

Important information regarding retirement account and Coverdell ESA fees

Annual Account Maintenance Fees

Effective January 1, 2020, the annual account maintenance fee (Fee) for Invesco-sponsored retirement accounts and Coverdell Education Savings Accounts (Coverdell ESAs) will change and will include enhancements to our fee waiver policy. The Fee is assessed once per year per plan type, regardless of how many funds are held through that retirement plan type. The Fee will be waived for each retirement account and Coverdell ESA maintained if the total investments in Invesco funds in retirement and/or non-retirement accounts held directly at Invesco, excluding 529 plans, are \$50,000 or greater.

The Fee is assessed from Invesco-sponsored retirement accounts and Coverdell ESAs each January if the Fee waiver criteria is not met, and will be reflected on quarterly account statements if applicable. Please refer to the grids below for an outline of all changes and enhancements.

Annual Account Maintenance Fee Amount Changes

Account Type	Fee Assessed if Fee Waiver Criteria is Not Met	
	Prior to 1/1/20	Effective 1/1/20
IRA ¹	\$15	\$25
Coverdell ESA	\$15	\$25
403(b)	\$15	\$30
Solo 401(k), Money Purchase Pension Plan, and Profit Sharing Plan	\$15	\$30

1 Includes Traditional, Roth, SEP, SARSEP, and SIMPLE IRAs

Account Maintenance Fee Waiver Policy Enhancements

Fee Waiver Criteria Prior to 1/1/20	Fee Waiver Criteria Effective 1/1/20
The Fee is waived if assets in the specific retirement account type to which the Fee applies has a balance of \$50,000 or greater on the date Fees are assessed.	The Fee is waived across all retirement account types if total assets held by the shareholder in any retirement or non-retirement accounts held directly at Invesco, excluding 529 plans, is \$50,000 or greater on the date Fees are assessed.

The examples below help illustrate the Fee changes and the enhancement to the Fee waiver policy, effective January 1, 2020:

Example 1: An Invesco shareholder holds a \$10,000 Traditional IRA and a \$45,000 Roth IRA

- Prior to January 1, 2020, a \$15 Fee would be assessed for each account for a total of \$30 in Fees.
- Effective January 1, 2020, a Fee would not be assessed on either IRA account.

Example 2: An Invesco shareholder holds a \$60,000 Traditional IRA and a \$10,000 Roth IRA

- Prior to January 1, 2020, a \$15 Fee would be assessed for the Roth IRA, but the Fee would be waived for the Traditional IRA only.
- Effective January 1, 2020, a Fee would not be assessed on either IRA account.

Example 3: An Invesco shareholder holds a \$50,000 individual (non-retirement) account and a \$10,000 Roth IRA

- Prior to January 1, 2020, a \$15 Fee would be assessed for the Roth IRA.
- Effective January 1, 2020, a Fee would not be assessed for the Roth IRA.

Example 4: A shareholder holds a \$10,000 Roth IRA and a \$30,000 403(b) account

- Prior to January 1, 2020, a \$15 Fee would be assessed for each account for a total of \$30 in Fees.
- Effective January 1, 2020, a \$25 Fee would be assessed for the Roth IRA and a \$30 Fee would be assessed for the 403(b) account, for a total of \$55 in Fees.

Solo 401(k) and 403(b) Participant Loan Fee Changes

Also, effective January 1, 2020, the fees associated with taking a participant loan from an Invesco Solo 401(k) plan will change.

Fee Type	Prior to 1/1/20	Effective 1/1/20
Loan Initiation Fee	\$50 assessed when the loan is taken	\$75 assessed when the loan is taken
Annual Loan Maintenance Fee	\$25 assessed each year the loan remains outstanding	\$0

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Employer Sponsored SIMPLE IRA Plan Application

Use this form to authorize Invesco Investment Services, Inc. (IIS) to establish a SIMPLE IRA account for the Plan indicated in section 1. We recommend that you speak with a tax or financial advisor prior to adopting a retirement plan.

- The employer must have adopted a SIMPLE IRA plan.
- An authorized representative of the employer is required to sign this application in section 6.
- Each participant must provide IIS with a completed and signed Invesco SIMPLE IRA Participant Application in order to establish individual participant accounts within the Plan account.
- All information provided is kept confidential as detailed in the Invesco Privacy Policy, which is located at the end of this form.

PLEASE USE BLUE OR BLACK INK

PLEASE PRINT CLEARLY IN BLOCK CAPITAL LETTERS

1 | Plan Information

Plan Name

Mailing Address

City

State

ZIP

Employer Tax Identification Number (Required)

Authorized Plan Contact(s)

1. Full Name

Contact Phone Number

2. Full Name

Contact Phone Number

2 | Investments

Qualified Default Investment Alternative (QDIA): It is the plan sponsor's fiduciary responsibility to select an investment alternative that it determines is an appropriate QDIA under Department of Labor (DOL) rules and regulations for when participants have the opportunity to direct their investments but elect not to do so.

Please indicate the fund you would like to establish as your plan's default fund (which may or may not qualify as a QDIA). In the event a participant fails to provide investment instructions, the contribution will be made into the below designated fund. IIS requires a default fund to be selected at the plan level. Default funds at the participant level must be managed by the plan sponsor although a default at the plan level is still required.

If no fund is indicated below, I am directing IIS to purchase Cash Reserve Shares of Invesco Government Money Market Fund. I understand IIS makes no representation or warranties as to QDIA compliance.

Default Fund Number

Name of Default Fund

3 | Reduced Sales Charge (Not applicable for all funds. See your prospectus for more information.)

Rights of Accumulation (Cumulative Discount)

The plan applies for reduced sales charges based on the share balances in a related plan (A plan sponsored by the same employer with the same name and address.) with the following tax identification number:

Plan Tax Identification Number

Invesco Account Number or Plan ID

4 | Establish Invesco Retirement Plan Manager (RPM) User Access

The following individuals are to be granted RPM access. RPM permits the viewing of financial information at the plan level. Access also allows submission of contributions via the internet.

- RPM is intended for employer or Third Party Administrator (TPA) use. Participants can access their account(s) online at invesco.com/us.
- Financial advisor RPM access is not available for SIMPLE plans.
- Once access is established, each user will receive a user ID and default password at the email address provided below in three to five business days after the form has been received by IIS.

Note: All fields are required unless otherwise noted.

1. Full Name

Email Address

Relationship to Plan

Primary Phone Number

Existing RPM User ID (If applicable)

2. Full Name

Email Address

Relationship to Plan

Primary Phone Number

Existing RPM User ID (If applicable)

3. Full Name

Email Address

Relationship to Plan

Primary Phone Number

Existing RPM User ID (If applicable)

5 | Bank Account Information for Contribution Funding

IIS offers you the ability to fund your plan contributions through a bank account and the Automated Clearing House (ACH) Network. If you would like to utilize this feature, please complete the information below. By entering information in this section and signing this application, you, on behalf of the Plan, are agreeing to the terms and conditions applicable to ACH transactions set forth in section 6. Additionally, company bank information used for making contributions cannot be used to wire or ACH proceeds from a participant's account.

