

# SIMPLE IRA EMPLOYER RETIREMENT PLAN

For Employers With Less Than 100 Employees



No Start-Up Costs

No TPA or Recordkeeping Fees

No Annual Form 5500 Filing

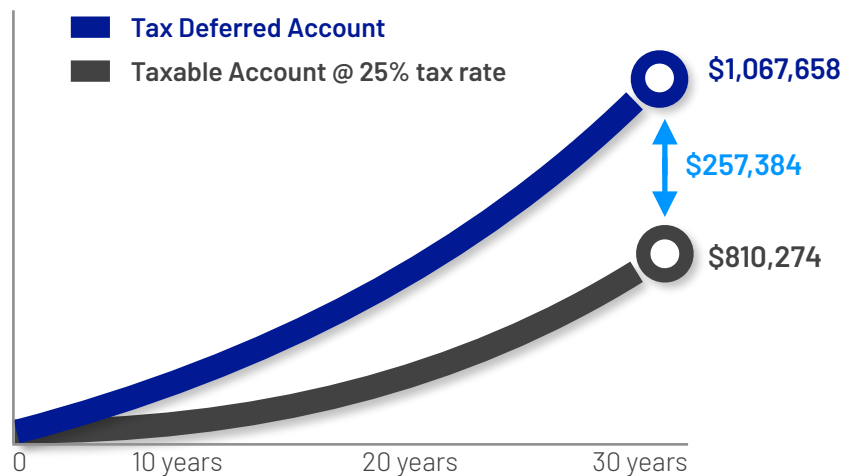
## INTRODUCTION

Just like a 401k plan, Simple IRA's are an employer sponsored retirement plan that allow employees to save for retirement with pretax contributions and a 3% matching employer contribution or a 2% non-elective contribution. Employer contributions are like getting a raise above and beyond their normal compensation. The employees retirement account gets the benefit of growing tax deferred until they take distributions during retirement after the age of 59 1/2.

## POWER OF TAX DEFERRAL

When it comes to investing, it's not just how much you make that matters—it's how much you keep after taxes.

The amount lost to taxes and other costs is one of the key factors affecting your returns, according to the Schwab Center for Financial Research, just behind proper investment selection and asset allocation. Even small amounts can quickly add up to a lot over the years, so anything you can do to reduce the drag will help. Tax deferral allows investments to compound and continue to grow without income or capital gains taxes.



A 7% average annual investment return was utilized in the hypothetical illustration above. Actual investment returns will vary and are not guaranteed.

## EMPLOYEE CONTRIBUTION LIMITS

Your contributions will come out pretax from your paycheck. This means that your reportable income for taxes will be reduced by the amount that you contribute. Upon retirement when you withdraw money you'll pay income tax.

For 2024 the maximum that you can contribute is \$16,000 or \$19,500 if you are over the age of 50. Your contribution limits do not include what your employer contributes.

**Payroll Example:** With weekly payroll you can contribute a maximum of \$298 or \$365 for those age 50 and older. With bi-weekly payroll you can contribute a maximum of \$596 or \$730 for those age 50 and older.

## COMPANY MATCH

Your employer will contribute a certain amount to your SIMPLE IRA account based on your own contribution.

On a calendar year basis, your employer will match your contributions dollar-for-dollar up to 3% of your annual compensation. All contributions whether from you or your employer are 100% vested immediately.

**Match Example:** If an employee earns \$50,000 in annual compensation their employer will match the their contributions up to a maximum of \$1,500 per year. The employee can continue to contribute until they hit the annual employee contribution limit of \$15,500. For those under the age of 50 they can continue to contribute to the annual limit of \$19,000 for those over the age of 50.older.

### THREE WAYS TO INVEST...(no trading costs or commissions)

#### ✓ TARGET DATE ETF

Target date exchanged-traded funds (“etf”) are a simple way to build a diversified portfolio of stocks and bonds based on your expected retirement date using one low-cost fund. Due to minimum share price restrictions, this is the default investment option for accounts under \$5,000.

#### ✓ ADAPTCORE PORTFOLIOS

Our in-house Quartz Partners’ adaptCORE portfolios are available at not additional cost and are built to navigate all market environments. We utilize low cost etf’s and make changes to portfolios in real-time to seize opportunities and mitigate investment risk as it arises.

#### ✓ DIY ETF PORTFOLIOS

This option is for employees desiring to select the individual investments within account. Employees can build their own custom portfolio from a comprehensive list of low-cost etf’s developed by our Chief Investment Officer.



### THE QUARTZ PARTNERS DIFFERENCE

We aren't shackled by proprietary fund requirements. Our nationally recognized investment team<sup>2</sup> utilizes a diverse menu of index funds with internal expenses that can cost 60% less than actively managed mutual funds. Why low cost index funds? Over 80% of U.S. equity mutual funds failed to beat their benchmark investment performance over a 15-year period according to SPIVA U.S. Scorecard. Our investment team can provide investment advice to participants and even actively manage their investments in a Quartz Partners adaptCORE portfolio.

