

BRIAN'S HOUSE 403B PLAN EMPLOYEE TRAINING



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AGENDA

Today we will discuss.....

- Brian's House 403B Plan
- Principal Website, Tools & Resources
- Enrollment & Next Steps

Brian' House 403B Plan

Eligibility:

- Employee Deferrals: Immediate
- Automatic Enrollment at 3% of pay (pre-tax)

Employee Contributions:

- Pre-tax and Roth Deferrals allowed
- 2024 IRS Contribution Limits:
 - \$23,000
 - Age 50 catch-up: \$7,500

Employer Contributions:

- Eligibility: 1 year of service
- Non-Elective Contribution: 2% of pay
- Matching Contribution: 50% up to 4% of pay (Contribute 4% to receive 2% match)

Vesting:

- 100%/Immediate

Distributions

- In-service withdrawals allowed
- Hardships withdrawals allowed

Loans:

- Allowed

Rollovers

- Allowed

Pre-tax vs Roth Contributions

| | Pre-tax Contributions | Roth Contributions |
|---------------|--------------------------|-----------------------|
| Contributions | Pre-tax | After tax |
| Distributions | Taxed | Not taxed* |

*Qualified Withdrawals: A qualified withdrawal is one that is made after a participant reaches age 59.5, death or disability and must be made at least five years after the first Roth 401(k) contribution was made.

Plan Investment Options

Help me Do it: Target Date Funds

- One fund with diversified asset mix
- Professionally Managed
- Becomes more conservative as you approach your “Target Date” (Retirement Date)

Do it Myself: Build your own Portfolio

- Select investments from plan menu
- Manage your asset mix
- Rebalance your portfolio to keep it in line with your time horizon and risk tolerance

Choosing a Target Date Fund

If you were born in:

| | |
|-----------------|--------|
| 1998 or later | —————> |
| 1993 to 1997 | —————> |
| 1988 to 1992 | —————> |
| 1983 to 1987 | —————> |
| 1978 to 1982 | —————> |
| 1973 to 1977 | —————> |
| 1968 to 1972 | —————> |
| 1963 to 1967 | —————> |
| 1958 to 1962 | —————> |
| 1953 to 1957 | —————> |
| 1948 to 1952 | —————> |
| 1947 or earlier | —————> |

You could consider*:

| |
|-----------------------------|
| Target-date 2065 investment |
| Target-date 2060 investment |
| Target-date 2055 investment |
| Target-date 2050 investment |
| Target-date 2045 investment |
| Target-date 2040 investment |
| Target-date 2035 investment |
| Target-date 2030 investment |
| Target-date 2025 investment |
| Target-date 2020 investment |
| Target-date 2015 investment |
| Income investment |

*Assumes an anticipated retirement age of 65.

Available Investment Options

Fixed Income

- PGIM Global Total Return Fund
- Hartford World Bond Fund
- PIMCO Income Fund
- MassMutual High Yield Fund
- Western Asset Core Plus Bond Fund
- Federated Hermes Total Return Bond Fund
- Vanguard Inflation-Protected Securities Admiral Fund

U.S. Equity / International Equity

- DFA US Large Cap Value Fund
- MassMutual Blue Chip Growth Fund
- Vanguard 500 Index Admiral Fund
- Allspring Special Mid Cap Value Fund
- Vanguard Mid Cap Index Admiral Fund
- MassMutual Mid Cap Growth Fund
- Vanguard Small Cap Index Admiral Fund
- Janus Henderson Triton Fund
- DFA Emerging Markets Small Cap Fund
- DFA Internal Core Equity Fund
- Vanguard Emerging Markets Stock Index Admiral Fund
- Vanguard Total International Stock Index Admiral Fund

