

PENDEAS®

PENSION IDEAS DESIGN AND ILLUSTRATION SYSTEM

PENDEAS quickly analyzes costs and benefits of up to six qualified retirement plan designs from one census. **PENDEAS** compares any plan provision, benefit or cost, including insurance and 401(k) deferrals to select the most favorable plan design.

1. APPLICATION FEATURES

PENDEAS supports all qualified retirement plan design types:

- + Profit Sharing
 - Salary ratio and IRC 401(I) Integrated salary ratio
 - Age-based and 'new comparability' (cross tested under IRC401(a)(4))
 - 401(k) with match or non-elective contributions (with or without safe harbors)
 - 401(k) Catch-up with automatic allocation of excess deferrals
 - Optional Roth 401(k) after-tax contributions, with match and catch-up

- + Defined Contribution: Money Purchase, Target, SEP and 'SIMPLE'
- + Defined Benefit: PPA06 funding; and traditional, cash balance, 412(i) plan designs

PENDEAS supports calculations for self-employed, individual insurance, 'takeover' plans

PENDEAS complies with PPA06 and other applicable regulations

PENDEAS generates clear and easy-to-understand reports to close the sale:

- + Highlight a selected plan type
- + Compare all plan types on one page for maximum sales impact

PENDEAS user-input data may be electronically exchanged with other BLAZE SSI software:

- + Export to **RTS** for comprehensive DB, DC and 401(k) testing
- + **GTS** Import/Export for support of complementary system features
- + Import from **PenEasy** to create more advanced illustrations
- + **EBPII** Import/Export for administration of DB, DC and 401(k) plans

2. USER INTERFACE

- + Easy and familiar Windows user interface
- + Introductory Guide and comprehensive context-sensitive 'HELP' documentation
- + Automated data validation and entry error trapping
- + Census data entry via MS Excel or system-generated forms
- + SQL interface to ODBC compatible databases
- + Numeric, graphic, text-based, basic and custom PDF report formats

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 Windows 7 or 8 Operating System; Internet connection
- + Web-based VERDI version: No additional hardware/software requirements
- + Locally Installed version: 2GB RAM+; MS IE10+; MS .NET 4.0; Adobe Reader 6+

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SELECTION OF CLIENT-READY REPORTS

PENDEAS 'Comparison' Reports - Illustrate up to six designs on one page

Plan Designs explained in clear text	<u>Numeric and 2D or MS Excel 3D Charts</u>
Plan Provisions	Plan Costs/Allocations
Plan Assumptions	Plan Benefits
After Tax Analysis	Accumulations at Retirement
401(k) Deferral/Match	Pre-Retirement Death Benefit

PENDEAS 'Single Plan' Reports – Available For All Plan Types

Plan Provisions and Assumptions	Owner Employee Earned Income Analysis
Employee Census	IRC415 Maximum Analysis
After Tax Analysis	IRC416 Top-heavy Test
Anticipated Benefits and Contributions	New Insurance
Cash Flow Analysis	Participant Statements (Multiple formats)
Integration	'Cover' Page
Plan Provisions and Contributions (w/chart)	

PENDEAS 401(K) Reports

Salary Reduction Analysis	Contribution Projection Analysis
Plan Level Tax Savings/Projected Acct Value	401(k) Enrollment Form
Before-Tax Compensation/After Tax Savings	401(k) Deferral Compared to Roth 401(k)
Highlights and Employee Election Form	401(k) Average Deferral Percentage Analysis

PENDEAS Defined Contribution Reports

Target Benefit Analysis	IRC401(a) 70% Ratio % Test
Analysis of Contributions	IRC401(a) Non-Discrim Classification Test
IRC404 Maximum Deductibility Analysis	IRC401(a) Average Benefit % Test
Employee Proj of Anticipated Ben at NRD	IRC401(a) Minimum Contrib Gateway Test

PENDEAS Defined Benefit Reports

PPA06/IRC430 Minimum Costs	Plan Contribution Summary
PPA06/IRC404 Maximum Costs	Cash Balance: Plan Level Current/Anticipated
Schedule of Benefits/Current Contribution	Cash Balance: Ee Level Current/Anticipated
Projections for Funding Retirement Benefits	

PENDEAS 'Utility' Reports – Available For All Plan Types

Factfinders for plan design and employee census information
Plan and Employee Level Calculation and Data Summary