

ENJOY THE BENEFITS OF A POOLED PLAN



ROSEVILLE AREA CHAMBER OF COMMERCE *GROUP PLAN SOLUTION*SM



THE ADVANTAGES OF POOLED-PLAN SOLUTIONS



WHAT IS THE ROSEVILLE AREA CHAMBER OF COMMERCE GROUP PLAN SOLUTIONSM?

The GPS is a collection of single employer defined contribution plans that, through a pooled arrangement, may share a common plan administrator, named fiduciary, investment menu, plan year, and trustee. Participating employers do not have to share a common association or industry. This pooled-plan solution is designed to reduce the administrative burden, transfer certain risks, and potentially lower the overall plan cost. It brings together a team of professionals on an employer's behalf so they can focus on what matters most: running their business — not their retirement plan.

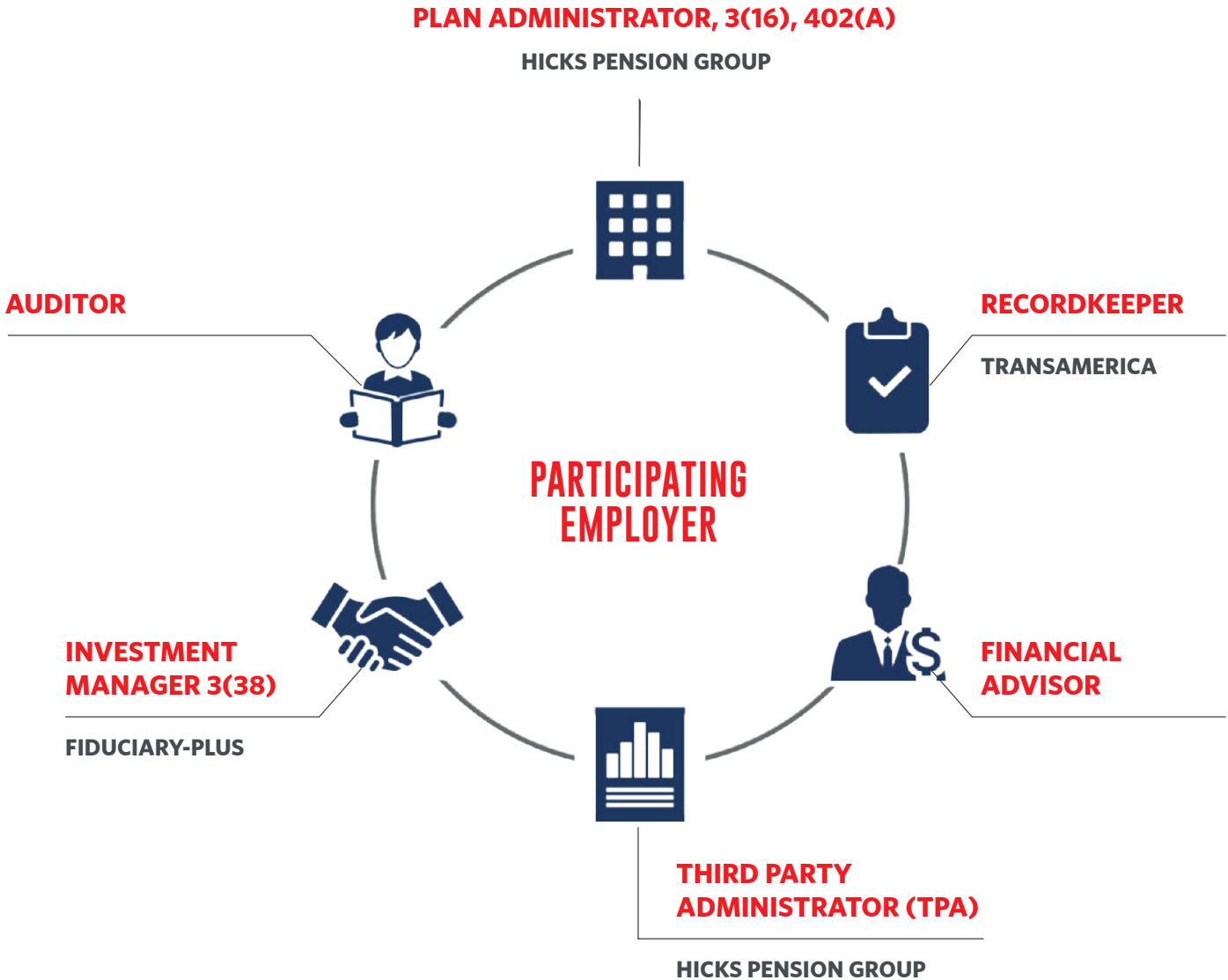
HOW THE GPS WORKS

At any time, adopting employers are easily **integrated, enrolled, and tracked** in the Transamerica platform.



