



# [FIRM] Overview



Introductory Meeting



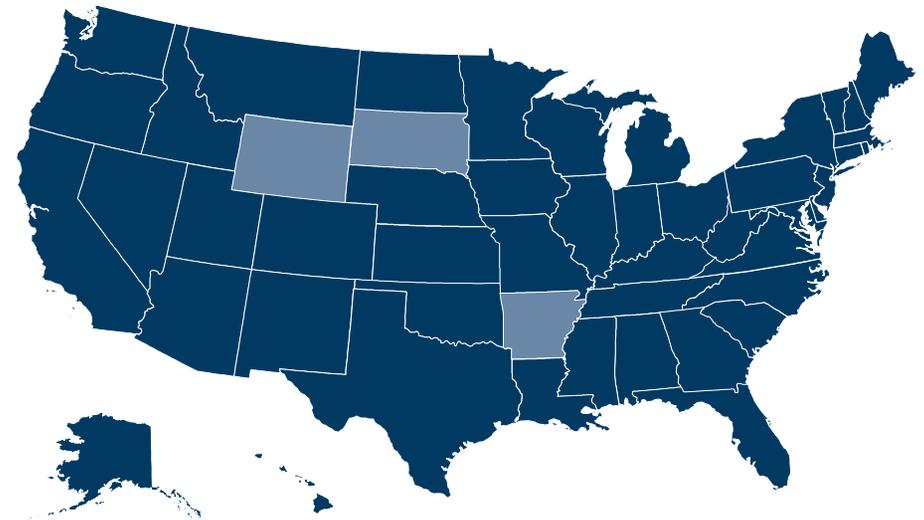
# Company Overview

Creating successful retirement plan outcomes for plan sponsors and plan participants.

# At-a-glance

**When you entrust your plan to a member of the RPAG alliance, you gain three keystone advantages:**

- **Knowledge** – Our **2,000+** advisors represent **800+** firms from across the nation that are dedicated to serving over **100,000 retirement plans** with strategic, expertly crafted consulting services.
- **Expertise** – Earned through skillful and steadfast management of about **\$1 trillion** in collective retirement assets under influence.
- **Ingenuity** – Driven by **robust technology, systems and services** to help create successful retirement plan experiences for plan sponsors and participants alike.



Legend

RPAG members



\*As of 9/1/2022

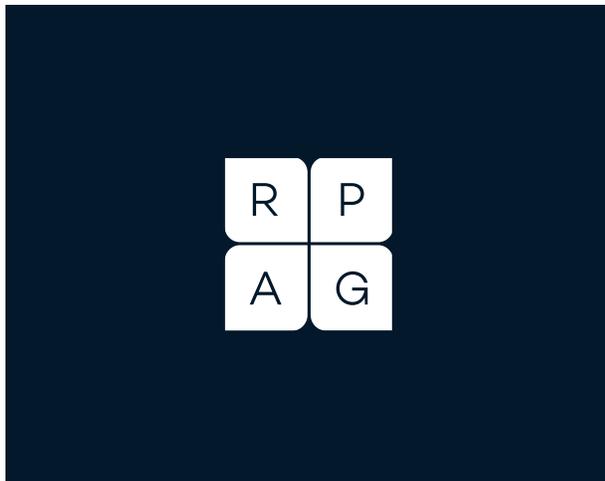
<Your Firm Name> is a member of RPAG™. The consulting services described in this presentation reflect services that we will provide to your company as a result of our membership with RPAG. This includes, but is not limited to, investment due diligence, RFP and fee benchmarking, plan design and fiduciary review and communication services.

An investor should carefully consider the investment objectives, risks, charges and expenses carefully before investing. Go to the investment company's website for a prospectus that contains this and other information. The prospectus should be read carefully before investing.

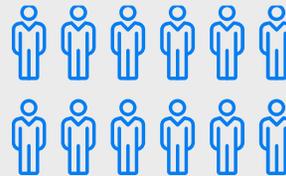
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# Depth & Breadth

As a member of RPAG, we are backed by an extensive team of retirement plan experts. We leverage the RPAG platform to work closely with our clients, becoming strategic partners in the trenches, thinking about their business as much as they do.



