

Comparing Retirement Options for Independent Executives



Feature	SEP	Simple IRA	Owner-only 401(k)	Patina Nation 401(k)
Key Advantage	Easy to set up and maintain	Salary reduction plan with less administration	Often allows for a larger contribution than a SIMPLE IRA	All the benefits of a owner-only 401(k), plus all the benefits of the aggregated Patina Solutions 401(k). See below in this column:
Contribution Limits	Lesser of 25% of compensation or \$55,000 for 2018	Lesser of 100% of compensation or \$12,500 in 2018, in addition a 3% profit sharing or 4% company match by the employer	\$18,500 in 2018. Total contributions cannot exceed \$55,000/yr, including contributions from your business	\$18,500 in 2018. Total contributions cannot exceed \$55,000/yr, including contributions from your own business/company.
Roth (after-tax) Contributions	Not allowed	Not allowed	Allowed	Allowed
Loan Provisions	Not allowed	Not allowed	Allowed	Allowed
Catch-up Provisions	None	Yes (if over the age of 50, an additional \$3,000 can be deferred)	Yes (if over the age of 50, an additional \$6,000 can be deferred)	Yes (if over the age of 50, an additional \$6,000 can be deferred)
Fiduciary Responsibility	Limited	Limited	Limited	Fiduciary responsibility is managed by TAG Resources which serves as an ERISA 401(a) Named Fiduciary and the ERISA 3(16) Plan Administration. Fiduciary responsibility to select and monitor the plan's investments is entrusted with Envestnet Retirement Solutions which serves as the ERISA 3(38) Investment Manager.
Administration Cost	Depends on custodian	Depends on custodian	Depends on custodian	By joining the Patina Nation 401(k) plan, participants may realize: <ul style="list-style-type: none"> • Lower investment costs through leveraging the assets of all plans • Aggregated assets and reduced costs for document preparation (compliance testing, form 5500 filing, quarterly participant statements)
Distributions	Withdrawals permitted anytime subject to ordinary income taxes, 10% premature distribution penalty may apply.	Withdrawals permitted anytime subject to ordinary income taxes, 10% premature distribution penalty may apply; penalty is increased to 25% during first two years.	Permitted after a qualified distributable event occurs (e.g. retirement, plan termination etc.). Distributions subject to ordinary income taxes. In-service distributions may be allowed. 10% premature distribution penalty may apply.	Withdrawals are allowed for qualified events (e.g. retirement, death or disability). Distributions subject to ordinary income taxes. 10% premature distribution penalty may apply.
Investment Options	Depends on provider	Depends on provider	Depends on provider	Multi-tiered investment selection chosen by TAG Resources, Patina Nation TPA provider and Envestnet Retirement Solutions. Investments have been vetted and deemed appropriate by provider. Continued monitoring and reporting. Access to multiple fund families with no "commissions" or "front end loads" on mutual fund purchases.
Administration of Plan	Administered by TPA	Administered by TPA	Administered by TPA	By participating in the Patina Nation 401(k) plan, you will have a team of experts to reach out to if you ever need assistance and/or advice with administration of your plan. Participants are relieved of the following administrative tasks: <ul style="list-style-type: none"> • Vetting investments • Tracking contribution limits • Tracking catch-up contributions • Required communications • Approvals and denials of hardship requests • Distribution processing • Monitoring of pending legislative actions • Form 5500 filing

*RBC Wealth Management is not a tax advisor. All decisions regarding the tax implications of your investments should be made in connection with your independent tax advisor.