

# TRUST COMPANY OF AMERICA ACCOUNT TYPE REFERENCE CHART



This document outlines the availability of different types of accounts at Trust Company of America (TCA) and, for the qualified plans, it also indicates if our full-suite of services is available.

**Important:** Contact your relationship manager with any questions regarding this chart.

TYPE OF PLAN	DESCRIPTION	AVAILABLE
<b>TAXABLE</b>		
Individual (TOD possible)	An account with one beneficial owner that can be designated as a Transfer on Death account, if desired.	Yes
Joint (TOD possible)	The possibilities for joint ownership are the following: joint tenants with rights of survivorship, joint tenants in common, and joint tenants in entirety. The joint tenants with rights of survivorship, tenants in common and tenants in entirety can be designated as a Transfer on Death account.	Yes
Community Property	An account for married couples living in a community property state where owners have equal rights to the assets. Upon divorce or death, half the account belongs to each spouse.	Yes
UTMA & UGMA	Custodial accounts which allow assets to be set aside for a minor.	Yes
Guardianship/Conservatorship/Legal	An account for a minor or a person who can no longer manage his/her financial matters, where a court-appointed guardian or conservator has been named.	Yes
Estate	An account held in the name of a decedent that is administered by an executor or administrator of the estate.	Yes
Corporate or Company	This type of account is for an S or C Corporation, an unincorporated company, or an exempt entity.	Yes
Other Business Entities	An account established for an LLC, an LLP, an LP, or a general partnership.	Yes
Trust	An account primarily used for irrevocable trusts, revocable and amendable trusts, or testamentary trusts. Almost any type of trust can be accommodated as long as the trust does not require unique tax reporting to be made by TCA.	Yes

TYPE OF PLAN	DESCRIPTION	AVAILABLE
<b>IRA</b>		
Traditional	An individual, tax-deferred retirement plan that accepts deductible and nondeductible contributions	Yes
Roth	An individual retirement plan that accepts only nondeductible contributions.	Yes
Simplified Employee Pension Plan (SEP)	An IRA that requires the employer to establish a plan document that allows the employer to contribute to the employee's SEP IRA.	Yes
Saving Incentive Match Plan for Employees of Small Employers (SIMPLE)	An IRA that requires the employer to establish a plan document that allows the employer to contribute to the employee's IRA as well as allow the employee to defer part of his/her salary into the IRA.	Yes
Salary Reduction Simplified Employee Pension Plan (SARSEP)	A SEP to which employees may make salary deferral contributions. No new SARSEPs may be established, but contributions may still be made to existing plans.	Yes
<b>SAVINGS</b>		
Coverdell Education Savings Accounts	A tax-deferred account created exclusively for the purpose to paying the qualified education expenses of an individual who is the designated beneficiary. Trust does not hold these accounts due to the low demand and the specific distribution and contribution requirements.	No
Health Savings Accounts	Transactional type of account used to pay qualified medical expenses. Trust does not act as an administrator for these accounts but can custody an account of the administrator for the benefit of the participant.	No

TYPE OF PLAN	DESCRIPTION	AVAILABLE	FULL SERVICE
<b>QUALIFIED</b>	<i>FULL SUITE OF SERVICES INDICATED IN THE LAST COLUMN INCLUDE TCA PLAN DOCUMENT, TAX REPORTING, DAILY VALUATION RECORDKEEPING, CONTRIBUTION PROCESSING, COMPLIANCE TESTING, QUARTERLY PARTICIPANT STATEMENTS, QUARTERLY TRUST REPORTING AND WEB ACCESS.</i>		
Defined Benefit	Employer-funded plan that guarantees the annual retirement benefit	Yes	No
--412(i)	Defined benefit plan designed for small business owners and must be funded by an insurance company	No	No