Note:

- If a voided company or corporate check is provided and the name on the bank account is different from the plan name, then a letter from that financial institution verifying the authorized signers must be included.
- Temporary or starter checks are not acceptable.
- Only one bank account may be on file and it must be a participating member of the ACH network.
- IIS must receive this form at least five business days prior to the submission of your initial ACH contribution.
- Signature of bank account owner(s) is required below if different from authorized representative.

Authorized Bank Account Signature(s)

All authorized signers of the bank account provided below, if different than Authorized Representative listed in section 6, must sign this authorization. Please attach an additional page if there are additional bank account owner signers.

Signature

X

Name (*Please print*) and Date (mm/dd/yyyy)

Signature

X

Name (*Please print*) and Date (mm/dd/yyyy)

Account Type: Checking Savings

Name(s) on Bank Account

Pay to the order of _____ \$

Please tape your voided check here.

Routing Number

Account Number

6 | Authorization and Signature(s) *(Please sign and date below.)*

SIMPLE IRA Certification:

By signing this account application, I certify, acknowledge and agree that I have, as an eligible employer, established a SIMPLE IRA plan, as applicable, (the Plan). If the Plan was established using a prototype plan document maintained by Invesco Distributors, Inc. (IDI), I acknowledge and agree that IDI will not undertake any responsibility to provide me with revisions or updates to the prototype plan documents if the Plan ceases to maintain accounts in the Invesco funds, (the Funds) and, at such time, my Plan will be deemed to be an individually designed plan, the maintenance of which will be my sole responsibility.

Annual Retirement Account Maintenance Fee:

A \$15 maintenance fee will be deducted annually from each Plan participant if the account balance is less than \$50,000 on the day the fee is assessed.

RPM User Authorization:

I authorize and direct IIS to grant the individuals identified in section 4 access to the Plan's accounts via RPM. I understand that if granting access to RPM, each individual granted access will have the ability to view Plan and participant information, and will be able to effectuate transactions for participant accounts maintained by IIS for the Plan.

ACH Authorization:

On behalf of the Plan, I authorize IIS to initiate drafts via the ACH Network from the bank account identified in this application, pursuant to instructions received from the Plan's administrator, sponsor, trustee, or an appropriate officer and certify that the individual(s) in this capacity have the authority to provide such instructions. I understand that all purchases of fund shares pursuant to these instructions are subject to the terms of the prospectus(es) of the applicable Funds. I understand that the amount drafted for the Plan's contribution funding will be set forth in the instructions so provided and the timing of any such draft will be dependent upon when the instructions are received by IIS. I agree that the rights of IIS with respect to each draft shall be the same as if it were drawn directly by the account owner or company, as applicable. I agree that, should any draft be dishonored, with or without cause, intentionally or inadvertently, IIS shall have no liability whatsoever with respect to any order for the purchase of Fund shares which was to have been settled via such draft. I further agree that IIS may delay the payment of redemption proceeds with respect to Fund shares purchased via such a draft for a period of up to ten (10) days in order to enable IIS to confirm that the draft has cleared. This authorization shall remain in full force and effect and IIS may continue to honor instructions to draft the referenced account until notification revoking this authority is provided at least seven business days prior to a scheduled draft. Notice should be provided to Invesco's Client Services at 866 690 0193 or in writing to: IIS, PO Box 219078, Kansas City, MO 64121-9078.

By signing this form, (i) I authorize and direct IIS to take actions as specified above, and (ii) I agree to indemnify and hold harmless IIS, its affiliates, each of their respective employees, officers, trustees, or directors, and each of the Invesco Funds from and against any and all claims, losses, liabilities, damages and expenses that may be incurred by reason of your actions taken in accordance with the instructions set forth herein.

Signature

Date (mm/dd/yyyy)

X

Name *(Please print)*

7 | Mailing Instructions

Please send completed and signed application to:

(Direct Mail)

Invesco Investment Services, Inc.
P.O. Box 219078
Kansas City, MO 64121-9078

(Overnight Mail)

Invesco Investment Services, Inc.
c/o DST Systems, Inc.
430 W. 7th Street
Kansas City, MO 64105-1407

For additional assistance please contact an Invesco Client Services representative at 800 959 4246, weekdays, 7 a.m. to 6 p.m. Central Time.

Supplemental Information

Liquidations

On Sept. 20, 2019, the following funds closed to new account investments and are no longer available.

Fund	Share class	Ticker	CUSIP	Fund	Share class	Ticker	CUSIP
Invesco Alternative Strategies Fund	Class A	LQLAX	00888W460	Invesco Oppenheimer SteelPath MLP & Energy Infrastructure Fund	Class A	OMLPX	00143K418
	Class C	LQLCX	00888W452		Class C	OMLCX	00143K392
	Class R	LQLRX	00888W445		Class R	SPNMX	00143K376
	Class R5	LQLFX	00888W429		Class R5	SPMKX	00143K368
	Class R6	LQLSX	00888W411		Class R6	OMLIX	00143K350
	Class Y	LQLYX	00888W437		Class Y	OMLYX	00143K384
Invesco Emerging Markets Flexible Bond Fund	Class A	IAEMX	00142R711	Invesco Oppenheimer SteelPath Panoramic Fund	Class A	EESAX	00143K210
	Class C	ICEMX	00142R687		Class C	EESCX	00143K194
	Class R	IREMX	00142R679		Class R	EESRX	00143K178
	Class R5	IEMX	00142R653		Class R5	SPMNX	00143K160
	Class R6	IFEMX	00142R570		Class R6	EESIX	00143K152
	Class Y	IYEMX	00142R661		Class Y	EESYX	00143K186
Invesco MLP Fund	Class A	ILPAX	00888Y193	Invesco OFI Pictet Global Environmental Solutions Fund	Class A	IOGDY	00143N826
	Class C	ILPCX	00888Y185		Class C	IOGEX	00143N818
	Class R	ILPRX	00888Y177		Class R	IOGFX	00143N784
	Class R5	ILPFX	00888Y151		Class R5	IOGGX	00143N776
	Class R6	ILPQX	00888Y144		Class R6	OPEIX	00143N768
	Class Y	ILPYX	00888Y169		Class Y	OPEYX	00143N792
Invesco Multi-Asset Inflation Fund	Class A	MIZAX	00888W395	Invesco Strategic Real Return Fund	Class A	SRRAX	00141A388
	Class C	MIZCX	00888W387		Class C	SRRCX	00141A370
	Class R	MIZRX	00888W379		Class R	SRRQX	00141A362
	Class R5	MIZFX	00888W353		Class R5	SRRFX	00141A347
	Class R6	MIZSX	00888W346		Class R6	SRRSX	00141A339
	Class Y	MIZYX	00888W361		Class Y	SRRYX	00141A354
Invesco Oppenheimer Global Unconstrained Bond Fund	Class A	OGUAX	00143K749	Invesco Tax-Exempt Cash Fund	Class A	ACSXX	001419209
	Class C	GUBDX	00143K731		Class R6	TSSXX	001419316
	Class R	GUBBX	00143K715		Class Y	-	001419845
	Class R5	GUBCX	00143K699		Investor Class	TEIXX	001419886
	Class R6	OGUIX	00143K681				
	Class Y	OGUYX	00143K723				
Invesco Oppenheimer Preferred Securities and Income Fund	Class A	OPRAX	00143K616				
	Class C	PSTHX	00143K590				
	Class R	PSTJX	00143K574				
	Class R5	PSTVX	00143K566				
	Class R6	OPRIX	00143K558				
	Class Y	OPRYX	00143K582				

Limited Offering/Closing

On Sept. 6, 2019, Invesco High Yield Municipal Fund closed to new investors and entered a limited offering status. See prospectus for more information.

