



“SHOULD” GET...
“COULD” GET... AND
HOW TO GET MORE



A L I G N
RETIREMENT PLAN ADVISORS



Happy New Year?

The economic weather...



Inflation

Highest levels since the early 1980s



Household Debt

Fastest increase in 15 years





POLL

**HAVE YOU HEARD OF EMPLOYEES
WHO ARE QUITTING THEIR JOBS SO
THEY CAN ACCESS THEIR 401K
SAVINGS?**

The economic weather...

NOW
HIRING

Labor Shortage

10 Million Jobs
6 Million Job Seekers



Recession

Fastest increase in 15 years



How can you support **employees?**



How can you support your **company**?

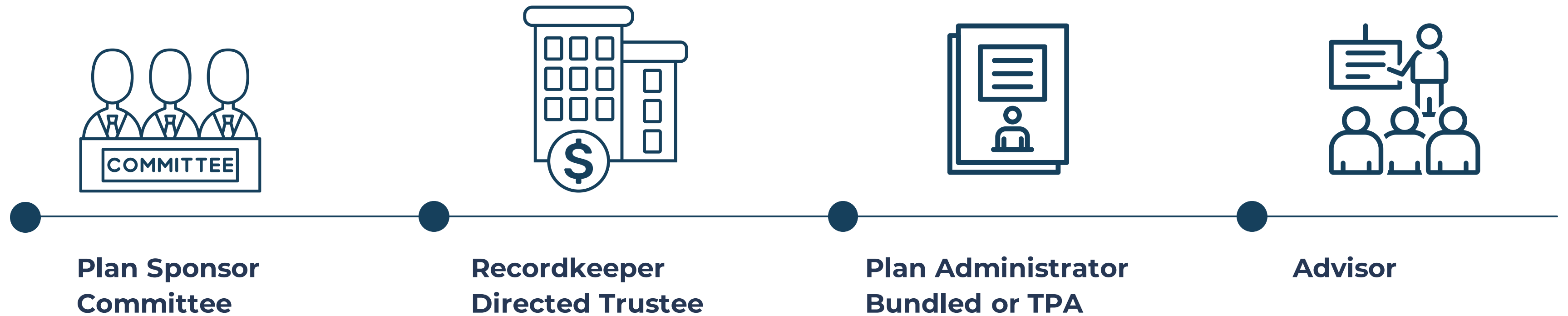


What's your **401k** got to do with it?



WHO IS INVOLVED?

CAST OF CHARACTERS





POLL

**HOW MANY PARTICIPATE ON YOUR
RETIREMENT PLAN COMMITTEE?**





A fiduciary is entrusted with the authority to act on behalf of another person or entity and has the legal and ethical obligation to act in the best interest of them.

FOUR CORE DUTIES OF FIDUCIARIES

PRUDENT PERSON RULE

Care, Skill, Diligence
Documented Processes

EXCLUSIVE BENEFIT RULE

Must act solely in the best
interests of participants and
beneficiaries

DIVERSITY INVESTMENTS

To minimize the risk of
large losses

FOLLOW PLAN DOCUMENTS AND ERISA

Eligibility, Distributions, etc.



