NICHOLAS PENSION CONSULTANTS

Plan Design & Administration

ABOUT US

NPC is a third party pension administration firm. We specialize in quality plan administration and do not provide investments or insurance services. Our local consultants are strategically placed to service our clients throughout the western states.

Owners: Ken Roberts, Adam Zuro, Leonard Roberts, Patrick Collar, Warwick (Nick) Nicholas & Andy Wass

NPC NEWS

Thanks to the many Advisors and Accountants who have entrusted us with their clients, we administer approximately 4,000 retirement plans, representing over 50,000 participants. Our clients are supported by our team of 80 employees, all located within the United States, bringing hundreds of years of combined experience. For more information visit our NPC LinkedIn Page.

As consolidation continues among Third Party Administrators (TPAs), we proudly remain a privately held company. As a true TPA, we do not sell investments or insurance. We have developed a regional administration service model designed to deliver superior quality while keeping costs competitive. Each client is assigned both a local Consultant and a dedicated Administrator. In addition, our team includes multiple Actuaries, an ERISA attorney, and a 401(k) Audit CPA, enabling us to provide enhanced compliance assurance.

Continuing Education Seminars

Our seminars provide Continuing Education Credits for CPAs, CFPs, EAs and Life Insurance.

CE Continuing Education Approved IRS Provider

Contact one of our Consultants for a private seminar. Recent meetings include:

- Financial Planning Association
- San Francisco Bar Association

CALSAVERS & STATE-RUN IRAS

2026 is the first full year California companies with one or more employees must offer a retirement plan or CalSavers. Penalties for non-compliance can reach $750 per employee per year. A 401(k) or other plan can satisfy the requirement. For details, see our CalSavers Overview.

AUTOMATE CENSUS DATA

This automation will simplify the process for our clients, save time, and reduce errors. For more information, see our Payroll Connect Overview. Supported payroll partners include:

ADP	Paychex	QuickBooks Online
Auris	Paylocity	*...and many more*

WHAT STILL SURPRISES CPAS & ADVISORS

- **Establish a Plan for Last Year** – During this summer of 2026, we were still establishing plans for the 2025 tax year. DB/Cash Balance and Profit Sharing plans can be established by the tax filing deadline, including extensions.

(cont'd on reverse)

New Deadlines for 12/31 Year-End Plans

Employers have until their tax filing deadline to establish PS & DB Plans. The chart below summarizes the deadlines:

10/01/26 - startup 401(k) Safe Harbor Plan for 2026
12/01/26 - add Safe Harbor 3% PS to existing 401(k) for 2026
12/01/26 - add Safe Harbor Match to existing 401(k) for 2027
12/31/26 - startup 401(k) for 2026
3/15/27* - startup PS or DB for 2026 (S-Corp & LLP)
4/15/27* - startup PS or DB for 2026 (C-Corp & Sole Prop)
4/15/27 - startup 401(k) for Owner-Only Sole Prop (no extensions)

**plus extensions*

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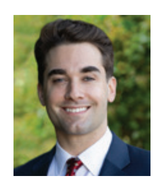

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- **DB/Cash Balance Flexibility** – DB plans are much more flexible than many realize. Proper plan design, funding ranges, and effective funding strategies can provide the flexibility to meet the annual desired contribution. If the investments underperform, contributions should increase, and likewise contributions may decrease if investment performance exceeds plan expectations. Furthermore, if an owner's contribution objectives change considerably, the plan can be amended to provide additional flexibility, including a plan freeze. DB plans can also be terminated after several years with a valid business reason.
- **Potential $80,000 Tax Credits** – While the Tax Credits are significant for starting a new 401(k) plan, they are actually not taken as often as would be expected. The recent revision of Form 8881 should boost participation. Startup Tax Credits offer up to 100% of eligible startup costs for the first 3 years of establishing a new plan, and up to $1,000 per employee for qualifying employer contributions (phasing out over 5 years). To illustrate the impact, a 20 person startup company could be leaving over $80,000 in tax credits on the table. For more information see our Tax Credit Overview.
- **Catch-up & Rothification** – Beginning with the 2025 taxable year, an additional 401(k) catch-up is available for participants age 60-63. The higher catch-up limit is $11,250 for 2026. Beginning in 2026, all catch-up contributions must be Roth for participants whose prior-year FICA wages from the employer exceeded $150,000.

MARKETING OPPORTUNITY WITH IRS DEADLINES

401(k) Restatement Deadline due 9/30/28 *(anticipated date)*
403(b) Restatement Deadline due 12/31/26

There is a tremendous opportunity for Advisors to market plan design services for both 401(k) and 403(b) Plans. Every 6 years the IRS requires 401(k) plans to be restated to a new document. Employers will need to rewrite their plan documents anyway, so why not reach out to employers now to review their options. We can review plan document designs and prepare proposals to assist Advisors in capturing more of this business.

SECURE 2.0 Act Amendment due 12/31/26

In addition, the SECURE 2.0 Act amendment deadline is approaching. Since its enactment at the end of 2022, Plan Sponsors have been required to follow this legislation in good faith. A plan that is not timely amended will be considered out of compliance. For additional detail on these provisions, please reference our SECURE 2.0 Overview.

