

SIMPLIFIED EMPLOYEE PENSION (SEP)

A simplified retirement plan for the self employed

A SEP is a retirement plan that allows a self employed individual to make contributions for him/her self and any eligible employees. A SEP eliminates complicated government reporting.

The employer and each eligible employee set up individual retirement accounts called a SEP-IRA. Each individual has complete control of their SEP-IRA regarding investments and withdrawals.

Contributions

- Contributions are made by the employer to the SEP-IRA of each eligible employee and for him/her self.
- The employer may decide each year whether or not to contribute. When you do contribute it must be for all eligible participants for the tax year.
- Contributions are based on the same percent of each employees compensation for the tax year (maximum is the lesser of 25% or \$57,000.00*) for 2020. Compensation is limited to \$285,000.00*. Amounts are adjusted annually.
- Contributions are allowed by the employer after age 70½.
- Employees may also make their Traditional IRA contributions to their SEP-IRA.

Tax Benefit

- Contributions are tax deductible for the employer and can be made up until the tax return due date including extensions.
- Funds and earnings remain tax deferred for the employee until withdrawn.

Eligibility

The employer generally may exclude the following employees from participating in the SEP Plan:

- Employees under age 21 (a lower age may be elected by the employer).
- Employees who have not worked for you in at least 3 of the last 5 years.
- Employees who have not earned the annual minimum (\$600.00 for 2020).
- Certain employees covered by a union agreement.
- Certain nonresident aliens.

Withdrawals

- Funds withdrawn are taxable to the employee in the year they are distributed.
- The employer cannot prohibit distributions from the SEP-IRA.
- Distributions are subject to Traditional IRA rules.
- Participants must begin Required Minimum Distributions in the year they reach age 70½. RMD age raised to 72 after December 31, 2019

If you would like more information on SEP-IRAs go to www.irs.gov Publication 560.

Consult your tax or financial advisor to see if you qualify to open a Simplified Employee Pension (SEP).

