

Find the support you need to **grow and thrive**



Ready to offer a retirement plan for your small business? A financial professional can help guide you – but it can be intimidating to find the right person. That’s why we created this guide to help you pick a professional and a plan that work for you.

A financial professional can help assess your needs and identify the right plan for your business.

They can provide guidance on the tax advantages of a plan.

They can help you monitor your plan and stay in compliance with changing regulations.

Many financial professionals offer support to help improve retirement outcomes for your participants.

Did you know? A retirement plan can help you:



Attract and retain top talent



Increase employee satisfaction and loyalty



Save more than you could through an IRA

81%

of business owners who offer a plan are happy they do[†]

62% of small business owners who offer a plan use a financial professional.[†]

Searching for a financial professional?

If you’re just starting out, here are sources for finding a professional you trust that may be more reliable than random online reviews:

- **Referrals** – Ask fellow business owners in your area or other professionals in your network.
- **Local business organizations** – Ask colleagues at your local Chamber of Commerce or try SCORE, a nationwide network of small business mentors.

Footnote/Important information:

[†] Source: Capital Group surveyed 1,706 small business owners and employees from April 4 to April 30, 2025, in partnership with market research firm C&C Multicultural.

Investments are not FDIC-insured, nor are they deposits of or guaranteed by a bank or any other entity, so they may lose value.

Step 1: Select the right support

While many financial professionals can offer help and guidance in starting a retirement plan, you'll get the most out of the relationship if you find someone who clicks with your personality and your business needs.

Pre-call checklist

Gather the information below before talking with your financial professional to save time and help them find the right type of retirement plan for your business.

Current number of employees (full time, part-time, seasonal) and anticipated hiring plans

Employee census (ages, compensation, hire dates)

Current compensation structure (salary, hourly, bonuses)

Payroll records or summary reports

Any existing retirement, savings or benefit programs you offer

Business tax ID and entity information (LLC, S-Corp, sole proprietorship)

Most recent business tax return

Budget estimates for benefits/retirement contributions

The initial interview

When you connect with a prospective financial professional, treat that first call or meeting like an interview. Here are questions to ask:

01

Do you have experience serving small businesses?

A financial professional who is familiar with the structure of small businesses – such as LLCs, S-Corps or sole proprietorships – may better understand the unique challenges and opportunities facing business owners like you.

02

Do you have experience with retirement plans?

Someone with a retirement plan practice may have more knowledge of different plan types and available service providers. Ask if their credentials include any retirement plan certifications, or if they're a certified financial planner.

03

How do you support retirement plans?

Some financial professionals provide general education and investment recommendations. Others may take on the responsibility for selecting, monitoring and replacing investment options. Also ask about support for enrollment and ongoing education.

04

What do your fees cover?

Make sure you understand how their fee structure works and what you're paying for. Do they offer benchmarking to help ensure your plan fees are reasonable in relation to the services you receive?

05

Who will I be working with?

Some practices use a team-based model or have support staff. Who will you talk to most frequently? What hours are they available, and how can you contact them?

Step 2: Pick the right retirement plan

As you select a financial professional, you can also work with them to find the type of retirement plan that best suits your business.

Get ready to talk retirement

Consider these questions to help clarify what you're looking for in a retirement plan and guide your conversation with your financial professional.

What are your goals in offering a retirement plan?

What concerns do you have about starting a retirement plan?

What's your budget for plan fees or employer contributions?

What are your hiring plans for the near future?

How much time do you have to maintain the plan?

How much support do you want or need?

How soon do you want to launch the plan?

Who do you want to be able to contribute?

Zero in on the plan for you

Your financial professional may present more than one option for your business, including different plan types and different plan providers. You can ask these questions to help narrow the focus to a single plan solution that's aligned with your specific needs and goals.

01 What will the costs be, and are there tax credits available?

Have your financial professional go over the costs that are generally associated with the type of plan you're considering. What fees are you responsible for, and what may be paid from plan assets? Also be sure to ask about tax credits for small businesses that can make starting a retirement plan significantly more affordable.

02 What features does the plan offer?

Different plan types and different providers can offer a range of features and services. For example, does the solution you're looking at allow loans or let you automatically enroll employees? Who can contribute to the plan (e.g., employer, employees or both)?

03 What responsibilities will I have?

Make sure you understand your duties as a plan sponsor. These can vary by plan type but often include things like ensuring regulatory compliance, selecting and monitoring investments and distributing required notices to participants. Be sure to ask about hiring service providers to assist with your responsibilities.

04 What investments are available?

The available investments depend on both the plan type and the plan provider, and you may not know your options until later in the process. But there are still questions to ask at this point, like what types of products are available?

05 What kind of ongoing maintenance is required?

Get a sense of how much work it will be to run the plan every year, including whether there are required annual filings or other compliance tasks. Are there online resources to help make your tasks easier? Can your financial professional or the plan provider help with those tasks?

Take the next step to **grow your business** and **secure a better future**

After discussing retirement plan options with your financial professional, request a proposal that outlines the features, benefits and costs of the plan, then schedule a follow-up meeting to discuss the particulars of the proposal. If you feel ready to proceed, ask about next steps.

Post-call checklist

Now that you've selected a retirement plan and provider, ask your financial professional these questions to make sure your plan gets off to the right start.

What are the key deadlines to implement the plan?

What's the implementation timeline? Who is responsible for each task?

How will the financial professional support you and your participants on an ongoing basis?

Are there any other third-party service providers you need to hire?

What happens if a participant leaves your company?



Check out Small Business America from Capital Group

Our [centralized education hub](#) can help you tackle retirement planning challenges and learn more about retirement plans.

Trust a proven leader

Ask your financial professional about retirement plans from Capital Group, home of American Funds. See why so many businesses like yours count on us for their retirement plans.



Dedicated to investors

More than **2.6 million** plan participants count on us to pursue their retirement goals.†



A trusted recordkeeper

Over **370,000** small- to mid-size businesses and their employees rely on Capital Group retirement plans.†



A top asset manager

With more than **\$2.5 trillion** in assets under management, Capital Group is one of the world's largest investment management organizations.†

Ready to get started?

Tell your financial professional to contact our retirement plan sales support team at **(888) 777-1579**.

Footnote/Important information:

† As of 12/31/24. Participants and businesses in Capital Group 401(k), 403(b), SEP IRA and SIMPLE IRA plans.

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