



## Southwest Securities, Inc. and/or Broker/Dealers for which it clears

Southwest Securities, Inc. Member NYSE/NASD/SIPC

### Prototype SIMPLE IRA Adoption Agreement

This form is used by Employers to establish the elections and terms that will be a part of the SIMPLE IRA Plan they wish to establish.

#### 1. Employer Information.

Company Name		Employer Identification # (EIN)		
Address	City	State/Province	Country	Zip
Contact Person		Phone Number		

#### 2. Plan Information.

- Beginning date of plan (Check ONE):
  - January 1, 20\_\_\_\_.
  - \_\_\_\_\_ (For initial Plan Year enter a date between January 1 and October 1.)

#### 3. Eligibility Requirements.

- All Employees shall be eligible to participate under the Plan except (Check ALL that apply):
  - Employees included in a unit of employees covered under a collective bargaining agreement described in Section 2.02(a) of the Plan.
  - Non-resident alien employees who did not receive US source income described in Section 2.02(b) of the Plan.
  - Employees who are not reasonable expected to earn \$\_\_\_\_\_ (not to exceed \$5,000) during the Plan Year for which the contribution is being made.
  - There are no eligibility requirements. All Employees are eligible to participate upon the later of the plan's effective date or the employee's date of hire.
- Each Eligible Employee will be eligible to become a Participant after having worked for the Employer during any \_\_\_\_ prior years (not to exceed 2) and received at least \$\_\_\_\_\_ in compensation (not to exceed \$5,000), during each of such prior years.

#### 4. Written Allocation Formula – Employer Contributions.

- The Employer shall contribute on behalf of each Participant for each Plan Year as follows (Check ONE):
  - Matching Contribution in the amount of the Participant's Elective Deferral not in excess of \$6,000. Employer Matching Contributions must meet the requirements of section 3.03(b) of the Plan.
  - Nonelective Contribution of 2% of each Participant's Compensation.

#### 5. Written Allocation Formula – Elective Deferrals.

- If a Participant elects to stop deferring during a Plan Year, such Participant (Check ONE):
  - May not begin Elective Deferrals until January 1 of the next Plan Year.
  - May resume Elective Deferrals at any time provided another Deferral Form is filed with the Employer.
- An Eligible Employee will be permitted to make or modify his deferral election: \_\_\_\_\_ (insert date(s) which will apply to all Eligible Employees).

**Note:** An Eligible Employee may elect to have his/her Compensation reduced by a percentage as specified on the Deferral Form (not to exceed \$6,000).

#### 6. Agreement. (Read and sign.)

The undersigned Employer hereby establishes a Southwest Securities, Inc. ("SWS") SIMPLE IRA Plan ("Plan") and agrees that the following elections and terms shall be part of such Plan. SWS will inform the Employer of any amendments to the Plan or if SWS no longer sponsors this Plan. An Eligible Employee may elect to have his/her Compensation reduced by a percentage as specified on the SIMPLE IRA Deferral Form (not to exceed \$6,000). The IRA accounts of each Participant shall be established and maintained with a trustee/custodian of each Participant's choice if indicated on the SIMPLE IRA Deferral Form.

\_\_\_\_\_  
Employer's Representative's Printed Name

\_\_\_\_\_  
Trustee's Printed Name (Optional)

**X** \_\_\_\_\_  
Employer's Representative's Signature Date

**X** \_\_\_\_\_  
Trustee's Signature (Optional) Date