

# Innowave Marketing Group 401(k) Plan

presented by



**Silicon Valley Retirement Services**

*Your Independent Retirement Plan Partner*

# Innowave Marketing Group 401(k) Plan

What are the benefits of participating?

How does my Plan work?

What are my investment choices?

What do I need to do?



# Benefits of participating

What are the benefits of participating?



# Reducing your tax bill

**Your plan provides some important tax benefits!**

## **Pre-Tax Contributions and Tax Deferred Growth**

- You contribute before Federal and State taxes
- Taxes are paid when you begin using the money

or

## **After-Tax (Roth) Contributions and Tax Free Withdrawals**

- You make after-tax contributions
- No taxes are paid when you begin using the money

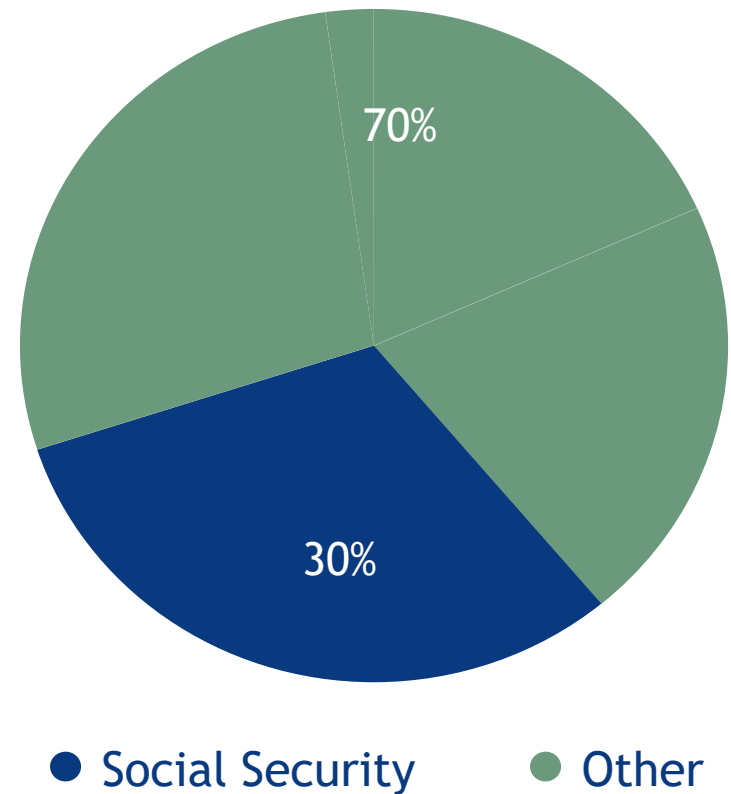
# Building your retirement savings

## Your retirement savings...

- should provide 70-100% of your current income for each year in retirement

## Reaching your goal...

- Social Security
- Company retirement plan
- Personal savings



# How much is enough?

Everyone's situation is different. Generally, financial planners say you should be saving...

