

PIA 401(k) RETIREMENT PLAN EXCHANGE® SOLUTION



**DRAMATICALLY
DIFFERENT
RETIREMENT**

WHAT IS IT?

THE PIA 401(k) *RETIREMENT PLAN EXCHANGE*® SOLUTION



ABOUT PIA

Professional Insurance Agents (PIA) is the premier professional association representing independent insurance agencies and their employees. PIA Northeast works to advance the independent agency system across five states — New York, New Jersey, Connecticut, New Hampshire, and Vermont. We provide the very best education, information, advocacy, and business tools specifically designed for independent agents.

What is the PIA 401(k) Powered by TAG Resources?

PIA 401(k) is powered by The TAG & Transamerica 401(k) *Retirement Plan Exchange*® Solution. It is based on sound structural elements that have been developed over the last 20 years, reviewed and successfully tested to accept fiduciary responsibilities specified by ERISA law and Internal Revenue Service and Department of Labor regulations while striving to provide compliance assurance with those regulations in order to reduce fines and penalties.

Retirement plan companies are currently scrambling to create and run pooled plans in response to the SECURE Act, and few have any experience in the pooled space. Many are building solutions that sound good in marketing brochures but fail to provide the best options to clients. Many have little or no experience running pooled plans. The TAG Resources and Transamerica partnership was at the forefront of how pooled plans work today. Putting your trust in the companies that have led the way in pooled plan solutions provides an extra layer of security. Being pioneers in the pooled plan environment gives TAG & Transamerica the experience to know what specific plan elements fit the employer's needs best. The TAG & Transamerica *Retirement Plan Exchange*® Solution has the expertise to help make offering a 401(k) seamless.

5 ADVANTAGES

WITH THE PIA 401(k) *RETIREMENT PLAN EXCHANGE*® SOLUTION

YOU WANT TO PROVIDE A RETIREMENT PLAN FOR YOUR EMPLOYEES THAT PROTECTS YOU AND THEM

1 TAG MAKES IT SIMPLE

Employers don't want to be 401(k) experts.

With ERISA-trained employees and over 15 years developing its exclusive Bedrock Software platform, TAG Resources, LLC removes over 90% of all the administrative burden.

- Use your admin resources elsewhere
- Focus on running your business
- Retirement department support similar to large companies

2 FIDUCIARY PROTECTION

Employers don't want to be at risk.

By shifting administrative and certain named fiduciary duties to TAG Resources, employers can mitigate most defined legal obligations and responsibilities.

- The [3(38) investment Fiduciary] is responsible for selecting and monitoring the investment lineup
- High level of protection

3 COMPLIANT

Employers don't want fines and penalties.

TAG Resources processes are developed to administer plans to be DOL and IRS compliant.

- Limit exposure to fines and penalties
- Inquiries and audits handled directly by TAG Resources

4 COST EFFECTIVE

Employers don't want to overpay.

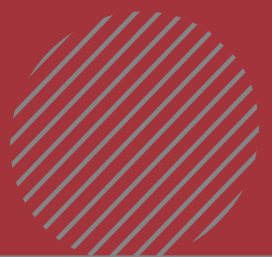
The PIA 401(k) is built on a pooled pricing model and often costs less than other programs offering fewer comprehensive services.

- Plan cost is negotiated on all plans in the pool rather than on individual plans
- Large-plan features based on economies of scale

5 WELL KNOWN PROVIDERS

Employers want to work with industry leaders.

The PIA 401(k) combines industry-leading professional service providers for "end to end" retirement plan oversight, including robust tools and resources for employees.



KEY PARTNERSHIPS

YOUR PROFESSIONAL SUPPORT TEAM

PLAN ADMINISTRATOR 402(A), 3(16), & 3(21)

t a g

TAG RESOURCES

TAG Resources is the Plan Administrator and a Named Fiduciary, as defined under ERISA sections 402(a), 3(16), and 3(21). It is our job to perform all functions necessary to keep your plan compliant.

As such, TAG Resources is responsible for the day-to-day operations of your plan. The functions we perform on your behalf include: the signing and filing of the Form 5500, QDRO determinations, service of legal process related to the plan, plan operations, participant claims and appeals, distributions, beneficiary determinations, including any related extensions to the plan.

TAG RESOURCES PROPRIETARY SOFTWARE

THE BEDROCK REPORTING

The Bedrock Reporting System™ aggregates data from client uploads to check eligibility and rate changes. With the data gathered from the contribution files from the plan sponsors and recordkeepers, TAG can match their employees with the specifics provided in the sponsor's plan documents to determine eligibility and check match amounts.

The Bedrock Reporting System™ also captures rate changes, new loans, and hardships for the sponsors and monitors contributions and distributions to ensure compliance with plan documents and 401(k) limits. Every step in the process is time stamped so the complete data cycle is monitored from the payroll date to when the upload files arrive at TAG, to the time the funds are traded at the recordkeeper.

