

A close-up photograph of a man in a dark blue suit and striped tie, holding a silver pen over a white document. The background is softly blurred, focusing attention on the man's hands and the document.

# THE BENEFITS OF MULTIPLE EMPLOYER PLANS (MEPS)

SAVE WITH ECONOMIES OF SCALE. ATTRACT AND RETAIN TALENTED EMPLOYEES.





# YOUR BUSINESS AND EMPLOYEES COULD BENEFIT FROM AN MEP

**Whatever the size of your business, you could benefit from joining an MEP. In this guide, we show how MEPs can help attract and retain the best employees, break down potential cost and time savings, and review our plan design and educational resources.**

## **WHAT IS AN MEP?**

An MEP is a retirement plan for businesses that typically have a common interest but are not commonly owned or affiliated. These businesses are referred to as adopting employers when they elect to join the MEP. These plans can be defined contribution (DC) or defined benefit (DB) plans.

## **WHAT IS AN MEP SPONSOR?**

An MEP sponsor is the group that maintains the MEP and master contract under which adopting employers may adopt a retirement plan. Professional employer organizations (PEOs) and professional associations are examples of organizations that may sponsor an MEP.

## **MEPs ARE IMPORTANT BECAUSE EMPLOYEES ARE IMPORTANT**

MEP retirement plans can help you attract and retain high-quality employees who drive business success. To stay competitive, you need to find a better way to reward — and keep — your best talent. An MEP can help by giving your employees the opportunity to:

- Set aside tax-deferred income for retirement
- Reduce their immediate taxable income
- Qualify for any employer matching contributions
- Invest for retirement automatically
- Learn about saving, investing, and budgeting for their retirement

Studies show that employees value working for an employer with a retirement plan. In fact, 81% of workers said retirement benefits offered by a prospective employer would be a major factor in final job decision-making.<sup>1</sup> This statistic illustrates the value employees place on retirement benefits, and shows they consider it a key part of their overall compensation.

## OTHER BENEFITS OF AN MEP

- Potential cost savings compared to operating a single employer plan on your own
- Fiduciary support
- Access to more investment choices
- Strong participant education support\*
- Business tax deductions\*

## REASONS TO CHOOSE TRANSAMERICA

- With more than 80 years of experience as a retirement plan provider, for over 5 million participants and \$226 billion in assets, we use our knowledge and experience to help people feel better about retirement.<sup>2</sup>
- Our outstanding record of high-quality service has earned us a yearly multiple employer plan client retention rate of 96.1 as of January 2020%.<sup>2</sup>



## According to the 19th Annual Transamerica Retirement Survey of Workers:

**86%** of workers value a 401(k) or similar plan as an important benefit.<sup>1</sup>

**81%** of workers say that retirement benefits offered by a prospective employer will be a major factor in their decision whether to accept an offer.<sup>1</sup>

See back cover for important footnotes.

\*These are also benefits of a retirement plan in general.

# THE POTENTIAL COST SAVINGS OF ADOPTING AN MEP

There are two main benefits to joining an MEP: cost savings for your business and limiting employee turnover by delivering the retirement plan and resources your employees deserve. Let's take a look at the savings when comparing a single employer plan with an MEP.