Fund	Share class	Ticker	CUSIP
Invesco High Yield Municipal Fund	Class A	ACTHX	001419688
	Class C	ACTFX	001419662
	Class R5	ACTNX	001419464
	Class R6	ACTSX	001419423
	Class Y	ACTDX	001419654

Re-opening

At the open of business on Nov. 15, 2019, the following share classes of Invesco European Small Company Fund will reopen to all eligible investors. See prospectus for more information.

Fund	Share class	Ticker	CUSIP
Invesco European Small Company Fund	Class A	ESMAX	008879595
	Class C	ESMCX	008879579
	Class Y	ESMYX	00141L814
	Class R6	ESMSX	00141L673

Re-naming

On Nov. 18, 2019, Invesco Oppenheimer Macquarie Global Infrastructure Fund will be renamed Invesco Oppenheimer Global Infrastructure Fund. See the prospectus for more information.

Fund	Share class	Ticker	CUSIP
Invesco Oppenheimer Global Infrastructure Fund	Class A	OQGAX	00143W511
	Class C	OQGCX	00143W495
	Class R	OQGRX	00143W487
	Class R5	GBITX	00143W461
	Class R6	OQGIX	00143W453
	Class Y	OQGYX	00143W479

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Before investing, investors should carefully read the prospectus and/or summary prospectus and carefully consider the investment objectives, risks, charges and expenses. For this and more complete information about the fund(s), investors should ask their advisors for a prospectus/summary prospectus or visit [invesco.com/fundprospectus](https://www.invesco.com/fundprospectus).

Note: Not all products, materials or services available at all firms. Advisors, please contact your home office.



8 | List of Available Investments

Alternatives	Share Class			Target Risk (continued)	Share Class		
	A	C	Investor ¹		A	C	Investor ¹
	Fund No.				Fund No.		
Invesco All Cap Market Neutral Fund	1651	3651	–	Invesco Oppenheimer Portfolio Series: Conservative Investor Fund	1836	3436	–
Invesco Alternative Strategies Fund	1662	3662	–	Invesco Oppenheimer Portfolio Series: Growth Investor Fund	1845	3445	–
Invesco Balanced-Risk Allocation Fund	1607	3607	–	Invesco Oppenheimer Portfolio Series: Moderate Investor Fund	1674	3473	–
Invesco Balanced-Risk Commodity Strategy Fund	1611	3611	–				
Invesco Floating Rate Fund	1595	3595	–				
Invesco Global Infrastructure Fund	1658	3658	–	Domestic Equity			
Invesco Global Market Neutral Fund	1650	3650	–	Invesco American Franchise Fund	1733	3733	–
Invesco Global Real Estate Fund	1621	3621	–	Invesco American Value Fund	1734	3734	–
Invesco Global Real Estate Income Fund	1540	3540	–	Invesco Charter Fund	1510	3510	–
Invesco Global Targeted Returns Fund	1649	3649	–	Invesco Comstock Fund	1737	3737	–
Invesco Long/Short Equity Fund	1652	3652	–	Invesco Diversified Dividend Fund	1586	3586	286
Invesco Macro Allocation Strategy Fund	1648	3648	–	Invesco Dividend Income Fund	1058	3058	58
Invesco MLP Fund	1657	3657	–	Invesco Endeavor Fund	1598	3598	–
Invesco Oppenheimer Fundamental Alternatives Fund	1858	3446	–	Invesco Equally-Weighted S&P 500 Fund	1706	3706	–
Invesco Oppenheimer Gold & Special Minerals Fund	1856	3456	–	Invesco Growth and Income Fund	1752	3752	–
Invesco Oppenheimer Macquarie Global Infrastructure Fund	1668	3467	–	Invesco Low Volatility Equity Yield Fund	1556	3556	256
Invesco Oppenheimer Real Estate Fund	1675	3475	–	Invesco Mid Cap Core Equity Fund	1546	3546	–
Invesco Oppenheimer Senior Floating Rate Fund	1488	3488	–	Invesco Mid Cap Growth Fund	1763	3763	–
Invesco Oppenheimer Senior Floating Rate Plus Fund	1489	3489	–	Invesco Oppenheimer Capital Appreciation Fund	1834	3434	–
Invesco Oppenheimer SteelPath MLP & Energy Infrastructure Fund	1497	3497	–	Invesco Oppenheimer Discovery Mid Cap Growth Fund	1840	3440	–
Invesco Oppenheimer SteelPath MLP Alpha Fund	1492	3492	–	Invesco Oppenheimer Dividend Opportunity Fund	1841	3441	–
Invesco Oppenheimer SteelPath MLP Alpha Plus Fund	1493	3493	–	Invesco Oppenheimer Equity Income Fund	1444	3444	–
Invesco Oppenheimer SteelPath MLP Income Fund	1494	3494	–	Invesco Oppenheimer Main Street All Cap Fund	1670	3469	–
Invesco Oppenheimer SteelPath MLP Select 40 Fund	1495	3495	–	Invesco Oppenheimer Main Street Fund	1669	3468	–
Invesco Real Estate Fund	1525	3525	225	Invesco Oppenheimer Main Street Mid Cap Fund	1671	3470	–
				Invesco Oppenheimer Main Street Small Cap Fund	1672	3471	–
Balanced				Invesco Oppenheimer Mid Cap Value Fund	1673	3472	–
Invesco Equity and Income Fund	1743	3743	–	Invesco Oppenheimer Rising Dividends Fund	1476	3476	–
Invesco Income Allocation Fund	1606	3606	–	Invesco Oppenheimer Small Cap Value Fund	1491	3491	–
Invesco Multi-Asset Income Fund	1644	3644	–	Invesco Oppenheimer SteelPath Panoramic Fund	1496	3496	–
Invesco Multi-Asset Inflation Fund	1660	3660	–	Invesco Oppenheimer Value Fund	1500	3500	–
Invesco Oppenheimer Capital Income Fund	1004	3435	–	Invesco S&P 500 Index Fund	1722	3722	–
Invesco Oppenheimer Global Allocation Fund	1448	3448	–	Invesco Select Companies Fund	1599	3599	–
Invesco Oppenheimer Global Multi-Asset Growth Fund	1451	3451	–	Invesco Small Cap Discovery Fund	1769	3769	–
Invesco Oppenheimer Global Multi-Asset Income Fund	1832	3452	–	Invesco Small Cap Equity Fund	1532	3532	–
				Invesco Small Cap Value Fund	1770	3770	–
Target Maturity				Invesco Summit Fund	1591	3591	–
Invesco Balanced-Risk Retirement Now Fund	1625	3625	–	Invesco Value Opportunities Fund	1776	3776	–
Invesco Balanced-Risk Retirement 2020 Fund	1628	3628	–				
Invesco Balanced-Risk Retirement 2030 Fund	1630	3630	–	Sector Equity			
Invesco Balanced-Risk Retirement 2040 Fund	1632	3632	–	Invesco Energy Fund	1050	3050	50
Invesco Balanced-Risk Retirement 2050 Fund	1634	3634	–	Invesco Gold & Precious Metals Fund	1051	3051	51
Invesco Peak Retirement Now Fund	1863	3863	–	Invesco Health Care Fund	1551	3551	251
Invesco Peak Retirement 2015 Fund	1864	3864	–	Invesco Technology Fund	1055	3055	55
Invesco Peak Retirement 2020 Fund	1865	3865	–				
Invesco Peak Retirement 2025 Fund	1866	3866	–	International & Global Equity			
Invesco Peak Retirement 2030 Fund	1867	3867	–	Invesco Asia Pacific Growth Fund	1531	3531	–
Invesco Peak Retirement 2035 Fund	1868	3868	–	Invesco Developing Markets Fund	1576	3576	–
Invesco Peak Retirement 2040 Fund	1869	3869	–	Invesco Emerging Markets Select Equity Fund ²	1627	3627	–
Invesco Peak Retirement 2045 Fund	1870	3870	–	Invesco European Growth Fund	1530	3530	230
Invesco Peak Retirement 2050 Fund	1871	3871	–	Invesco Global Core Equity Fund	1513	3513	–
Invesco Peak Retirement 2055 Fund	1872	3872	–	Invesco Global Growth Fund	1582	3582	–
Invesco Peak Retirement 2060 Fund	1873	3873	–	Invesco Global Low Volatility Equity Yield Fund	1584	3584	–
Invesco Peak Retirement 2065 Fund	1874	3874	–	Invesco Global Opportunities Fund	1645	3645	–
				Invesco Global Responsibility Equity Fund	1697	3697	–
Target Risk				Invesco Global Small & Mid Cap Growth Fund	1581	3581	–
Invesco Conservative Allocation Fund	1603	3603	–	Invesco Greater China Fund	1554	3554	–
Invesco Growth Allocation Fund	1602	3602	–	Invesco International Allocation Fund	1605	3605	–
Invesco Moderate Allocation Fund	1601	3601	–	Invesco International Core Equity Fund	1009	3009	9
Invesco Oppenheimer Portfolio Series: Active Allocation Fund	1001	3433	–	Invesco International Growth Fund	1516	3516	–