The Bedrock Reporting System™ allows TAG to produce a quarterly Fiduciary Report for each plan in the program so that TAG can monitor the operational health of the plan and catch minor errors before they expose the plan to possible compliance violations.

ERISA BOND

STARKWEATHER & SHEPLEY

Financial Industry Insurance and Bonding – Umbrella Fidelity Bond. Lead Underwriter, Great American Insurance Company / A+ (Superior) rating from A.M. Best.

 **STARKWEATHER & SHEPLEY**
INSURANCE BROKERAGE INC.


TRANSAMERICA®

RECORDKEEPER
TRANSAMERICA

Transamerica is an industry leading recordkeeper with over 20 years of experience with pooled arrangements. Their time-tested recordkeeping technology offers a proven infrastructure allowing for pooled arrangements, ensuring a plan will be administered successfully and accurately for the plan participant's transition to retirement.

 **Fiduciary-Plus**

INVESTMENT MANAGER 3(38)

FIDUCIARY PLUS

Fiduciary-Plus was created to partner with advisors as we strive to provide best in class services to plan sponsors and their plan participants. Fiduciary-Plus helps a business owner/plan committee manage fiduciary liability by engaging RPA to accept responsibility for investment decisions as an ERISA defined 3(21)* or 3(38) discretionary investment manager. But the services don't stop there. Fiduciary-Plus also offers your clients: cost analysis with annual fee benchmarking, plan governance education webinars, and fiduciary vault to support storage of vital documentation..

 **DiMatteo Group**
FINANCIAL SERVICES

FINANCIAL ADVISOR
DIMATTEO FINANCIAL

When you find balance and meet life goals, the benefits ripple out. We love to see it happen, which is why we position ourselves as connectors. Together, let's leverage our experience, networks and communities as we pursue a vision of bringing everyone up together.



AUDIT FIRM
COULTER & JUSTUS, P.C.

Coulter & Justus, P.C. is an AICPA Employee Benefit Plan Audit Quality Center Member and conducts over 200+ 401(k) audits each year. Federal law requires employee benefit plans with 100 or more participants to conduct an annual audit. Coulter & Justus, P.C. is registered with the Public Company Accounting Oversight Board, which is a requirement to perform audits for SEC companies. This requires Coulter & Justus, P.C. to have the highest level of quality controls and peer reviews.

YOUR RETIREMENT PLAN DEPARTMENT

Most employers are unaware of the burdens they take on by attempting to administer a retirement plan themselves. PIA 401(k) bring employers a retirement plan that takes on **over 90%** of the administrative tasks.

Additionally, retirement plans carry significant fiduciary responsibility and government compliance exposure for employers. The PIA 401(k) outsources the responsibility and compliance requirements to TAG Resources and the selected Investment Manager to the highest extent allowed. While most retirement plans do not offer fiduciary and compliance assistance at this level, TAG works as your retirement department by becoming a Signatory Named Fiduciary. This allows TAG to focus on not subjecting clients to failure of a DOL random audit when fully 67% of plans audited failed in 2020.

CORE BENEFITS

- Takes pressure off your internal administrative resources and allows you to use those resources elsewhere
- Provides access to service providers with ERISA and investment expertise
- TAG delivers fiduciary liability protection at the highest level allowed by law
- Outsources investment selection responsibility to investment professionals
- May reduce exposure to lawsuits
- TAG Resources focuses on plan compliance and regulatory inquiries
- May provide significant Tax Benefits



ADMINISTRATIVE RESPONSIBILITIES

A major advantage of the PIA 401(k) for you as a participating employer is the reduced fiduciary responsibility and the ability to use experts to select and manage plan investments.

YOUR RESPONSIBILITIES WITHOUT

PIA 401(k)

- [3(38) Investment Manager Appointment]
- 402(g) Limit Reporting
- 404(a)(5) Notice Distribution
- 404(c) Notice Distribution
- 408(b)(2) Notice Distribution
- Annual Discrimination & Coverage Testing
- Annual Fee Negotiations With Vendors
- Audit Completion Support
- Audit Firm Hiring & Monitoring
- Auto Enrollment Notice Distribution
- Beneficiary Designation Form Maintenance
- Beneficiary Determinations
- Blackout Notice Distribution
- Census Review
- Corrective Distributions
- Death Benefit Approval
- Distribution Reporting
- DOL and IRS Issue Resolution Assistance
- Eligibility Calculations
- Eligibility Notifications
- Employer Contribution Monitoring
- ERISA Bond Review
- Error Correction Monitoring
- Fiduciary Insurance Coverage Review
- Force Out Processing
- Form 5330 Preparation
- Form 5500 Preparation, Signing, & Filing
- Form 8955 Preparation, Signing, & Filing
- Fund Change Notice Distribution
- Hardship Withdrawal Approval
- Loan Approval & Reporting
- Loan Default Monitoring
- Loan Policy Administration
- Lost Earnings Calculations
- Participant Enrollment Assistance
- Payroll Aggregation
- Payroll File Aggregation
- Plan Design Review
- Plan Document Interpretation
- Plan Document Preparation
- & Archiving
- Plan Irregularity Notification
- QDIA Notice Distribution
- QDRO Determinations & Reporting
- Quarterly Investment Review Meetings
- Rate Change Monitoring & Reporting
- Required Minimum Distributions
- Safe Harbor Notice Distribution
- SAR Production & Distribution
- SMM Notice Distribution
- SPD Production & Distribution
- Spousal Consent Approvals
- Termination Date Verification & Maintenance
- Termination Withdrawal Approval
- Trustee Duties
- Review & Process Payroll Files
- Vesting Verification & Tracking
- Year End Data Collection & Review

