



## SIMPLE SERVICE

### SIMPLE IRA PLANS ARE A SMART CHOICE FOR A SMALL BUSINESS.

SIMPLE IRA features include:

- ~ Elective deferrals of up to \$12,500 (2018) each year, plus an additional \$3000 (2018) for those over age 50
- ~ Required match contribution on a dollar-for-dollar basis up to 3% of compensation; or non-elective contributions of 2% of the employees compensation. Employer contributions are 100% vested
- ~ No annual forms to file, and no non-discrimination required

Simple IRA plans are “self-administered” plans by design – to keep employer administration costs to a minimum. The problem is, many employers don’t fully understand what their administrative requirements are. In most cases, the Plan Sponsor feels they are operating the Plan to the best of their knowledge and cannot be audited. According to IRS statistics, small businesses are twice as likely as individuals to be selected for IRS audits.

### KEEP IT SIMPLE

HILLS PENSION ASSOCIATES, INC. (HPA) provides SIMPLE SERVICE using IRS guidelines to give plan sponsors peace of mind knowing their plans are in compliance. For \$10 per participant (minimum \$300), HPA will provide a yearly review for SIMPLE plans including:

- ~ Review of Plan Documents, Summary Plan Description and Amendments
- ~ Notify Plan Sponsor of Regulatory Changes
- ~ Provide employers with required information such as the SIMPLE IRA Notice and Annual Deferral Notice
- ~ Determine eligibility and monitor plan limits
- ~ Determine each eligible employee’s compensation using the definition in your plan document
- ~ Proof employer contributions – are all employees receiving the correct allocation
- ~ Monitor employee deferrals – contributions must be deposited as soon as administratively possible, but no later than 30 days following the month in which they were withheld from pay
- ~ Consult business owner on possible plan enhancement options, increasing their retirement savings and taxable deductions.
- ~ Provide employers with their own online secure vault at [www.hillspallc.com](http://www.hillspallc.com) to store all plan documentation and information
- ~ Provide methods for correction of plan failures. The IRS has helpful correction programs for all types of plan sponsored retirement plans including SIMPLE IRAs. Employers can correct any mistakes easily, without penalty, and without notifying the IRS under the Employee Plans Compliance Resolution System (EPCRS). Additional fee of \$100/hr applies to all prohibited transactions.

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Hills Pension Associates, Inc., we specialize in Plan Design to maximize contributions and tax deductions for company sponsored retirement plans. With our hands-on approach, we leave no stone unturned.