	SINGLE EMPLOYER PLAN	MEP
AUDIT COSTS	An audit could potentially add substantial costs for your company each year. Why? The law requires 401(k) retirement plans with 100 or more participants to complete a yearly audit. This involves hiring an independent, qualified public accountant to conduct an audit of the plan's financial statements, including a review of the plan's Form 5500, schedules, internal control practices, and other information.	Your business may be able to avoid paying an accountant for this service, and the audit will typically be handled at the MEP sponsor level.
DOCUMENT PREPARATION COSTS	Document preparation can be quite expensive over time. Why? When you provide a retirement plan, such as a cross-tested or new comparability plan, you must have plan documents professionally drafted. You must modify the plan to align with evolving laws and regulations in subsequent years as well.	Being an adopting employer significantly reduces most document preparation costs since most document preparation is provided in the MEP.
COMPLIANCE TESTING COSTS	Compliance testing can cost several thousand dollars per year. Why? To qualify for tax-advantaged status, most non-safe harbor 401(k) retirement plans must pass rigorous nondiscrimination tests each year to ensure the plans do not discriminate in favor of highly compensated employees.	Testing is included, and economies of scale help lower costs. Our process streamlines nondiscrimination testing and may be billed as an administrative fee instead of a separate charge. The MEP sponsor also handles the work and time associated with compliance testing, including preparing census data and providing documentation to the recordkeeper.
FORM 5500 FILING COSTS	Form 5500 filing can potentially cost several hundred dollars or more per year for a plan sponsor. Why? The law requires pension and welfare benefit plans to file a yearly report — usually a Form 5500 — regarding their financial condition, investments, and operations.	You no longer need to complete a Form 5500. Your MEP sponsor files one form covering all adopting employers. If your business is subject to an audit for Form 5500 purposes, it may have to bear only a fraction of the expense, if any.
QUARTERLY PARTICIPANT STATEMENT COSTS	You may need to pay an outside service provider for the printing, handling, and postage costs for each participant's statement. Why? The law requires you to send quarterly statements to participants who have the right to direct their investments in defined contribution plans.	Your quarterly statement costs may be reduced. We can often complete this task as part of our service. Statements are sent within five business days of the end of each quarter. <sup>3</sup>
INVESTMENT UNDERWRITING	Investment underwriting often features higher fees, fewer services, and fewer investment choices.	The pricing reflects the combined worth of all its adopting employers and, using that buying power, can generally obtain lower fees, more services, and a more diverse investment choice offering.

## REDUCE YOUR PLAN DESIGN COSTS

Plan design often requires an experienced professional to develop a plan that will suit your company's employee demographics and help meet your retirement plan objectives.

The process usually includes reviewing demographics to determine the best options for employee eligibility, vesting schedules, contribution types, nondiscrimination testing, benefit payments, loans, withdrawals, and payment of plan fees.

Furthermore, you might consider plan design alternatives based on the unique aspects of your business. This includes an in-depth review to determine which plan type best suits your business. For example, you might think of adopting a cross-tested or age-weighted plan, a profit-sharing-only plan, a profit sharing with 401(k), a 401(k) with an automatic enrollment feature, a safe harbor plan, or some other type of plan.

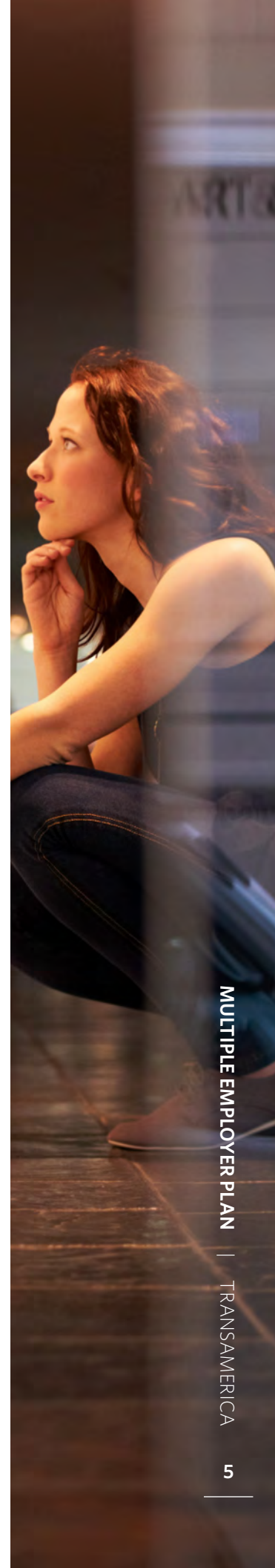
When you adopt an MEP, you'll have all these critical plan design alternatives. You pick the eligibility requirements, entry dates, and vesting schedule that best fit your budget and objectives.

## TIME-SAVING BENEFITS

Human resources can be limited — even for the largest of companies. Our relationship with your MEP sponsor provides access to two professional organizations for management support of your retirement plan's administration and servicing. As a result, you can benefit from a quality employee retirement plan that doesn't drain your business or your budget.

