

Express(k) vs. Custom(k)

What's best for my client?

Here at The Online 401(k), we believe that you should have a choice in everything, whether it's the president of the United States or the way you save at work.

Small businesses haven't had much of a choice, especially when it comes to 401(k) plans. Now they do.

How do you know which one is right for your client?

FWD Express(k)

Everything a small business NEEDS in a 401(k) plan

- Includes all the basics of a 401(k) plan
- Great for those who want simplicity
- Appropriate for less investment-savvy small businesses that just need a retirement plan
- Most popular benefit plan provisions already decided for the client

This is a prepackaged, easy-to-use, simple and affordable 401(k) plan.

FWD Custom(k)

Everything a small business WANTS in a 401(k) plan

- Includes all bells and whistles of a 401(k) plan
- Flexible investment platform and brokerage account
- Appropriate for owners trying to save the maximum or those who are more experienced with 401(k) plans
- New Comparability, Roth, elective employer matching and automatic enrollment are available with this option

This is a flexible, custom plan that gives you great value.

Both options are available for any size of small business, whether you have two employees or 100.

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FEATURES & BENEFITS

	FWD Express(k) [™]	FWD Custom(k) [™]
PURPOSE		
	Everything you need in a 401(k)	Everything you want in a 401(k)
WHO CAN USE THIS?		
	Any small business with fewer than 100 employees	Any small business with fewer than 100 employees
PLAN SETUP		
	Plan provisions are set, setup occurs through online purchase	Customizable Online Plan Design meeting
PLAN PROVISIONS		
Eligibility	Only immediate eligibility – no age or service requirement	Can choose
Contributions can begin	Immediately – no customization	Can choose
Contributions permitted	Pre-tax only	Can opt for Roth (post-tax contributions)
Profit-Sharing	Pro rata formula available	Variety of formulas available (including New Comparability)
Safe Harbor (SH)	Can elect SH or not, defaults to non-SH; Employer can elect to make annual contributions to all employees (only 3% of compensation option available)	Can elect SH or not; Different SH matching formulas available
Employer matching contributions	Matching contributions not permitted	Matching contributions permitted
Vesting	Vesting for all contributions is 100% (full and immediate)	Can choose
Hardship distributions	Hardship distributions are not allowed (loans instead)	Allowed
Loans	Allowed	Allowed
FEATURES		
Roth	Not available	Available
Automatic enrollment	Not available	Available
Individual brokerage account	Not available	Available
New Comparability	Not available	Available

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PRICING

A \$495 one-time set-up fee is applicable to all plans.

FWD Express(k)[™]

# of employees	Monthly*	Quarterly	Annual**
2-50	\$95	\$285	\$995
51-100	\$140	\$420	\$1,470

*Monthly pricing equivalent - billing is quarterly in advance

**Discounted if prepaid upfront

FWD Custom(k)[™]

# of employees	Monthly***	Quarterly
2-50	\$175	\$525
51-100	\$250	\$750

***Monthly pricing equivalent - billing is quarterly in advance. Includes payroll integration convenience fee.

Other fees that may apply

Type of fee	Frequency	Amount	Who pays	Notes
Distribution and Rollovers	Per distribution	\$95 per distribution	Employee	Add \$35 to total fee if it is a Roth plan (Custom(k) only)
Loans	Annual	\$90	Employee	
Brokerage Window Fee	Varies by custodian	Starts at \$95	Employee	Annual fee by The Online 401(k) and annual debit for Matrix clients (Custom(k) only)
Termination/Deconversion	One-time	\$1,000	Employer	At time of plan termination/deconversion from The Online 401(k)
Extraordinary Services	Per hour	\$195	Employer	For services outside the scope of agreement
Participant Fee	Monthly	\$4	Employee	This fee will be charged monthly and will not exceed 1% (annually) of the participant's balance. This fee is applicable to the participant's balance regardless of active status.
New Comparability	One-time Setup, Annual	\$300, \$960	Employer	(Custom(k) only)
Conversion fee (if applicable)	One-time	\$1,000	Employer	

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QUESTIONS?

We've got answers!

Contact us for more information:

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