CERITY PARTNERS®

Retirement Plan Advisory

Impactful advice and extensive oversight to mitigate risk and maximize outcomes.

ceritypartners.com

RETIREMENT PLAN ADVISORY

Why Cerity Partners

Our integrated solutions effectively balance the unique perspectives of HR and benefits teams, plan fiduciaries, senior leaders, and employees, helping all achieve their objectives.

The Plan Sponsor Experience

End-to-End Solutions **Tailored** to a Company and their Employees

We Foster a Collaborative Relationship

Our goal is to deliver an exceptional client experience. With that in mind, we will work closely with your committee and staff to gain a comprehensive perspective of your company's culture and overall benefits philosophy. These insights will assist us in building a tailored game to meet and exceed your goals and expectations.

We Strive to Deliver Exemplary Experience

We are passionate about providing excellent service for our clients. This focus has helped us retain 99% of our retirement plan clients over a three year period. We also survey our clients to constantly improve on our services. Our 2022 Net Promotor Score™ is is 86 on a scale from -100 to 100.[1]

We Create Road Map for Plan Health

From the onset, we work with the committee to set goals and key performance indicators for the plan. We then build an 18-month strategic planning calendar and implement workflows into our CRM system to keep the committee on track. Annually, we review industry trends, provide legislative updates and review key metrics and benchmarking information to ensure the committee is meeting their fiduciary responsibilities.

We Become an Extension of Your Staff

Our approach to retirement plan consulting is comprehensive in nature. We view our team as an extension of your benefits staff. In addition to serving as an ERISA 3(21) or 3(38) fiduciary, we will implement a comprehensive fiduciary protection process that helps committees understand their fiduciary responsibilities, ensures they consistently fulfill those duties and thoroughly documents the process. We are prepared to assist the committee with all aspects of the management of your plan including fiduciary governance, investments, vendor and fee management and plan design.

We Offer Comprehensive Reporting

We use a series of proprietary client deliverables and reports to help our ERISA plan sponsor clients focus on the key issues affecting their retirement plans. Our suite of client deliverables is designed specifically for "busy fiduciaries" and share the following common design points:

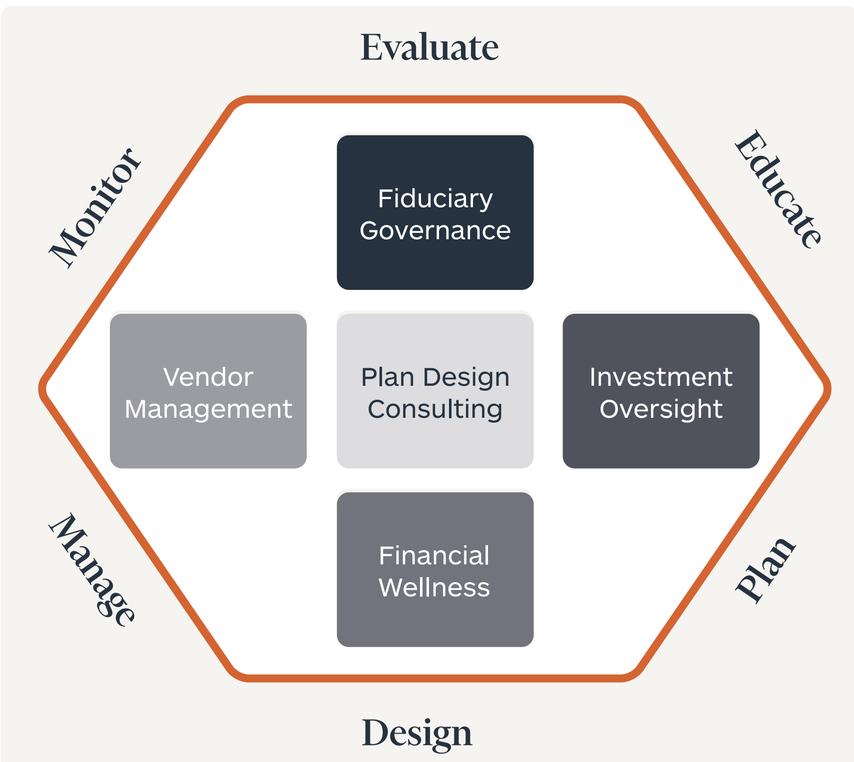
- Key, actionable information is presented upfront with detail located in the back of the report.
- Recommendations are written in plain English.
- The deliverables are designed to operate as both fact-based guides to key plan decisions as well as key fiduciary governance documents in that they support a procedural decision-making process.

