

**NEW:**

# 401(K)

**-RETIREMENT PLAN-  
COSTS & CREDITS**

# GUIDE

**KRITIKOS**

WEALTH MANAGEMENT  
OF

**RAYMOND JAMES**

• [WWW.KRITIKOSWM.COM](http://WWW.KRITIKOSWM.COM)

XXXXXX

*check it out*

TTTTTT

RAYMOND JAMES & ASSOCIATES, INC., MEMBER NEW YORK STOCK  
EXCHANGE/SIPC

# CALCULATING YOUR 401(K) PLAN COSTS

## TAX CREDIT QUALIFICATION

PG 3 PLAN TAX CREDIT #1

PG 4 EMPLOYER CONTRIBUTION CREDIT #2

PG 5 AUTOMATIC ENROLLEMENT CREDIT #3

## COSTS ASSOCIATED WITH A 401(K)

PG 7 RECORDKEEPING

PG 8 ADMINISTRATION

PG 9 ADVISORY FEE





“A RETIREMENT  
PLAN CAN SAVE MONEY,  
BOOST REVENUE, AND  
HELP GIVE YOU AND  
YOUR EMPLOYEES A  
COMFORTABLE FUTURE.”

A good retirement plan can help with other aspects of your business as well - everything from recruiting, to retention, to your tax bill, if you take advantage of available credits and deductions. And when it comes time for your own retirement, a good plan can help you pursue retirement goals.

*Which retirement plan is best for your small business?  
“Entrepreneur, July 22, 2022”*

# PLAN COST TAX CREDIT

## CREDIT # 1

The credit covers 100% of employers' ordinary and necessary out of pocket plan costs up to an annual limit for the first three years.

The annual limit is \$500, or if greater \$250 multiplied by the number of plan-eligible non-highly compensated employees (NHCEs), up to \$5,000.



---

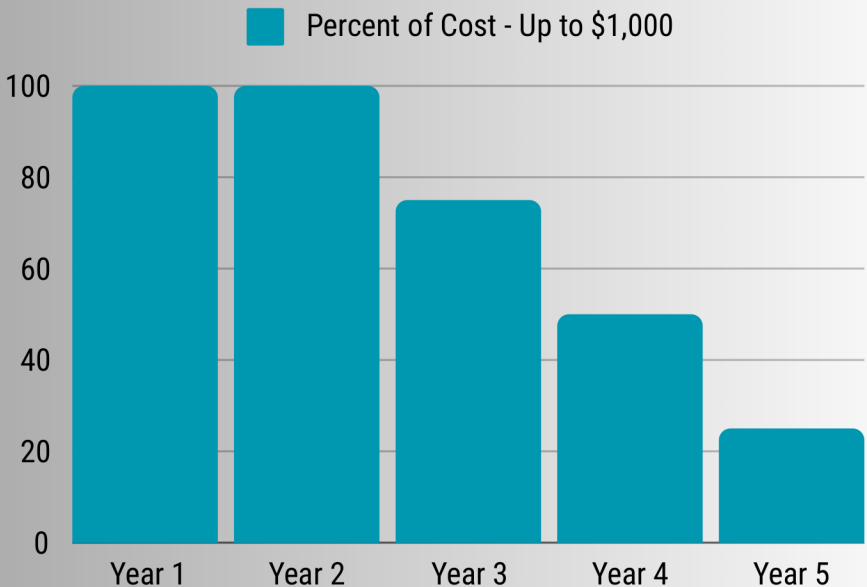
### NHCE'S

OWNED 5% OR LESS OF THE  
EMPLOYER'S BUSINESS AT ANY  
TIME DURING THE YEAR OR  
PRECEDING YEAR. RECEIVED  
COMPENSATION FROM THE  
BUSINESS OF LESS THAN  
\$150,000(2023) IN THE  
PRECEDING YEAR.

# EMPLOYER CONTRIBUTION TAX CREDIT

## CREDIT #2

The tax credit is a decreasing percentage of the amount contributed by the employer for each employee earning no more than \$100,000 per year, up to \$1,000 annually per employee, over the plans first five years.



# AUTOMATIC ENROLLMENT TAX CREDIT

## CREDIT # 3

Employers can also earn a tax credit for adding or, in the case of a startup plan, including the automatic enrollment feature as part of their plan.

The credit is \$500 per year for the first three years the feature is included.

