

easyspeak



We don't need to impress our clients by quoting IRS Code or using industry jargon to show them how smart we are. We communicate with our clients in a way they can understand, like talking to a friend, neighbor or family member.

- ★ LIGHT ON INDUSTRY JARGON
- ★ NO QUOTING IRS CODE
- ★ SIMPLE and EASY INSTRUCTIONS
- ★ COMMUNICATIONS CLIENTS CAN UNDERSTAND
- ★ A LITTLE BIT OF FUN AND HUMOR SPRINKLED IN



Example of "yawn-speak":

After the completion of your 2015 retirement plan compliance testing and administration. We must inform you that ABC Company 401(k) Plan and Trust has **failed the ADP/ACP Testing**. Excess contributions, together with earnings relating to such excess contributions, will need to be distributed to HCEs in accordance with IRS regulations.

If you do not comply or follow these directions you could face IRS penalties or worse your plan could be disqualified. The corrective distributions **must be executed by March 15, 2016 to avoid 10% excise tax penalties and necessary filings of IRS Form 5330.**

PDC's easyspeak

Your 2015 work is all done, but the plan "failed" a necessary Government test. While **failing** a test may sound alarming, you can relax. A 'failing test' is normal occurrence and it only means the plan needs a little fix. Take a look at the attached documents that details the corrections needed and easy instructions on how you go about doing so.

As long as corrective actions are made by March 15, then the plan can avoid potential penalties. We got your back and will help you every step of the way.

Footnote:

If you prefer, we can call your plan "ADP Test Challenged". As that sounds a somewhat better than hearing your plan failed something.