<b>ADMINISTRATIVE OFFLOAD</b>	<p>If you adopt an MEP, you may save more than just money — you may save time. Time you can use to grow your business.</p> <p>Think of the hours you could save on managing a retirement plan if you adopt an MEP. Miscalculating the administration required to properly operate a retirement plan is a typical mistake.</p> <p>With an MEP, adopting employers can avoid a significant number of tasks including, but not limited to:</p> <p><b>EMPLOYEE ELIGIBILITY TRACKING</b></p> <p>We notify employees of their eligibility and key plan events or information — increasing your communication with your employees.</p> <p><b>CONTRIBUTION REMITTANCES*</b></p> <p>We transmit contributions and participant data — helping you avoid challenges with meeting Department of Labor requirements through your centralized payroll services.</p> <p><b>PAYROLL PROCESSING*</b></p> <p>We maintain your employee payroll data — saving you time through your centralized payroll services.</p> <p><b>LOAN AND DISTRIBUTION PROCESSING</b></p> <p>We coordinate approval and processing of participant transactions, such as loans and distributions — often reducing the turnaround time while helping keep you in compliance.</p> <p><b>COMPLIANCE AND LEGISLATIVE SUPERVISION</b></p> <p>We handle compliance testing and filings, such as Form 5500 reporting and both annual and mid-year nondiscrimination testing — helping to keep you in compliance and avoid penalties.</p> <p>We also provide contribution limit tracking; participant statements; investment reviews; and loan processing.</p>
<b>FIDUCIARY RESPONSIBILITIES</b>	<p>A fiduciary is someone who has volunteered to act as a “caretaker” of another's rights, benefits, and — in this case — retirement plan assets.</p> <p>The fiduciary has a legal obligation to carry out plan responsibilities with the highest degree of prudence, good faith, honesty, integrity, service, and loyalty to the beneficiaries' interests. This good faith has been interpreted to impose an obligation to act reasonably to avoid negligent handling of the participants' interests as well as the duty not to favor anyone else's interest over that of the participant.</p> <p>MEPs provide substantial fiduciary support. For example, the fiduciary responsibility to select and monitor your plan's investments is managed by your MEP sponsor.</p> <p>We provide MEP sponsors with tools to help handle the required tracking, documenting, and monitoring of this important task.</p>

\*Adopting employer will need to handle these functions if not part of a PEO arrangement.





## EASE OF ADOPTION

The MEP adoption process is easy and seamless. We offer a toll-free number for your participants to call with questions regarding your plan and their account. Trained professionals are available to assist you with questions during the adoption process, and paper adoption is also available.

Under the guidance of a designated plan installation specialist along with your MEP sponsor, converting your existing retirement plan or implementing a retirement plan for the first time is fast and easy.

Transamerica uses five criteria<sup>4</sup> to determine whether an investment choice should be offered:

1. Performance measurement
2. Style consistency
3. Fees and expenses
4. Investment process and portfolio composition
5. Management tenure

Many small to mid-size companies may not have the resources to manage a retirement plan from a fiduciary standpoint. MEP sponsors assume a fair amount of fiduciary responsibility on behalf of adopting employers and can assist with the day-to-day management of the plan.

ACTIVITY	TRANSAMERICA	MEP SPONSOR
Completed submission paperwork received in Installation Services (including prior plan documents)	X	X
Compliance review of prior plan documents	X	
Prepare termination letters to be sent to prior providers containing liquidation and wire instructions	X	
Order enrollment kits	X	
Set up adopting employer	X	
Sign termination letters and mail to prior providers		X
Schedule enrollment workshops/webex conferences	X	
Take over review discussion with adopting employer	X	
Confirm asset transfer dates with prior providers, ensure required data elements will be provided in a timely fashion	X	
Produce final blackout notice for distribution by adopting employer to participants	X	X
Request and load census data	X	
Mail PIN letters after census file has been loaded	X	
Deliver enrollment kits	X	
Conduct enrollment meetings	X	
Takeover assets	X	
Receive conversion records, format data for processing reconciliation of takeover assets, and set up loans	X	
Plan live	X	
Submit distribution and loan requests received during blackout period		X
Mail summary plan description copies to participants	X	

See back cover for important footnotes.

# YOUR PRIOR PLAN DOCUMENT CHECKLIST

To help ensure a smooth and timely transition from your prior plan provider to Transamerica, we've provided samples and descriptions of the required prior plan documents necessary to establish your plan with us.

Please be prepared to provide copies of your most up-to-date prior plan documents at the time you sign the installation documents.

## 1. PLAN AND TRUST AGREEMENT — PENSION PROTECTION ACT OF 2006 (PPA)

The Plan and Trust Agreement may consist of the following:

- For a Master or Prototype (M&P) Document: (1) the Adoption Agreement will contain all the variable provisions elected by the employer, and (2) the Plan and the Trust Agreement will contain all the non-variable provisions. Sometimes, the Plan and Trust Agreement may be separate documents.
- For a Volume Submitter (VS) document, all variable and non-variable provisions may either be included in one document, or in the Adoption Agreement plus Plan and Trust format.
- For an individually designed plan, all plan and trust provisions are generally included in one (1) document.