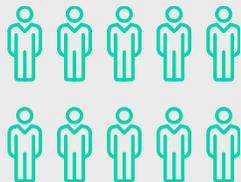
## CFA® CHARTERHOLDERS



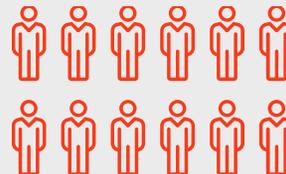
## ERISA SPECIALISTS



## FINANCIAL PROFESSIONAL SUPPORT TEAM



## RFP/BENCHMARKING SPECIALISTS



## PLAN CONSULTANTS





# How We Can Help Plan Sponsors

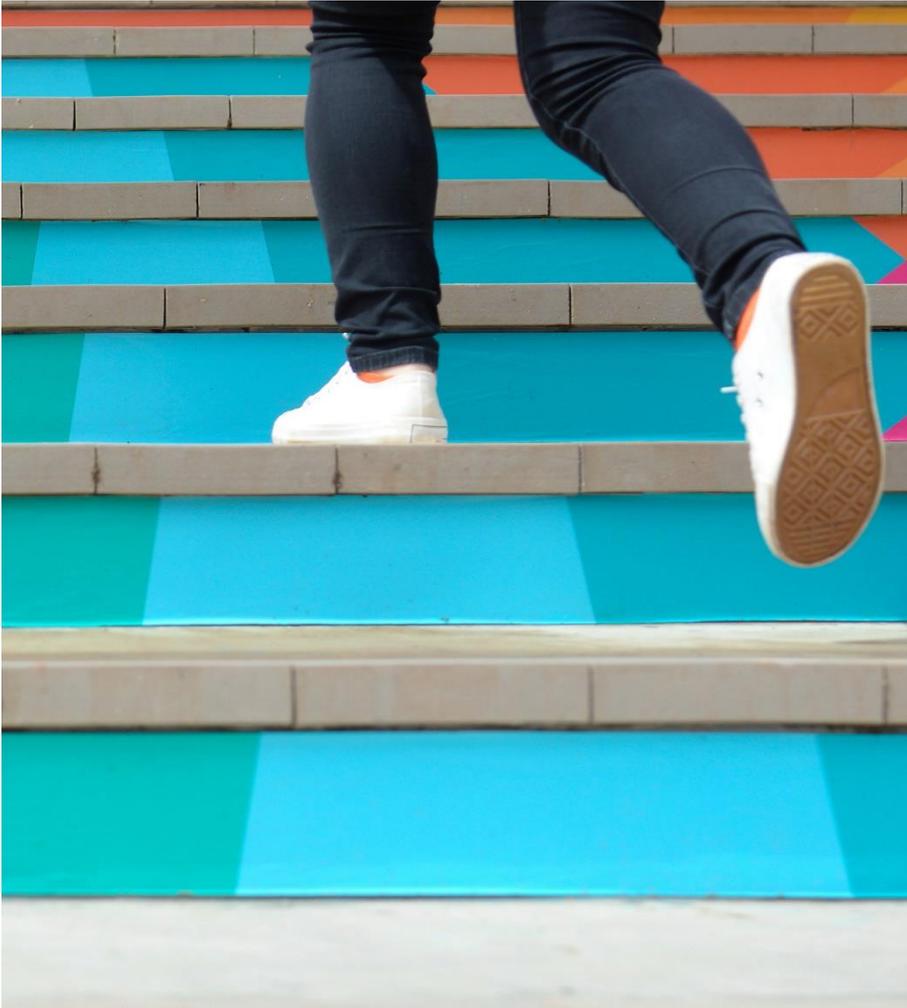
# Plan Sponsor Concerns



You face a variety of concerns with regards to your retirement plan. We work with you to address any number of issues that may be on your mind.

