SIMPLE IRA Plan Summary & Getting Started

BrightStar Care of San Francisco and Marin will begin offering a SIMPLE IRA retirement savings plan to all eligible employees, effective September 30, 2018.

Eligibility
Employees who earned at least $5,000 in the previous two years and reasonably expect to earn at least $5,000 in the current year are eligible to enroll.

Funding
Each employee may elect to defer up to 100% of compensation to a maximum of $12,500 for people under 50 or a maximum of $15,500 for people 50 and over. You may change the funding rate once every 3 months. It's prudent to defer at the same rate over a period of several months. Be careful not to defer too much since you can only change the rate once every 3 months.

Company Matching Funds
BrightStar will deposit matching funds. For each dollar deposited by the employee, BrightStar will match dollar for dollar to a maximum of 3% of gross income.

Employee Account
Each employee will establish a SIMPLE IRA account at Charles Schwab & Co. All funds deposited to the account are immediately vested and available for investment.

Investment Choices
All investments made available by Charles Schwab & Co are available to each employee. It is important to understand some available investments may not be suitable or consistent with your individual risk tolerance. Index fund investing has been proven to provide the best returns over time with the least administrative costs. Please seek the guidance of a Schwab advisor if you are unsure of the most suitable investment alternatives.

Next Action Steps
1. If you want more information about the SIMPLE IRA, call Marina Paredes to request an informational session.
2. Go to the **Human Resources tab at SFCareTeam** website and click **Open SIMPLE IRA Now** button
3. Return the completed and signed **Elective Deferral Form** with your account number to the BrightStar office.

Take 15 minutes to watch the following videos and learn the basics of wise investing for retirement. Once you've opened your account, you can call a Schwab Advisor for guidance: 800-435-4000.

Retirement Investing Basics

Index Fund Investing – Simple solution offering well diversified portfolio

Importance of Staying in the Market

Investment Growth Calculator