401K+DB/CASH BALANCE PLANS

DB/DC Combination plans often allow older owners to contribute over $300,000 for themselves, while typically requiring a 7-10% contribution for employees. Example:

	Age	Compensation	DB/DC Combo
Owner	57	$200,000	$300,000
Employee	25	$50,000	$3,500

TIPS FOR OWNER-ONLY RETIREMENT PLANS

- **Plan Design -** If designing a plan with employees is like chess, designing a Solo-K is like checkers. There are 3 feasible plan types to choose from, including a SEP, 401(k) or DB. For a comparison on the benefits of each, please see our Owner Only Plan Design Overview.
- **$1,500 Tax Credit -** Adding auto-enroll to a new or existing Solo-K may qualify the employer for a $500 annual tax credit for 3 years ($1,500 total), helping offset plan costs.
- **Mega Backdoor Roth -** Is a popular term for VATC (Voluntary After-Tax Contributions) followed by a Roth conversion. VATC can help an owner reach the individual limit when maximum 401(k) deferrals and 25% employer contributions fall short. Adding VATC allows contributions up to $72,000 (and more with a DB plan). Please see our Mega Backdoor Roth Overview.

	401(k)	25% Profit Sharing	VATC	Total
Owner $100,000	$24,500	$25,000	$22,500	**$72,000**

HOW TPAs ASSIST ADVISORS & CPAs

NPC Consultants focus on building long-term, trusted relationships with Advisors and Accountants, serving as their ongoing expert resource in retirement plan design and compliance. Our Consultants are available to discuss current plan issues and prospective opportunities. In addition, they are available for group presentations and one-on-one training meetings.

TOP INVESTMENT PROVIDERS

Numerous national investment companies have chosen to include Nicholas Pension Consultants on their preferred list of service providers. We can work with any investment company. Examples include: **American Funds, ADP, Ascensus, Charles Schwab, Empower, Fidelity, John Hancock, Lincoln, Nationwide, Principal, Transamerica, T. Rowe Price, The Standard, Vanguard, Vestwell, & Voya.**

NEWSLETTER SUBSCRIPTION: To be added or removed from our email list, please contact seminars@nicholaspension.com.

The information contained herein should not be acted upon without professional advice.

NICHOLAS PENSION CONSULTANTS

Plan Design & Administration

PRESENTS OUR 33rd ANNUAL SEMINAR
A REVIEW OF QUALIFIED RETIREMENT PLANS UNDER CURRENT LAW

ALL SEMINARS ARE COMPLIMENTARY FROM 9:00-11:00 AM AND INCLUDE:

Continental Breakfast, training materials and 2 hours of continuing education for CPAs, CFPs, EAs and Life Insurance. This seminar is designed for Accountants & Financial Advisors and also serves as a great opportunity to invite business partners.

RETIREMENT PLAN OVERVIEW

- Plan Types
- Design Options
- Eligibility
- Vesting

REGULATORY UPDATE

- CalSavers Requirements
- Auto Enroll Overview
- Rothification
- 401(k) & 403(b) Restatements

401(k) PROFIT SHARING PLANS

- Payroll Integration
- New Comparability
- Mega Backdoor Roth
- Safe Harbor Options

DEFINED BENEFIT PLANS

- Combination DB/DC Plans
- Cash Balance Plans
- Owner-Only DB Plans
- Takeover Plans

REGISTER by clicking the location below or www.nicholaspension.com/seminars

CE Continuing Education
Approved IRS Provider

SAN FRANCISCO	Tuesday, Oct. 20, 2026	PALACE HOTEL 2 New Montgomery Street, San Francisco, CA 94105 - (415) 512-1111
WALNUT CREEK - *Alamo*	Wednesday, Oct. 21, 2026	ROUND HILL COUNTRY CLUB 3169 Round Hill Road, Alamo, CA 94507 - (925) 934-8211
SAN JOSE	Thursday, Oct. 22, 2026	SIGNIA BY HILTON SAN JOSE 170 S Market Street, San Jose, CA 95113 - (408) 998-1900
SACRAMENTO - *Rancho Cordova*	Friday, Oct. 23, 2026	SACRAMENTO MARRIOTT RANCHO CORDOVA 11211 Point East Drive, Rancho Cordova, CA 95742 - (916) 638-1100
BEVERLY HILLS - *Los Angeles*	Tuesday, Oct. 27, 2026	BEVERLY HILLS MARRIOTT 1150 South Beverly Drive, Los Angeles, CA 90035 - (310) 553-6561
SAN DIEGO - *La Jolla*	Wednesday, Oct. 28, 2026	SAN DIEGO MARRIOTT LA JOLLA 4240 La Jolla Village Drive, La Jolla, CA 92037 - (858) 587-1414
IRVINE	Thursday, Oct. 29, 2026	MARRIOTT IRVINE SPECTRUM 7905 Irvine Center Drive, Irvine, CA 92618 - (949) 759-0200

Register online using the link above or contact Jolie Conkling at:
seminars@nicholaspension.com / (916) 638-5700