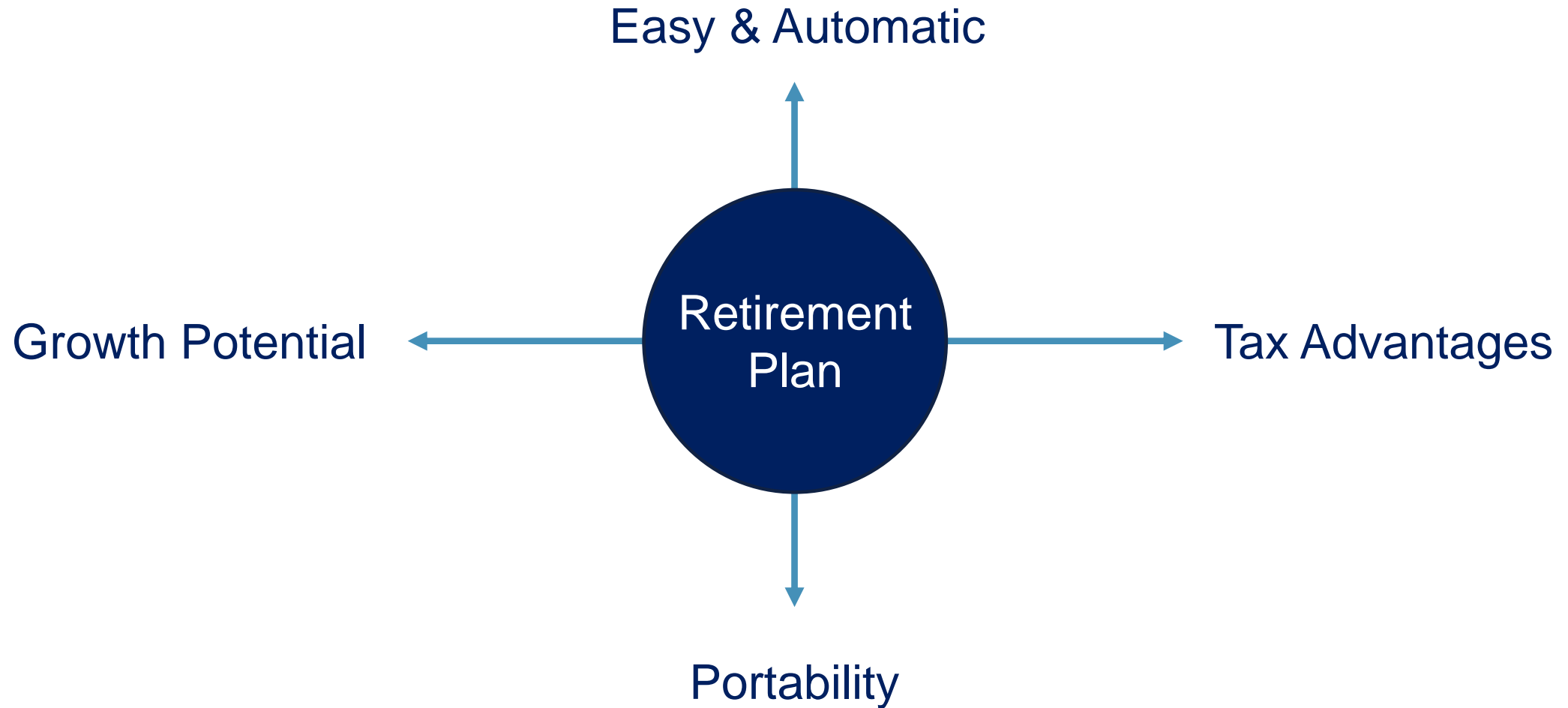
Balanced / Target Date Funds

- American Funds Target Date Retirement 2010
- American Funds Target Date Retirement 2015
- American Funds Target Date Retirement 2020
- American Funds Target Date Retirement 2025
- American Funds Target Date Retirement 2030
- American Funds Target Date Retirement 2035
- American Funds Target Date Retirement 2040
- American Funds Target Date Retirement 2045
- American Funds Target Date Retirement 2050
- American Funds Target Date Retirement 2055
- American Funds Target Date Retirement 2060
- American Funds Target Date Retirement 2065

