

SATURNA TRUST COMPANY

401(k)

ADVISER INFORMATION



W elcome to Saturna Trust Company

Simplify plan administration for your clients with a Saturna Trust 401(k) Plan. Our low-cost 401(k) platform can help your clients meet their goals with customizable plans that are easy to operate.

Advisers receive access to a robust online portal, allowing them to view the assets under managed (AUM) of their clients at a glance, or drill down into individual plan statistics. Saturna Trust offers a full-service platform for retirement plans, which includes third-party administration, recordkeeping, an open architecture investment menu, custodial services, and directed trustee services. For advisers working with those plans, we provide a robust web portal which allows for high-level and detailed views of plans and participant accounts, customized/ad hoc reporting, customized branding, and investment model creation and monitoring.

Bundled services include:

- Third-Party Administration
- Recordkeeping
- Open architecture investment menu
- Custodial services
- Directed trustee services

Unbundled Services Option

Saturna Trust endeavors to provide flexibility and cultivate the ability to integrate with advisers on any platform. For adviser firms already using other Third-Party Administrators (TPA) Saturna can provide unbundled recordkeeping services to their clients. Our software is capable of allowing outside TPAs to access plan and participant data in order to ensure accurate reporting, nondiscrimination testing, and Form 5500 creation.

Eliminate confusion and simplify plan administration for your clients with a Saturna Trust 401(k) Plan.

Saturna strives to not only offer the best investment opportunities, but to match those sound investments with low costs and superior customer service.

Plan Services

Saturna is there every step of the way: from implementation to annual continuing education meetings. We provide professional guidance for plan design, document preparation, plan setup, company census, employee enrollment, and continuing education. All services listed below are included in your Saturna 401(k) plan.

Services	Benefits
Implementation	
<input type="checkbox"/> Prototype plan / standardized adoption agreement	✓ Pre-approved by the Internal Revenue Service
<input type="checkbox"/> Plan design assistance	✓ Helps you create a plan that is right for your clients and their employees
<input type="checkbox"/> Trust agreement	✓ Simple, yet flexible to meet your clients' needs
<input type="checkbox"/> Summary plan description	✓ Informs employees about the plan
<input type="checkbox"/> Provision of educational materials	✓ Helps clients' employees to understand their plan
Administration and Recordkeeping	
<input type="checkbox"/> Processing of contributions, distributions, loans, hardship withdrawals, vesting, and investment selections	✓ Simplifies plan management
<input type="checkbox"/> Daily valuation of plan assets	✓ Know the current value of your clients' assets, 24/7
<input type="checkbox"/> Annual non-discrimination and compliance testing	✓ Helps ensure the qualified status of the plan
<input type="checkbox"/> Preparation of Forms 1099-R and 5500	✓ Makes tax reporting easier
Flexible Investment options	
<input type="checkbox"/> Affiliated low-cost Saturna mutual funds	✓ Three families of funds with several investment objectives to meet your clients' investing goals
<input type="checkbox"/> Open fund menu platform permits a wide selection of no-commission fund shares	✓ Allows customizable plan menus with a wide range of investment options
<input type="checkbox"/> Self-directed brokerage accounts	✓ Allows access to stocks, bonds, and additional mutual funds
Employee Online Tools, Education, and Support	
<input type="checkbox"/> Online statements and account management	✓ Client account access, 24/7
<input type="checkbox"/> Traditional plus Roth 401(k) options	✓ Flexibility to maximize your savings
<input type="checkbox"/> Online tools for investment selection	✓ Help your clients easily select investments that meet their needs
<input type="checkbox"/> Dedicated toll-free phone and email support	✓ Customer care that complements your services
Adviser Support	
<input type="checkbox"/> Online reporting, plan summary, and transaction details	✓ 24/7 bird's eye view of all plans
<input type="checkbox"/> Recordkeeping and remittal of advisory fees to affiliated broker/dealer	✓ Ensures compliance with ERISA and SEC rules involving fiduciaries
<input type="checkbox"/> Dedicated Adviser Relationship Manager	✓ Ensures your current and future needs are met

