

A man and a woman in business attire are standing in a modern office, looking at a tablet together. The man is wearing a dark suit and glasses, and the woman is wearing a light-colored blazer. They are both smiling and appear to be in a collaborative discussion. The background shows a bright, open-plan office with large windows and modern furniture.

MEP

# **YOUR MULTIPLE EMPLOYER PLAN**

**A RETIREMENT PLAN PROPOSAL FOR:  
Spooner Risk Control Services, Inc.**



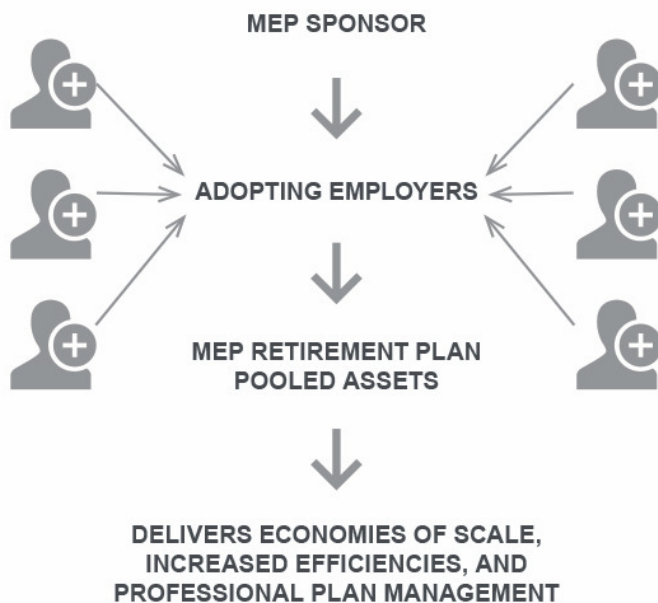
# WHAT IS A MULTIPLE EMPLOYER PLAN?

**A multiple employer plan (MEP) offers you a unique retirement plan structure that can help you attract and retain talented employees while maximizing plan management efficiencies.**

## WHAT IS A MEP?

A MEP is a retirement plan sponsored by one entity for organizations that share a common business interest but are not commonly owned or affiliated. These businesses are referred to as adopting employers when they elect to join the MEP.

## HOW IT WORKS



## WHAT ARE THE BENEFITS OF JOINING A MEP?

A MEP can offer attractive benefits for you and your employees. When you adopt a MEP, your employees gain access to benefits and options normally associated with large plans. And you gain all the benefits that come with economies of scale.

**A MEP 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.\*

\* "20th Annual Transamerica Retirement Survey of Workers," nonprofit Transamerica Center for Retirement Studies, May 2020.

# WHY A MULTIPLE EMPLOYER PLAN MIGHT BE RIGHT FOR YOU

Adopting a MEP from Transamerica provides many benefits and advantages — all focused on delivering brighter outcomes for your business and your employees' retirements.

## 7 KEY BENEFITS. 1 BIG RESULT.



# EMPLOYER BENEFITS

Enhancing your outcomes is Transamerica's primary focus. With more than two decades of MEP experience, we'll help you maximize your plan's benefits – while minimizing your administrative and fiduciary duties.

## YOUR EXPERIENCED SUPPORT TEAM

When you adopt a MEP with Transamerica, you can tap the expertise of our MEP specialists. You'll have access to our plan design and compliance consultants, conversion specialists, and sponsor and participant service teams. You'll find our team is committed to helping you and your employees pursue brighter outcomes.

## USING OUR EXPERIENCE TO IMPROVE YOURS



**TOP 10**

PLAN PROVIDER IN U.S.<sup>1</sup>



**20+ YEARS**

POOLED SOLUTIONS EXPERIENCE



NEARLY

**300**

POOLED PLAN SPONSORS<sup>2</sup>



**14,896**

ADOPTING EMPLOYERS<sup>2</sup>



**96.1%**

MEP CLIENT RETENTION RATE<sup>2</sup>



**\$22.9B**

POOLED PLAN ASSETS<sup>2</sup>

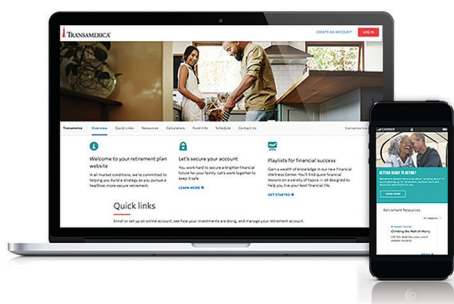


# PARTICIPANT EXPERIENCE

Every step of the journey, Transamerica will be there to help your employees plan for a more secure retirement. Our easy-to-use tools and action-oriented education can help them move forward with confidence.

## 24/7 ONLINE ACCOUNT ACCESS

Through our fully responsive participant website, your employees can enroll in your retirement plan and make changes to their account whenever, wherever, and however they want.

