



Retirement Ready at Any Size

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Small business owners are finding success in saving for their retirement years (and helping their employees do the same) by utilizing various types of employer-sponsored retirement plans. Whether you are self-employed, employ yourself and your spouse, or run a small company, there are options available to secure a successful retirement through a plan that is easy to administer and maintain.

SOLO 401(K)

A SOLO 401(k) is a great retirement plan option if you are self-employed, or employ yourself and your spouse, but still want to save for retirement in an employer-sponsored plan with high contribution limits. This type of plan can be easy to set up (think 10 minutes of paperwork), you can avoid nondiscrimination testing, and government filing doesn't come into effect until the account balance reaches \$250,000. With relatively little complexity in establishing and funding this type of account, it is an attractive option for sole proprietors.

SIMPLE IRA

For small business owners who employ more than themselves and their spouse, a SIMPLE IRA might be an attractive plan option to show your employees you care about their future and want them to be successful in saving for their retirement years. These plans are less expensive to set up and administer than traditional employer-sponsored plans, which makes it an economical option for small business owners. SIMPLE IRAs have lower contribution limits than traditional 401(k) plans, but higher limits than an individual could save in their own IRA outside of an employer-sponsored plan. The SIMPLE IRA is easy to set up and easy to make contributions, so business owners aren't burdened with

running a traditional plan, but don't forget to distribute your required notices.

INTEGRATING INVESTMENT MANAGEMENT IN YOUR SMALL PLAN

In a 2011 survey, 83 percent of U.S. workers said they were interested in professional investment management in their retirement plan. Employers and employees want someone knowledgeable to take care of making their investment decisions, monitoring the plan, and investing based on the market cycles for them. To be successful with managing investments, you need three components: time, interest and knowledge. Many employees acknowledge that these components are needed, but few possess all three characteristics.

While investment management may seem to be more common in traditional 401(k) plans, it is just as important to make this part of your offering for a SIMPLE IRA or SOLO 401(k) plan. By setting up your plan with an advisor that uses discretion and manages the plan assets according to each participant's risk tolerance and retirement objectives, everyone has a chance to be "retirement ready" when the time comes.

For small business owners, the ideas that retirement plans must be cumbersome, expensive and challenging to maintain just don't fit anymore. Savvy owners are making various plans work to their advantage, and doing so with relative ease. If you don't already have a plan available to your employees, perhaps it's time to check out these options.

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