Open Fund Menu

Saturna Trust Company is a member of the NSCC and DTCC¹ which means fewer middlemen facilitating your trades. Seeking to obtain the best long-term returns for participants and limit potential conflicts of interest, only fund shares without commissions or other payments (such as 12b-1 fees) are eligible for Saturna Trust 401(k) plans. A sample of available fund families include:

- 1919
- Amana
- American Century
- Appleseed
- Ave Maria
- BlackRock
- Brown
- Calamos
- Calvert
- Epiphany
- Eagle
- Fidelity
- Franklin Templeton
- Gabelli
- Green Century
- Janus
- Morley
- Nuveen
- Parnassus
- PaxWorld
- Portfolio 21
- Saturna Sustainable
- Sextant
- T. Rowe Price
- Timothy Plan
- Trillium
- Vanguard

We provide benchmarking reports to help you compare and map various mutual funds. We work directly with you to provide a plan that best fits your client's business.

Investing involves risk, including the risk that you could lose money. Please consult the required prospectus of any mutual fund you may consider for important information including investment objectives, strategies, risks, expenses, and performance.

Plan Option: Self-Directed Brokerage Accounts

Employers may choose the option of allowing Self-Directed Brokerage Accounts with our wholly-owned subsidiary, Saturna Brokerage Services.

Saturna Brokerage Services, Inc.

Saturna Brokerage Services (SBS) is a securities brokerage founded in 1986. SBS serves both knowledgeable investors and professionally managed private accounts. It is limited to executing customers' buy and sell orders at a simple, low commission. All Saturna Brokerage employees are salaried employees of Saturna Capital and are not compensated for the sale of securities.

Self-Directed Brokerage Accounts

Trades in Self-Directed Brokerage Accounts are subject to the commission schedule detailed in the Guide to Saturna Brokerage Services brochure. Commissions are paid to Saturna Brokerage Services. Brokerage account owners seeking the protection of insured deposits may opt to enroll in the Dreyfus Insured Deposit Program.

¹ NSCC is the National Securities Clearing Corporation. DTCC is the Depository Trust and Clearing Corporation.

General Plan Guidelines

Plan Eligibility

Generally, any business may have a 401(k) plan. In establishing a plan, the employer sets the eligibility requirements. For example, employees under the age of 21 or who have not accrued one year of service may be excluded.

Tax Advantages

Employers may normally deduct contributions made on behalf of their employees from their business expenses.

Any eligible employees may elect to defer part of their salary and direct that money into 401(k) accounts. Because these contributions are deferred before certain taxes are withheld, they actually reduce contributing employees' taxable income. Any earnings within the account enjoy tax-deferred growth until withdrawn.

Employees can also elect to defer part of their salary into a Roth 401(k) account. Roth 401(k) account contributions do not reduce an employee's taxable income; however, qualified distributions (including earnings) are tax-free.

Establishment Deadlines

Employers who want to establish a 401(k) plan must do so by the last day of the plan year (usually the calendar year) which requires in-good-order paperwork to be received by October 31.

Safe-harbor plans must be established by October 1.

Other Key Advantages

- Allows for profit-sharing contributions
- Vesting schedule applies to employer contributions
- Certain penalty-free withdrawals
- Loans, special "hardship" withdrawals, brokerage accounts, and Roth contributions are allowed options

Solo 401(k) Spotlight:

Employer contributions to a Solo 401(k) are tax-deductible, plus salary deferrals are deductible.

Contribution Flexibility

- **Employee contributions** – Eligible employees can elect to defer up to 100% of their compensation up to a maximum of \$23,000 for 2024 and \$23,500 for 2025. Employees age 50 and older can make additional catch-up contributions up to \$7,500 for 2024 and 2025. Starting 2025, employees aged 60 to 63 can make enhanced catch-up contributions up to \$11,250
- **Employer contributions**¹ – Employers may contribute, on behalf of each eligible employee, up to 25% of their compensation or \$69,000 (less employee contributions) for 2024, and \$70,000 for 2025, whichever is less.
- **Total contributions** – Total (aggregate) contributions for each employee cannot exceed \$69,000 (plus applicable catch-up contributions) for 2024, and \$70,000 for 2025.