A DEDICATED TEAM

When sponsoring a retirement plan under the *GPS*, businesses become a participating employer. The plan pulls together a professional service team to help employers manage the retirement plan.



ROLES OF THE PROFESSIONAL SERVICE TEAM

PLAN ADMINISTRATOR, 3(16), 402(A)

HICKS PENSION GROUP

- Serves as named fiduciary
- Performs administrative functions to keep plan compliant
- Responsible for day-to-day plan operations, including
 - Completion, signing and filing of Form 5500
 - QDRO determinations
 - Benefit payment authorization
 - Ensuring proper spousal consent obtained for payments
 - Distributions

RECORDKEEPER

TRANSAMERICA

- More than 85 years of experience in retirement
- Pioneer and market leader in pooled plans
- Created pooled-plan solutions starting in 2001
- Provides support to plan participants to and through retirement

FINANCIAL ADVISOR

- Helps employers with due diligence selecting a plan provider
- Identifies ways to reduce administrative duties for employer at competitive cost
- Offers services to help increase plan participation
- Lends support with comprehensive education program for employees
- Provides investment guidance and education for employees
- Conducts plan reviews
- Suggests plan design enhancements

THIRD PARTY ADMINISTRATOR

HICKS PENSION GROUP

- Helps adopting employers with plan design
- Provides ongoing compliance services, including mandatory testing and administration
- Offers local support for employer

INVESTMENT MANAGER 3(38)

FIDUCIARY-PLUS

- Responsible for selection and monitoring of funds in investment lineup

ADMINISTRATION MADE EASIER

When employers join the *GPS*, they may be able to offload the majority of administrative tasks associated with retirement plans.

YOUR RESPONSIBILITIES IF YOU DON'T JOIN:

- Invest plan contributions
- Track contribution limits
- Track catch-up contributions
- Distribute mandatory communication notices
- Approve/deny hardship requests
- Approve/deny loan requests
- Prepare loan amortization schedules
- Coordinate loan deductions
- Process distributions upon termination
- Investment choice additions/deletions
- Investment monitoring and due diligence
- Retirement plan review
- Consultative design services
- Advanced allocation designs
- Proprietary plan document support
- Preparation of amendments
- Monitor pending legislative actions
- Merger and acquisition support
- Annual census collection
- Mid-year testing
- Year-end testing
- Form 5500 preparation
- Audit support
- Forms 945, 1096, and 1099 preparation
- Track eligibility
- Notify participants of eligibility
- Establish deductions with payroll
- Conduct onsite enrollment workshops
- Conduct ongoing employee education
- Provide asset allocation tools
- Explanation of distribution options and tax implications
- Qualified domestic relations order (QDRO) support and analysis



Significantly cut your administrative tasks:*

- Monitor service providers
- Monitor investment platform
- Upload payroll files**
- Year-end data collection**

* Plan sponsor responsibilities may not be limited to items noted above. Plan sponsors should review their service agreements and fiduciary responsibilities under ERISA.

** Required, but may be provided by *PayStart*® -approved payroll provider.



AN INDUSTRY LEADER

TRANSAMERICA'S FOOTPRINT IN THE POOLED-PLAN MARKET

20+

years of
pooled-plan
experience

290

plan
sponsors

14,896

adopting
employers

As of December 31, 2020

TRANSAMERICA ESTABLISHED ITS FIRST POOLED PLAN IN 2001

As a pioneer in the pooled-plan market, our unique recordkeeping technology has been time-tested and enhanced over the past two decades. Along with plan-level reporting, adopting employers can run reports for their individual plan. In other words, we track and report as if adopting employers were a single plan, while still providing the benefits created by economies of scale.

Benefits for the Employer

Administration reports: extensive library for sponsors and adopters

Flexible provisions: vesting, eligibility, employer contributions, matching contributions

Payroll integration with *PayStart*® for automated contribution submissions and approvals

Plan reporting at the individual adopting-employer level

Plan administration support

Eligibility tracking

Online access: available for each adopting employer

Online participant enrollment

DRIVING PARTICIPANT SUCCESS

The participant experience is designed to help people understand if their savings and investment strategy is in line with their retirement goals. It starts with enrollment and continues with personalized communications and financial education showing participants how they can improve their retirement readiness.

Transamerica's comprehensive participant engagement program includes:



YOUR RETIREMENT OUTLOOK®

An easy-to-understand forecast generated by the calculation engine provided by Morningstar. Using simple weather icons, it shows participants if their current investment strategy is likely to produce the income they're seeking in retirement — and offers steps to improve their chances of achieving their goals.

