

What is a SIMPLE IRA?

A SIMPLE IRA (Savings Incentive Match Plan for Employees) is a retirement savings plan designed for small businesses like ours. It's an easy, tax-advantaged way to save for your future, and we help by matching your contributions. Here's how it works:

How Does It Work?

1. **You Save:** You can contribute up to **\$15,500 in 2025** (or more if you're over age 50 – see below).
 - a. This is deducted directly from your paycheck, so it's simple and automatic.
 - b. Contributions are **pre-tax**, which lowers your taxable income today.
2. **We Match:**
 - a. We match **dollar-for-dollar** up to **3% of your salary**.
 - b. For example, if you earn \$65,000/year and contribute 3% (\$1,950), we also contribute \$1,950. That's **free money** added to your retirement!
3. **Your Account Grows:**
 - a. Your contributions + our match are invested and grow tax-deferred.
 - b. Over time, thanks to compound interest, your savings can grow significantly.

Why Participate?

- **Double Your Savings:** Your contributions are matched by us – that's an instant 100% return on your investment up to 3%.
- **Tax Advantages:** Contributions lower your taxable income now, and you don't pay taxes on the growth until you withdraw funds in retirement.
- **Build Wealth for Retirement:** Even small contributions, with our match and investment growth, can add up to a substantial nest egg over time.

Contribution Limits

1. **For Employees (2025):**
 - a. **Under age 50:** You can contribute up to **\$15,500/year**.
 - b. **Age 50 or older:** You can contribute an additional **\$3,500/year** (for a total of **\$19,000/year**).
2. **Employer Contributions:**
 - a. We match 3% of your salary up to the legal limits.
3. **Family Participation:**
 - a. SIMPLE IRAs are individual accounts, so only employees can contribute. However, your savings can benefit your family long-term by securing your retirement.

Example: How It Adds Up

If you make **\$65,000/year** and contribute **3% (\$1,950)**:

- We'll match **3% (\$1,950)**.
- Together, **\$3,900/year** is invested.
- Over 20 years, assuming a 7% annual return, your account could grow to over **\$225,000**. That's with just 3% contributions!

Key Points to Remember

- **Flexible Contributions:** You can choose to contribute less or more (up to the limits).
- **Portability:** If you leave the company, your SIMPLE IRA stays with you.
- **Plan Your Future:** Saving consistently, even a small percentage, can create a comfortable retirement.

We're here to help you take full advantage of this opportunity. Take advantage of this opportunity today!