continued on next page

8 | List of Available Investments (continued)

	Share Class			Fund No.		Cash Rsv ⁵	Share Class		
	A	C	Investor ¹				A	C	Investor ¹
International & Global Equity (continued)							Money Market		
Invesco International Select Equity Fund ³	1665	3665	-						
Invesco International Small Company Fund	1528	3528	-			1521	-	3521	221
Invesco Low Volatility Emerging Markets Fund	1653	3653	-						
Invesco OFI Pictet Global Environmental Solutions Fund	1846	3432	-				1857	3457	-
Invesco Oppenheimer Emerging Markets Innovators Fund	1842	3442	-						
Invesco Oppenheimer Global Focus Fund	1849	3449	-						
Invesco Oppenheimer Global Fund	1570	3447	-						
Invesco Oppenheimer Global Opportunities Fund	1593	3453	-						
Invesco Oppenheimer International Diversified Fund	1861	3461	-						
Invesco Oppenheimer International Equity Fund	1622	3462	-						
Invesco Oppenheimer International Growth Fund	1803	3463	-						
Invesco Pacific Growth Fund	1720	3720	-						
Invesco Select Opportunities Fund	1646	3646	-			1852	-	3458	221
Fixed Income									
Invesco Conservative Income Fund	1802	-	-						
Invesco Convertible Securities Fund	1704	3704	-						
Invesco Core Plus Bond Fund	1541	3541	-						
Invesco Corporate Bond Fund	1740	3740	-						
Invesco Emerging Markets Flexible Bond Fund	1544	3544	-						
Invesco High Yield Fund	1575	3575	275						
Invesco Income Fund ⁴	1560	3560	260						
Invesco Oppenheimer Emerging Markets Local Debt Fund	1843	3443	-						
Invesco Oppenheimer Global High Yield Fund	1850	3450	-						
Invesco Oppenheimer Global Strategic Income Fund	1594	3454	-						
Invesco Oppenheimer Global Unconstrained Bond Fund	1855	3455	-						
Invesco Oppenheimer Intermediate Income Fund	1005	3437	-						
Invesco Oppenheimer International Bond Fund	1860	3460	-						
Invesco Oppenheimer Limited-Term Bond Fund	1666	3465	-						
Invesco Oppenheimer Limited-Term Government Fund	1667	3466	-						
Invesco Oppenheimer Preferred Securities and Income Fund	1274	3474	-						
Invesco Oppenheimer Total Return Bond Fund	1498	3498	-						
Invesco Oppenheimer Ultra-Short Duration Fund	1499	-	-						
Invesco Quality Income Fund	1774	3774	-						
Invesco Short Duration Inflation Protected Fund	4923	-	-						
Invesco Short Term Bond Fund	1524	3524	-						
Invesco Strategic Real Return Fund	1659	3659	-						
Invesco World Bond Fund	1552	3552	-						

1 Investor Class shares are closed to most investors. Investors should contact their financial advisor about other share classes.

2 On Nov. 1, 2018, Invesco Emerging Markets Equity Fund was renamed Invesco Emerging Markets Select Equity Fund.

3 On Nov. 30, 2018, Invesco International Companies Fund was renamed Invesco International Select Equity Fund.

4 On July 26, 2018, Invesco U.S. Government Fund was renamed Invesco Income Fund.

5 Special share class of Invesco Government Money Market Fund and Invesco Oppenheimer Government Money Market Fund: Cash Reserve



FACTS

WHAT DOES INVESCO DO WITH YOUR PERSONAL INFORMATION? *

Why?

Financial companies choose how they share your personal information. Federal law gives consumers the right to limit some but not all sharing. Federal law also requires us to tell you how we collect, share, and protect your personal information. Please read this notice carefully to understand what we do.

What?

The types of personal information we collect and share depend on the product or service you have with us. This information can include:

- Social Security number and income
- Transaction history and investment experience
- Investment experience and assets

When you are *no longer* our customer, we continue to share information about you according to our policies.

How?

All financial companies need to share customers' personal information to run their everyday business. In the section below, we list the reasons financial companies can share their customers' personal information; the reasons Invesco chooses to share; and whether you can limit this sharing.

Reasons we can share your personal information	Does Invesco share?	Can you limit this sharing?
For our everyday business purposes— such as to process your transactions, maintain your account(s), respond to court orders and legal investigations, or report to credit bureaus	Yes	No
For our marketing purposes— to offer our products and services to you	No	We do not share
For joint marketing with other financial companies	No	We do not share
For our affiliates' everyday business purposes— information about your transactions and experiences	No	We do not share
For our affiliates' everyday business purposes— information about your credit worthiness	No	We do not share
For our affiliates to market to you	No	We do not share
For non-affiliates to market to you	No	We do not share

Questions?

Call 1-800-959-4246 (toll free).

