



Retirement Plan Options for CA Employers

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AGENDA

- Introduction
- Why Retirement Plans are Hot!
- Employer Challenges with CalSavers
- Better Options for Employers
- Tax Credits Available
- What's Best for Your Business?
- Infinium HR Plan Options
- Conversion Considerations
- Next Steps

Introduction - Talking Points

Why it's Important:

California law now requires most employers to offer a retirement plan

Understanding Your Options:

We'll walk through state-mandated CalSavers vs. private market alternatives

Compliance Made Simple:

What you need to know about deadlines, eligibility, and required contributions

Beyond the Minimum:

How offering retirement benefits can improve employee attraction and retention

Making It Work for Your Business:

Cost and maintenance considerations for small business retirement plans



Why Retirement Plans are Hot!



CalSavers Mandate

All businesses must offer a qualified retirement plan by December 31, 2025

Recruiting and Retention Tool

Offering a robust retirement plan is a great attraction and retention tool

Tax Incentives for Employers

The federal SECURE Act offers tax credits up to \$5,000/year for the first 3 plan years

Rising Employee Financial Awareness

Employees are more financially conscious and want tools to build long-term security

Alternative Plans Are More Accessible

Affordable alternatives are available that can be a more effective alternative to CalSavers

Employer Challenges with CalSavers



Administrative Burden

Administration and maintenance can be time-consuming and confusing

No Employer Benefit

Little or no credit from employees and no tax benefit to the employee or employer

Limited Plan Flexibility

Only Roth IRA options, no matching and zero customization of the plan design

Employee Frustration

No access to live financial advisors. It's the government, so don't expect much!

Most Employees Won't Participate

It's been our experience that less than 5% of employees will participate

Better Options for Employers

Alternatives that Meet the Mandate:

- Payroll Deduction IRAs
- 401(k) plans (403(b) for non-profits)
- Simple IRA, SEP IRA basics



Benefits of a Qualified Plan vs. CalSavers:

- Employer contribution options
- Tax advantages for employers and employees
- Better attraction & retention for employees
- Vesting strategies
- Profit sharing

What's Best for Your Business?

Your business demographics, goals and budget will help you determine what's best for your company:



Company Goals

Tax Benefits
Employee Satisfaction
Owner Benefits
Long Term Strategy

Budget and Admin

Plan Costs
Administrative Burden
Employer Match
Time and Resources

Demographics

Investment Appetite
Participation
Education
Industry

Once you have a direction, designing a plan that incorporates your needs is the next step in the process

Tax Credits for Small Business



Startup Tax Credit

- Up to \$5,000/year for the first three years
- Applies to businesses with ≤ 50 employees
- Covers 50–100% of setup and administration costs

Auto-Enrollment Credit:

- Additional \$500/year for 3 years
- For plans that include automatic enrollment

Employer Contribution Credit

- Up to \$1,000 per employee (phased out above 50 employees)
- For businesses that make contributions to employee accounts
- Applies for first 5 years of the plan

Options through Infinium HR



ICON Savings - Paycheck Deduction IRA

- Flat monthly fee based on # of employees
- Works for W-2 and 1099 workers
- It takes minutes to set up
- Flexible Match is optional
- Fully portable plan
- No federal filing requirements or testing
- No fiduciary burden or risks

Bottom line:

Great low cost CalSavers alternative

Options through Infinium HR



401GO – 401k Retirement Plan

- Fast, easy setup—as little as 15 minutes
- Automated contributions, compliance, and reporting
- Transparent pricing—only pay for active participants
- Seamless 360° payroll integration
- Dedicated, top-rated customer support
- No employer fiduciary responsibility

Bottom Line:

No frills 401k plan that fits most small business needs

Options through Infinium HR



Human Interest – 401k Retirement Plan

- Full-service setup and flexible plan options
- Automated contributions, compliance, and reporting
- Easy Employee Onboarding
- Seamless 360° payroll integration
- Flexible Plan Design
- Scalable solutions that grow with you

Bottom Line:

Full service, scalable plan for growing businesses

Summary Comparison Table

Icon Savings: Ideal for clients seeking a straightforward, no-fuss retirement plan, fully integrated, no paperwork, perfect for mobile

401GO: Tech-savvy and cost-efficient, tailored for startups or firms focused on speed, simplicity, and automation. or contract-heavy environments.

Human Interest: A well-rounded choice for small to mid-sized businesses needing flexible plan features, transparent costs, and robust compliance support.

Feature	Icon Savings	Human Interest	401GO
Monthly Fee	Starts ar \$50 per month depending on number of employees	\$120 -\$200 Base / \$5 - \$9 per active employee per month	\$79-\$99 / \$9.00 Base per participant per month
Plan Types	Traditional IRA or Roth IRA	Traditional 401(k) options	Traditional 401(k) options with scalable services and features
Payroll Integration	360 integration with payroll	360 integration with payroll	360 integration with payroll
Setup Time	Minutes	Moderate setup	Quick setup
Admin Support	High-touch	Full-service compliance support	Full-service compliance support
Portability	Individual portability	Portable for the business	Portable for the business

Plan Conversion Questions

New Plan Considerations

- Clarify Your Goals
- Understand Costs
- Choose the Right Provider
- Know Your Fiduciary Responsibilities
- Educate Employees
- Start small – scale up as necessary

Existing Plan Conversions

- Identify the Reason for Switching
- Compare Costs & Services
- Plan for the Transition
- Review Matching & Vesting Rules
- Engage Your Team
- Consult with Professionals





Questions?



Hiring & Onboarding: Building a Process that Boosts Retention and Performance

Wednesday August 20 2025 9:00 AM

In this session, we'll break down:

- ✓ The difference between orientation and onboarding
- ✓ The proven "4 C's" framework for successful onboarding
- ✓ Six best practices you can apply immediately
- ✓ How to get managers and leadership fully engaged
- ✓ Simple steps to spot and fix common onboarding gaps

You'll also get a free **Onboarding Roadmap Template** to start improving your process right away.

Don't miss this chance to build an onboarding experience that saves money, builds culture, and keeps your best people longer.

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Infinium HR – Your Partner in Payroll, HR, and Compliance

At Infinium HR, we understand the complexities of California wage and hour compliance and the challenges HR professionals face. Since 2014, we've been a locally owned and operated firm dedicated to helping businesses navigate payroll, HR automation, and compliance with confidence.

- ✓ **Payroll & Tax Management** – Accurate, reliable payroll processing with full tax compliance.
- ✓ **HR Support & Compliance Guidance** – Expert advice to help you stay ahead of labor law changes.
- ✓ **HR Automation** – Streamlined onboarding, timekeeping, compliance, benefits, and more.
- ✓ **Employee Relations & Best Practices** – Proactive guidance to minimize risk and enhance workplace culture.

Whether you need day-to-day HR support, payroll solutions, or proactive compliance strategies, Infinium HR is here to help.

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