#### DISCLOSURES

<sup>1</sup> Quartz Partners Investment Management (“Quartz”) has been ranked in the Lipper Best Money Managers multiple times from 2016 to 2022 for its Yield Plus and Spectrum investment strategy’s. Quartz did not make any solicitation payments to any of the award sponsors in order to be nominated or to qualify for nomination of the award. Lipper Marketplace is an investment manager database that serves as an objective, third-party supplier of information. Lipper Marketplace’s Best Money Manager ranking is a survey of institutional money manager performance. For more information please visit [quartzpartners.com/ranking](http://quartzpartners.com/ranking) or contact us directly with questions or for historical rankings. Minimum criteria for inclusion in Best Money Managers: 1. Performance must be calculated “net” of all fees and brokerage commissions. This means after all fees have been deducted. This standard is somewhat controversial, as the SEC requires that only “net” of fees numbers be presented publicly, while GIPS (Global Investment Performance Standards) prefers that “gross” numbers be presented along with a fee schedule. Since the SEC is a regulatory authority, and since complete fee schedule presentation would be impractical in this “ranking” format, we require “net” numbers. 2. Performance must be calculated inclusive of all cash reserves. To explain, any given investment portfolio will hold some level of cash over a particular reporting period. Even equity portfolios which specifically seek to be fully invested in the market at all times will temporarily have dividend payments and other ordinary cash flows which cannot instantaneously be invested in the market. These cash holdings obviously will have an effect on the performance of the overall portfolio – negative when cash returns are low relative to returns of the asset class, and positive if the opposite is true. While presentation of “equity-only” (for example) returns may provide a valuable insight into the security selection skills of the manager, we require for comparability’s sake that performance results be inclusive of cash reserves for consideration in the rankings. 3. Performance results must be calculated in U.S. dollars, that is, from the perspective of a U.S.-based investor. Currency holdings can have a very significant impact on the performance of a portfolio with international holdings. While this will always be the case (as we do not make distinctions between hedged and unhedged portfolios), we require that performance must be translated into U.S. dollars to ensure comparability to the point where these are all returns that would be seen by a U.S.-based investor. 4. Performance results must be calculated on an asset base which is at least \$10 million in size for “traditional” U.S. asset classes (equity, fixed income, and balanced accounts) or at least \$1 million in the case of international and “alternative” U.S. asset classes. This minimum ensures that the firm and product are somewhat established. The goal is to not taint the rankings with “flashes in the pan” while also not excluding promising emerging managers. The minimum asset base requirement, therefore, is set at a level which balances these objectives. 5. The classification of the product must fall into one of the categories which we rank. We only publish rankings for categories/time period combinations for which we have at least 20 contenders. Read full ranking an disclosures at [www.quartzpartners.com/ranking](http://www.quartzpartners.com/ranking)

<sup>2</sup> Quartz Partners Investment Management (“Quartz”) is an investment adviser registered with the SEC under the Investment Advisers Act of 1940. Quartz’s Partners use of the term “registered investment adviser” or being “registered” with the SEC, any state securities authority or self regulatory organization does not imply a certain level of skill or training. Additional information about Quartz is available on the SEC’s website at [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov). You can view information about Quartz on this website by searching for our name “Quartz, LLC” or “Quartz Investment Management”. You can also view information on this website by using our CRD number which is 174327. [www.adviserinfo.sec.gov](http://www.adviserinfo.sec.gov). Quartz claims compliance with the Global Investment Performance Standards (GIPS®). A complete list and description of the firm’s composites and a presentation that adheres the GIPS® standards are available upon request. Investing involves the risk of loss. Past performance is not an indication of future performance. This brochure should not be construed as investment advice. Quartz does not provide tax or legal advice. To the extent that this material or any attachment concerns tax matters, it is not intended to be used and cannot be used by a taxpayer for the purpose of avoiding penalties that may be imposed by law. Any such taxpayer should seek advice based on the taxpayer’s particular circumstances from an independent tax advisor. The plan sponsor should consult their legal and tax advisors regarding all tax and legal considerations with respect to the plan, which are based upon ERISA, judicial decisions and Department of Labor regulations and rulings in existence on the date hereof. Further, neither Quartz Partners nor any investment adviser representative, solicitor, or other financial professional is (by virtue of this proposal or otherwise) a fiduciary with respect to your plan for purposes of ERISA or similar laws unless otherwise explicitly stated and rulings in existence on the date hereof. Further, neither Quartz Partners nor any investment adviser representative, solicitor, or other financial professional is (by virtue of this proposal or otherwise) a fiduciary with respect to your plan for purposes of ERISA or similar laws unless otherwise explicitly stated. Some of the services listed will be provided by third parties and not by Quartz. Quartz will maintain a relationship with all service providers including third party administrator, record-keeper, custodian, investment options, etc.