

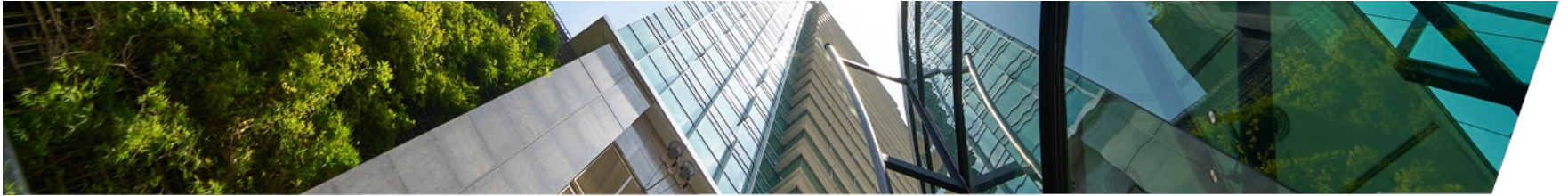


AUGUST 2024

POOLED PLAN ADOPTING EMPLOYER RESEARCH SURVEY



Survey details and methodology

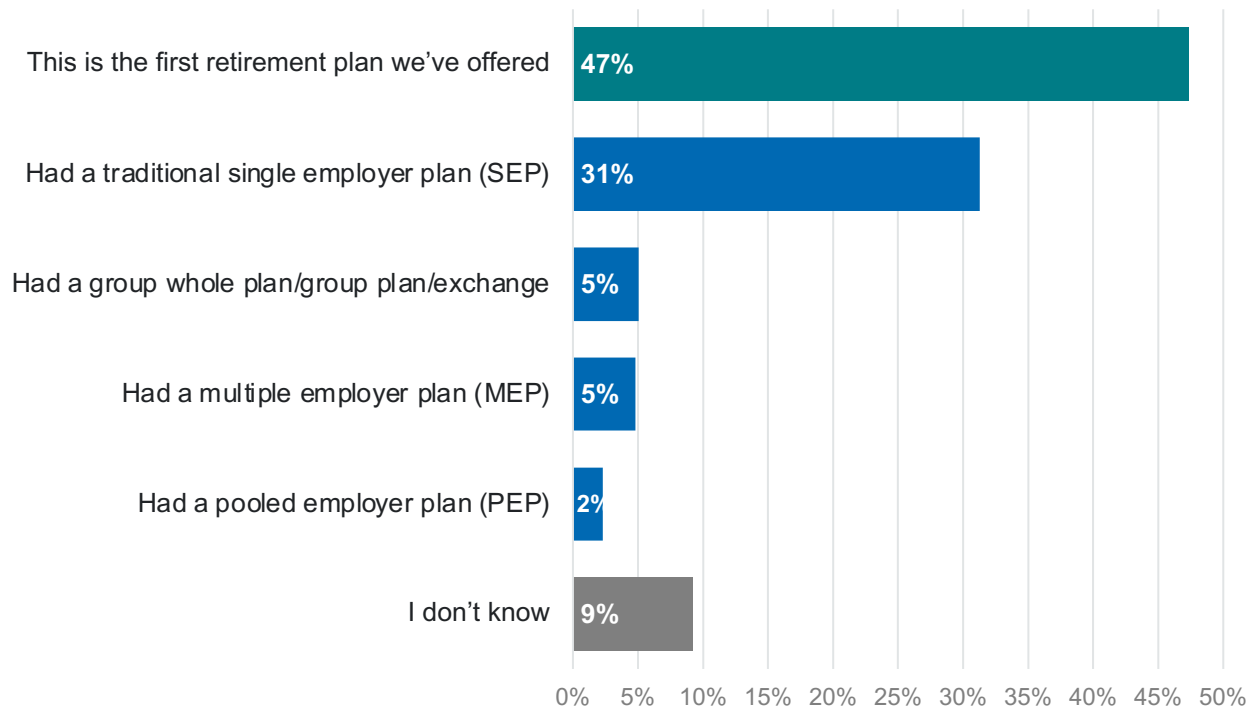


The analysis is based on [436 completed online surveys](#) from 10,976 emailed invitations to adopting employers of Transamerica pooled plans. The net response rate of ~4.5% is typical for this type of study.

