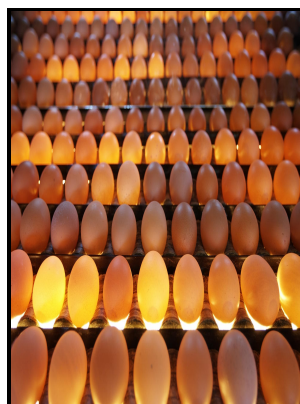


# Wests model benefit plans-qualified retirement plans

West Pub. Co. - Retirement Plans for Small Business Owners



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## Participating in a Nonqualified Plan: Pros and Cons

For entities that maintain a retirement plan, the new regime may mean that they discover qualification issues only on audit, when it is too late to fix the issue.

### What is a Non

The plan administrator should send the former spouse distribution forms to complete. § 72 p 2 D provides that all plans of an employer and its controlled group are aggregated for purposes of applying the limits. § 403 b except that the contract s was not purchased from an insurance company, and 2 the arrangement only covered current and future employees of that employer.

### What is a Non

This works best, however, if the employee has a defined contribution plan that will make an immediate lump sum distribution, or a pension that is in pay status.

## Employee Benefits & Executive Compensation

Employees age 21 or older with one year of service must be eligible to make elective salary deferrals if a vesting schedule is imposed on employer contributions. Neutrality: There are many issues relating to the division of retirement assets that are not addressed in the separation agreement. Eligibility Typically, the eligibility provisions require an employee to have one year of service and be at least 21 years of age.

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