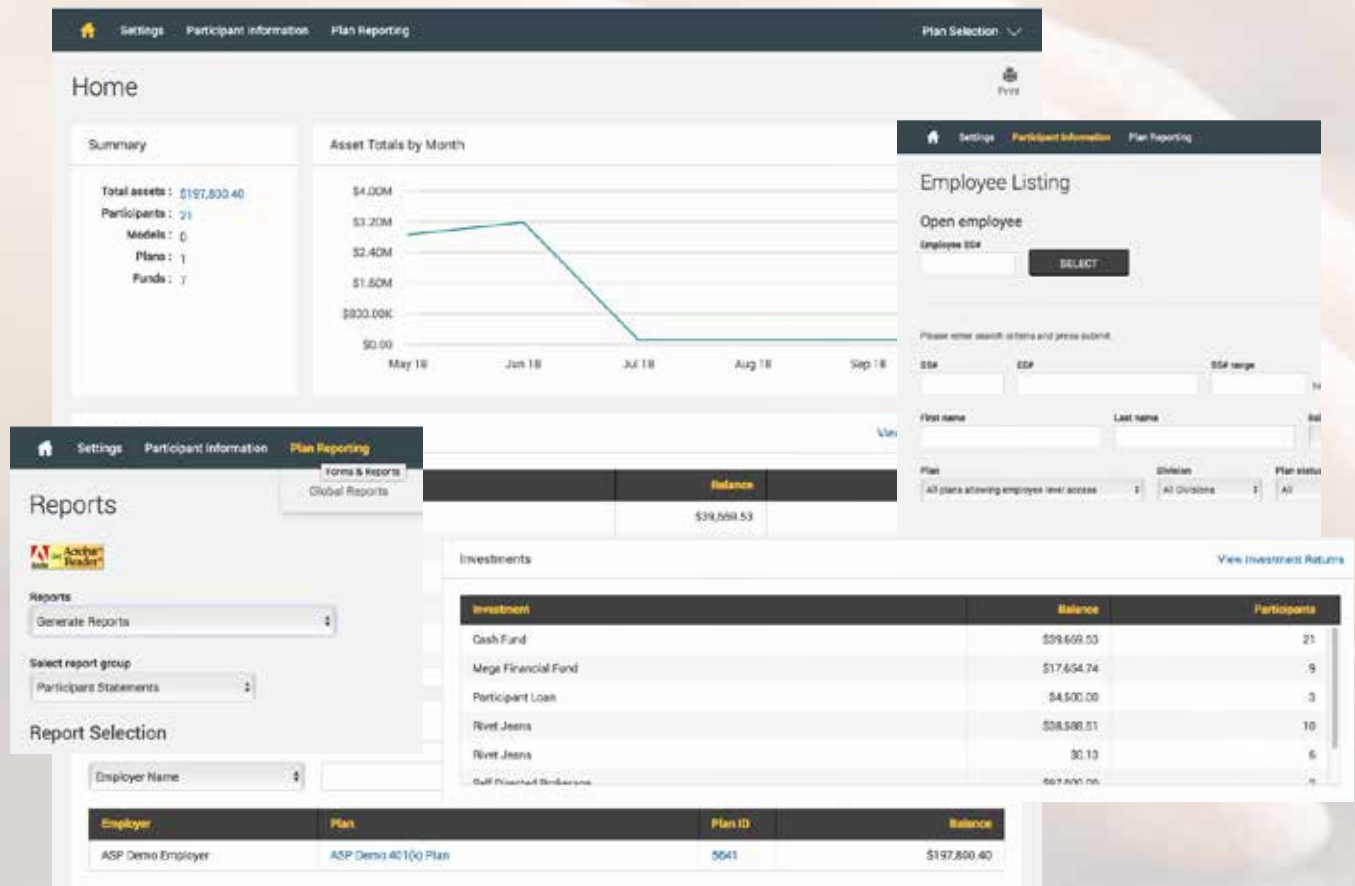
401(k) Contribution Limits	2024	2025
Eligible Employee Contributions	\$23,000	\$23,500
Catch-up Contributions (age 50 and older)	\$7,500	\$7,500
Enhanced Catch-up Contributions (ages 60 to 63 only)	n/a	\$11,250
Employer Contributions	Variable <i>(employee contributions affect the amount an employer can contribute)</i>	Variable <i>(employee contributions affect the amount an employer can contribute)</i>
Total aggregate contribution limits (employee + employer)	\$69,000 <i>(\$76,500 including catch-up contributions)</i>	\$70,000 <i>(\$77,500 including catch-up contributions)</i>

¹ Employer contributions are tax-deductible up to this level. Amounts contributed in excess, while allowed, are not tax-deductible.

