



# ETF Advisor k

**The opportunity to convert your SIMPLE IRA to a 401k plan has a small window. You will need to take advantage before the end of the year.**

The **SIMPLE IRA** has been offered as the no nonsense option for retirement if you want to save cost and avoid complex administration. In the past that has been true. Even though the flexibility and broader options are available in the traditional 401k plan, cost and ease of use have won the day for many employers in effort to offer something to their employees.

Now the ability to offer flexibility, simple administration and fiduciary oversight is available in the **ETF Advisor k 401k Plan**.

- No Startup Cost
- No Annual ongoing Base Fee
- Outsource the 3(16) Fiduciary role
- Risk Based Portfolios and Investment options with professional management

	<b>401(k)</b>	<b>SIMPLE IRA</b>
Who can contribute	Employee; Employer optional	Employee & Employer
Max employee contribution	\$17,500 w/\$5,500 catch-up if over 50 years old	\$11,500 w/\$2,500 catch-up if over 50 years old
Employer contributions	Optional, up to 25% of W-2 payroll with a \$51K cap (\$56,500 if over 50 years old) plus profit sharing options	Required match of 100% first 3% of participating employee contributions or 2% of all eligible employee salaries
Vesting timing for employer contributions	Multi-year options or immediate	Immediate
Access to funds before age 59½	Penalty-free loans or 10% penalty for early withdrawal	25% penalty for withdrawing within first 2 years of participating; 10% thereafter

Also the [Roth option](#) available with a 401(k), which has no income limitation, is another advantage not available in the IRA options. As the costs for small business 401(k)s have dropped substantially, there aren't many reasons to consider anything else.