



Defined Benefit Plans: An Introduction

Allowing for larger contributions and tax deductions for business owners than other types of retirement plans, DBZ can determine if a Defined Benefit Plan is right for your business.

A Defined Benefit Plan provides a fixed or "defined" benefit amount to employees at retirement. Sometimes designed as a Cash Balance Plan, this type of retirement program allows business owners and key employees to maximize their retirement savings.

ADVANTAGES



Greater Tax Savings

The ability to make larger contributions in a Defined Benefit Plan results in greater tax deductions for business owners.



Larger Retirement Benefits

Substantial benefits can accrue over a shorter period of time enabling business owners to maximize retirement savings.



Employee Retention

Defined Benefit Plans allow business owners to offer key employees attractive benefits while simultaneously increasing personal savings.

CONSIDERATIONS

- Contributions are **not discretionary**
- Contribution levels **may fluctuate** due to IRS interest rates and plan returns
- Defined Benefit Plans require at least a **3-5 year commitment**

Contact DBZ at proposals@dbzinc.com or 412-263-0102 to discuss plan design options

Since 1991 our more than 65 professionals have provided companies, just like yours, with recordkeeping, administration and actuarial services for their retirement plans. DBZ services more than 2,500 clients ranging in size from 1 to several thousand employees. We are proud of our reputation for providing efficient, accurate and affordable services to our clients.