

RETIREMENT PLANS:

A NEW ERA

UNDERSTANDING POOLED
EMPLOYER PLANS (PEPs)



TRANSAMERICA®



WHAT ARE THE BENEFITS OF PEPs?

PEPs expand access to retirement plans for all workers by allowing employers from unrelated industries to join a pooled plan arrangement. Benefits to the adopting employers include increased administrative efficiencies, reduced fiduciary risk, and potential cost savings.

HOW IT WORKS

- The PEP sponsor is known as the Pooled Plan Provider (PPP) and generally serves as the plan administrator and fiduciary
- “Adopting employers” elect to join the PEP
- These plans are defined contribution (DC) plans
- At any time, adopting employers are easily integrated into the plan hosted by the sponsor and tracked on the Transamerica platform
- Large plan filers benefit from reduced audit costs, which are distributed among the plan’s adopting employers



By joining the PEP, adopting employers can focus on running their business and meeting the needs of their employees. Benefits include:

- 1** Administrative relief
- 2** Reduced liability
- 3** Time savings
- 4** Professionally managed investment selection & performance oversight
- 5** Potential cost savings
- 6** Customized plan features
- 7** Participant communications & plan support

TRANSAMERICA'S FOOTPRINT IN THE POOLED-PLAN MARKET

L E A D E R

Leading EXPERTS

Advocate for pooled solutions at national level for **over 20** years

Experienced PARTNERS

Pooled plan arrangement experience: with **363** plan sponsors and **11,861** adopting employers*

Affordable SOLUTIONS

Flexible options of all plan types: MEPs, PEPs, and Group of Plans

Dedicated SUPPORT

Consultative services to help clients and partners develop strategies to achieve organizational goals

Enhanced OUTCOMES

Proven record of improving participants' retirement readiness

Recordkeeping SPECIALISTS

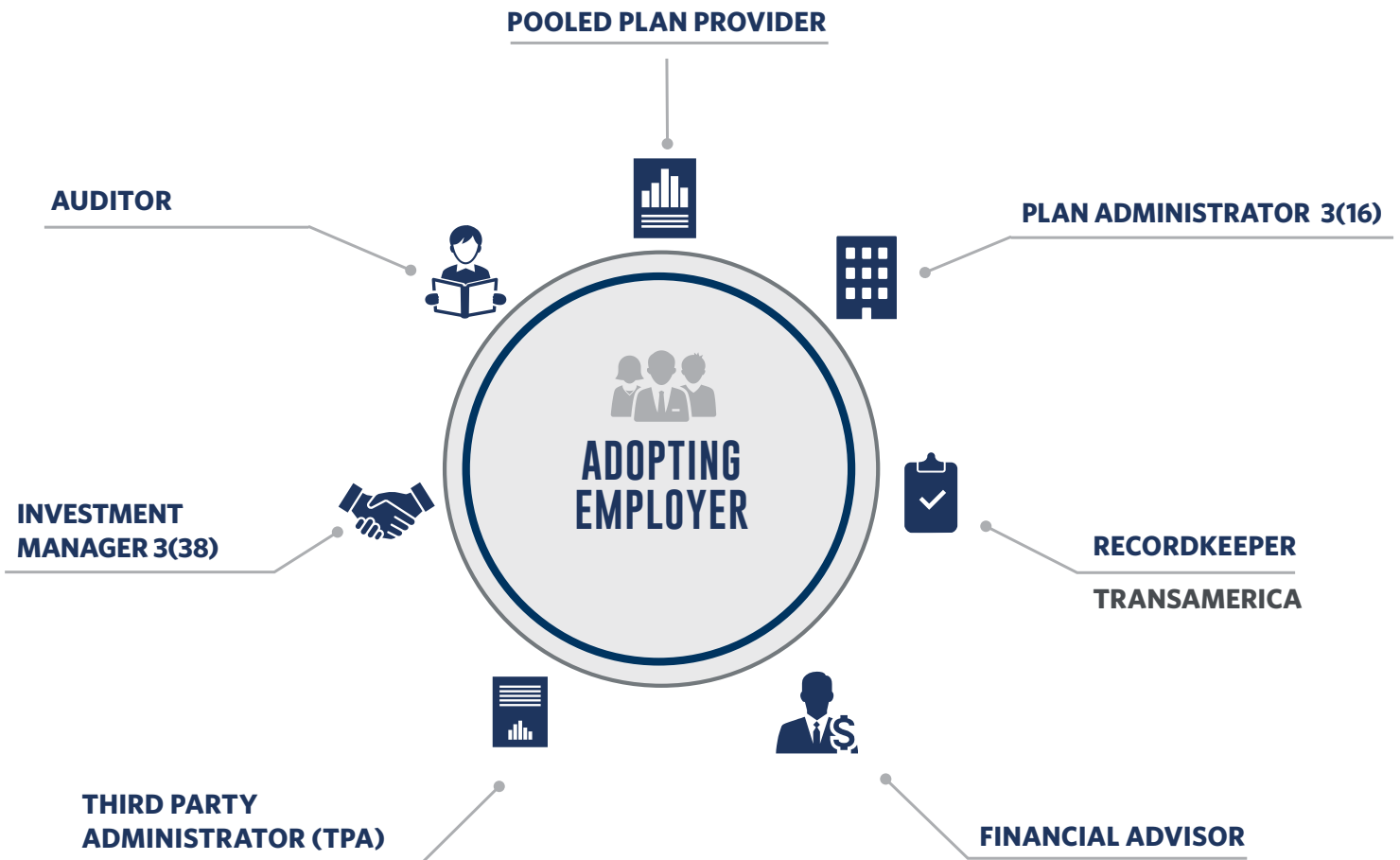
Proven system developed specifically for pooled plans to track plan data at both the individual and aggregate level