TYPE OF PLAN	DESCRIPTION	AVAILABLE	FULL SERVICE
--414(k)	Defined benefit plan which bases a portion of employer-derived benefits on the balance of a separate account, as if that portion were a defined contribution plan.	Yes	No
--Cash Balance	Defined benefit hybrid that defines the promised benefit in terms of a stated account balance.	Yes	No
Target Benefit	Defined contribution plan where the annual employer contribution is calculated to pay a projected (not guaranteed) annual retirement benefit.	Yes, OQP only	No
Money Purchase Pension	Defined contribution plan with a mandatory, defined yearly employer contribution.	Yes	No
Profit Sharing	Defined contribution plan with discretionary employer yearly contributions. May have a 401(k) feature.	Yes	Yes
401(k)	Feature attached to a profit sharing or stock bonus plan that allows the employee to defer compensation	Yes	Yes
--Solo 401(k)	Designed for sole proprietors with no employees other than the owner and spouse.	Yes	Yes
--401(k) Roth feature	Feature attached to a 401(k) or solo 401(k) that sets up a subaccount to receive after-tax contributions that follow the Roth rules	Yes	Yes
SIMPLE 401(k)	Designed for small business owners who do not want to do discrimination testing for the plan.	Yes, OQP only	No
403(b)	ERISA qualified plan that accepts employer contributions along with employee deferrals and is maintained by a non-profit organization or educational entity [403(b)s can also be non-ERISA plans]	Yes	Yes
--403(b) Roth feature	Feature attached to a 403(b) that sets up a subaccount to receive after-tax contributions that follow the Roth rules. Can also be attached to nonqualified 403(b) plans.	Yes	Yes
ESOP	Employee Stock Ownership Plan – designed to invest primarily in the stock of the employer	No	No

TYPE OF PLAN	DESCRIPTION	AVAILABLE	FULL SERVICE
KSOP	An ESOP with a 401(k) feature. The employer matching is with company stock.	No	No
Keogh Plan (HR10 Plan)	For sole proprietors or partners in unincorporated businesses. Can be set up as either a defined contribution or defined benefit plan.	Yes, OQP only	No
Stock Bonus Plan	Defined contribution plan similar to profit sharing except that distributions must generally be made in company stock. May have a 401(k) feature.	No	No
Thrift Savings Plan	Defined contribution plan with a 401(k) like feature for government employees	No	No
403(a)	Plan with only employee deferral contributions and that invests in tax-sheltered annuities. Employees must work for a nonprofit organization or an educational entity.	No	No
<b>NON-QUALIFIED</b>			
403(b)7	Plan with only employee deferral contributions and that invests in mutual funds. Employees must work for a nonprofit organization or an educational entity. May have an attached Roth feature. [403(b)s may also be ERISA plans.]	Yes	No
419(e) Welfare Benefit Plans	Provide a range of benefits such as life, health, disability, long-term care and post-retirement medical. The goal is to pre-fund certain retirement benefits.	No	No
<i>--Voluntary Employees Beneficiary Association Plan (VEBA)</i>	Type of welfare benefit plan specifically for a group organized to pay life, sick, accident, and similar benefits to members or their dependents, or designated beneficiaries	No	No
457(b) Government	A deferred compensation plan similar to a 401(k) or 403(b) for state employees.	Yes	No
457(b) Tax-exempt entity	A deferred compensation plan similar to a 401(k) or 403(b) for high-income employees of tax-exempt organizations.	Yes	No

TYPE OF PLAN	DESCRIPTION	AVAILABLE	FULL SERVICE
409A Non-qualified Deferred Compensation Arrangements (NQDC)	Unsecured contractual commitments by an employer to pay compensation to an employee in future years. Used as a way for high-income earners to save for retirement the same percentage as average or low-income earners.	Yes, OQP only	No
<i>--Top hat (Supplemental Executive Retirement Plan [SERP])</i>	Deferred compensation agreement for executives in which the company agrees to provide a specified benefit amount at retirement, or should the employee die, become disabled or terminate employment.	Yes, OQP only	No
<i>--Excess Benefit Plan</i>	Deferred compensation agreement to supply highly compensated employees with retirement benefits in excess of the contribution limits set by a qualified plan.	Yes, OQP only	No