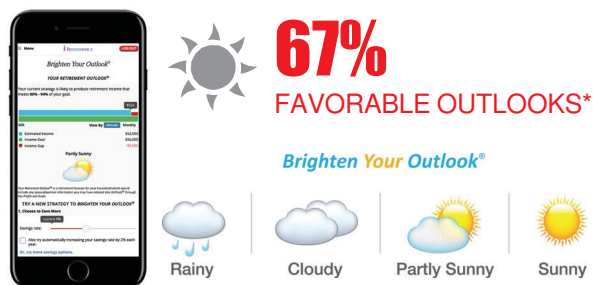


## PERSONALIZED SUPPORT

Your employees will also have access to our professional support team along their journey to retirement readiness. Our Customer Care representatives can help with account questions, while our retirement planning consultants are available to help them navigate larger financial decisions.

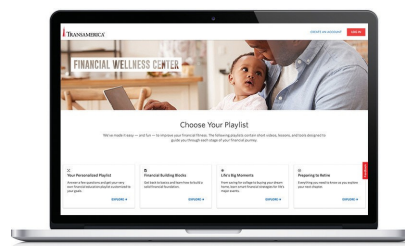
## YOUR RETIREMENT OUTLOOK®

Using easy-to-understand weather icons, Transamerica's *OnTrack*® tool helps participants see how they're doing on the road to retirement. These personalized forecasts also offer actionable suggestions they can take to improve their chances of meeting their retirement income goals.



## FINANCIAL WELLNESS CENTER

All your employees can access Transamerica's Financial Wellness Center. Designed to enhance financial literacy, this online resource features 20 self-paced modules covering such key financial topics as saving for retirement, managing debt, and buying a home.



\*Percent of participants engaging with *Your Retirement Outlook*® who have a sunny or partly sunny forecast for meeting their retirement objectives. As of December 31, 2020.

# YOUR PROPOSAL DATA

**This proposal is based on information provided about your business, your employees, and/or your current retirement plan.**

EMPLOYER NAME:	[Company Name]
LOCATION:	[State]
EMPLOYEES:	[Number of Employees]
PARTICIPANTS WITH A BALANCE:	[Number of Participants]
CURRENT PLAN:	[Yes/No]
CURRENT PLAN ASSETS:	[Current Assets: \$XAnnual Flow: \$X]
ADVISOR(S):	Michael Bearducci
ADVISOR(S) FIRM NAME:	Vantage Financial Group
ADVISOR(S) EMAIL ADDRESS:	<a href="mailto:Mbearducci@vanfin.com">Mbearducci@vanfin.com</a>
ADVISOR(S) PHONE NUMBER:	216-642-8039
ADVISOR COMPENSATION FEE-FOR-SERVICE AMOUNT:	28 bps

# COSTS FOR JOINING THE PLAN

**This proposal is based on information provided about your business, your employees, and/or your current retirement plan.**

## CONTRACT ASSET CHARGES ANNUAL RATE<sup>3</sup>

Based on Total MEP Assets

CONTRACT BALANCE	CONTRACT ASSET CHARGE
\$8,000,000 - \$10,000,000	0.22%
\$10,000,000 - \$15,000,000	0.20%
\$15,000,000 - \$20,000,000	0.18%

## TRANSAMERICA SERVICES FEES

- Distribution: \$50
- Loan:
  - Setup: \$50
  - Annual: \$25

## THIRD-PARTY ADMINISTRATOR FEES

- Participating Employer One-Time Plan Design Fee: \$1,000
- Annual participant fee: \$30 (\$750 minimum fee per employer)
- Plan Amendment: \$200
- De-conversion: \$500

## PLAN SPONSOR FEES

- Administration: \$300/quarter

## Plan Trustee FEES

- Rea & Associates Independent Trustee  
Annual Fee: 0.07%

## 3(38) FIDUCIARY SERVICE FEES

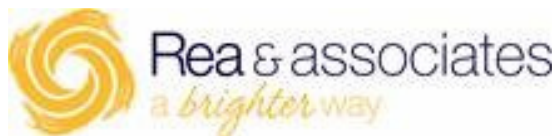
- Vantage Financial Group Annual Investment Management Fee: 0.28%

## Get in touch.

If you have any questions or want to discuss this proposal in more detail, please contact:

Brian Davis  
Vice President of Sales  
Spooner Risk Control Services

Tel: 440-249-5260 | Ext:107  
Fax: 440-249-5200



<sup>1</sup> "2020 Recordkeeping Survey," PLANSPONSOR, July 2020, as ranked by defined contribution participants.

<sup>2</sup> As of December 31, 2020.

<sup>3</sup> Contract asset charges vary based on the contract balance as shown in this scale. Contract asset charge will increase by compensation elected by financial professional.

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**Important: The projections or other information generated by the engine (that 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.**

Securities offered through Transamerica Investors Securities Corporation (TISC), member FINRA, 440 Mamaroneck Avenue, Harrison, NY 10528. Investment advisory services are offered through Transamerica Retirement Advisors, LLC (TRA), registered investment advisor.

While a multiple employer plan (MEP) arrangement offers adopting employers the ability to delegate fiduciary functions to the MEP provider, employers should be aware that they still retain the fiduciary responsibility for selecting and monitoring the MEP provider. Because a MEP is treated as a single plan, a violation of the qualification rules by an adopting employer could affect the qualified status of the plan as a whole. In order to be treated as a single plan under the qualification rules, the adopting employers of a MEP must share a commonality — a connection among the adopting employers, such as a trade or professional organization.

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 savings plans.

Investment management services offered by Vantage Financial Group registered investment advisor.

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