

## CalSavers vs Pooled Employer Plan Comparison

CalSavers is California's new retirement savings program that is mandated for employers that have 5 or more California workers. It is required for all employers who don't offer a workplace retirement plan (such as the PPI 401(k) Retirement Plan). The CalSavers program is extremely restrictive in terms of contribution limits, tax-free loans, pre-tax contributions, and employer contributions. Complete information on the CalSavers program is available at [www.CalSavers.com](http://www.CalSavers.com).

	<b><u>CalSavers</u></b>	<b><u>PPI 401(k) Retirement Plan</u></b>
Minimum number of California employees for mandated participation by employer.	5 or more	n/a
2023 Maximum Annual Employee Contribution	<b>\$7,000 (plus \$1,000 catch-up if age 50 or more)</b>	<b>\$23,000 (plus \$7,500 catch-up if age 50 or more)</b>
Roth Post-Tax Plan Contribution Available	Yes, but <u>only</u> if employee income is below \$161,000 (single taxpayer 2024 modified AGI Limit*)	Yes
Employee pre-tax contributions available	No	Yes
Employer Match Availability	No	Yes
Employer Profit Sharing Contribution Option	No	Yes
Total <u>Maximum</u> Contribution Limit per participant (Age 50+)	<b>\$8,000</b>	<b>\$76,500</b>
Tax-Free Plan Loans Available	No	Yes
Tax Credits available for opening a new plan*	No	Up to \$5,000 per year for the first three years.
Remaining Employer Duties	Process payroll contributions, update contribution rates, add new eligible employees, etc.	Virtually none.

The PPI 401(k) Retirement Plan also eliminates individual employer liability as the Plan Sponsor and Plan Trustee, individual Form 5500 filings, individual annual plan audits, individual ERISA bonds, plan document restatement fees, investment fund selection and monitoring, and much more! Our seamless interface with the Voya recordkeeping platform also takes you out of the cumbersome work associated with employee deferral changes, loan setup and payments, QDRO/death claim processing, contribution remittances and much more!

*\* - Consult your tax adviser or accountant for specific details relating to your company.*