

The Illinois Retirement Mandate

Illinois state law requires employers in Illinois to register and facilitate the Illinois Secure Choice Retirement Savings Program if they have five or more Illinois workers and do not sponsor a retirement plan or face stiff penalties.



























Compliance Deadlines

- 5+ Employees – Deadline Passed

Penalties For Non-Compliance

- First calendar year of non-compliance: \$250 fee per employee
- Subsequent year of non-compliance: \$500 fee per employee

As shown below, the Sallus Retirement Pooled Employer 401(k) Plan is superior when compared to the state-run Illinois Secure Choice program.

| | Sallus | IL Secure Choice Roth Individual Retirement Plan |
|--|---|--|
| Plan Type | Pooled 401(k)  |  Roth Individual Retirement Plan |
| Income Limits | \$350,000  |  \$165,000 |
| Annual Contribution Limit | \$70,000  |  \$7,000 |
| Maximum Employee Contribution | \$23,500  |  \$7,000 |
| Additional Employee "Catch Up" Contribution (If >Age 50) | \$7,500  |  \$1,000 |
| Additional Employee "Catch Up" Contribution (Age 60-63) | \$11,250  |  Not Allowed |
| Employer Contributions | Optional  |  Not Allowed |
| Access to Savings | Yes  |  No |
| Plan Cost | Low, Employer/ Employee Shared  |  Low, All Employee Paid |
| Employer Tax Credits | Yes  |  No |
| Investments | Fiduciary Managed, Held in Trust  |  Non-Fiduciary Managed |
| Employer Setup & Support | Custom Plan Design, Full Plan Administration,  Fiduciary Oversight, Professional Support |  Basic IRA, Self-Administration, General Support |
| Ongoing Employee Education & Support | Expert Support  |  General Support |

A fiduciary is a person or organization that acts on behalf of another person or persons, putting their clients' interests ahead of their own, with a duty to preserve good faith and trust. Being a fiduciary thus requires being bound both legally and ethically to act in the other's best interests.

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