



The Importance of Providing a
401(k) Plan to Your Employees

isolvedTM

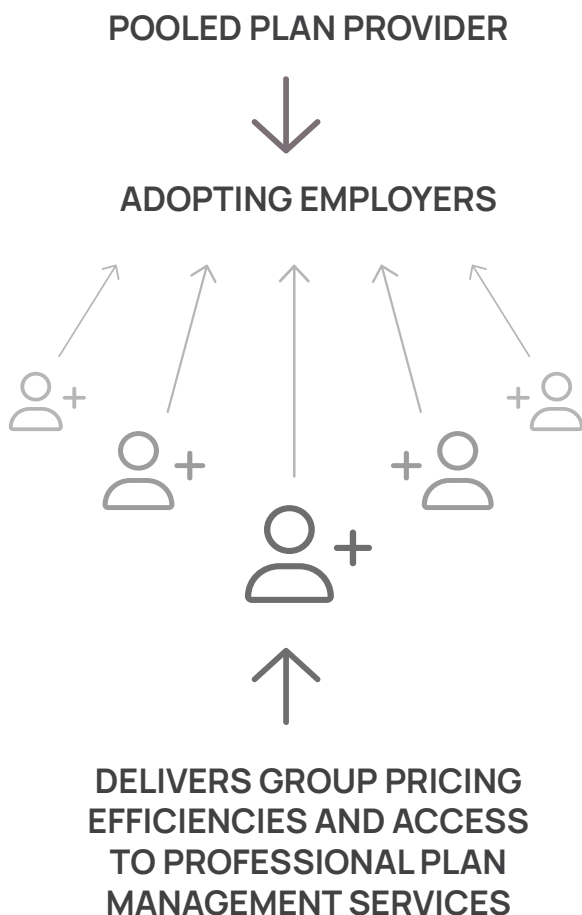
Premier 401(k) Pooled Employer Plan (PEP)

The Premier PEP offers a unique retirement plan structure that can help you attract and retain talented employees while maximizing plan management efficiencies.

WHAT IS THE PREMIER PEP?

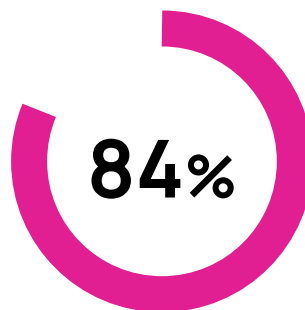
The PEP is a type of multiple employer plan consisting of a collection of unrelated single-employers. A pooled plan provider, named fiduciary, investment menu, plan year, and trustee are named for the plan.

HOW IT WORKS



WHAT ARE THE BENEFITS OF JOINING THE PREMIER PEP?

When you adopt the Premier PEP, your employees gain access to a valuable retirement benefit. And you may gain the benefits that come with economies of scale as well as receive federal tax credits, if you qualify. **The Premier PEP satisfies state retirement plan mandates and provides a key benefit that employees consider when deciding to join your company.**



of workers say that retirement benefits offered by a prospective employer will be a major factor in their decision whether to accept an offer.*



of workers value a 401(k) or similar plan as an important benefit.*

* "21 st Annual Transamerica Retirement Survey of Workers ." nonprofit Transamerica Center for Retirement Studies. August 2021

Why the Premier PEP Might Be Right For You

The Premier PEP offers key benefits to adopting employers by bringing together a team of professionals to help you manage your plan and to help your participants achieve brighter retirement outcomes.

MULTIPLE BENEFITS SIMPLIFIED ADMINISTRATION

The support team structure of the PEP allows you to offload the majority of administrative tasks, such as managing a plan audit, distributions, participant enrollment/communications, eligibility tracking, payroll remittance, and compliance testing as well as reporting.

REDUCED FIDUCIARY LIABILITY

Adopting employers will no longer be the named ERISA Plan Sponsor responsible for administering their 401(k). The PEP's Pooled Plan Provider (PPP) is the Plan Sponsor accepting the responsibilities and associated liabilities of overseeing the plan's administration. In addition to protection afforded by the PPP, the PEP has also engaged a 3(16) administrative fiduciary & 3(38) investment fiduciaries, further reducing fiduciary liability for adopting employers.