BREACH OF DUTY

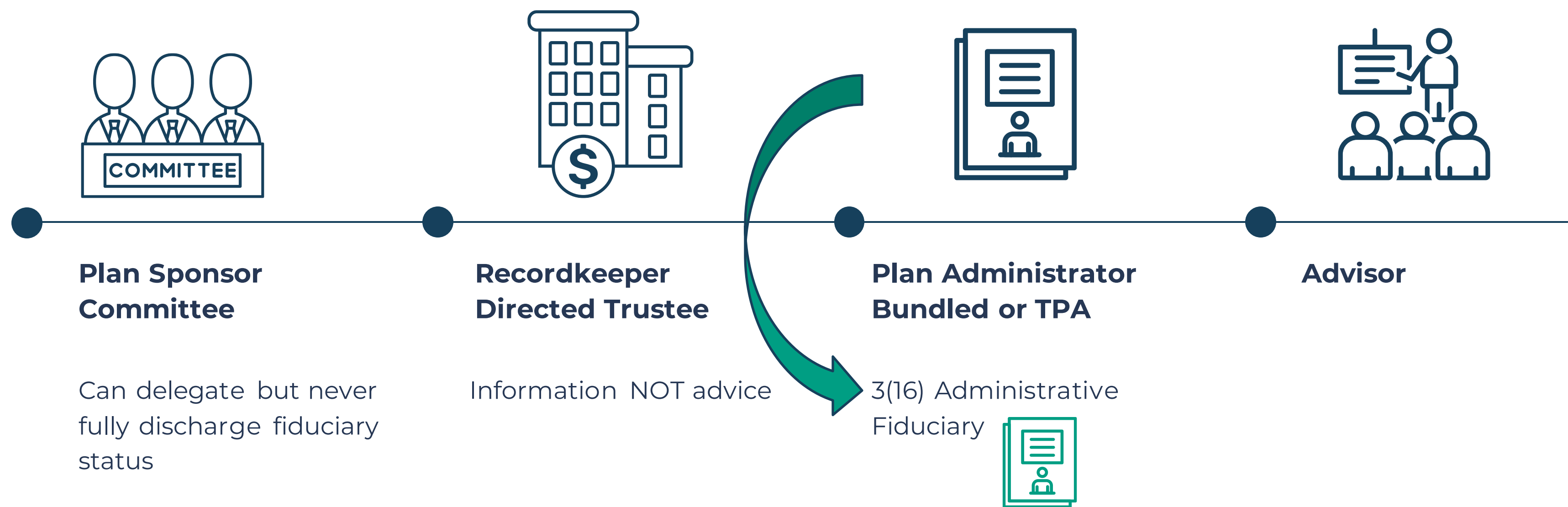


Any fiduciary who breaches the fiduciary responsibility provisions of the Employee Retirement Income Security Act of 1974 (ERISA) is personally liable to make good to the plan any losses suffered by the plan and return all profits made through the improper use of plan assets.



GETTING HELP...

FIDUCIARY STATUS





PAYING FOR HELP...



Fiduciaries must ensure that fees paid to service providers and other plan expenses are reasonable in light of the level and quality of services provided

WHAT "SHOULD" YOU GET...

WHAT "COULD" YOU GET...



