



## Special Pay Plan

Maximizing the value of special forms of payment.



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# Special Pay Plan

## Handle Special Forms of Compensation in a Tax-Advantaged Way

A Special Pay Plan is a type of 401(a), 403(b), or 457(b) retirement plan that is funded using unique forms of compensation like unused sick leave and unused vacation pay. Payments may also be based on years of service and severance. These funds are contributed on a pre-tax basis.



### **How the *Employer* Benefits**

- Permanently save the 7.65% in FICA taxes
- Plan is funded using unique forms of compensation like unused sick and vacation leave
- Turnkey plan administration, compliance, and education
- IRS-approved plan documents



### **How the *Employee* Benefits**

- Permanently save Social Security & Medicare taxes on contributions
- Contributions are made pre-tax
- Flexible distribution options
- Contributions are 100% fully vested
- Full control over distribution timing for tax planning

# Eligible Forms of Payment

Unique Forms of Compensation to Fund a Valuable Benefit



*Unused Sick  
Leave*



*Unused  
Vacation Pay*



*Severance*



*Tenure*

## ***Your Plan on Your Time***

- *24/7 online access for employers and employees*
- *Access plan documents and forms*
- *Monitor account balance and track account growth*
- *Download helpful resources*
- *Access from your smartphone, computer, or tablet*



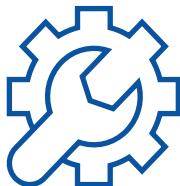
# Saving the public sector **millions** in payroll taxes each year.

Decades helping you administer specialized retirement and health plans.



## Dedicated Account Management

*Our Account Managers are your single point-of-contact for all plan needs.*



## In-House Administration

*Turnkey plan administration, compliance & education. We reduce your administrative burden while equipping you and your participants with resources to take advantage of your benefit.*



## Ready-to-Implement IRS-Compliant Plan Designs

*We make implementation easy with plug-and-play plan designs and a comprehensive onboarding process.*

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### **Complete financial wellness for today and tomorrow.**

Flexible Spending Accounts | Health Reimbursement Arrangements | FICA Alternative Plans | Employer Sponsored Plans | Trusts | Special Pay Plans