* As of December 31, 2022



A TEAM IN YOUR CORNER

The PEP pulls together a professional service team to help adopting employers manage the retirement plan.



MEET THE TEAM

POOLED PLAN PROVIDER (PPP)

The PPP is the sponsor of the PEP, and is responsible for handling plan administrative and fiduciary responsibilities. The PPP is also responsible for monitoring any firms that may be chosen to delegate responsibilities to, which may help participating employers by eliminating administrative duties, allowing them to focus on running their businesses.

PLAN ADMINISTRATOR 3(16)

The plan administrator is a signatory named fiduciary, as defined under ERISA section 3(16). It is our job to perform all functions necessary to keep your plan compliant.

As such, the plan administrator is responsible for the day-to-day operations of your plan. The functions performed on your behalf include completing, signing, and filing Form 5500, QDRO determinations, benefit payments authorization, ensuring proper spousal consent on payments, and distributions.

RECORDKEEPER

TRANSAMERICA

With a history dating more than 100 years, Transamerica is a leading provider of insurance, retirement, and investment solutions, serving millions of customers throughout the United States. In addition to being the recordkeeper responsible for handling benefit payments and enrollments, Transamerica provides support up to and through the plan participant's transition to retirement.

INVESTMENT MANAGER 3(38)

The 3(38) is a named fiduciary to the plan, responsible for the investment selection/recommendation, monitoring, and ongoing due diligence of investment funds.

FINANCIAL ADVISOR

Offering a retirement plan and selecting the providers to run the retirement plan is a fiduciary decision. The Financial Advisor plays a key role in helping you with the due diligence process and documentation of that process.

The advisors who offer the solution know the complexity and liability of running a retirement plan. Advisors who use the solution look to reduce the administration duties and risk to you at a competitive cost.

In addition, many offer services that help increase participation, help with enrollment meetings, provide investment guidance and education, provide regular plan reviews, and suggest potential plan enhancements.

THIRD PARTY ADMINISTRATOR (TPA)

The TPA helps participating employers with plan design and provides ongoing compliance services, including mandatory testing and administration.

AUDITOR

The selected firm performs an annual audit to keep the plan in compliance.

ADMINISTRATION MADE EASIER

When employers join the PEP, 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
- QDRO support and analysis



Significantly cut your administrative tasks:*

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

*Adopting employer responsibilities may not be limited to items noted above. Adopting employer(s) should review their service agreements and fiduciary responsibilities under ERISA.