- Complying with retirement plan regulations
- Adhering to fiduciary responsibilities
- Paying reasonable fees
- Offering competitive funds
- Preparing participants to retire when you need them to retire

# Fiduciary Steps



As a plan sponsor, you have a variety of prudent actions that you should follow. Have you taken the necessary steps to address:

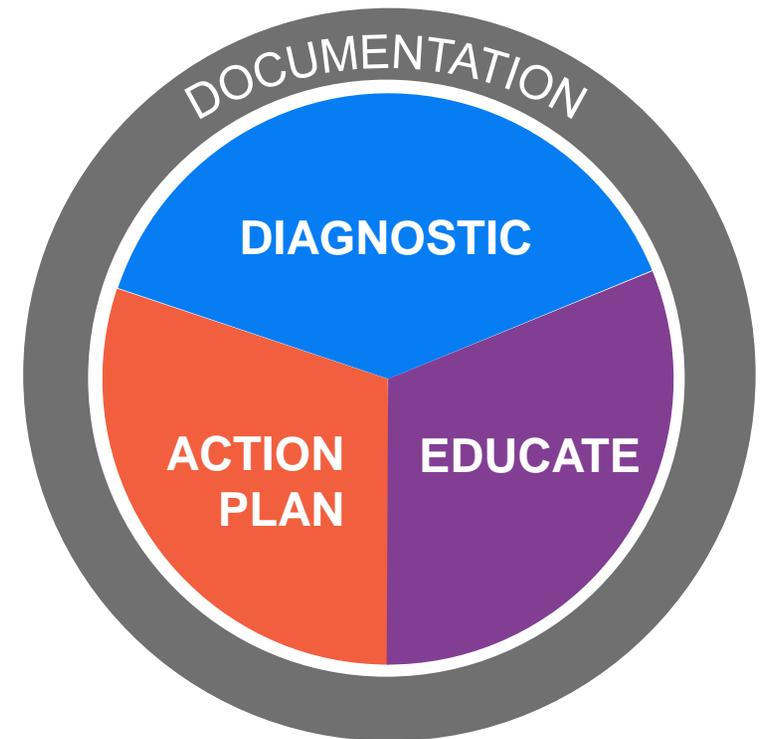
- Plan Governance
- Fiduciary Compliance
- Investment Due Diligence
- Target Date Fund Selection
- Benchmarking Recordkeeping Fees
- Benchmarking Advisor Fees
- Plan Design

# Plan Governance

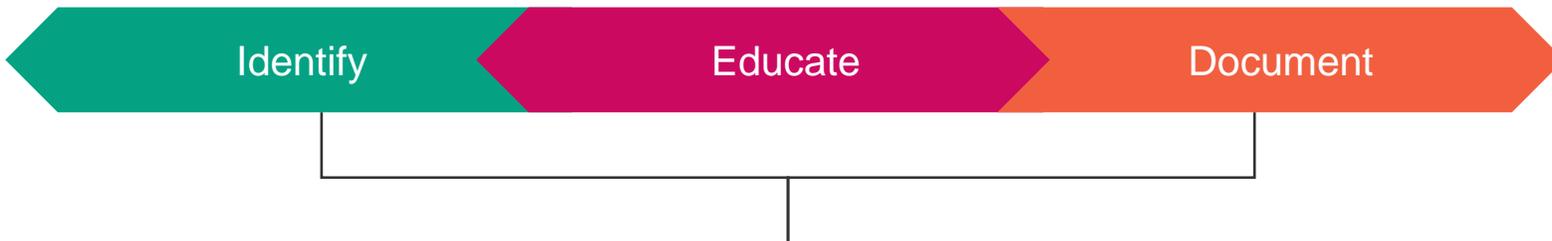
A plan's named fiduciary is accountable for all aspects of an organization's retirement plan. We help you with the formal delegation of daily administrative and investment responsibilities to a retirement plan committee.

