

## EBP System – EBP/DC/401(k)

The **BLAZE SSI EBP/DC/401(k) SYSTEM** for defined contribution plans supports recordkeeping and administration for qualified DC, Profit Sharing and 401(K) plans. TPAs nationwide use **EBP/DC/401(k)** for efficient plan processing.

### 1. APPLICATION FEATURES

- + Support for corporate, sub-chapter S and self-employed plan sponsors
- + Plan studies for new, existing and takeover plans
- + Comprehensive 401(k), PS, Target, Money Purchase and SIMPLE plan processing
- + IRC401(k) Catch-up; QACA; Optional Roth 401(k) after tax contribution
- + Salary, units, points, age based and **new comparability** PS Plans
- + **Preferred- and multi-group new comparability**: Min/Max calc in one run
- + Easy, parameter based plan-level coding and complete user override facility
- + Calculation of employer discretionary and matching contributions
- + Value and illustrate multiple optional benefit forms
- + User editable 'programming windows' for unique match or target formulae
- + Eligibility, vesting, forfeiture and top heavy calculations
- + Unlimited number of investment accounts and unlimited number of employees
- + Complies with: SBJPA, TRA97, EGTRRA, PFEA and PPA06 provisions
- + IRC401(a), 401(l), 410(b), 414(q), 415, 416, etc. regulations compliant
- + Optional support for traditional and interest-sensitive insurance products
- + Links to asset record keepers
- + Integrated with **BLAZE SSI Regulatory Testing System** for compliance testing
- + Import data into **EBPII** from the **BLAZE SSI PENDEAS** comparative illustration system

### 2. USER INTERFACE

- + Easy and familiar Windows user interface
- + Introductory Guide and comprehensive context sensitive 'HELP' documentation
- + Automated data validation, entry error trapping and data comparison utility
- + Electronic 'import' of census, payroll, investment and insurance data
- + Electronic 'export' of data and calculated results (optional)
- + Enter census data via MS Excel or system-generated forms
- + SQL interface to ODBC compatible databases
- + Numeric, graphic, text-based, basic and custom PDF format reports
- + Electronic interfaces with other systems on any platform

### 3. CUSTOMER SUPPORT

- + System updates for government regulations included in maintenance service
- + Unlimited phone, fax and email HelpLine support included in maintenance service
- + Basic and customized training seminars
- + Systems consulting and custom programming available

### 4. OPERATING ENVIRONMENT SUPPORTED

- + MS supported Windows OS; Internet connection
- + Web-based VERDI: No additional hardware/software requirements
- + Locally Installed version: 2GB RAM+; MS .NET Framework 4.6.1; PDF Viewer

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# EBP/DC/401(k) SYSTEM

## UNLIMITED NUMBER OF INVESTMENT ACCOUNTS

Any number of plan-level investment accounts may be defined for the following sources:

1. IRC401(a) ER Discretionary Contribution
2. IRC401(a) ER Match (incl. safe harbor)
3. IRC401(k) Compensation Deferrals
4. IRC401(k) ER Fail Safe (QNEC)
5. IRC401(k) Catch up Contribution
6. Mandatory Employee Contributions
7. Voluntary Employee Contributions
8. Rollover Accounts (active/pre-eligible)
9. Participant Loans
10. Roth 401(k) After tax
11. Roth Catch-up
12. QACA Non-elective
13. QACA Match

## PERIODIC VALUATIONS

The system maintains plan-inception-to-date, plan-year-to-date and current valuation period data, to facilitate periodic valuations on any user-selected frequency. Reports illustrating year-to-date and current values are provided. Preparation of prior account balances and initialization of other values is provided automatically with system 'update' feature.

## LINKAGE OF SOURCE AND INVESTMENT ACCOUNTS

Funds from employer and employee source accounts can be combined to create any number of investment accounts. Earnings allocations based on a fixed percentage, pro-rata share, unit value, user-input or time-weighted-transaction are simplified with linked accounts. Reports illustrate plan and participant values by investment, by source or combined.

## DATED TRANSACTION-BASED COMPUTATIONS

Users enter date and dollar amount for each employee account transaction (contribution, withdrawal, transfer, loan payment, forfeiture allocation, forfeiture charged, premium, dividend and compensation). The earnings on accounts since the last valuation are time-weighted based on the date of the transaction.

## ELECTRONIC DATA INTERFACES

Employee-level data may be input electronically via EBPII Audit/Import or one of many included Recordkeeper Interfaces. Census data may be entered/edited via the EBPII MS Excel interface.

## RECONCILIATION OF PLAN AND INVESTMENT ACCOUNTING

Illustrate both actual and theoretical (including receivables) participant account balances.

## ADVANCED WITHDRAWAL, TRANSFER AND LOAN PROCESSING

The system supports tracking and reporting of withdrawals from accounts; transfers between loan and other accounts; and accurate vesting calculations when prior distributions have occurred.

## UNIT VALUE ACCOUNTING SUBSYSTEM

The system maintains a table of unit values for each investment option for any period and illustrates unit values on employee statements in addition to, or instead of, dollar amounts. Dividend/investment charge allocation utility is included.

## REPORTS

Reports print as pdf files for email transmission, printing or paperless storage without the need to purchase additional software. System-provided and user-customized report formats are available.