

Retirement Plan Options Comparison



Employer	401k Plan	Simple IRA
Contribution Option 1	Zero, Profit Sharing, or Match	2% Non Elective
Contribution Option 2	Zero, Profit Sharing, or Match	Dollar-for-Dollar Match to 3% ¹
Contributions Required	Optional	Required
Vesting Options	100% Immediate to 6-Yr Graded	100% Immediate

Employee	401k Plan	Simple IRA
Contribution Limits	\$22,500	\$15,500
Catch Up Contributions (50+)	\$30,000	\$19,000
Roth Contributions Available	Zero, Profit Sharing, or Match	Dollar-for-Dollar Match to 3% ¹

Employer Costs	401k Plan w/o Match	Simple IRA
Monthly Base Fee	\$29	\$0
Monthly Per Participant	\$9	\$0
Contributions Required	\$0	1% - 3% of Company Payroll
Est. Total Annual Costs (25ee)	\$3,048	1% - 3% of Company Payroll
Est. Total Annual Costs (50ee)	\$5,748	1% - 3% of Company Payroll
Auto Enroll Credit (1st 3 yrs)	\$500	None
Potential Tax Credit Estimate ²	50% of Employer Admin Costs (1st 3yrs)	None

Employee Costs ³	401k Plan	Simple IRA
Plan Advisor	0.55%	1.25%
Investment Estimated Costs	0.02% to 0.13%	0.05% to 0.48%

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¹ Min 1% employer contribution for no more than 2 out of 5 years.

² Refer to your tax professional or IRS for accurate figures

³ Employee costs paid from plan assets

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