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



LET US MAKE YOUR JOB EASIER



SIMPLIFIED PAYROLL AND RECORDKEEPING

PayStart provides a service for qualifying clients that allows contribution data to be sent directly from the payroll vendor to Transamerica, eliminating the need for adopting employers to create and manipulate a separate file. This can help your organization:

SAVE TIME



REDUCE COSTS



ENHANCE PRODUCTIVITY



IMPROVE ACCURACY



INTEGRATION WITH OVER 150 FIRMS, INCLUDING:



ASSISTANCE WITH PLAN DESIGN: UNIQUE, YET STREAMLINED

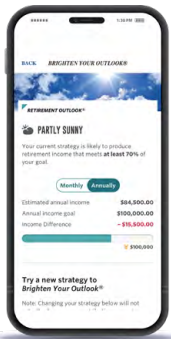
Flexible plan design — Adopting employers have the ability to tailor specific plan provisions that affect their bottom line.

DRIVING BRIGHTER OUTCOMES FOR PARTICIPANTS

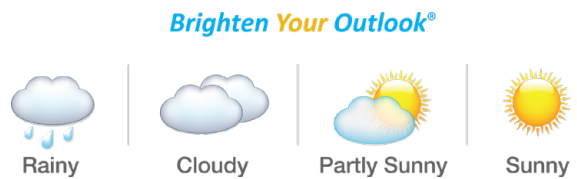
The participant experience is designed to help employees understand if their saving and investment strategy is in line with their retirement goals. It starts with enrollment and continues with personalized communications, digital tools, educational resources, and professional support that can help participants improve their retirement readiness.

Transamerica's comprehensive participant engagement program includes:

YOUR RETIREMENT OUTLOOK®

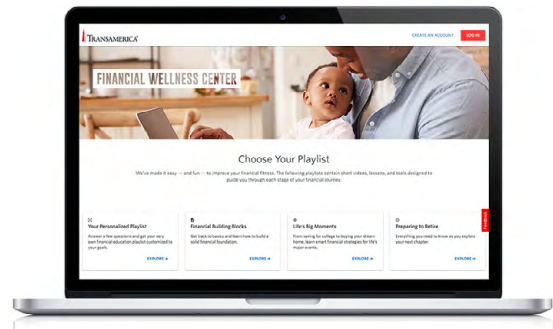


An easy-to-understand forecast generated by a sophisticated calculation engine provided by Morningstar. Using simple weather icons, it shows participants if their current investment strategy is likely to produce the income they're seeking in retirement—and allows them to make changes in real time to improve their chances of achieving their goals. *Your Retirement Outlook* is featured prominently on the participant website, mobile app, and quarterly statements.



FINANCIAL WELLNESS CENTER

Designed to enhance financial literacy, our educational experience offers self-paced lessons on relevant financial topics such as budgeting, managing debt, and buying a home. It's available to all employees whether they're enrolled in the retirement plan or not. Our goal is to engage and educate employees, so they have a better chance at long-term financial success.



AWARD-WINNING 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 anywhere, anytime. With online reporting of their account activities, employees can gauge their retirement readiness 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.

WORK WITH A LEADER

Our experience as a pooled-plan pioneer, unique recordkeeping capabilities, and holistic participant experience make Transamerica a pooled-plan solution provider of choice. Let us help you find the pooled solution that best fits the needs of you and your employees.

Get in touch:



COMPANY
Transamerica



CONTACT
Pooled Plan Sales Team



CALL
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EMAIL
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TRANSAMERICA®

¹"Annual Retirement Plan Monitor Awards," Corporate Insight, December 2022

Pooled employer plans (PEPs) are a new type of multiple employer plan for which the Department of Labor (DOL) and IRS guidance is still pending in a number of areas. An employer participating in a PEP 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 plan as a whole. Nothing in this communication should be construed as the commencement of operations by a pooled plan provider ("PPP") prior to registration as a PPP.

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 the pooled plan provider, selected service providers, 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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