## We assist you with:

- Board Resolution
- Committee Member Acceptances
- Committee Charter
- IPS
- Quarterly Monitoring Reports
- Meeting Minutes
- Virtual Fiduciary File



# Fiduciary Compliance



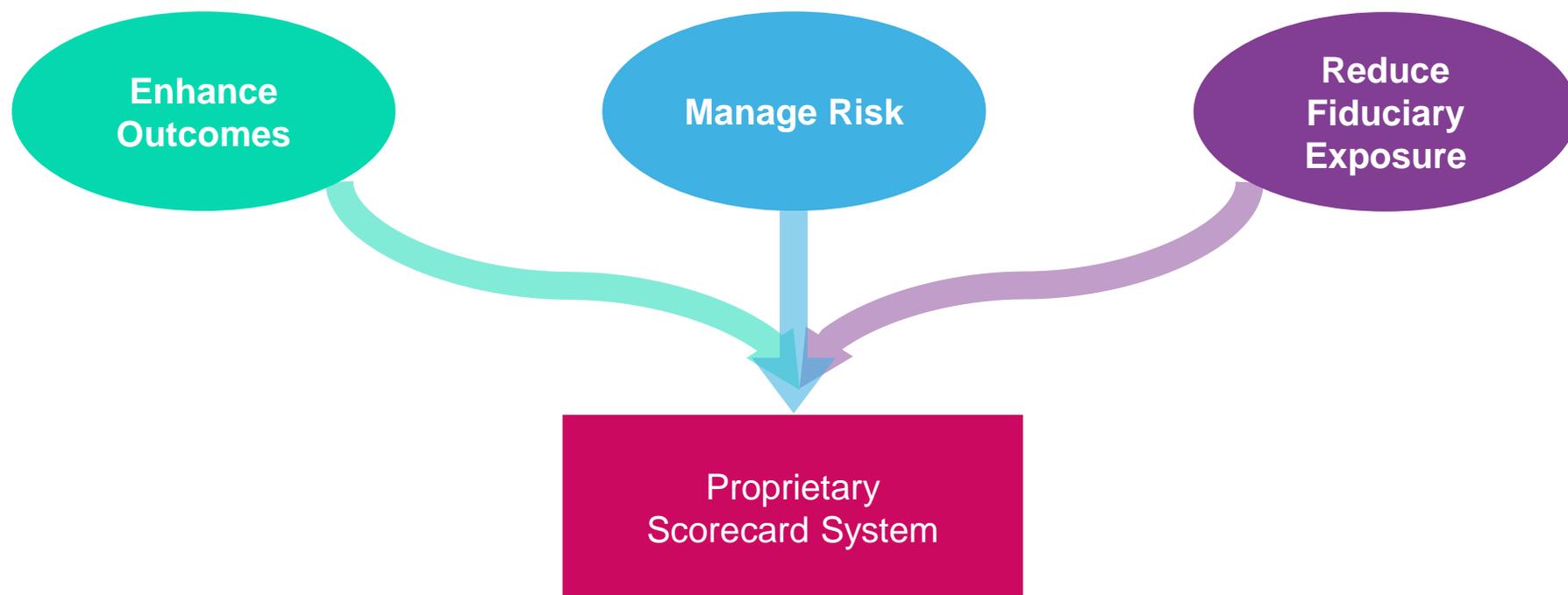
## Fiduciary Fitness Program

Initially, we will conduct a Fiduciary Diagnostic on your plan that will be used to identify any existing gaps pertaining to your committee's fiduciary responsibilities. Your plan's Fiduciary Diagnostic is then reviewed and updated on a regular basis to identify upcoming plan management responsibilities and to document when required tasks are completed. Our Fiduciary Education Modules provide the necessary resources to inform and educate committee members regarding ERISA's fiduciary requirements.

## Fiduciary Education Modules

- Fiduciary Duties and Responsibilities
- Maintaining Your Fiduciary File
- Correction of Missed Contributions
- Strategies to Help Minimize Fiduciary Liability
- Claims and Appeals Procedures
- Employer Securities
- Selecting and Monitoring Service Providers
- Prohibited Transactions
- Target Date Funds
- Selecting and Monitoring Investments
- Timely Deposit of Employee Elective Deferral Contributions
- Addressing the Participant Experience
- Fees & Expenses
- Control Groups
- Fee Levelization
- ERISA Section 404(c) Compliance
- Mergers and Acquisitions
- Missing Participants
- Disclosure and Notice Requirements
- Plan Terminations, Mergers, Transfers and Spin-offs

# Investment Due Diligence



## Our Approach

Our approach combines sophisticated, institutional measurement techniques with a proprietary 10-point pass/fail scoring process. We break down what we believe to be the individual elements of success that distinguish superior investment managers within a particular asset class.