FLEXIBLE PLAN DESIGN

When joining the PEP, you'll have the flexibility to tailor your plan based on your employees' needs; e.g., eligibility, vesting schedule, loans, custom profit-sharing and match calculations. **POTENTIAL**

COST SAVINGS

Economies of scale allow for group pricing and potentially lower-cost investment options, audit, compliance, document preparation, Form 5500 filings and discrimination testing. Furthermore, employers with 100+ employees will not be required to perform an annual plan audit. **EASY ADOPTION PROCESS** Whether you are starting a new plan or transitioning an existing plan, you'll receive hands-on guidance throughout the process. A dedicated service team is available to answer questions for you and your employees, ensuring seamless integration of your plan

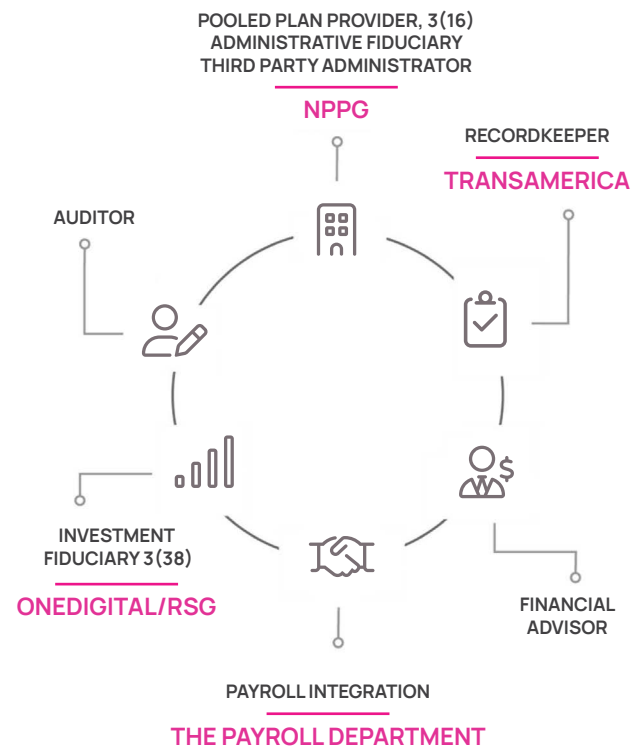
RELIEF FROM BAD APPLE RULE

Relief is available if certain requirements are met so that the actions of any adopting employer shall not negatively impact the other adopting employers within the PEP. **STATE RETIREMENT**

PLAN MANDATES

As more and more states are requiring employers to adopt a retirement plan, the PEP is designed to comply with such mandates (where applicable). **FEDERAL TAX CREDITS** Employers who qualify may receive up to \$5,000 per year for three years when starting a new retirement plan. Plus, if automatic enrollment is implemented, an additional \$500 credit shall apply in each of the three years.

DEDICATED TEAM By joining the PEP, you gain access to a professional service team that surrounds you with plan management support so you can focus less on managing your plan and more on running your business



What does the isolated 401k PEP mean for you?

Less work

- Integrate payroll & 401(k)
- 5500 filed annually

Less Liability

- Managed fiduciary responsibilities
- Relief from trustee duties

Lower Cost

- Economies of scale reduce cost of administration for your staff and cost of participation for your employees
- Receive local, regional support from NPPG, Plan Administrator, isolated and Transamerica



Comparing Plans from an Administrators Perspective

Pooled Employer Plan (PEP)

- Sit back, relax

Single Employer Plans

- Plan expenses based on plan size
 - Administrative burden
 - Required notice delivery
 - Payroll updates and submission
 - Year -end census
 - Plan audit 5500 filing
 - Forms 945, 1096, and 1099 preparation
 - Correct fidelity bond coverage
 - Loans Qualifying hardship withdrawals
- Fiduciary liability
 - Investment monitoring
 - Monitor pending legislative actions
- Trustee duties
- Education/enrollment
- Web access - not every provider has app
- Potential Plan Audits
- Annual Census collection
- Processing distributions after termination

Plan Options

Contribution Limits:
 Under 50 –\$22,500
 Over 50–\$30,000
 (pre-tax or post tax)