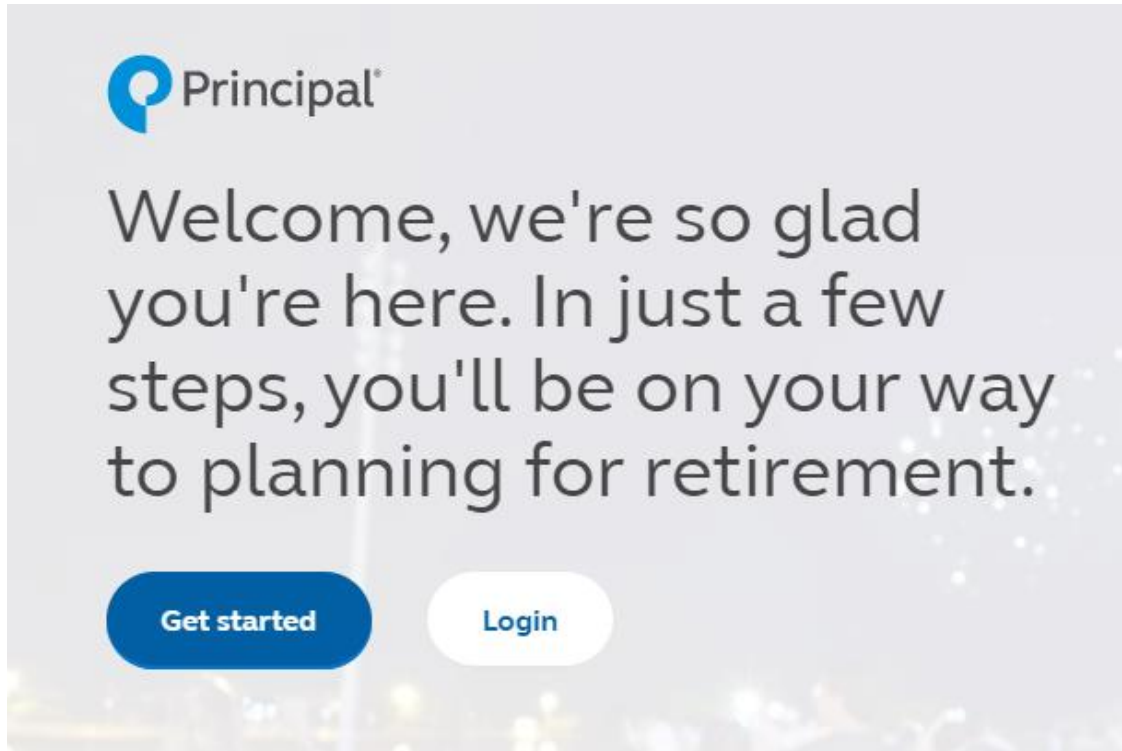
Guaranteed Option

- Principal Fixed Income Guaranteed Option

Benefits of Participating



Principal Website



First Time Users: principal.com/welcome

- Select Get Started
- Follow prompts to create log-in

[My Accounts](#) ▾[Help](#)[My Profile](#)[Messages](#) 3[Log Out](#)

401(k) Account

John Customer - ABC Defined Contribution Plan

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Your account

November 17, 2020

\$40,915.98

Vested balance ⓘ \$25,529.41 >

Loan balance ⓘ \$6,285.00 >

Personalized rate of return ⓘ 8.11% >
since 1/1/2020

Gain/loss ⓘ \$3,071.00 >
since 1/1/2020

Most recent deposit on November 16, 2020 \$157.61 >

Your current salary \$39,900.00 ✎

Desired retirement age Age 65 ✎

Need investment help?

We know not everyone is an investment pro, and that's why your plan has wide range of options. See what kind of help you can get when it comes to your investment options.

[Check out your options now >](#)

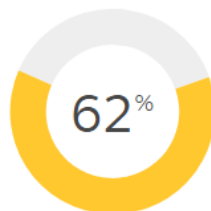
56 My progress

Performance

Compare me

Am I saving enough to replace my income?

Your Retirement Wellness Score shows your progress towards your goal of replacing 80% of your income in retirement. See everything that goes into calculating your score and make adjustments in the [Retirement Wellness Planner](#).



