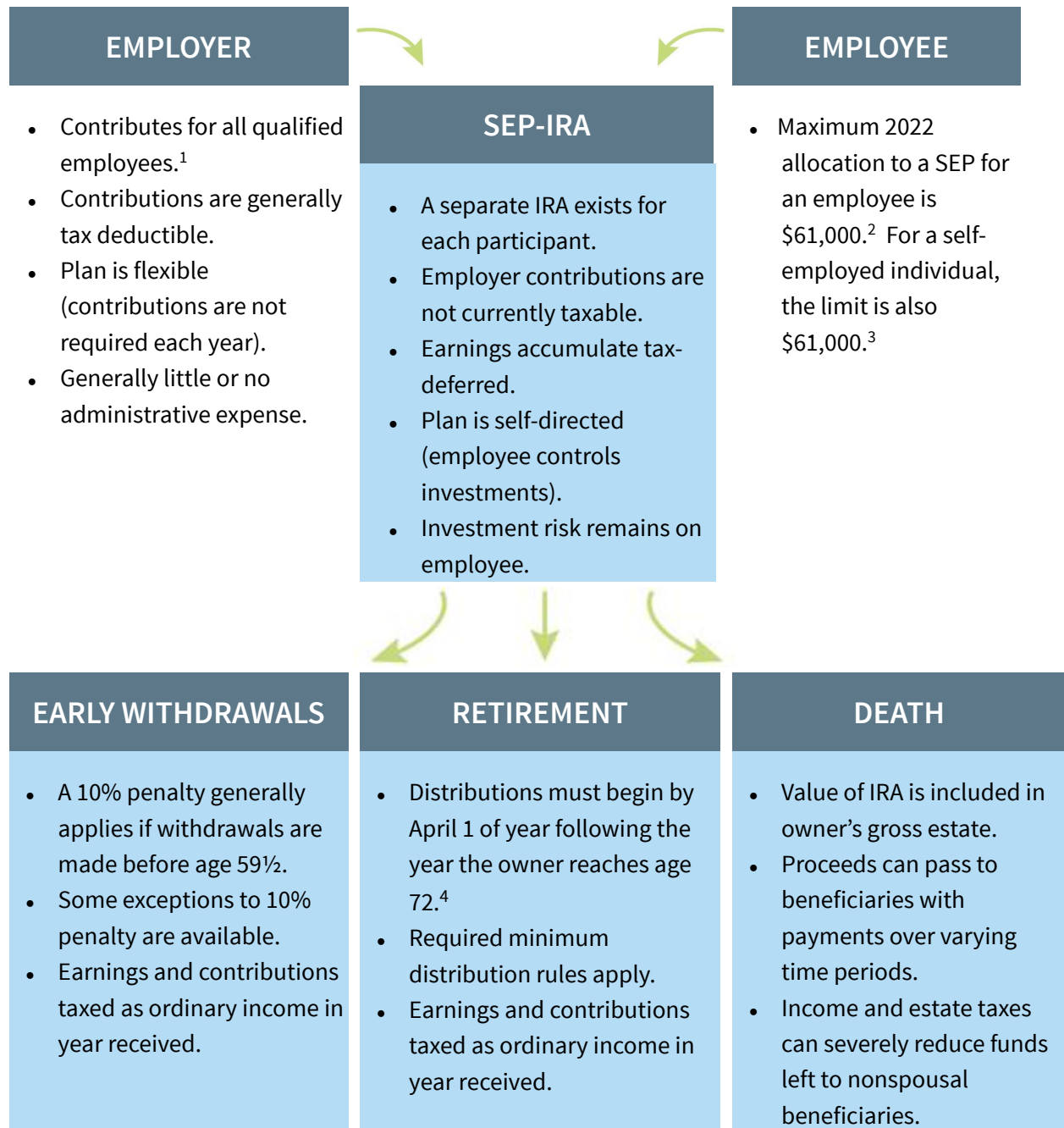


How a SEP-IRA Works



¹ Any employee at least 21 years of age who has performed "service" in three of the last five years, and whose total compensation exceeds \$650 for the year.

² For an employee, contributions may not exceed the lesser of 25% of compensation (maximum of \$305,000) or \$61,000.

³ For a self-employed individual, contributions may not exceed the lesser of 20% of compensation (maximum of \$305,000) or \$61,000.

⁴ Applies to distributions required to be made after December 31, 2019, to individuals who reach age 70½ after that date.