In your 20s:  
8% to 10%

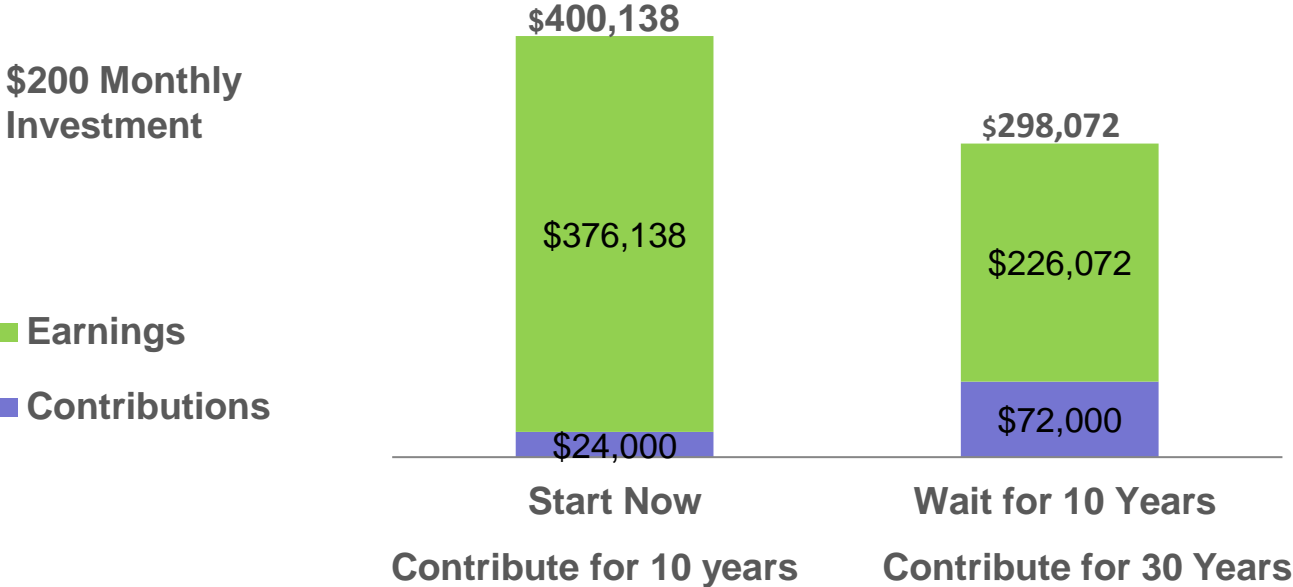
In your 30s:  
11% to 15%

In your 40s and beyond:  
15% or more

Planning tip: The more you can afford to save... the greater your tax savings and the greater potential retirement savings!!

# Start saving now

## Starting Now Can Pay Off



This hypothetical illustration assumes pre-tax contributions made at the beginning of each month and an annual effective rate of return of 8% and reinvestment of earnings. Results are for illustrative purposes only and are not meant to represent the past or future performance of any specific investment vehicle.

# Your 401(k) Plan

**How does my Plan work?**





# Your 401(k) Plan

You are able to participate in the plan the first of the month following your completion of three months of service, provided you are scheduled to work more than 1000 hours in a year and have attained age 21.

You may defer 100% of your compensation up to a maximum of \$20,500 in 2022.

If you are age 50 or older, you may defer an additional \$7,500 in 2022.

Your contribution amount may be changed at anytime.

# Your investment options

**What are my investment choices?**



# Your investment options

## Two ways of investing...

1) Core investment funds

2) Target date funds



# Core investment funds

- **Twenty-Two no-load, no transaction fee funds**
- **Build your portfolio selecting any mixture of investment funds**
- **We can help with the selection process!**