* This privacy notice applies to individuals who obtain or have obtained a financial product or service from the Invesco family of companies. For a complete list of Invesco entities, please see the section titled "Who is providing this notice" on page 2.

Who we are	
Who is providing this notice?	Invesco Advisers, Inc., Invesco Private Capital, Inc., Invesco Senior Secured Management, Inc., WL Ross & Co. LLC, Invesco Distributors, Inc. and the Invesco family of mutual funds.
What we do	
How does Invesco protect my personal information?	To protect your personal information from unauthorized access and use, we use security measures that comply with federal law. These measures include computer safeguards and secured files and buildings.
How does Invesco collect my personal information?	<p>We collect your personal information, for example, when you</p> <ul style="list-style-type: none"> ▪ Open an account or give us your contact information ▪ Make deposits or withdrawals from your account or give us your income information ▪ Make a wire transfer <p>We also collect your personal information from others, such as credit bureaus, affiliates or other companies.</p>
Why can't I limit all sharing?	<p>Federal law gives you the right to limit only</p> <ul style="list-style-type: none"> ▪ Sharing for affiliates' everyday business purposes—information about your creditworthiness ▪ Affiliates from using your information to market to you ▪ Sharing for nonaffiliates to market to you
Definitions	
Affiliates	<p>Companies related by common ownership or control. They can be financial and nonfinancial companies.</p> <p><i>Invesco does not share with our affiliates so that they can market to you.</i></p>
Nonaffiliates	<p>Companies not related by common ownership or control. They can be financial and nonfinancial companies.</p> <p><i>Invesco does not share with non-affiliates so that they can market to you.</i></p>
Joint marketing	<p>A formal agreement between nonaffiliated financial companies that together market financial products or services to you.</p> <p><i>Invesco doesn't jointly market.</i></p>

**Savings Incentive Match Plan
for Employees of Small Employers (SIMPLE)–Not
for Use With a Designated Financial Institution**

**Do not file
with the Internal
Revenue Service**

Name of Employer _____ establishes the following SIMPLE
IRA plan under section 408(p) of the Internal Revenue Code and pursuant to the instructions contained in this form.

Article I–Employee Eligibility Requirements (complete applicable box(es) and blanks–see instructions)

- 1 General Eligibility Requirements.** The Employer agrees to permit salary reduction contributions to be made in each calendar year to the SIMPLE IRA established by each employee who meets the following requirements (select either 1a or 1b):
- a** **Full Eligibility.** All employees are eligible.
- b** **Limited Eligibility.** Eligibility is limited to employees who are described in both (i) and (ii) below:
- (i) **Current compensation.** Employees who are reasonably expected to receive at least \$ _____ in compensation (not to exceed \$5,000) for the calendar year.
- (ii) **Prior compensation.** Employees who have received at least \$ _____ in compensation (not to exceed \$5,000) during any _____ calendar year(s) (insert 0, 1, or 2) preceding the calendar year.
- 2 Excludable Employees.**
- The Employer elects to exclude employees covered under a collective bargaining agreement for which retirement benefits were the subject of good faith bargaining. **Note:** This box is deemed checked if the Employer maintains a qualified plan covering only such employees.

Article II–Salary Reduction Agreements (complete the box and blank, if applicable–see instructions)

- 1 Salary Reduction Election.** An eligible employee may make an election to have his or her compensation for each pay period reduced. The total amount of the reduction in the employee's compensation for a calendar year cannot exceed the applicable amount for that year.
- 2 Timing of Salary Reduction Elections**
- a** For a calendar year, an eligible employee may make or modify a salary reduction election during the 60-day period immediately preceding January 1 of that year. However, for the year in which the employee becomes eligible to make salary reduction contributions, the period during which the employee may make or modify the election is a 60-day period that includes either the date the employee becomes eligible or the day before.
- b** In addition to the election periods in 2a, eligible employees may make salary reduction elections or modify prior elections _____, _____, _____. If the Employer chooses this option, insert a period or periods (for example, semi-annually, quarterly, monthly, or daily) that will apply uniformly to all eligible employees.
- c** No salary reduction election may apply to compensation that an employee received, or had a right to immediately receive, before execution of the salary reduction election.
- d** An employee may terminate a salary reduction election at any time during the calendar year. If this box is checked, an employee who terminates a salary reduction election not in accordance with 2b may not resume salary reduction contributions during the calendar year.

Article III–Contributions (complete the blank, if applicable–see instructions)

- 1 Salary Reduction Contributions.** The amount by which the employee agrees to reduce his or her compensation will be contributed by the Employer to the employee's SIMPLE IRA.
- 2a Matching Contributions**
- (i) For each calendar year, the Employer will contribute a matching contribution to each eligible employee's SIMPLE IRA equal to the employee's salary reduction contributions up to a limit of 3% of the employee's compensation for the calendar year.
- (ii) The Employer may reduce the 3% limit for the calendar year in (i) only if:
- (1) The limit is not reduced below 1%; (2) The limit is not reduced for more than 2 calendar years during the 5-year period ending with the calendar year the reduction is effective; and (3) Each employee is notified of the reduced limit within a reasonable period of time before the employees' 60-day election period for the calendar year (described in Article II, item 2a).
- b Nonelective Contributions**
- (i) For any calendar year, instead of making matching contributions, the Employer may make nonelective contributions equal to 2% of compensation for the calendar year to the SIMPLE IRA of each eligible employee who has at least \$ _____, (not more than \$5,000) in compensation for the calendar year. No more than \$250,000* in compensation can be taken into account in determining the nonelective contribution for each eligible employee.
- (ii) For any calendar year, the Employer may make 2% nonelective contributions instead of matching contributions only if:
- (1) Each eligible employee is notified that a 2% nonelective contribution will be made instead of a matching contribution; and
- (2) This notification is provided within a reasonable period of time before the employees' 60-day election period for the calendar year (described in Article II, item 2a).
- 3 Time and Manner of Contributions**
- a** The Employer will make the salary reduction contributions (described in 1 above) for each eligible employee to the SIMPLE IRA established at the financial institution selected by that employee no later than 30 days after the end of the month in which the money is withheld from the employee's pay. See instructions.
- b** The Employer will make the matching or nonelective contributions (described in 2a and 2b above) for each eligible employee to the SIMPLE IRA established at the financial institution selected by that employee no later than the due date for filing the Employer's tax return, including extensions, for the taxable year that includes the last day of the calendar year for which the contributions are made.

*This is the amount for 2012. For 2019 this amount is \$280,000. For later years, the limit may be increased for cost-of-living adjustments. The IRS announces the increase, if any, in a news release, in the Internal Revenue Bulletin, and on the IRS's internet website at **IRS.gov**.

