



7103 South Revere Parkway  
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## Trust Company's Solo K Plan . . .

Is a qualified profit-sharing plan designed specifically for small business owners with many of the same features as a traditional 401(k) plan. Trust Company's Solo K Plan has been designed to allow owners of small businesses without employees to take advantage of increased tax savings for retirement while providing investment options offered through a designated investment advisor. Think of the Solo K Plan as a 401(k) Plan with limited compliance testing and government reporting.

The chart below summarizes the basic rules for Solo K plans. Please consult with your tax advisor in determining whether a Solo K plan may be right for you and your business.

Paste the following links in your browser if you need more information about 401(k) and Solo K plans:

Who can establish?	Solo K Plans are designed for businesses with no employees other than the owners and their spouses. If your business will have employees in the near future, a Solo K Plan may not be right for you.
When to establish?	To be effective for any year, the Solo K Plan must be signed by the last day of the employer's tax year, often December 31.
General Rules	Except for Compliance Testing and Government Reporting, a Solo K Plan operates like any other 401(k) plan. It's subject to the same qualification requirements, distribution requirements, and prohibited transaction rules. An employer who establishes a Solo K Plan must have an EIN.
General Contribution Rules	Like any qualified profit-sharing plan, employer contributions to a Solo K Plan must be "substantial and recurring".
Types of Contributions	Trust Company's Solo K plan allows 5 types of contributions: discretionary profit sharing contributions, Roth contributions, salary deferral contributions, catch-up contributions, and rollover contributions.
Contribution Limits	See attached chart for more information on contribution limits.
Vesting	All Solo K contributions are 100% vested immediately.
Loans	Participant loans are available in accordance with IRS rules and the plan loan policy. Generally, a participant may borrow up to the lesser of \$50,000 or half his/her account balance. Failure to



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	repay a loan in accordance with its terms may disqualify the Solo K Plan.
Withdrawals	The Solo K Plan document governs when withdrawals are made from the plan. Minimum distributions at age 70-1/2 are required. Distributions (other than qualified Roth distributions) will be subject to income tax and may be subject to penalty tax if withdrawn prior to age 59-1/2.
Trustee	The business owner will be the Solo K plan trustee.
Compliance Testing	IRS compliance tests, including 401(k) discrimination and top-heavy testing, are not required.
Government Reporting	An annual Form 5500 is required only if total assets for all Solo K plan participants exceed \$250,000. A final Form 5500 is required when all Solo K plan assets are distributed.
Investments	A Solo K plan typically includes a menu of investment choices chosen by the employer, often with the assistance of an investment advisor.

401(k) Plans

[www.irs.gov/Retirement-Plans/401\(k\)-Plans](http://www.irs.gov/Retirement-Plans/401(k)-Plans)

Tax Topic 424 401(k) plans

[www.irs.gov/taxtopics/tc424.html](http://www.irs.gov/taxtopics/tc424.html)

IRS Publication 560

[www.irs.gov/pub/irs-pdf/p560.pdf](http://www.irs.gov/pub/irs-pdf/p560.pdf)

### SOLO K CONTRIBUTION LIMITS – 2015

Contribution Type	2014 / 2015 Limits
Maximum discretionary profit sharing contribution	25% of eligible compensation (earnings up to \$265,000 for 2015; \$260,000 for 2014)
Maximum salary deferral and Roth 401(k) contribution	Lesser of \$18,000 or 100% of compensation received after plan establishment
Maximum combined profit sharing and salary deferral/Roth contributions	Lesser of \$53,000 or 100% of compensation
Maximum catch-up contribution	Up to \$6,000 if you are age 50 or older
Rollover contribution	Amount distributed from another eligible retirement plan