FIVE AREAS OF PLAN SERVICE

**INVESTMENT
MANAGEMENT**

PLAN DESIGN

**OPERATIONS &
COMPLIANCE**

**VENDOR
MANAGEMENT**

**PARTICIPANT
SERVICES**





INVESTMENT MANAGEMENT

**3(21)
FIDUCIARY
STATUS**

**INVESTMENT
POLICY
STATEMENT**

**REGULAR
REPORTING
"WATCHLIST"**

**QDIA AND
TARGET DATE
FUND
ANALYTICS**

**MODEL
PORTFOLIOS**

**IN PLAN
INCOME
OPTIONS**

ESG, CIT



PLAN DESIGN



**REVIEW
PLAN DESIGN**

**AUTO
PROVISIONS
EVALUATION
AND GUIDANCE**

**PLAN DESIGN
GUIDANCE**

**COMPETITOR
ANALYSIS &
BENCHMARKS**

**STUDENT LOAN
ALTERNATIVE
MATCH**

**EMERGENCY
SAVINGS**

**SUPPLEMENTAL
PLANS**

**EXECUTIVE
COMP**



OPERATIONS & COMPLIANCE

**CONDUCT
ANNUAL PLAN
REVIEW
MEETING**

**PREPARE
MEETING
MINUTES FOR
COMMITTEE
APPROVAL**

**FIDUCIARY
EDUCATION
FOR PLAN
COMMITTEE**

**DAILY PLAN
MANAGEMENT
SUPPORT**





VENDOR MANAGEMENT

**OUTSOURCE
PLAN
OPERATIONS
SUPPORT TO
VENDOR**

**SERVE AS
LIAISON TO
VENDOR TEAM**

**ASSIST IN
REGULAR FEES
AND SERVICES
BENCHMARK**

**CONDUCT RFP
AS NEEDED**

**MANAGE
PROVIDER
TRANSITION**

**ORGANIZE AND
DOCUMENT
VENDOR TEAM
STRATEGY
MEETINGS**



PARTICIPANT SERVICES

**OUTSOURCE
PARTICIPANT
SUPPORT TO
VENDOR**

**CONDUCT
GROUP
EDUCATION
MEETINGS**

**PERIODIC 1:1
MEETINGS**

**WILLINGNESS
TO OFFER
ADVICE**

**CUSTOM
EDUCATION
MATERIALS
AND
CAMPAIGNS**

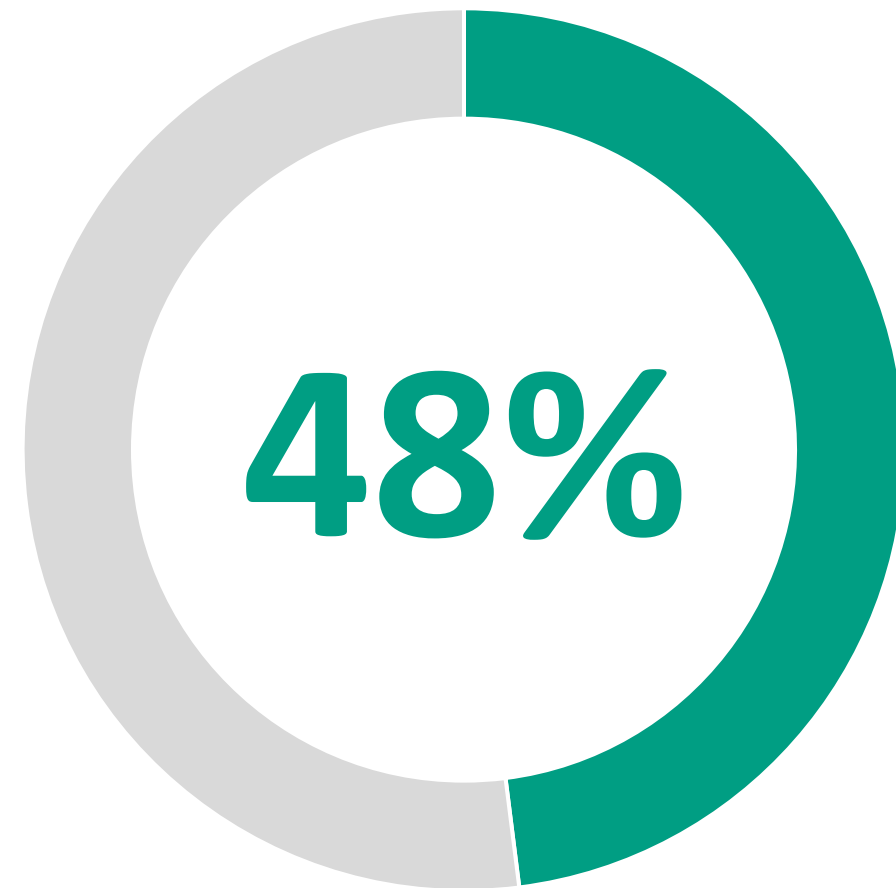
**BEYOND 401K...
FINANCIAL
WELLNESS AND
COACHING**

POLL



**DOES YOUR ORGANIZATION PLACE
MORE PRIORITY ON THE FINANCIAL
WELL-BEING OF YOUR WORKFORCE
NOW COMPARED TO PRE-
PANDEMIC?**