Article IV—Other Requirements and Provisions

- 1 Contributions in General.** Prior to December 19, 2015, the Employer will make no contributions to the SIMPLE IRAs other than salary reduction contributions (described in Article III, item 1) and matching or nonelective contributions (described in Article III, items 2a and 2b). Effective December 19, 2015, this SIMPLE Plan will accept rollover contributions as described in section 408(p)(1)(B) of the Code including any subsequent guidance provided by the IRS.
- 2 Vesting Requirements.** All contributions made under this SIMPLE IRA plan are fully vested and nonforfeitable.
- 3 No Withdrawal Restrictions.** The Employer may not require the employee to retain any portion of the contributions in his or her SIMPLE IRA or otherwise impose any withdrawal restrictions.
- 4 Selection of IRA Trustee.** The Employer must permit each eligible employee to select the financial institution that will serve as the trustee, custodian, or issuer of the SIMPLE IRA to which the Employer will make all contributions on behalf of that employee.
- 5 Amendments To This SIMPLE IRA Plan.** This SIMPLE IRA plan may not be amended except to modify the entries inserted in the blanks or boxes provided in Articles I, II, III, VI, and VII.
- 6 Effects Of Withdrawals and Rollovers**
 - a** An amount withdrawn from the SIMPLE IRA is generally includible in gross income. However, a SIMPLE IRA balance may be rolled over or transferred on a tax-free basis to another IRA designed solely to hold funds under a SIMPLE IRA plan. In addition, an individual may roll over or transfer his or her SIMPLE IRA balance to any IRA or eligible retirement plan after a 2-year period has expired since the individual first participated in any SIMPLE IRA plan of the Employer. Any rollover or transfer must comply with the requirements under section 408.
 - b** If an individual withdraws an amount from a SIMPLE IRA during the 2-year period beginning when the individual first participated in any SIMPLE IRA plan of the Employer and the amount is subject to the additional tax on early distributions under section 72(t), this additional tax is increased from 10% to 25%.

Article V—Definitions

- 1 Compensation**
 - a General Definition of Compensation.** Compensation means the sum of the wages, tips, and other compensation from the Employer subject to federal income tax withholding (as described in section 6051(a)(3)), the amounts paid for domestic service in a private home, local college club, or local chapter of a college fraternity or sorority, and the employee's salary reduction contributions made under this plan, and, if applicable, elective deferrals under a section 401(k) plan, a SARSEP, or a section 403(b) annuity contract and compensation deferred under a section 457 plan required to be reported by the Employer on Form W-2 (as described in section 6051(a)(8)).
 - b Compensation for Self-Employed Individuals.** For self-employed individuals, compensation means the net earnings from self-employment determined under section 1402(a), without regard to section 1402(c)(6), prior to subtracting any contributions made pursuant to this plan on behalf of the individual.
- 2 Employee.** Employee means a common-law employee of the Employer. The term employee also includes a self-employed individual and a leased employee described in section 414(n) but does not include a nonresident alien who received no earned income from the Employer that constitutes income from sources within the United States.
- 3 Eligible Employee.** An eligible employee means an employee who satisfies the conditions in Article I, item 1 and is not excluded under Article I, item 2.
- 4 SIMPLE IRA.** A SIMPLE IRA is an individual retirement account described in section 408(a), or an individual retirement annuity described in section 408(b), to which the only contributions that can be made are contributions under a SIMPLE IRA plan and rollovers or transfers from another SIMPLE IRA. Effective December 19, 2015, this SIMPLE Plan will accept rollover contributions as described in section 408(p)(1)(B) of the Code including any subsequent guidance provided by the IRS.

Article VI—Procedures for Withdrawals *(The Employer will provide each employee with the procedures for withdrawals of contributions received by the financial institution selected by that employee, and that financial institution's name and address (by attaching that information or inserting it in the space below) unless: (1) that financial institution's procedures are unavailable, or (2) that financial institution provides the procedures directly to the employee. See **Employee Notification** in the instructions.)*

Employees who wish to withdraw from their SIMPLE IRA accounts may do so by calling Invesco at 800 959 4246 OR by sending the appropriate completed and signed Invesco IRA Distribution Form (available at invesco.com) to:

Invesco Investment Services, Inc.
P.O. Box 219078
Kansas City, MO 64121-9078

Article VII—Effective Date

This SIMPLE IRA plan is effective
See instructions.

January 1, 2020

* * * * *

Name of Employer

By: Signature Date

Address of Employer

Name and title

Model Notification to Eligible Employees

I. Opportunity to Participate in the SIMPLE IRA Plan

You are eligible to make salary reduction contributions to the _____ SIMPLE IRA plan. This notice and the attached summary description provide you with information that you should consider before you decide whether to start, continue, or change your salary reduction agreement.

II. Contribution Election

For the _____ calendar year, the Employer elects to contribute to your SIMPLE IRA (*employer must select either (1), (2), or (3)*):

- (1) A matching contribution equal to your salary reduction contributions up to a limit of 3% of your compensation for the year;
- (2) A matching contribution equal to your salary reduction contributions up to a limit of _____ % (*employer must insert a number from 1 to 3 and is subject to certain restrictions*) of your compensation for the year; or
- (3) A nonelective contribution equal to 2% of your compensation for the year (limited to compensation of \$250,000*) if you are an employee who makes at least \$ _____ (*employer must insert an amount that is \$5,000 or less*) in compensation for the year.

III. Administrative Procedures

To start or change your salary reduction contributions, you must complete the salary reduction agreement and return it to _____

(employer should designate a place or individual by _____ (*employer should insert a date that is not less than 60 days after notice is given*).

IV. Employee Selection of Financial Institution

You must select the financial institution that will serve as the trustee, custodian, or issuer of your SIMPLE IRA and notify your Employer of your selection.

Model Salary Reduction Agreement

I. Salary Reduction Election

Subject to the requirements of the SIMPLE IRA plan of _____ (*name of employer*)

I authorize _____ % or \$ _____ (which equals _____ % of my current rate of pay) to be withheld from my pay for each pay period and contributed to my SIMPLE IRA as a salary reduction contribution.

II. Maximum Salary Reduction

I understand that the total amount of my salary reduction contributions in any calendar year cannot exceed the applicable amount for that year. See instructions.

III. Date Salary Reduction Begins

I understand that my salary reduction contributions will start as soon as permitted under the SIMPLE IRA plan and as soon as administratively feasible or, if later, _____. (*Fill in the date you want the salary reduction contributions to begin. The date must be after you sign this agreement.*)

IV. Employee Selection of Financial Institution

I select the following financial institution to serve as the trustee, custodian, or issuer of my SIMPLE IRA.

Name of financial institution

Address of financial institution

SIMPLE IRA account name and number

I understand that I must establish a SIMPLE IRA to receive any contributions made on my behalf under this SIMPLE IRA plan. If the information regarding my SIMPLE IRA is incomplete when I first submit my salary reduction agreement, I realize that it must be completed by the date contributions must be made under the SIMPLE IRA plan. If I fail to update my agreement to provide this information by that date, I understand that my Employer may select a financial institution for my SIMPLE IRA.

V. Duration of Election

This salary reduction agreement replaces any earlier agreement and will remain in effect as long as I remain an eligible employee under the SIMPLE IRA plan or until I provide my Employer with a request to end my salary reduction contributions or provide a new salary reduction agreement as permitted under this SIMPLE IRA plan.

Signature of employee _____ Date _____

*This is the amount for 2012. For 2019 this amount is \$280,000. For later years, the limit may be increased for cost-of-living adjustments. The IRS announces the increase, if any, in a news release, in the Internal Revenue Bulletin, and on the IRS's internet website at **IRS.gov**.