- Medallia is our customer experience platform and was used to administer the surveys
- We collected responses January 16-30, 2024
- Adopting employers came from 47 states, the District of Columbia, and British Columbia
- Plan assets ranged from zero (startup plans for companies who had never had a retirement benefit for employees) to the mid-eight figures. The largest plan had just under \$45 million in assets.

Q:

Did your organization have a retirement plan for its employees before adopting the current one?

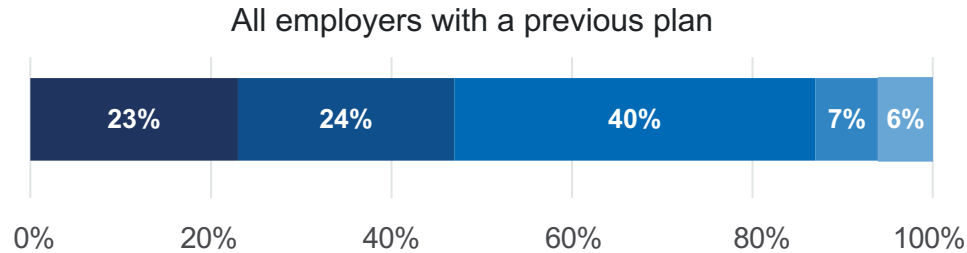


KEY TAKEAWAY:

Pooled plans are expanding retirement plan access for employees.

Q:

How much do you agree with the following statement: “The current retirement plan is a better fit for the organization than the one it had before.”



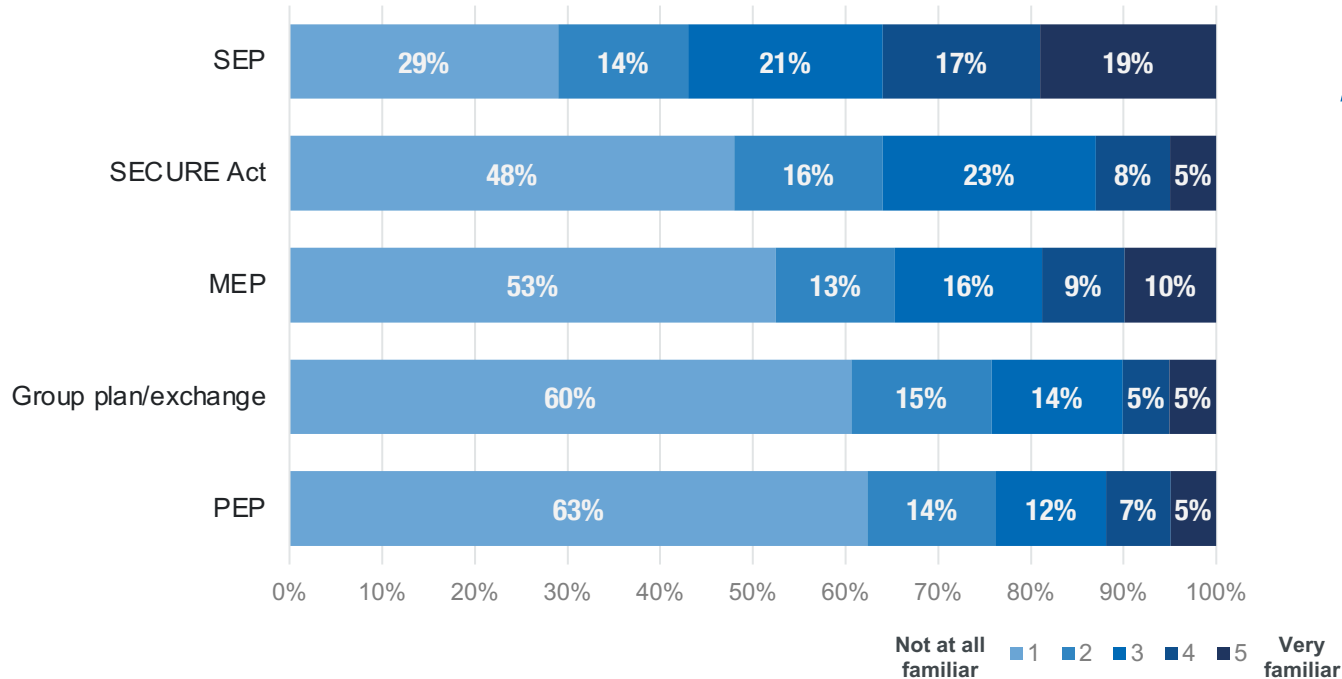
KEY TAKEAWAY:

- Nearly half (47%) of employers converting to a pooled plan with Transamerica say the plan is a better fit than their old plan.
- 9 out of 10 converting employers say their new Transamerica pooled plan fits them at least as well as their old plan.

Completely agree ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 Completely disagree

Q:

1) How familiar are you with the following types of retirement plans? 2) How familiar are you with the SECURE Act, retirement legislation passed by Congress in 2019?



KEY TAKEAWAY:

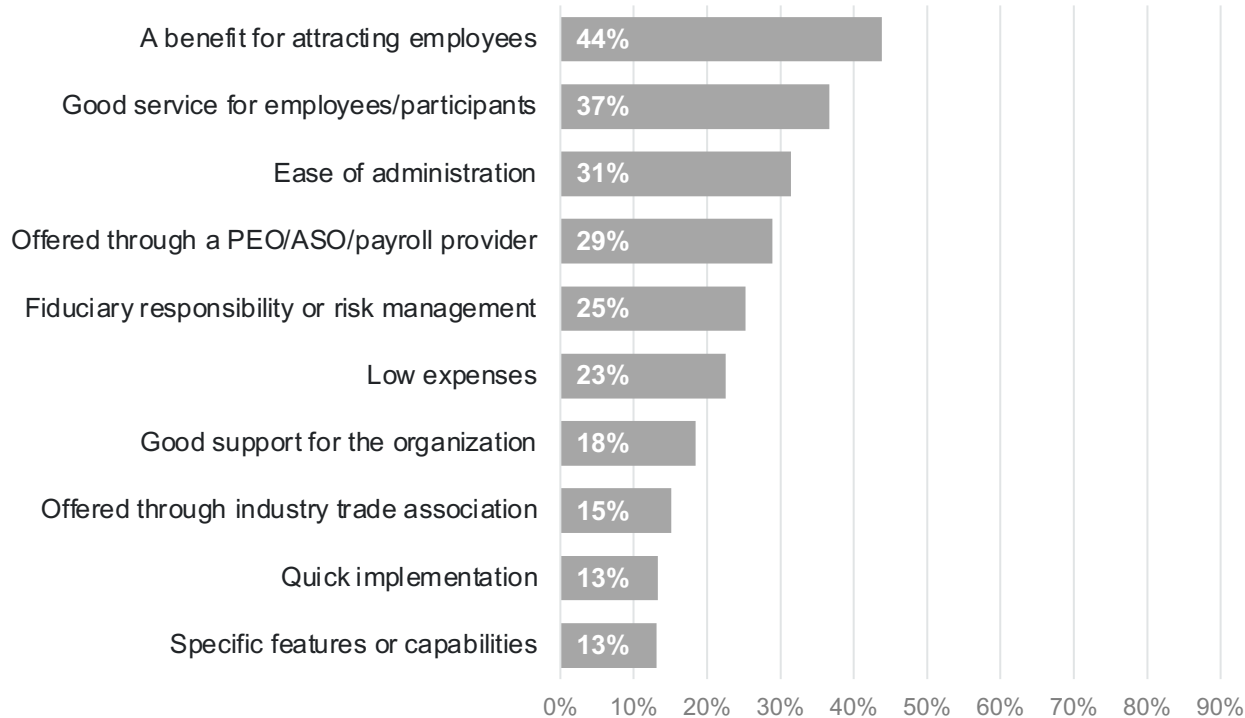
- Employers may not be familiar with different types of retirement plans.
- Employers need more education about the SECURE Act.