## Our Analysis

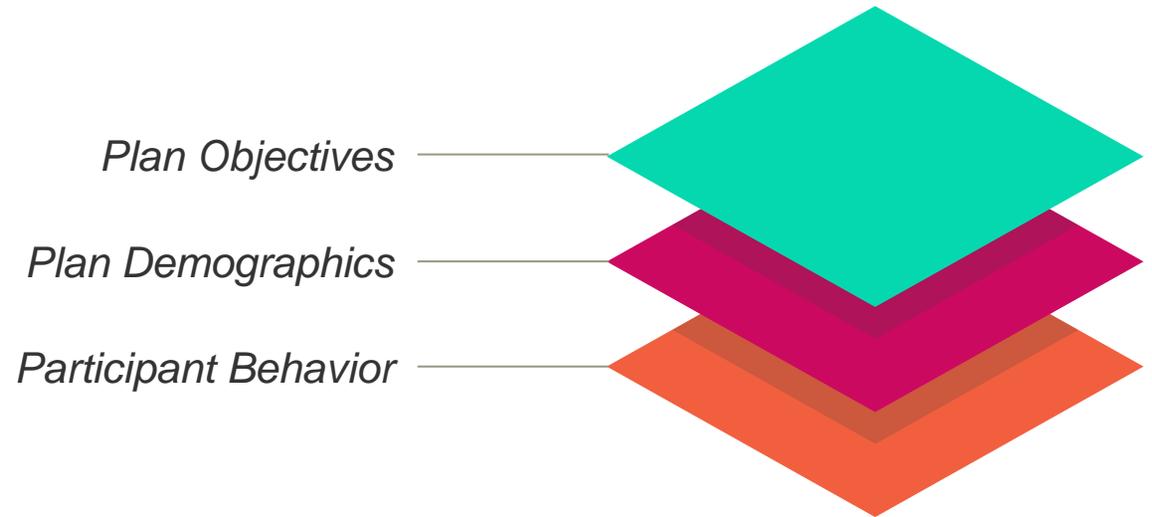
Our analysis begins with creating a custom benchmark index that explains a fund's market-related and style-related investment returns so that any unexplained variance can be attributed to manager skill. 36-month rolling return intervals are also utilized to provide better measures of central tendency and to improve our ability to identify trends.

## The Score

A fund's score reflects a manager's skill within a particular asset class. 60% of a fund's score is tied to style-specific benchmarks. 20% of a fund's score is tied to custom peer group comparisons, and 20% of a fund's score is qualitative.

# Target Date Fund Selection

*The DOL published tips for plan fiduciaries over concerns that plan sponsors were not adequately investigating the assumptions and risk postures associated with a plan's TDFs.*



As a result, the DOL expects plan fiduciaries to analyze a series of factors prior to selecting a glidepath that is appropriate for a plan.

After a “best fit” glidepath is identified, plan fiduciaries are expected to have a process in place to evaluate the quality, composition and fees of TDFs that may be a fit for a plan.

Our TDF suitability process combines plan specific assumptions, participant demographics and participant tendencies in order to identify a best fit risk posture for a plan.

We then assist you with comparing differences in equity exposure, asset class exposure, management style, fund expenses and the quality of a TDF's component funds.