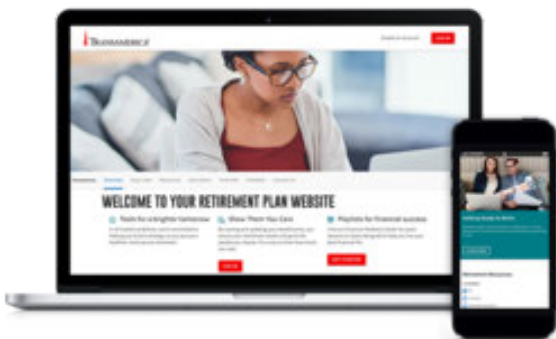
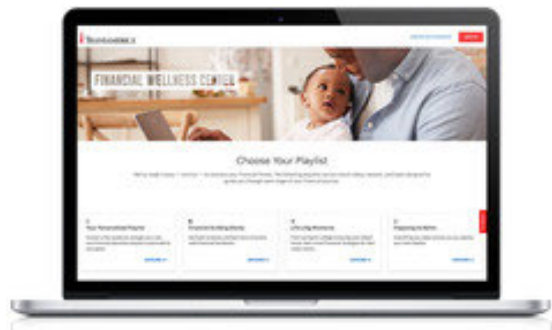
Your Retirement Outlook is featured prominently on the participant website, mobile app, and quarterly statements.

Brighten Your Outlook®



FINANCIAL WELLNESS CENTER

Designed to enhance financial literacy, our educational experience offers self-paced lessons on relevant financial topics such as debt management and buying a home. It's available to all employees regardless of whether they're enrolled in the retirement plan. Whether it's welcoming participants to the plan or making them aware of the educational tools and resources available, we provide onboarding support designed to set them up for long-term success.



EASY-TO-NAVIGATE PARTICIPANT WEBSITE

Employees can enroll, make salary deferral changes, rebalance their asset allocation, update personal information, review their retirement forecast, and manage their retirement plan account from the comfort of their home or office. With online reporting of their account activities, employees can monitor their progress toward a funded retirement 24/7. Our convenient mobile app also gives participants access to their current account information through most mobile devices.

The participant experience is integrated with our reporting capabilities. Adopting employers always have the ability to track the retirement readiness of their employees.



With more than 85 years of experience helping people prepare for retirement, Transamerica is one of the most recognized, trusted names in financial services. As a pioneer in pooled-plan solutions, we equip plan sponsors with the tools, resources, and professional support to help their employees pursue a healthier, more secure future.



Hicks Pension Services has provided specialized administrative and compliance services for qualified employer retirement plans since 1968. We continue to be a leader in the industry with a focus on personalized service and efficient use of modern technology. We provide our clients all the guidance and support they need to keep their plan in compliance with the governing law of ERISA, including the preparation of legal plan documents, benefit calculations, discrimination testing and the annual reports required by the IRS, DOL and PBGC.



Fiduciary-Plus was created to partner with advisors as we strive to provide the best in class services to plan sponsors and their plan participants. Fiduciary-Plus helps a business owner/plan committee manage fiduciary liability by engaging RPA to accept responsibility for investment decisions as an ERISA defined 3(38) discretionary investment manager. But the services don't stop there. Fiduciary-Plus also offers: plan governance education webinars and certificates, benchmarking of services and fees, and a fiduciary vault to support the storage of vital documentation.



We provide our members with support to help them develop and market their business, resources to connect them to new business opportunities and educate them on important policy changes and political advocacy to champion their growth. We also maintain a close, collaborative relationship with regional decision makers to ensure our members' voices are heard.

Our seamless transition process, unique recordkeeping capabilities, and holistic participant experience make Transamerica a pooled-plan solution provider of choice.

Get in touch:



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The **Roseville Area Chamber of Commerce Group Plan SolutionSM** is not a multiple employer plan (MEP). Unlike a MEP, certain plan qualification and ERISA requirements are applied at the individual plan level. An employer participating in the *GPS* retains certain fiduciary responsibilities, including responsibility for retaining and monitoring the 3(16) plan administrator, for determining the reasonableness of its fees, and for periodically reviewing the *GPS* as a whole.

Before adopting any plan you should carefully consider all of the benefits, risks, and costs associated with a plan. Information regarding retirement plans is general and is not intended as legal or tax advice. Retirement plans are complex, and the federal and state laws or regulations on which they are based vary for each type of plan and are subject to change. In addition, some products, investment vehicles, and services may not be available or appropriate in all workplace retirement plans. Plan sponsors and plan administrators may wish to seek the advice of legal counsel or a tax professional to address their specific situations.

Important: The projections or other information generated by the engine (which produces *Your Retirement Outlook*[®]) regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results, and are not guarantees of future results. Results derived from the tool may vary with each use and over time.

All cost savings mentioned are estimates and may vary depending on TPA, advisor, or attorney fees.

Transamerica is sponsoring financial education programs developed by EVERFI, a third party unaffiliated with Transamerica that is responsible for the content of the financial education program.

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