Why did these employers choose a Transamerica pooled plan?



Q:

Which of the following reasons led the organization to adopt the current retirement plan?

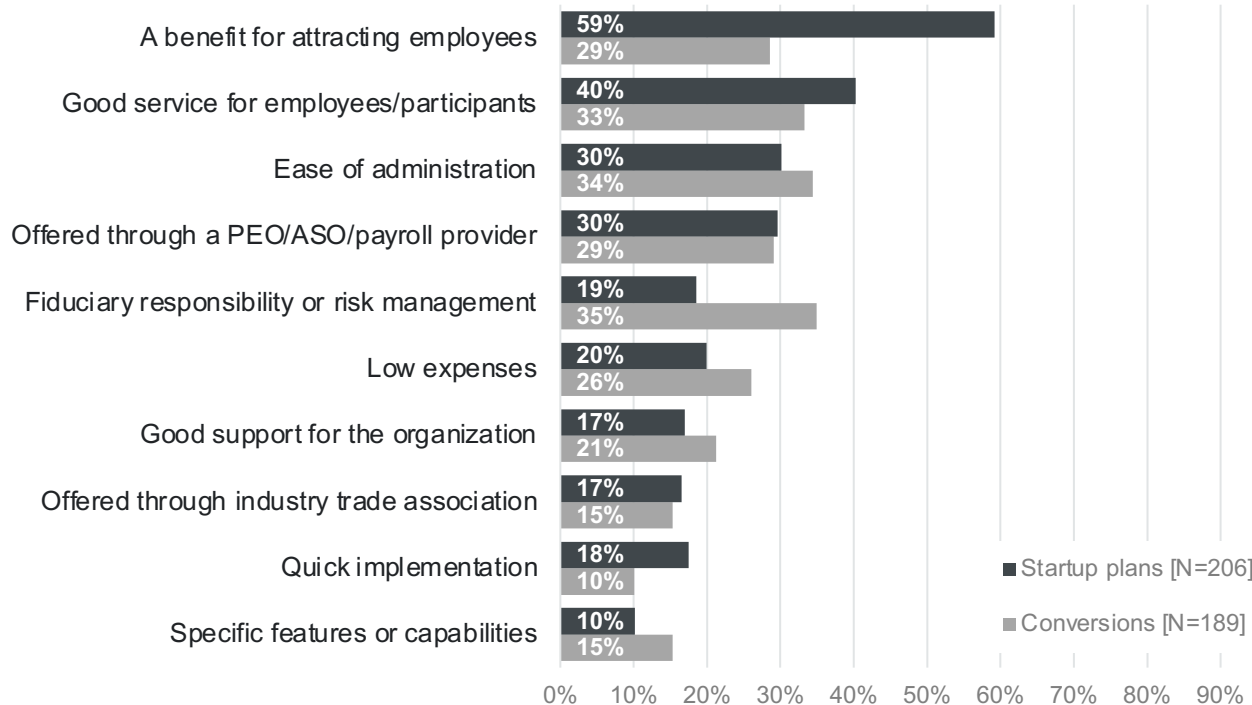


KEY TAKEAWAY:

- Employers understand the value of a retirement plan for attracting employees.
- 26% selected 4 or more reasons for adopting their current retirement plan, and they are much more likely to say the organization made the right choice with a Transamerica pooled plan. This suggests that Transamerica has the right services and teams for employers that understand the key benefits of offering a retirement plan.



Which of the following reasons led this organization to adopt its current retirement plan?