YOUR RESPONSIBILITIES WITH

PIA 401(k)

- Monitor Service Providers
- Upload Payroll Files
- Year End Data Collection

AN EMPLOYER WHO SPONSORS A RETIREMENT PLAN FOR THEIR EMPLOYEES HAS OVERRIDING FIDUCIARY RESPONSIBILITY FOR THE PLAN. THIS SOLUTION ALLOWS THE EMPLOYER TO OUTSOURCE THAT RESPONSIBILITY TO THE HIGHEST DEGREE.

TAG TAKES ON OVER



90%

OF YOUR ADMINISTRATIVE TASKS.

TRANSAMERICA

THE PARTNERSHIP BETWEEN TAG & TRANSAMERICA



- PROVEN SYSTEM AND PROCESSES
- DAILY WORKING RELATIONSHIP
- STAFF HISTORY
- 10 + YEARS OF PARTNERSHIP

PARTICIPANT EXPERIENCE

DRIVING PARTICIPANT SUCCESS

The participant experience is designed to help people understand if their savings and investment strategy is in line with their retirement goals. It starts with enrollment and continues with personalized communications and financial education showing participants how they can improve their retirement readiness.

YOUR RETIREMENT OUTLOOK®

An easy-to-understand forecast generated by the underlying methodology 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 offers steps to improve their chances of achieving their goals. *Your Retirement Outlook®* is featured prominently on the participant website, mobile app, and quarterly statements.

Brighten Your Outlook®



Rainy



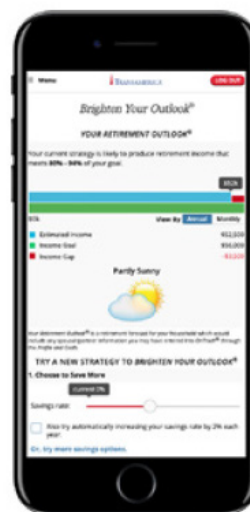
Cloudy



Partly Sunny



Sunny



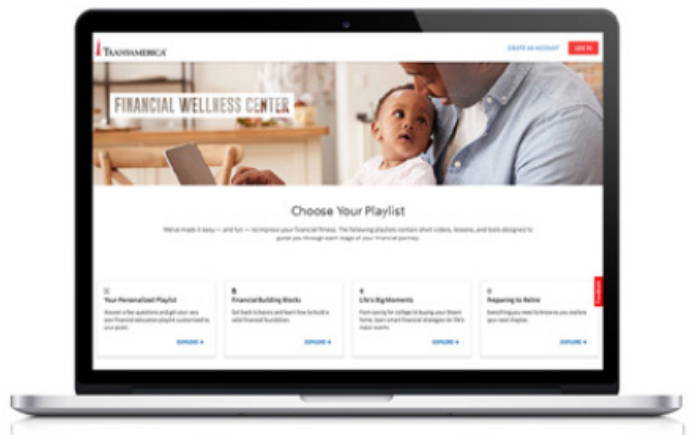
PARTICIPANT EXPERIENCE

CONTINUED



FINANCIAL WELLNESS CENTER

Designed to enhance financial literacy, our educational experience offers self-paced lessons on relevant financial topics such as debt management and buying a home. It's available to all employees regardless of whether they're enrolled in the retirement plan. Whether it's welcoming participants to the plan or making them aware of the educational tools and resources available, we provide onboarding support designed to set them up for long-term success. Outlook is featured prominently on the participant website, mobile app, and quarterly statements.



EASY-TO-NAVIGATE 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 when, where, and how they want. With online reporting of their account activities, 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.



CONTACT US TO SEE HOW YOU CAN GET STARTED

CONTACT US



CONTACT
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Your Retirement Outlook: 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.

The Retirement Plan Exchange[®] plan solution is not a multiple employer plan (MEP). Unlike a MEP, certain plan qualification and ERISA requirements are applied at the individual plan level. An employer participating in the plan 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. Transamerica does not act as a 3(16) plan fiduciary.

Securities offered through Transamerica Investors Securities Corporation (TISC), member FINRA, 440 Mamaroneck Avenue, Harrison, NY 10528.

The Pyramid logo, Retirement Plan Exchange[®], OnTrack[®], Your Retirement Outlook[®] and Brighten Your Outlook[®] are registered service marks of Transamerica. All companies identified are separate and unaffiliated organizations.

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