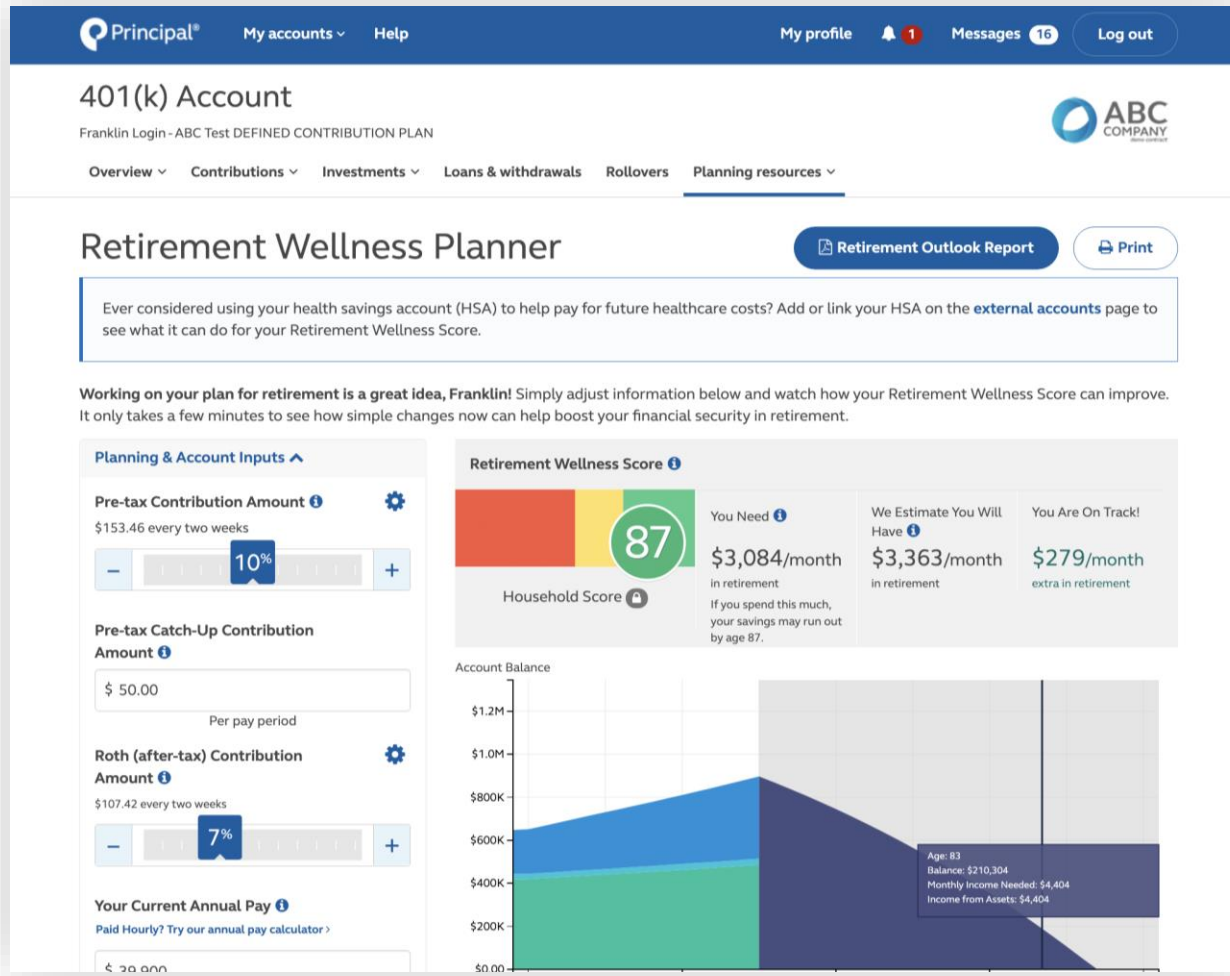
You're projected to replace 62% of your income in retirement.

You'll need
\$3,758 / month

You'll have
\$2,538 / month

You may be short
\$1,220 / month

Principal Tools & Resources



- Retirement Wellness Planner
- Investor Profile Quiz
- Monthly Webinars
- Financial Wellness Articles

Enrollment & Next Steps

Enroll at **Principal.com**

- Online Account Set up
- Contribution Rate & Type (Pre-tax and/or Roth)
- Investment Selection
- Beneficiary Designation (Primary & Contingent)



RESOURCES



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AN INVESTMENT IN A TARGET DATE FUND IS NOT GUARANTEED AT ANY TIME, INCLUDING ON OR AFTER THE TARGET DATE, THE APPROXIMATE DATE WHEN AN INVESTOR IN THE FUND WOULD RETIRE AND LEAVE THE WORKFORCE. TARGET DATE FUNDS GRADUALLY SHIFT THEIR EMPHASIS FROM MORE AGGRESSIVE INVESTMENTS TO MORE CONSERVATIVE ONES BASED ON THE TARGET DATE.

ALL INVESTING INVOLVES RISK INCLUDING LOSS OF PRINCIPAL

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