



Plan Setup Capabilities

- Maximum flexibility in plan setup with user-defined plan parameters and the ability to create an unlimited number of benefit calculation components. This design allows the user to code complex benefit formulas.
- Two types of calculations: finals and estimates.
 - Finals require all data through the decrement or termination date to be available.
 - Estimates use projection assumptions for data from last available through the decrement or termination date.
- Define formulas for each of the decrement types of retirement, termination, death and disability.
- User-defined errors and warnings to handle exception groups. These may differ between finals and estimates.
- User-built rounding library for numeric and date calculations.
- Facility to set up reference tables for the plan. (Mortality Rates, Interest Rates, Actuarial Equivalence, Conversion Tables, etc..)
- Eligibility requirements based on service, age, age and service, points, and user-defined selection criteria.
- Service calculations:
 - Date-driven changes in calculation methods.
 - Elapsed time, hours worked, stored service amounts and grandfathered service can all be handled.
 - Break-in-service rules can be set up through user defined parameters.
- Salary and final average salary calculations include:
 - Periodic salaries considering frequencies (bi-weekly, monthly, etc.)
 - Rates of pay
 - Date-driven changes in earnings
 - 401(a)17 maximum compensation limits
 - Total salary can be built from components of pay
- Handles all types of DB formulas and combinations including cash balance, pension equity, final average, career average, flat dollar, floor/offset, etc.
- User-defined formula components calculate final average earnings; salary; social security covered compensation, wage base and PIA; service, etc..
- Each Benefit Definition is configured with eligibility requirements.
- All possible forms of benefit payment calculated including life annuities, joint life annuities, certain periods, Social Security level income options, lump sum and life insurance.
- Each payment form can have a separate eligibility from the benefit definition.
- Detailed sample life displays for validation of calculation results run during plan setup.
- Regulatory parameters available for IRC § 401(a)17 compensation and § 415(b) benefits