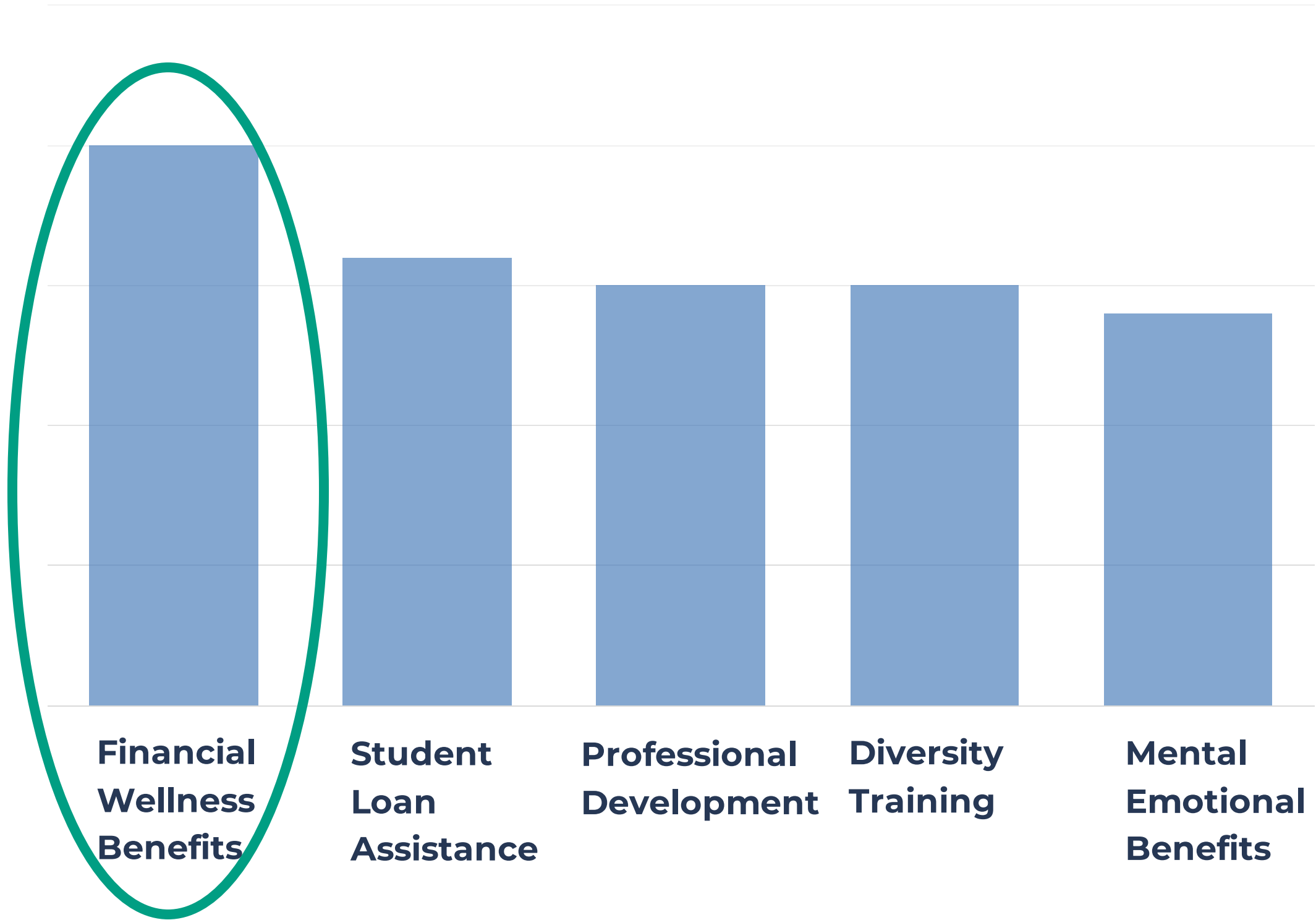
COVID MAKE FINANCIAL WELLNESS A PRIORITY