[1] Client Retention from 1.1.2018 to 3.15.22. The Net Promoter Score (NPS) is conducted by a 3rd Party Rating Service provider and is not a testimonial or endorsement of Cerity Partners Retirement Plan Advisers services or reflection of any one client. See Important disclosures concerning the NPS. Cerity Partners Retirement Plan Advisors ("RPA") in 2022 sent out the NPS survey to all plan clients and had a participation rate of 39%, or 60 responses out of 165 surveys sent as of June 29th, 2022. RPA received a score of 86 based on the completed surveys received and calculated independently by NPS. NPS is not paid by RPA to tabulate the results. The Financial Services Industry average NPS score for 2022 is 44 according to NPS. However, the participation rate the NPS Financial Services Industry includes banks, broker/dealers, registered investment advisers, as well as other financial institutions. Comparing RPA's 2022 NPS score to the Financial Services Industry's NPS Average Score is inherently limited and can vary based multiple factors such as response rate, sample size, and institution type. Please refer to the Important Notes slide for additional criteria.

RETIREMENT PLAN ADVISORY

Premier Retirement Plans. Financially-Confident Employees.

We use the following 5 dimensions to guide the implementation of best-in-class retirement plans.



Vendor Management

- We serve as a liaison with vendors to best ensure service levels are met and fees remain reasonable.
- We accomplish this by conducting: periodic onsite due diligence visits, annual fee & plan benchmarking, fee and service negotiations, investment vehicle (and share class) reviews, contract & disclosure reviews, and periodic RFIs & RFPs.

Plan Design Consulting

- We analyze, synthesize and recommend cost-effective plan design changes that help drive better outcomes for our client's employees.
- We examine modern plan design features, plan health diagnostics, testing results & remedies, and institutional investment design.

Fiduciary Governance

- Our balanced approach to fiduciary oversight provides a systematic framework for decisions, documentation and procedures to help fulfill fiduciary obligations.
- We can help reduce fiduciary liability by acting an ERISA 3(21) or 3(38) Investment Manager - mitigating the responsibilities and liabilities associated with investment selection and monitoring.
- We help protect our client's plans using the G-MAP system designed by ERISA attorneys to help busy fiduciaries leave a well-documented trail of prudent decision-making and documentation.
- Our online Fiduciary File Cabinet provides clients with one location for all plan documents, reports, meeting minutes and participant communications.

Investment Oversight

- Our approach to building investment menus balances fiduciary prudence with choice architecture to improve retirement readiness for your employees.
- Our goal is to build an effective investment lineup by balancing traditional and behavioral finance.

Financial Wellness

- We provide comprehensive advice for employees and executives through private coaching sessions that addresses both short and long-term financial planning needs.
- Our Retirement Plan Advisory team consists of salaried CFP®'s that sell nothing and provide wholistic, as opposed to "Plan Centric", guidance.

Building Better Outcomes **Together.**

RETIREMENT PLAN ADVISORY

A World Class Plan

Achieve a Blue Ribbon Plan™ with the Plan Health Smartcard™

More than a decade ago, Cerity Partners pioneered a new approach to retirement plan consulting. The methodology was based on the realization that plan success is multi-dimensional and in order to achieve the best outcomes for plan sponsors and participants, consultants must be able to measure and determine plan health from a holistic perspective. From there, the Plan Health Smartcard™ measurement tool and the Blue Ribbon Plan™ standard were developed.

The Plan Health Smartcard™

The **Plan Health Smartcard™** is Cerity Partners' proprietary diagnostic tool for analyzing the overall health of a participant-directed retirement plan. It identifies strengths and weaknesses at a specific point in time so that plan sponsors can detect opportunities for improvement and make real time, informed decisions that will lead to better outcomes for their participants.

Strengths and weaknesses are measured based on five critical dimensions of plan succuss – on a scale of 0-100. Each component is scored individually and then rolled up into a score that is delivered to a plan sponsor committee with actionable next steps to improve the plan's success. Our goal is to provide our clients with suggestions that will strengthen their plan's health without creating additional costs.

FIVE DIMENSIONS OF PLAN HEALTH:

1. Plan Design Consulting
2. Investment Oversight
3. Vendor Management
4. Fiduciary Governance
5. Financial Wellness

Blue Ribbon Plan™

Cerity Partners' coined the phrase Blue Ribbon Plan™ to describe a plan which achieves a score of 85 or higher – which indicates the sponsor has one of the best-designed retirement plans available, regardless of the plan size or industry. Our main objective is to help our clients achieve "Blue Ribbon" status, which we believe will enable participants to meet their retirement goals.

On Average, Cerity Partners clients score in the mid-70s on the Plan Health Smartcard – this is 43% higher than the national average.

Retirement Plan Types

Impactful advice. Integrated solutions. Simplified administration.

Defined Contribution Plans

A well-designed 401(k) or 403(b) plan helps employees retire on their terms.

The success of qualified retirement is no longer just based on deferral and participation rates. Plan health depends on how well the critical dimensions of the plan function as one to drive retirement readiness while mitigating risk.

Using our Plan Health Smartcard™, we thoroughly examine the critical dimensions of your plan and develop a road map for improving its overall health.

Defined Benefit Plans

Navigating the complexities of pension plans.

Administrators of a company's defined benefit plan face a myriad of challenges - funding liabilities, shifting regulations, and escalating costs and, just to name a few

Our advisors understand the intricacies of managing active, frozen and terminating plans and work closely with administrators to develop a course of action to mitigate risk, reduce costs and drive better results.

