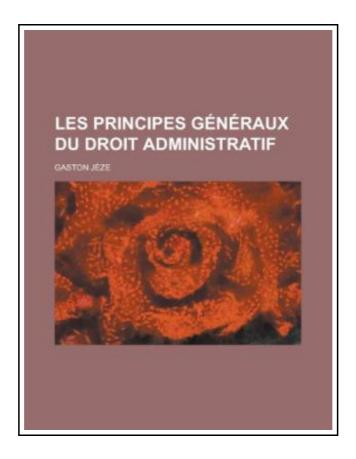
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Undoubtedly, this is the greatest job by any author. It is actually filled with wisdom and knowledge I am quickly could get a pleasure of reading a written book.

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LES PRINCIPES GENERAUX DU DROIT ADMINISTRATIF



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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 54 pages. Original publisher: Washington, D. C.: The Office, 2000. OCLC Number: (OCoLC)46239740 Subject: Pension trusts -- United States. Excerpt: . . . B-282169 The minimum required employer contribution for workers in top-heavy Top-Heavy Minimum Benefits 12 defined contribution plans is 3 percent of compensation; the only Can Exceed Minimums Under exception to this minimum rate occurs if the highest contribution rate for Nondiscrimination Rules and an owner or officer is below the 3-percent standard. If so, top-heavy plans Tests must contribute for workers at the highest rate received by any owner or officer in the top employee group. Many top-heavy plans adopt designs that already comply with top-heavy minimum benefits rules, so that incremental allocations to workers are not required. However, plan design and testing choices that are likely to require additional contributions to workers in order to comply with top-heavy minimums include custom plan designs that apportion larger annual increments - as a percentage of compensation - to owners in comparison to workers. Examples include defined benefit plans using methods that favor older, longer-service owners; and hybrid, cross-tested defined contribution plans that test compliance with nondiscrimination rules on the basis of benefits projected to each individuals retirement age, rather than on the basis of current contributions. In addition, 401 (k) defined contribution plans that rely on elective employee salary deferrals will have to add a full 3-percent top-heavy contribution if an equivalent nonelective employer contribution to all participants has not been included in the plans design. To illustrate a situation that requires added contributions for workers to meet top-heavy minimums, table 1 shows an actual top-heavy defined 13 contribution plan that is cross-tested and age-weighted. This is one of the designs that can...



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