



Making the SIMPLE IRA even simpler.

With the recent spotlight on the \$3.68 trillion retirement savings gap in America¹, more workers are looking for employers that offer a retirement benefit, however; 57% of small business owners do not provide a retirement plan for their employees, stating cost as the main reason.²

To meet the evolving retirement landscape, employers are turning to the Savings Incentive Match Plan for Employees Individual Retirement Account (SIMPLE IRA) as a cost-effective option.

While the SIMPLE IRA has been a popular choice for smaller businesses, it still had several shortcomings. Fortunately, PCS Retirement's new SIMPLE Pro IRA has addressed these concerns and created a solution that behaves more like a 401(k) plan. This innovative solution eases administration burdens for both employers and financial advisors, making it an excellent choice for companies looking to provide a retirement benefit while keeping costs low.

The SIMPLE Pro IRA solution

This approved IRS prototype document now allows our SIMPLE IRA to be treated as more of a plan, which includes:

- 1 Automatic enrollment
- 2 Automatic increases
- 3 Qualified default investment alternative (QDIA)
- 4 Secure 2.0 tax credits

How SIMPLE Pro IRA compares to other solutions for small businesses

	SIMPLE Pro IRA	PCS SIMPLE IRA	PCS 401(k)	State-mandated retirement plans
Plan Design	Financial advisor serves the employer and plan, and allows for plan level features.	Financial advisor serves the participant.	Financial advisor serves the employer and plan.	Individual accounts offered by certain states.
Pricing	15 basis points and \$40 per participant deducted from participant account. Plan level financial professional fee if using a fee-based option. Commission would be set by the 12b-1 of the fund.	15 basis points and \$40 per participant deducted from participant account. Advisory fees negotiated between the participant and advisor.	Recordkeeping fee of \$1,550, \$72 per participant, and a \$1,500 third-party administrator fee for Safe Harbor plans.	Typically less than or equal to 1% of account balance plus investment expenses.
Investments	Open architecture lineup based on fund availability for IRA programs. Fee based or commission options available. Lineup set at the plan level.	Open architecture lineup. Fee based is the only option. Investments are at the participant level.	Customizable fund menus.	Limited and selected by the state.
Eligible for SECURE 2.0 Tax Credits	Yes	Yes	Yes, for new plans.	No
Plan Level Features	Auto Enroll & Auto Escalate QDIA Set Fund Lineup Plan level pricing	None	Robust configuration done through adoption agreement.	None; individual accounts
Enrollment	Online enrollment through census upload. Auto enroll if elected.	Paper enrollment form	Online and automatic enrollment, depending on solution and plan document.	Depends on provider
2025 Contribution Limits	Employee – \$16,500 (\$20,000, if aged 50 and over) Employer – 3% match (can drop to 1% 2 out of every 5 years) OR 2% contribution for all employees	Employee – \$16,500 (\$20,000, if aged 50 and over) Employer – 3% match (can drop to 1% 2 out of every 5 years) OR 2% contribution for all employees	Employee – \$23,500 (\$31,000, if aged 50 and over) (\$34,750, if aged 60-63) Employer – \$46,500	Employee – \$7,000 (\$8,000, if aged 50 and over) Employer – not permitted
Plan Testing and Reporting	None	None	Multiple tests (nondiscrimination, coverage, etc.), including Form 5500, may be necessary, depending on type and/or size of plan	None

Why advisors work with us for SIMPLE IRAs

- Significant reduction in administration burden to your support staff
- Single platform supporting all plan types makes it easy to transition to 401(k) or 403(b), if and when time is right
- Access to hundreds of fund families with thousands of mutual funds and ETFs
- Access to advisor level reporting that makes it easy to leverage data for greater oversight and insight
- Flexible compensation methods, including fee-based and flat commission, are available
- No hidden or investment transaction fees
- Availability of third-party data feeds, such as Albridge, Black Diamond, Fi 360, RPAG, and many more.

Grow your business today

Partner with us to build flexible, regulatory-compliant solutions for your business and help your clients enable their workers to save for the future. Our SIMPLE Pro IRA solution enhances your portfolio and helps you reach employers who are looking for a low-cost retirement benefit, without the hassle and cost associated with a 401(k).

Why not make things SIMPLER?

Contact our sales team to get started!

866-634-5873

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1. EBRI, Notes, "Impact of the COVID-19 Pandemic on Retirement Income Adequacy: Evidence From EBRI's Retirement Security Projection Model®" April 2020

2. Small Business Majority, "Small Businesses Freelancers Need Novel Retirement Options", July 2018

PCS Retirement is among the nation's largest independent and conflict-free retirement solution providers in the industry. PCS Retirement acquired Aspire in July 2019 and together, they provide recordkeeping services to 24,000 plans and 900,000 eligible participants representing \$30+ billion in AUA.