Dedicated Adviser Portal

The Saturna Trust web platform gives **advisers** the tools to access their 401(k) plan whenever and wherever they need to. Services available include:

- Summary view of all invested employee contributions
- View quarterly statements
- Access to educational materials
- Upload contribution information directly
- View detailed transaction history
- Contact plan administrator at Saturna directly
- Securely upload files directly to Saturna
- Update employee information



The Saturna Trust web platform allows **employees** the flexibility and control needed to guide them to retirement. Employees can access their accounts online to:

- View account balances with vesting and detailed transaction history
- View and/or change investment elections and contribution rate
- View quarterly statements
- Access retirement planning calculators and educational material
- Change their personal data (including contact info, usernames, and passwords)
- Transfer previously invested funds to other investments available in your plan
- Request loans and distributions

Saturna provides the tools to keep tabs on your plan anytime, anywhere.

Saturna Trust 401(k) Fee Schedule

Employer (Plan Sponsor) Fee

Employers (plan sponsors) are charged an annual fee based on assets.

Assets	Base Fee
< \$250k	\$2,760
> \$250k	\$1,760

Participant Fees

Employees (plan participants) are charged a percentage of any investments in non-Saturna assets.

Assets	Non-Saturna Asset fee
< \$499k	0.60%
\$500k-\$749k	0.46%
\$750k-\$999k	0.38%
\$1MM-\$2.49MM	0.30%
\$2.5MM-\$4.99MM	0.20%
\$5MM-\$9.99MM	0.18%
\$10MM-\$14.99MM	0.15%
\$15MM-\$19.99MM	0.13%
\$20MM+	Custom

Enrollment fee	None
Affiliated mutual fund trading fees	None
Plan menu fund trading	None
Mutual fund expenses	Please see a Fund's summary prospectus for details.
Loan initiation fee (if allowed)	\$60
Quarterly loan fee (if allowed) ¹	\$15
Plan departure	\$60

¹ A quarterly loan fee of \$15 (\$60 annually) is charged only to those participants who have an outstanding loan, if loans are allowed by the plan.

Non-Saturna Employer Costs

Fidelity Bond

A Fidelity Bond (sometimes called a Surety Bond) is a form of insurance that is designed to protect the assets of a employee benefit plan against acts of dishonesty or fraud committed by individuals associated with the plan. An employer that offers an employee benefit plan generally purchases this protection, covering its employees involved with ERISA plans. This is not a product that Saturna offers currently, but we can assist you in finding a provider if needed.

Large Plan Audit

Generally, a plan must be audited when it has more than 100 eligible participants on the first day of the plan year (120 if the plan has not been previously audited, 100 every year after).

Typically, audits must be completed within seven months after the plan year ends. For example, if you have a calendar year-end plan (December 31), audits must be completed by July 31 of the following year.

Step By Step: Setting Up Your Adviser 401(k)

- ☐ 1. Review and complete the **Plan Checklist** with the client and send to Saturna.
- ☐ 2. Select Investment Menu and notify Saturna Trust. Also notify Saturna if advisory fees will be charged to plan assets.
- ☐ 3. Review formal plan documents and have them signed by the client.
- ☐ 4. Schedule an employee education and enrollment meeting and provide Saturna with the date of the meeting. The Saturna Trust 401(k) team will send enrollment kits and provide any other requested support.
- ☐ 5. Saturna will coordinate with your client on how the daily operations will be handled.

Have questions or need help?

Email: 401k@saturna.com

Local: 360-650-6963

Toll-free: 833-STC-401K (833-782-4015)



SATURNA
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Saturna Trust Company is a wholly-owned subsidiary of Saturna Capital Corporation, investment adviser and administrator to the Amana, Sextant, and Saturna Sustainable fund families.

833-STC-401K (833-782-4015)

For automated assistance, including mutual fund prices:

888-732-6262