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Purpose of Form

Form 5304-SIMPLE is a model Savings Incentive Match Plan for Employees of Small Employers (SIMPLE) plan document that an employer may use to establish a SIMPLE IRA plan described in section 408(p), under which each eligible employee is permitted to select the financial institution for his or her SIMPLE IRA.

These instructions are designed to assist in the establishment and administration of the SIMPLE IRA plan.

They are not intended to supersede any provision in the SIMPLE IRA plan.

Do not file Form 5304-SIMPLE with the IRS. Instead, keep it with your records.

For more information, see Pub. 560, Retirement Plans for Small Business (SEP, SIMPLE, and Qualified Plans), and Pub. 590, Individual Retirement Arrangements (IRAs).

Note. If you used the March 2002, August 2005, or September 2008 version of Form 5304-SIMPLE to establish a model Savings Incentive Match Plan, you are not required to use this version of the form.

Which Employers May Establish and Maintain a SIMPLE IRA Plan?

To establish and maintain a SIMPLE IRA plan, you must meet both of the following requirements:

1. Last calendar year, you had no more than 100 employees (including self-employed individuals) who earned \$5,000 or more in compensation from you during the year. If you have a SIMPLE IRA plan but later exceed this 100-employee limit, you will be treated as meeting the limit for the 2 years following the calendar year in which you last satisfied the limit.

2. You do not maintain during any part of the calendar year another qualified plan with respect to which contributions are made, or benefits are accrued, for service in the calendar year. For this purpose, a qualified plan (defined in section 219(g)(5)) includes a qualified pension plan, a profit-sharing plan, a stock bonus plan, a qualified annuity plan, a tax-sheltered annuity plan, and a simplified employee pension (SEP) plan. A qualified plan that only covers employees covered under a collective bargaining agreement for which retirement benefits were the subject of good faith bargaining is disregarded if these employees are excluded from

participating in the SIMPLE IRA plan. If the failure to continue to satisfy the 100-employee limit or the one-plan rule described in 1 and 2 above is due to an acquisition or similar transaction involving your business, special rules apply. Consult your tax advisor to find out if you can still maintain the plan after the transaction.

Certain related employers (trades or businesses under common control) must be treated as a single employer for purposes of the SIMPLE IRA requirements. These are: (1) a controlled group of corporations under section 414(b); (2) a partnership or sole proprietorship under common control under section 414(c); or (3) an affiliated service group under section 414(m). In addition, if you have leased employees required to be treated as your own employees under the rules of section 414(n), then you must count all such leased employees for the requirements listed above.

What Is a SIMPLE IRA Plan?

A SIMPLE IRA plan is a written arrangement that provides you and your employees with an easy way to make contributions to provide retirement income for your employees. Under a SIMPLE IRA plan, employees may choose whether to make salary reduction contributions to the SIMPLE IRA plan rather than receiving these amounts as part of their regular compensation. In addition, you will contribute matching or nonelective contributions on behalf of eligible employees (see *Employee Eligibility Requirements* below and *Contributions* later). All contributions under this plan will be deposited into a SIMPLE individual retirement account or annuity established for each eligible employee with the financial institution selected by him or her.

When To Use Form 5304-SIMPLE

A SIMPLE IRA plan may be established by using this Model Form or any other document that satisfies the statutory requirements.

Do not use Form 5304-SIMPLE if:

1. You want to require that all SIMPLE IRA plan contributions initially go to a financial institution designated by you. That is, you do not want to permit each of your eligible employees to choose a financial institution that will initially receive contributions. Instead, use Form 5305-SIMPLE, Savings Incentive Match Plan for Employees of Small Employers (SIMPLE)—for Use With a Designated Financial Institution;

2. You want employees who are nonresident aliens receiving no earned income from you that is income from sources within the United States to be eligible under this plan; or

3. You want to establish a SIMPLE 401(k) plan.

Completing Form 5304-SIMPLE

Pages 1 and 2 of Form 5304-SIMPLE contain the operative provisions of your SIMPLE IRA plan. This SIMPLE IRA plan is considered adopted when you have completed all applicable boxes and blanks and it has been executed by you.

The SIMPLE IRA plan is a legal document with important tax consequences for you and your employees. You may want to consult with your attorney or tax advisor before adopting this plan.

Employee Eligibility Requirements (Article I)

Each year for which this SIMPLE IRA plan is effective, you must permit salary reduction contributions to be made by all of your employees who are reasonably expected to receive at least \$5,000 in compensation from you during the year, and who received at least \$5,000 in compensation from you in any 2 preceding years. However, you can expand the group of employees who are eligible to participate in the SIMPLE IRA plan by completing the options provided in Article I, items 1a and 1b. To choose full eligibility, check the box in Article I, item 1a. Alternatively, to choose limited eligibility, check the box in Article I, item 1b, and then insert "\$5,000" or a lower compensation amount (including zero) and "2" or a lower number of years of service in the blanks in (i) and (ii) of Article I, item 1b.

In addition, you can exclude from participation those employees covered under a collective bargaining agreement for which retirement benefits were the subject of good faith bargaining. You may do this by checking the box in Article I, item 2. Under certain circumstances, these employees must be excluded. See *Which Employers May Establish and Maintain a SIMPLE IRA Plan?* above.

Salary Reduction Agreements (Article II)

As indicated in Article II, item 1, a salary reduction agreement permits an eligible employee to make a salary reduction election to have his or her compensation for each pay period reduced by a percentage (expressed as a percentage or dollar amount). The total amount of

the reduction in the employee's compensation cannot exceed the applicable amount for any calendar year. The applicable amount is \$13,000 for 2019. After 2019, the \$13,000 amount may be increased for cost of living adjustments. In the case of an eligible employee who is 50 or older by the end of the calendar year, the above limitation is increased by \$3,000 for 2019. After 2019, the \$3,000 amount may be increased for cost-of-living adjustments.

Timing of Salary Reduction Elections

For any calendar year, an eligible employee may make or modify a salary reduction election during the 60-day period immediately preceding January 1 of that year. However, for the year in which the employee becomes eligible to make salary reduction contributions, the period during which the employee may make or modify the election is a 60-day period that includes either the date the employee becomes eligible or the day before.

You can extend the 60-day election periods to provide additional opportunities for eligible employees to make or modify salary reduction elections using the blank in Article II, item 2b. For example, you can provide that eligible employees may make new salary reduction elections or modify prior elections for any calendar quarter during the 30 days before that quarter.

You may use the *Model Salary Reduction Agreement* on page 3 to enable eligible employees to make or modify salary reduction elections.

Employees must be permitted to terminate their salary reduction elections at any time. They may resume salary reduction contributions for the year if permitted under Article II, item 2b. However, by checking the box in Article II, item 2d, you may prohibit an employee who terminates a salary reduction election outside the normal election cycle from resuming salary reduction contributions during the remainder of the calendar year.

Contributions (Article III)

Only contributions described below may be made to this SIMPLE IRA plan. No additional contributions may be made.

Salary Reduction Contributions

As indicated in Article III, item 1, salary reduction contributions consist of the amount by which the employee agrees to reduce his or her compensation. You must contribute the salary reduction contributions to the financial institution selected by each eligible employee.

Matching Contributions

In general, you must contribute a matching contribution to each eligible employee's SIMPLE IRA equal to the employee's salary reduction contributions. This matching contribution cannot exceed 3% of the employee's compensation. See *Definition of Compensation*, below.

