ASC SILVER CONSULTING SERVICES

Question: What is the potential impact of the business owner marrying one of the other plan participants?

> **Answer:** The individual immediately becomes an HCE, if not already, impacting testing...

Question: An HCE wants to make after-tax contributions to a safe-harbor 401(k) plan to maximize their allocation, can they?

> Answer: Yes, unless the amendment violates one of the four prohibitions in IRS Notice 2016-16, which...

Your ERISA Questions Answered

Silver Consulting is a special add-on benefit available only to ASC's Plan Document clients

- Affordable monthly fee to remit a set number of ERISA questions per year
- Support for questions about the plan documents or DGEM system are included in your Plan Document System fee
- General support questions do not count as Silver Consulting questions
- Submit plan-specific or general ERISA questions
- Easily submit your questions while logged into the Plan Document System (DGEM) or via email
- Silver Consulting is a consultant analysis of ERISA-related issues and does not constitute legal advice

Answers by our ERISA team of experts, led by John Griffin, J.D., LL.M., averages over 35 years of industry experience!



J.D., LL.M.







Meredith Treat Dawn Johnson J.D., APM

Andrea Gelhar ERPA, QPA



Megan Lewis CPC, QPA

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