Nonqualified Retirement Plans

Attract and retain high-performing talent. Maximize outcomes.

Competition is fierce for top executives who make significant contributes to a company's long-term growth, stability and profitability.

We work with board of directors, HR and executive compensation teams to develop and execute a powerful, aligned nonqualifed plan solution that positively impacts executive recruitment, retention and the company's bottom line.

Endowments & Foundations

Perpetuating noble work through aligned financial management.

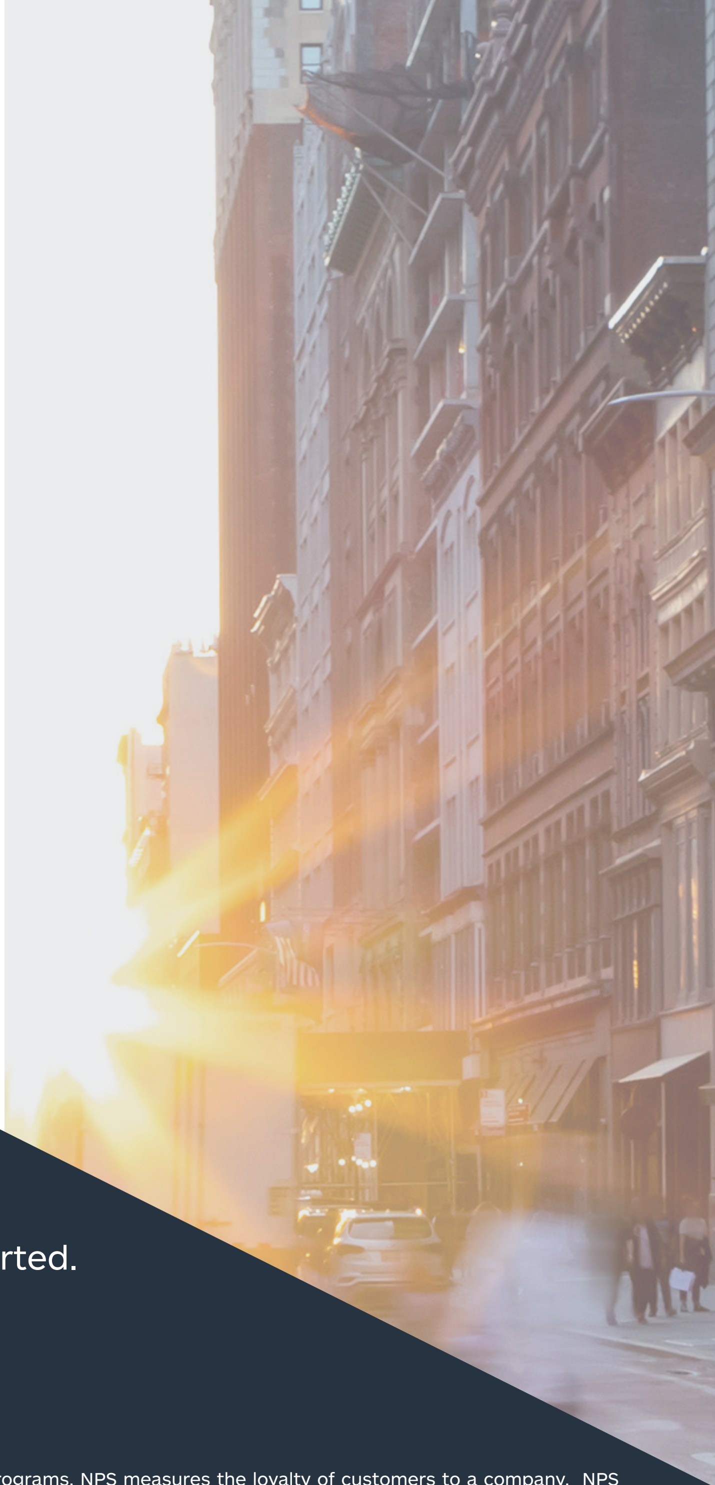
Effective financial management provides a multiplier effect for nonprofit organizations.

We work with the boards of foundations, endowments and charitites of all sizes to design and implement a comprehensive investment strategy that aligns with the organization's mission.

CERITY PARTNERS®

Experience a *better* approach to financial service.

All the experts. One point of contact.
Comprehensive financial advice,
tailored to you.



Contact a Cerity Partners advisor today to get started.

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NPS- NPS stands for Net Promoter Score which is a metric used in customer experience programs. NPS measures the loyalty of customers to a company. NPS scores are measured with a single-question survey and reported with a number from the range -100 to +100, a higher score is desirable. Promoters respond with a score of 9 or 10 and are typically loyal and enthusiastic customers. Passives respond with a score of 7 or 8. They are satisfied with your service but not happy enough to be considered promoters. Detractors respond with a score of 0 to 6. These are unhappy customers who are unlikely to buy from you again, and may even discourage others from buying from you.

https://www.qualtrics.com/experience-management/customer/net-promoter-score/#:~:text=Net%20promoter%20score%20(NPS)%20definition,a%20higher%20score%20is%20desirable.

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