Target Date Options	Passive Core Options	Active Core Options
<p>BlackRock Lifepath Index</p> <ul style="list-style-type: none"> 2035 Income 2040 2015 2045 2020 2050 2025 2055 2030 2060 <p>Real Estate TA Vanguard Real Estate Index S&P United States REIT</p> <p>Stable Value Invesco Stable Value Trust Ret USTREAS Treasury Bill Constant Interm./Long Term Bond</p>	<p>Target Risk TA Vanguard LifeStrategy Income TA Vanguard LifeStrategy Conservative TA Vanguard LifeStrategy Moderate TA Vanguard LifeStrategy Growth</p> <p>Large Cap Equity Transamerica Partners Stock Index</p> <p>Mid Cap Equity BlackRock Mid Cap Growth Russell Mid Cap Growth Small I Cap</p> <p>Equity ClearBridge Small Cap Growth Russell 2000 Growth</p>	<p>Cash Equivalents Invesco Stable Value Trust Retirement Account</p> <p>Diversified Fixed Income Western Asset Core Plus Bond PIMCO Income</p> <p>World / Foreign Bonds Neuberger Berman Strategic Income</p> <p>Large Cap Equity JPMorgan US Equity (blend) JPMorgan Large Cap (growth) MFS Value (value)</p> <p>Mid Cap Equity Hartford Mid Cap (growth) MFS Mid Cap Value (value)</p> <p>Small Cap Equity Franklin Small Cap (value) Janus Henderson Triton (growth)</p> <p>World Stock American Funds New Perspective Fidelity Advisor International MSCI ACWI Growth MSCI ACWI Ex USA Growth</p> <p>International Emerging Markets American Funds New World Balanced American Funds Balanced</p>



Employer Pricing

isolved Payroll Integration Setup

\$575 Setup Fee

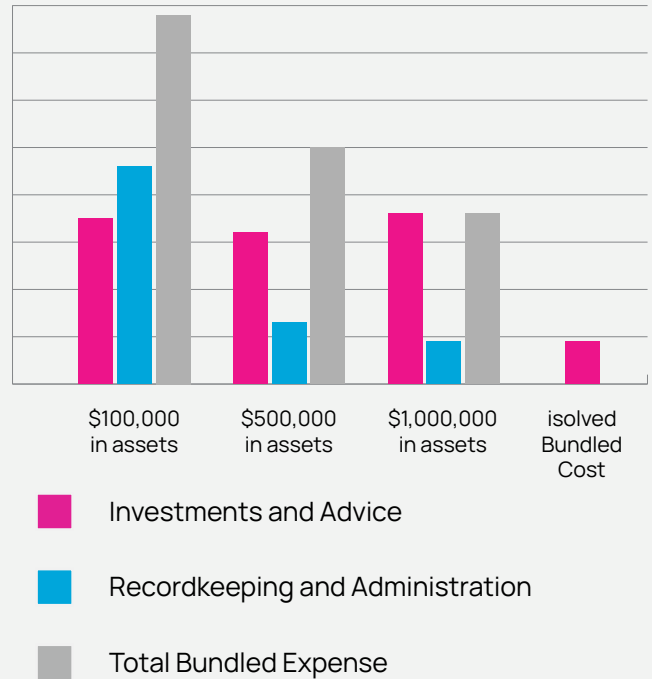
isolved Payroll Integration Fee

Pricing is based on active employee headcount. Please inquire with your Direct Account Manager - 401(k) for details.

\$125 Per Month for each additional EIN

Plan level administration and operation fees shall apply separately.

Average 401(k) Costs of Similar Sizes and Assets ¹



Linear average of all investment options, may not be indicative of actual participant expenses.

1. Source - 401(k) Averages

Tax Credit

Secure Act Small Business
Tax Credits Available for
Establishing a New 401(k) Plan

isolved and its affiliates do not provide tax, legal or accounting advice. This material has been prepared for informational purposes only, and is not intended to provide, and should not be relied on for, tax, legal or accounting advice. You should consult your own tax, legal and accounting advisors before engaging in any transaction.



- 1** Available for plans established after 1/1/2020
100 eligible participants or less
- 2** Tax credit up to 50% of eligible expenses up to \$5,000 per year for 3 years
Initial set up costs and administrative expense for 3 years
- 3** Tax Credit if Starting a New Plan:
Up to \$5,000 tax credit for 3 years for a total of \$15,000 (minimum of \$500 per

What are the next steps?

6 - 8 week conversion timeline
(If you have another plan)

1

Return the completed DocuSign document

2

Your advisor will schedule a kick-off call to guide you through your plan options

3

Look forward to a hands free 401k plan!