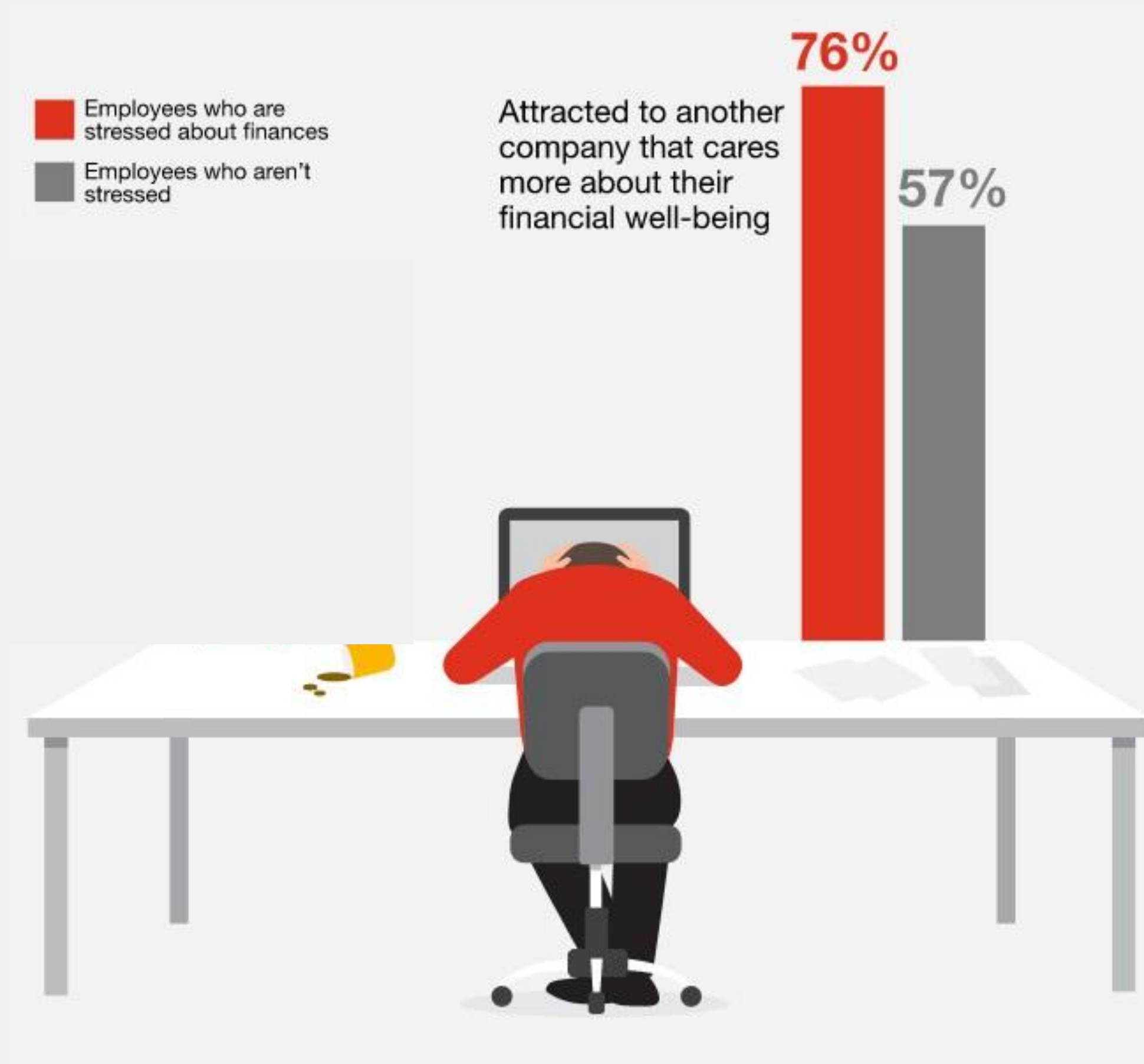


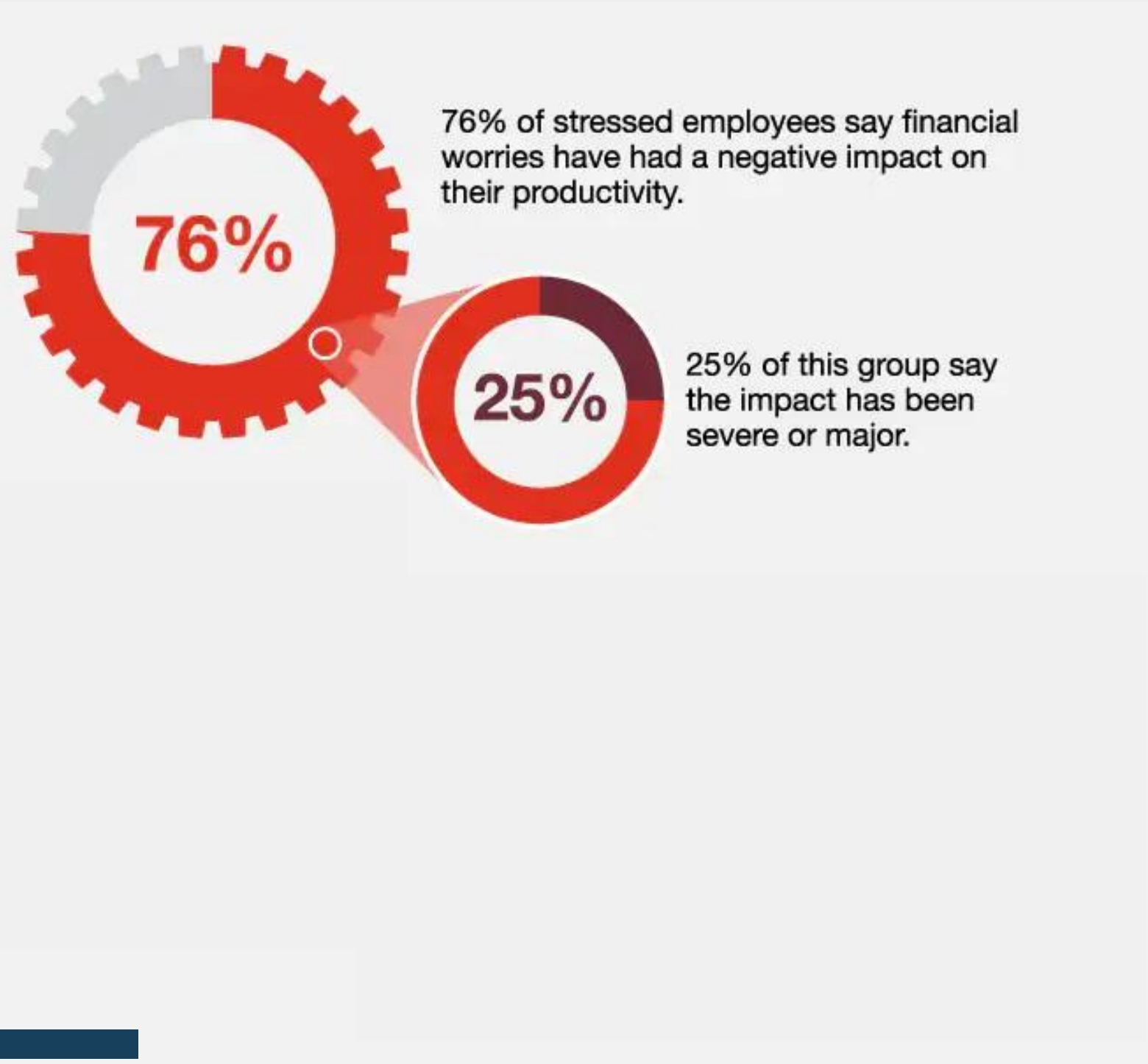
...of employers surveyed in 2021 indicated they have increased the priority for financial wellness in their organization.



FINANCIAL WELLNESS IS #1 BENEFIT EMPLOYERS LOOKING TO ADD









41%
FINANCIALLY- STRESSED
EMPLOYEES ARE EMBARRASSED
TO SEEK GUIDANCE ON THEIR
FINANCES.



**What we don't
need in the
midst of
struggle is
shame for
being human.**

-
Brene Brown

WHAT TYPE OF HELP DO YOU NEED?



COULD VENDORS HELP MORE?



WHAT MORE ARE EMPLOYERS DOING?



WHAT MORE ARE EMPLOYERS DOING?



WHAT MORE ARE EMPLOYERS DOING?



WHAT MORE ARE EMPLOYERS DOING?



WHAT MORE ARE EMPLOYERS DOING?



YOU'RE NEVER ALONE WITH ALIGN

Thank you for getting to know us! We aim to be an indispensable partner for you and your employees. We are passionate about raising the financial education of America's workforce and believe we can play a role in creating brighter financial futures for those we serve.

If there is additional information you would find helpful, please let us know.



A L I G N

RETIREMENT PLAN ADVISORS



Janel M Cross

Managing Partner

Align Wealth Strategies, LLC
480 New Holland Ave, Suite 6204
Lancaster, PA 17602

Securities and advisory services offered through Commonwealth Financial Network®, Member FINRA/SIPC, a Registered Investment Adviser.