KEY TAKEAWAY:

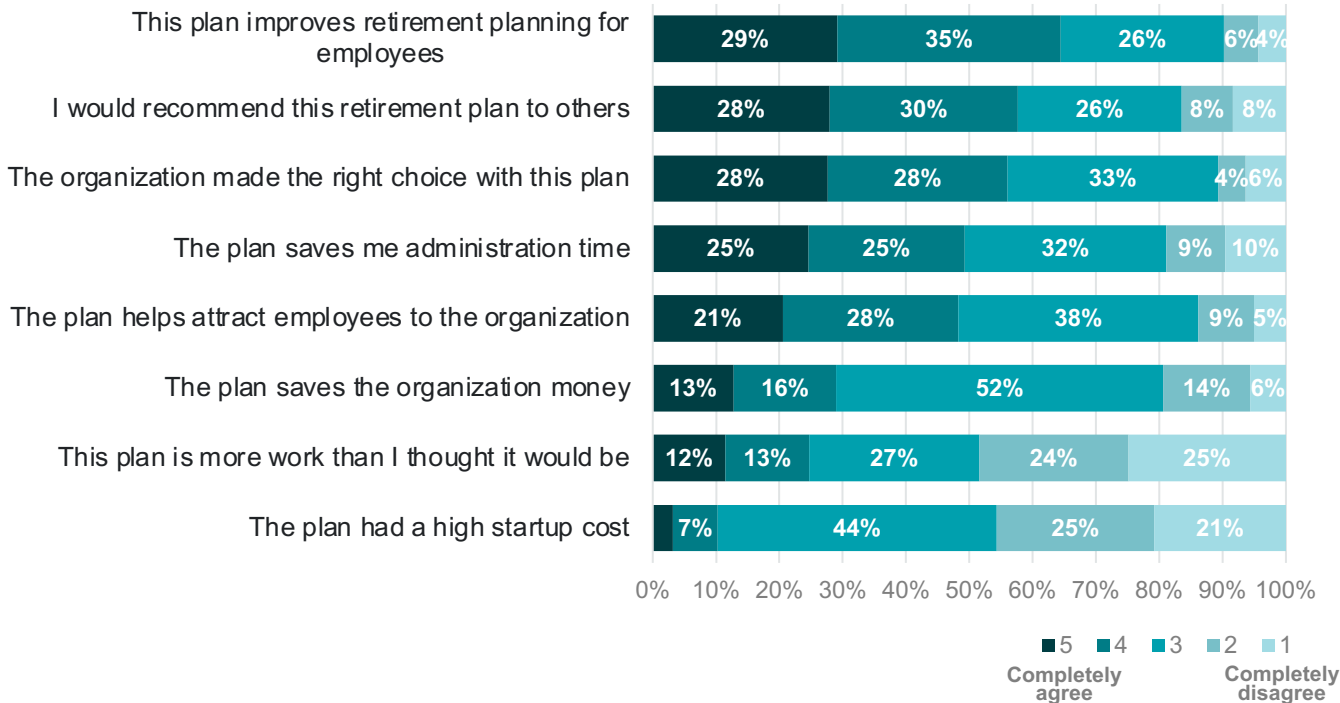
Employers with new plans are more likely than employers with existing plans to focus on attracting employees and providing them good service.

What do adopting employers think of Transamerica pooled plans?



Q:

How much do you agree with the following statements about your current retirement plan?



KEY TAKEAWAYS:

Nearly 2/3 of responding employers:

- Would recommend their Transamerica pooled plan to others
- Believe it improves retirement planning for employees
- Say it's the right choice for their organization

What did adopting employers tell us?





Comments from our pooled plan survey respondents

“Honestly, I don't think we would have added a retirement plan benefit if it had admin duties. We are a small nonprofit and could not have afforded to spend my time or an employee's time to manage a plan. This is a great fit for an organization of our size.”

“This plan offers everything we need in a retirement plan. Plan maintenance and administration is provided, saving our company time and money. Many investment options are offered, and participants are able to access, monitor, and maintain their portfolios online.”

“Transamerica is a great plan, easy to implement, able to contact for help whenever needed; willing to work with employees to help them with questions.”

“I would recommend looking at this as an alternative to others simply because of the ease of implementation and security of the program.”



Learn more about Transamerica's pooled plan solutions

Let's get started today



Call: 866-393-8967



Email: pooledplansales@transamerica.com

Before adopting any plan sponsors 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.



THANK YOU

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