

# 401(k) Tech Collective Plan Participating Employer Special Elections

---

**Participating Employer:** \_\_\_\_\_

**Contact Person:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

The 401(k) Tech Collective plan has made several plan design decisions for participating employers to simplify and standardize the retirement experience for participants. There are certain special elections that have been made available to provide employers with the flexibility to meet their business and retirement plan objectives.

**No Special Elections.** Do not complete the rest of this form.

**Special Elections.** Select all optional provisions that will apply to your plan:

### Employer Matching

**Option 1:** No employer contributions

**Option 2:** Employer matching contributions

**Option A:** Fixed non-safe harbor match: \_\_\_\_\_%

**Option B:** Safe harbor match

100% of the first 4% deferred or

100% of the first 3% deferred and 50% on next 2% deferred, and

Additional safe harbor match on discretionary contribution

**Option 3:** Employer non-matching contribution options

**Option A:** With no other employer contributions

**Option B:** In addition to employer match above

**Establish eligibility based on service or age**

**Eligibility Starts When:**

First month after hire

\_\_\_\_ months of service (if not 3 months)

Minimum Age \_\_\_\_ (Not to exceed age 21)

**Roth deferrals not permitted**

**Automatic deferrals**

Automatic deferral percentage: \_\_\_\_%

Participants in new and renewing plans subject to auto deferral:

**Option 1:** All participants

**Option 2:** All participants except those with contrary deferral elections

**Option 3:** Only new participants as of or after Plan restated effective date

Contrary deferral elections receive annual automatic deferral notices? Y N

90-day refund permitted on participant’s initial auto deferrals? Y N

**Vesting options for employer matching and non-matching contributions**

**Option 1:** Immediate vesting

**Option 2:** 3 year vesting

**Option 3:** 4 year vesting

**Option 4:** 5 year vesting

**Fixed installment distributions for retirees post 70.5 years of age**

**No participant Loans**

**“Top-paid group election” applies in determining “ HCE groups” for testing**