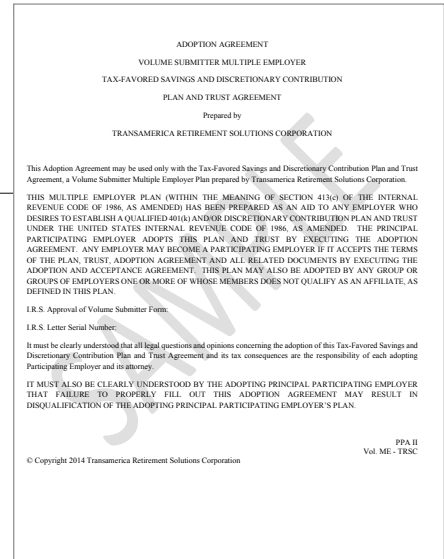
## 2. POST-PPA PLAN AMENDMENTS

If you amended your plan after you signed your PPA plan document, we will need signed copies of these amendments.

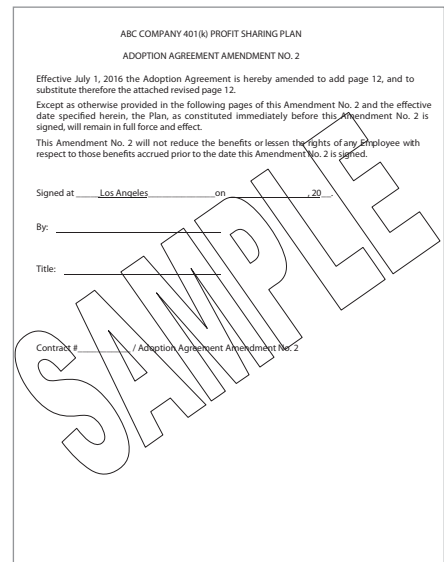
## 3. IRS (INTERNAL REVENUE SERVICE) PPA (WHICHEVER IS APPLICABLE) OPINION OR ADVISORY LETTER FOR MASTER, PROTOTYPE, OR VOLUME SUBMITTER DOCUMENTS ONLY

Companies that provide plan document services to employers generally get preapproval of such plan documents from the IRS. If the IRS preapproves such documents, the IRS will issue a letter. Please provide a copy of the letter that corresponds with your plan document.

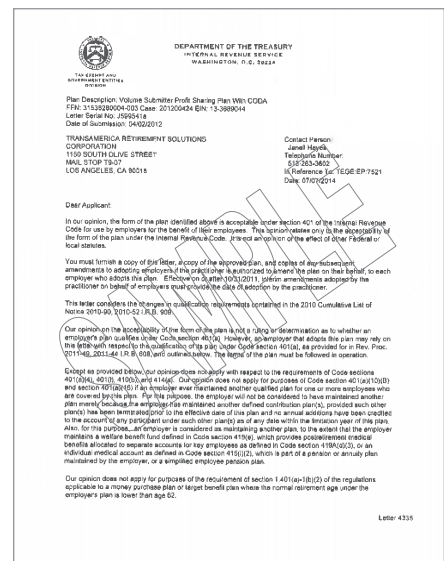
If you were participating in an MEP prior to coming to Transamerica, you may obtain a copy of this letter from the MEP sponsor.



Example



Example



Example

## 4. IRS FAVORABLE DETERMINATION LETTER

An employer may submit its own plan to the IRS for a favorable determination letter, if applicable. A favorable determination letter on a plan means that the form (language) of the plan is qualified under IRC section 401(a).

Examples of plan provisions and situations that would generally prompt an employer to file for a favorable determination letter include:

- Employee exclusions other than union or nonresident aliens with no U.S. source income
- Compensation exclusions other than reimbursements or other expense allowances, moving expenses, fringe benefits, and welfare benefits
- New comparability, age-neutral, or age-weighted contribution allocation formula
- Last day and/or 1,000 hours requirements for employer contributions and/or forfeitures
- Employer maintains another plan
- Employer makes 401(k) safe harbor contributions under another plan
- The plan is aggregated with another plan for testing purposes. If you were participating in an MEP prior to coming to Transamerica, you may obtain a copy of the favorable determination letter from the MEP sponsor.

