation methodology for your 401(a) or 457 Plan. Our services include plan design and drafting, enrollment and education meetings, and investment advisory consulting.