You may reduce this 3% limit to a lower percentage, but not lower than 1%. You cannot lower the 3% limit for more than 2 calendar years out of the 5-year period ending with the calendar year the reduction is effective.

Note. If any year in the 5-year period described above is a year before you first established any SIMPLE IRA plan, you will be treated as making a 3% matching contribution for that year for purposes of determining when you may reduce the employer matching contribution.

To elect this option, you must notify the employees of the reduced limit within a reasonable period of time before the applicable 60-day election periods for the year. See *Timing of Salary Reduction Elections* above.

Nonelective Contributions

Instead of making a matching contribution, you may, for any year, make a nonelective contribution equal to 2% of compensation for each eligible employee who has at least \$5,000 in compensation for the year. Nonelective contributions may not be based on more than \$280,000 of compensation.

To elect to make nonelective contributions, you must notify employees within a reasonable period of time before the applicable 60-day election periods for such year. See *Timing of Salary Reduction Elections* above.

Note. Insert "\$5,000" in Article III, item 2b(i) to impose the \$5,000 compensation requirement. You may expand the group of employees who are eligible for nonelective contributions by inserting a compensation amount lower than \$5,000.

Rollover Contributions

Effective December 19, 2015, this SIMPLE IRA Plan will accept rollover contributions from qualified plans under section 401(a); qualified annuities under 403(a); tax-sheltered annuities and custodial accounts under 403(b); governmental plans under section 457(b); and from traditional IRAs. Such rollovers are permitted after the SIMPLE IRA has been in existence for 2 years measured from the date of the initial contribution to the account.

Effective Date (Article VII)

Insert in Article VII the date you want the provisions of the SIMPLE IRA plan to become effective. You must insert January 1 of the applicable year unless this is the first year for which you are adopting any SIMPLE IRA plan. If this is the first year for which you are adopting a SIMPLE IRA plan, you may insert any date between January 1 and October 1, inclusive of the applicable year.

Additional Information

Timing of Salary Reduction Contributions

The employer must make the salary reduction contributions to the financial institution selected by each eligible employee for his or her SIMPLE IRA no later than the 30th day of the month following the month in which the amounts would otherwise have been payable to the employee in cash.

The Department of Labor has indicated that most SIMPLE IRA plans are also subject to Title I of the Employee Retirement Income Security Act of 1974 (ERISA). Under Department of Labor regulations at 29 CFR 2510.3-102, salary reduction contributions must be made to each participant's SIMPLE IRA as of the earliest date on which those contributions can reasonably be segregated from the employer's general assets, but in no event later than the 30-day deadline described previously.

Definition of Compensation

"Compensation" means the amount described in section 6051(a)(3) (wages, tips, and other compensation from the employer subject to federal income tax withholding under section 3401(a)), and amounts paid for domestic service in a private home, local college club, or local chapter of a college fraternity or sorority. Usually, this is the amount shown in box 1 of Form W-2, Wage and Tax Statement. For further information, see Pub. 15, (Circular E), Employer's Tax Guide. Compensation also includes the salary reduction contributions made under this plan, and, if applicable, compensation deferred under a section 457 plan. In determining an employee's compensation for prior years, the employee's elective deferrals under a section 401(k) plan, a SARSEP, or a section 403(b) annuity contract are also included in the employee's compensation.

For self-employed individuals, compensation means the net earnings from self-employment determined under section 1402(a), without regard to section 1402(c)(6), prior to subtracting any contributions made pursuant to this SIMPLE IRA plan on behalf of the individual.

Employee Notification

You must notify each eligible employee prior to the employee's 60-day election period described above that he or she can make or change salary reduction elections and select the financial institution that will serve as the trustee, custodian, or issuer of the employee's SIMPLE IRA. In this notification, you must indicate whether you will provide:

1. A matching contribution equal to your employees' salary reduction contributions up to a limit of 3% of their compensation;
2. A matching contribution equal to your employees' salary reduction contributions subject to a percentage limit that is between 1 and 3% of their compensation; or
3. A nonelective contribution equal to 2% of your employees' compensation.

You can use the *Model Notification to Eligible Employees* earlier to satisfy these employee notification requirements for this SIMPLE IRA plan. A *Summary Description* must also be provided to eligible employees at this time. This summary description requirement may be satisfied by providing a completed copy of pages 1 and 2 of Form 5304-SIMPLE (including the information described in *Article VI—Procedures for Withdrawals*).

If you fail to provide the employee notification (including the summary description) described above, you will be liable for a penalty of \$50 per day until the notification is provided. If you can show that the failure was due to reasonable cause, the penalty will not be imposed.

If the financial institution's name, address, or withdrawal procedures are not available at the time the employee must be given the summary description, you must provide the summary description without this information. In that case, you will have reasonable cause for not including this information in the summary description, but only if you ensure that it is provided to the employee as soon as administratively feasible.

Reporting Requirements

You are not required to file any annual information returns for your SIMPLE IRA plan, such as Form 5500, Annual Return/Report of Employee Benefit Plan, or Form 5500-EZ, Annual Return of One-Participant (Owners and Their Spouses) Retirement Plan. However, you must report to the IRS which eligible employees are active participants in the SIMPLE IRA plan and the amount of your employees' salary reduction contributions to the SIMPLE IRA plan on Form W-2. These contributions are subject to social security, Medicare, railroad retirement, and federal unemployment tax.

Deducting Contributions

Contributions to this SIMPLE IRA plan are deductible in your tax year containing the end of the calendar year for which the contributions are made.

Contributions will be treated as made for a particular tax year if they are made for that year and are made by the due date (including extensions) of your income tax return for that year.

Summary Description

Each year the SIMPLE IRA plan is in effect, the financial institution for the SIMPLE IRA of each eligible employee must provide the employer the information described in section 408(l)(2)(B). This requirement may be satisfied by providing the employer a current copy of Form 5304-SIMPLE (including instructions) together with the financial institution's procedures for withdrawals from SIMPLE IRAs established at that financial institution, including the financial institution's name and address. The summary description must be received by the employer in sufficient time to comply with the *Employee Notification* requirements earlier.

There is a penalty of \$50 per day imposed on the financial institution for each failure to provide the summary description described above. However, if the failure was due to reasonable cause, the penalty will not be imposed.

Paperwork Reduction Act Notice. You are not required to provide the information requested on a form that is subject to the Paperwork Reduction Act unless the form displays a valid OMB control number. Books or records relating to a form or its instructions must be retained as long as their contents may become material in the administration of any Internal Revenue law. Generally, tax returns and return information are confidential, as required by section 6103.

The time needed to complete this form will vary depending on individual circumstances. The estimated average time is:

Recordkeeping 3 hr., 38 min.

Learning about the law or the form 2 hr., 26 min.

Preparing the form 47 min.

If you have comments concerning the accuracy of these time estimates or suggestions for making this form simpler, we would be happy to hear from you. You can write to the Internal Revenue Service, Tax Products Coordinating Committee, SE:W:CAR:MP:T:M:S, 1111 Constitution Ave. NW, IR-6526, Washington, DC 20224. Do not send this form to this address. Instead, keep it with your records.