Internal Revenue Service  
P. O. Box XXXXX  
City, State, Zip Code

Department of the Treasury  
Employer Identification Number:  
98-765432  
D.I.N.:  
1122344556677  
Person to Contact:  
Joe Smith ID# 33333  
Contact Telephone Number:  
(877) 555-5555  
Plan Name:  
Company XYZ 401(k) Plan  
Plan Number: 001

Dear Applicant:

We have made a favorable determination on the Plan identified above based on the information you have supplied. Please keep this letter, the application forms submitted to request this letter and all correspondence with the Internal Revenue Service regarding the application for a determination for your permanent records. You must retain this information to preserve your reliance on this letter.

Continued qualification of the plan under the present plan will depend on its effect by operation. See section 1.401-1(b)(3) of the Internal Revenue Regulations. We will review the status of the plan's operation periodically.

The complete Publication 994 explains the requirements and the scope of the favorable determination letter based on the determination request on your application forms. Publication 994 describes the information that must be retained. We have included in this favorable determination letter. The change also provides guidance to the effect of a plan's application for its qualified status and discusses the reporting requirements for qualified plans. Please read Publication 994.

This letter relies only on the terms of the plan under the Internal Revenue Code. It is not a determination regarding the effect of other federal or local statutes.

This determination letter is applicable to the amendment(s) executed on 2/25/02 & 6/14/01.

This determination letter is also applicable for the amendment(s) dated on 3/11/00 & 4/21/99.

This letter considers the changes in qualification requirements made by the Uruguay Round Agreements Act, Pub. L. 103-465, the Small Business Job Protection Act of 1996, Pub. L. 104-188, the Uniformed Services Employment and Retirement Rights Act of 1994, Pub. L. 103-553, the Taxpayer Relief Act of 1997, Pub. L. 105-34, the Internal Revenue Service Restructuring and Reform Act of 1998, Pub. L. 105-206, and the Community Renewal Tax Relief Act of 2000, Pub. L. 106-554.

Letter 835 (DOCG)

Example

## 5. MOST RECENTLY FILED FORM 5500

The Form 5500 is a yearly reporting form completed for the plan and filed jointly with the IRS and the Department of Labor. With certain exceptions (e.g., certain one-man plans with less than \$250,000 in assets), all plans are required to file an annual Form 5500. Plans that cover only the sole owner of a company or only the sole owner and the owner's spouse may only be required to file Form 5500-EZ, a simplified version of the Form 5500.

Transamerica looks forward to activating your plan upon receipt of all the legally required documents. Please contact your prior plan provider if you are missing any plan documents. Thank you for the opportunity to serve as your retirement plan provider.

If we do not receive all necessary executed documents, we may request for your MEP sponsor to sign a progress authorization letter. A progress authorization letter references the documents that were used in our takeover review of your plan and identifies those that are missing. It details the implications of not having these documents when filing your new plan for a favorable determination letter (FDL) with the IRS.

Transamerica does not provide investment advice. Nothing presented herein should be construed as a recommendation to purchase or sell a particular investment, product, or follow any investment technique or strategy. Transamerica does not act as a fiduciary.

Form 5500  
Annual Return/Report of Employee Benefit Plan  
OMB No. 1545-0047  
2015  
This Form is Open to Public Inspection

Part I Annual Report Identification Information  
A This return/report is for:  
1 a multi-employer plan (If you are checking this box, you must attach a list of participating employer information in accordance with the form instructions) or  
2 a single employer plan:  
a the first return/report  
b the final return/report  
c an amended return/report  
d a short plan year return/report (less than 12 months)

Part II Basic Plan Information  
1a Name of plan  
1b Three-digit plan number (EIN) 1  
1c Effective date of plan  
2a Plan sponsor's name (include room, apt., suite no., and street, or P.O. Box)  
2b Employer Identification Number (EIN)  
2c Plan sponsor's telephone number  
2d Business code (see instructions)

Signature of plan administrator  
Signature of employer/plan sponsor  
Signature of DFE

Example



## **PARTICIPANT EDUCATION & SUPPORT**

We provide you and your employees with access to a series of educational tools and resources — complete with an easy-to-navigate website and communication materials. These are designed to meet retirement planning educational needs throughout their lives and the life of your plan.

Our *OnTrack*® Communications Program, for example, provides a roadmap to retirement readiness that employees can access throughout the year, and plan sponsors can conveniently track online with our 12-month communications calendar.