# Your investment options

## Two ways of investing...

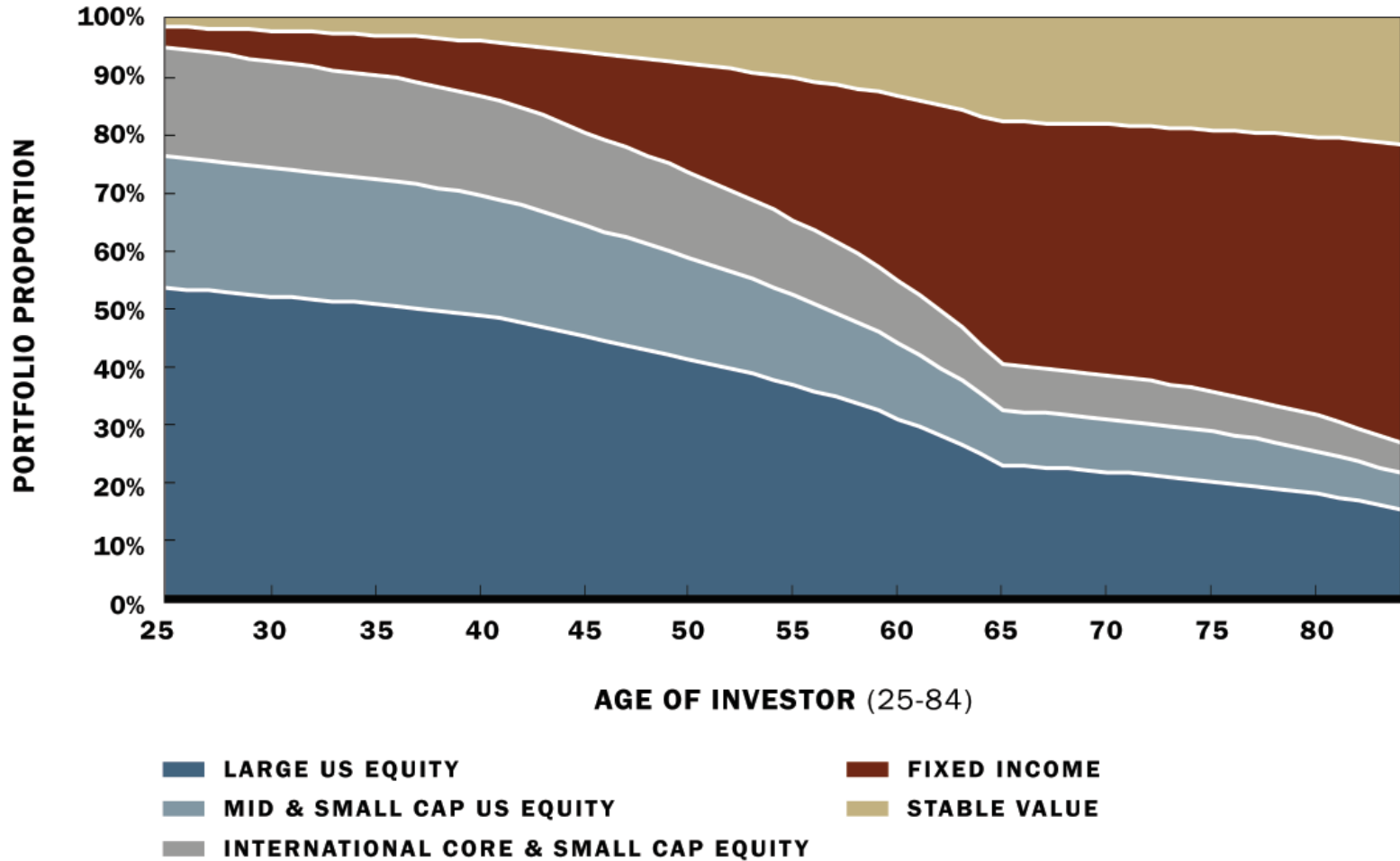
1) Core investment funds

**2) Target date funds**

# What are target date funds?

- The “target date” reflects the expected retirement year. Participants can invest in the fund closest to their anticipated retirement date. Investment professionals manage the investment allocation, gradually becoming more conservative as the target date approaches.
- **Advantages**
  - Simple, defined investment strategy
  - Professional management
  - Automatic rebalancing and reallocation

# Target date funds glide path



# Your target date funds

<b>Target Date Fund</b>	<b>Your Planned Retirement Year</b>
Vanguard Target Retirement Income	Currently in Retirement
Vanguard Target Retirement 2020	Target Date: 2016 - 2025
Vanguard Target Retirement 2030	Target Date: 2026 - 2035
Vanguard Target Retirement 2040	Target Date: 2036 - 2045
Vanguard Target Retirement 2050	Target Date: 2046 - 2055
Vanguard Target Retirement 2060	Target Date: 2056 +



# Next steps

**What do I need to do?**



# Online Enrollment

## 401k.LTRetire.com

- Your Social Security number (withOUT dashes!) is your initial UserID and the last 4 digits of your Social Security Number is your initial Password.
  - Be sure 'Participant' has been selected in the drop down box.
- You will receive a personalized eStatement each quarter.



# Questions

- Website support: Locked out of your account, help with changes to your account, accessing forms, etc.

**LT Trust: 800-831-8675**

- Investment questions should be directed to your investment advisor:

**Tim Cole**

**Tim.Cole@SVRetirementServices.com**

**408-621-9258**