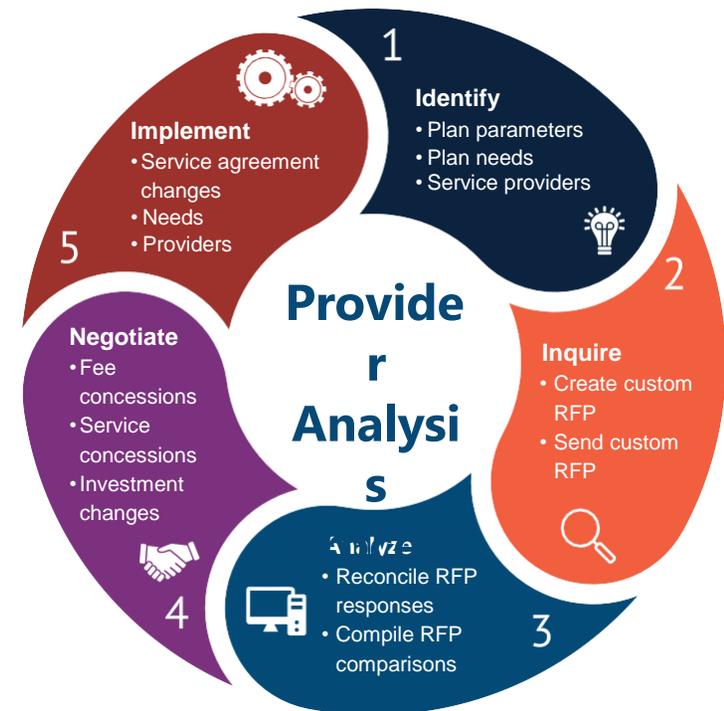
# Provider Benchmarking Overview

Selecting and monitoring service providers is one of the most important duties that retirement plan sponsors and fiduciaries must make. ERISA Section 404(a) states that plan fiduciaries must determine and document reasonableness of plan fees and case law has clearly identified that this is most prudently accomplished through a robust “live bid” process every three to five years, or sooner if plan characteristics change substantially or a provider change is needed.

Our proprietary fee benchmarking process incorporates a plan’s parameters, complexity, investment lineup, service requirements and other unique considerations in order to determine a reasonable fee for a plan’s recordkeeping and administrative services.

## Highlights

- Live-bid, RFP process ensures apple-to-apple comparisons are used throughout the evaluation process.
- All fee comparisons are based on current market prices rather than a database of historical recordkeeping fees.
- Over 500 recordkeeping data points are compared side-by-side to balance cost and quality considerations.
- Competitive bidding with multiple providers maximizes a plan’s negotiating leverage.



# Plan Design

Enormous resources are used to encourage employees to participate in their employer's retirement plan. Yet three decades after the debut of defined contribution, employees still contribute too little to their plan or not at all, leaving them ill-prepared for retirement. Why?

The problem isn't education, access or, as some claim, a "broken" system. It's, in a word, inertia. Employees struggle to act in their own best interests even when they know it could improve their financial future. That's why employers need to ensure that it takes less effort to succeed at saving for retirement than to fail.

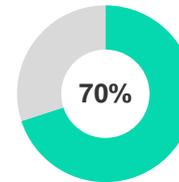
Our retirement plan consultants use our proprietary PLANavigator system and work with you to implement plan design elements that will drive employee participation and engagement to ensure that employees are being steered in a desired direction... towards the path to successful retirement outcomes.



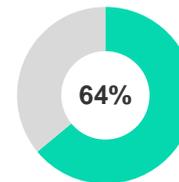
PLANavigator example is purely hypothetical and not based on any specific client data  
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# Financial Wellness Programs

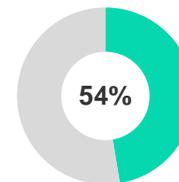
Address near-term financial challenges so employees can make better long-term financial decisions



Americans that live **paycheck to paycheck**<sup>1</sup>



Americans that **can't cover a \$1,000 emergency** without borrowing money<sup>3</sup>



Americans that are **not getting financial advice**<sup>2</sup>

1. 2017, CareerBuilder, *Living paycheck to Paycheck is a Way of Life for a Majority of U.S. Workers*  
2. 2017, Mercer, *Inside Employee's Minds™: Volume 2*  
3. 2017, Mercer, *Inside Employees' Minds™: Volume 2*  
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# Disclosures

RPAG is not in the business of providing legal advice with respect to ERISA or any other applicable law. The materials and information do not constitute, and should not be relied upon as, legal advice. The materials are general in nature and intended for informational purposes only.

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