The interactive *OnTrack* tool is at the heart of the Communications Program. The tool uses easy-to-understand weather icons to forecast whether a participant's current investment strategy will help them meet their income needs in retirement, and specifies steps they can immediately take to help improve.

As an adopting employer, you will have access to a variety of tools and resources to enroll and educate your employees and participants.

## **ENROLLMENT RESOURCES**

We provide nationwide enrollment support designed to increase employee participation.

Moreover, we make enrollment fast and hassle-free by offering you:

- Enrollment workbooks
- Enrollment workshops
- Enrollment videos
- Online enrollment

More tools are at your disposal, and several are available in both English and Spanish.

## **INVESTMENT EDUCATION & PLANNING TOOLS**

We offer plan sponsors many resources that can help empower participants to better manage their investments, including:

### **EMPLOYEE EDUCATIONAL MEETINGS**

Your retirement plan includes an enrollment and educational program created to increase both your employees' confidence in planning for retirement and their comfort level with investing.

### **EASY-TO-NAVIGATE PARTICIPANT WEBSITE**

Your employees can enroll, make salary deferral changes, elect asset allocation rebalancing, update personal information, and manage their retirement plan account from the comfort of their home or office. With online reporting of their account activities, your 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.

Other available resources include educational brochures, flyers, videos, quarterly participant email communications, and online retirement planning calculators and tools.






**Transamerica is a top MEP provider with more than 13,000 adopting employers and \$34.5 billion in MEP assets.<sup>5</sup> With over 17 years of experience with MEPs, we provides tools and services designed to deliver the results every employee deserves.**

## ABOUT PROBABILITY ILLUSTRATIONS, LIMITATIONS, AND KEY ASSUMPTIONS

The probability illustrations generated from the engine are based on “Monte Carlo” simulations of 500 possible investment scenarios for a given time period and assume a range of possible returns. The illustrations are generated according to models developed by Morningstar Investment Management LLC, a leading independent provider of asset allocation, manager selection, and portfolio construction. The *Your Retirement Outlook*® graphic reflects the difference between the model’s estimated annual income (which corresponds to a 70% probability level of income in the investment scenarios simulated) and your annual income goal.

When forecasting the probability of achieving your income goal, the model employs different returns for different asset classes, based on Morningstar Investment Management’s capital market assumptions developed using historical and forward-looking data. Forecasts of expected return, expected standard deviation, and correlation among asset classes based on Morningstar Investment Management LLC’s proprietary equity, fixed income, currency, and risk models. Current assets are assigned to asset classes based on Morningstar Categories, and fees and charges inherent in investing are incorporated with an average fee assumption for each asset class. The benchmarks used for modeling the various asset classes are below. Return assumptions are updated annually; these updates may have a material impact on your projections. Return assumptions are estimates not guarantees. The returns you experience may be materially different than projections. You cannot invest directly in an index.

	ASSET CLASS	BENCHMARK
<p>Lower Risk/ Volatility</p>  <p>Higher Risk/ Volatility</p>	Cash Alternatives	BofA ML US Treasury Bill 3 Month USD
	Short Term Bonds	BarCap US Govt/Credit 1-3 Yr TR USD
	Aggregate Bonds	Barclays Capital US Agg Bond TR
	Foreign Bonds	Barclays Global Aggregate Ex USD TR
	Direct Real Estate	NCREIF Transaction Based Index
	High Yield Bonds	Barclays Capital US Corporate High Yield TR
	TIPS	Barclays Capital Global Inflation Linked US TIPS TR
	Long Term Bonds	Barclays Capital US Govt/Credit Long TR
	Large Cap Value Equity	Russell 1000 Value TR
	Large Cap Equity	Russell 1000 TR
	Mid Cap Value Equity	Russell Mid Cap Value TR
	Mid Cap Equity	Russell Mid Cap TR
	International Equity	MSCI EAFE GR
	Commodities	Bloomberg Commodity TR
	Mid / Small Cap Value Equity	Russell 2500 Value TR
	Large Cap Growth Equity	Russell 1000 Growth TR
	Mid / Small Cap Equity	Russell 2500 TR
	Small Cap Value Equity	Russell 2000 Value TR
	Small Cap Equity	Russell 2000 TR
	Mid Cap Growth Equity	Russell Mid Cap Growth TR
	Mid / Small Cap Growth Equity	Russell 2500 Growth TR
	REITs	FTSE NAREIT Equity REITs TR
	Small Cap Growth Equity	Russell 2000 Growth TR
	Emerging Markets Equity	MSCI EM GR

Unless you choose otherwise or your employer supplies different information, the probability illustrations assume retirement at the age at which you qualify for full Social Security benefits and an annual retirement income goal of 80% of your projected final working salary. Social Security estimates are based on the Social Security Administration methodology and your current salary. The probability illustrations also assume a consistent contribution percentage and asset allocation (no future changes or rebalancing unless you are subscribed to a managed account or a target asset allocation service), annual inflation of approximately 2%, and annual salary increases based on a calculation that incorporates multiple factors including a salary growth curve and inflation. Mortality assumptions are based on the Society of Actuaries tables.

The engine utilizes models, algorithms and/or calculations (“Models”). The Models are subject to a number of limitations. Returns associated with market extremes may occur more frequently than assumed in the Models. Some asset classes have relatively limited histories; for these classes the Models use historical data for shorter time periods. The Model does not consider other asset classes such as hedge funds or private equity, which may have characteristics similar or superior to those used in the Model. Capital market assumptions are forecasts which involve known and unknown risks, uncertainties, and other factors which may cause the actual results to differ materially and/or substantially from any future results, performance, or achievements expressed or implied by those projections for any reason. Additionally, Models have inherent risks. Models may incorrectly forecast future behavior or produce unexpected results resulting in losses. The success of using Models depends on numerous factors, including the validity, accuracy and completeness of the Model’s development, implementation and maintenance, the Model’s assumptions, factors, algorithms and methodologies, and the accuracy and reliability of the supplied historical or other data. If incorrect data is entered into even a well-founded Model, the resulting information will be incorrect. Investments selected with the use of Models may perform differently than expected as a result of the design of the Model, inputs into the Model, or other factors.

**There is no guarantee that your income goal will be achieved or that the aggregate accumulated amount will ensure a specified annual retirement income. Results may vary with each use and over time.**

**IMPORTANT: The projections or other information generated by the engine regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results.** Moreover, even though the tool’s estimates are statistically sound based upon the simulations it runs, the tool cannot foresee or account for every possible scenario that may negatively impact your financial situation. Thus you should monitor your account regularly and base your investment decisions on your time horizon, risk tolerance, and personal financial situation, as well as on the information in the prospectuses for investments you consider.

Transamerica has licensed the Morningstar® Wealth Forecasting Engine<sup>SM</sup> from Morningstar, Inc., which is used by Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc, in the services it provides to participants. Morningstar and Morningstar Investment Management are not affiliated with Transamerica. The Morningstar name and logo are registered marks of Morningstar, Inc.



TRANSAMERICA®

**When it comes to preparing for their future,  
there's no time like the present.**

Let's get started today.

 **Visit:** [transamerica.com](https://transamerica.com)

 **Contact:** 330.535.4550

 **Email:** [Grey.Kennedy@captrust.com](mailto:Grey.Kennedy@captrust.com)

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

**Neither Transamerica nor its agents or representatives may provide tax or legal advice. Anyone to whom this material is promoted, marketed, or recommended should consult with and rely on their own independent tax and legal advisors regarding their particular situation and the concepts presented herein.**

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.

<sup>1</sup>"19th Annual Transamerica Retirement Survey of Workers," nonprofit *Transamerica Center for Retirement Studies*, 2019. TCRS is a division of Transamerica Institute®, a nonprofit, private foundation that is funded by contributions from Transamerica Life Insurance Company and its affiliates and may receive funds from unaffiliated third parties. For more information and full survey methodology, visit [transamericacenter.org](https://transamericacenter.org)

<sup>2</sup> As of January 2020

<sup>3</sup> Please see service agreement to find out the specific service standards that apply to your plan.

<sup>4</sup> We consider reviewing performance to be a critical part of the investment selection and monitoring process, but we do not chase performance. We look to see if an investment choice behaves consistently within its asset class and has lower than average management expenses. In addition, we identify investment management organizations with the resources and processes in place to deliver consistent performance over time.

<sup>5</sup> As of December 31, 2018

Securities offered by Transamerica Investors Securities Corporation (TISC), member FINRA, 440 Mamaroneck Avenue, Harrison, New York 10528. All Transamerica companies identified are affiliated companies, but are not affiliated with Greater Akron Chamber.