

XYZ Company

IEC Members Savings Plan Proposal

MyMEPConnection.com/IEC



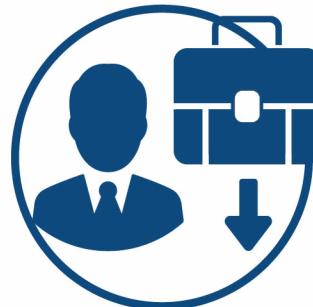
Stronger Together: Multiple Employer Plans

Multiple Employer Plans are a special type of 401(k) plan that allow businesses to pool their purchasing power together to access better benefits, service, and rates with less in-house administrative overhead. Since you are a member of our association, you are able to take advantage of these great features

Multiple employer plans (MEPs) provide **HUGE** advantages to participating employers. Rather than sponsor your own 401(k) plan, you can become a participating employer of a much larger plan. Our size allows us to negotiate better prices and provide a broader array of services from expert retirement providers. Since you are not the plan sponsor, you are also able to reduce the administrative headaches and transfer much of the liability that comes with managing a retirement plan. But don't worry, you can still design your 401(k) plan to meet your company's specific objectives.



MORE SERVICES



LESS WORK



LESS LIABILITY



BETTER PRICING

AN EXPERIENCED TEAM

When it comes to your 401(k) plan, experience matters. And our MEP team is the best available.

IEC leads the team and brings their extensive benefits management experience to the retirement plan space. Ameritas is a nationally recognized MEP expert, providing turn-key, full-service recordkeeping and TPA services. Your team also includes an open architecture custodian and trading platform - giving you access to an extensive selection of investment options from top-tier fund families. The investment manager rounds out our team, bringing their exceptional investment experience to the table.

Combined, we have a ton of experience in the retirement plan space and will use that knowledge to deliver an exceptional 401(k) plan for you.



Plan Sponsor

As the plan sponsor, we oversee the plan and ensure that the plan provides an excellent benefit to your employees and a great value to you.



Recordkeeper & TPA

As the third party administrator and recordkeeper for the plan, Ameritas performs all compliance testing, prepares government filing reports, and is responsible for all plan operations.



Custodian

The custodian holds plan assets and processes all trading instructions. Their open-architecture platform allows us access to an array of investment vehicles, including low-cost options, to help participants achieve their retirement goals.



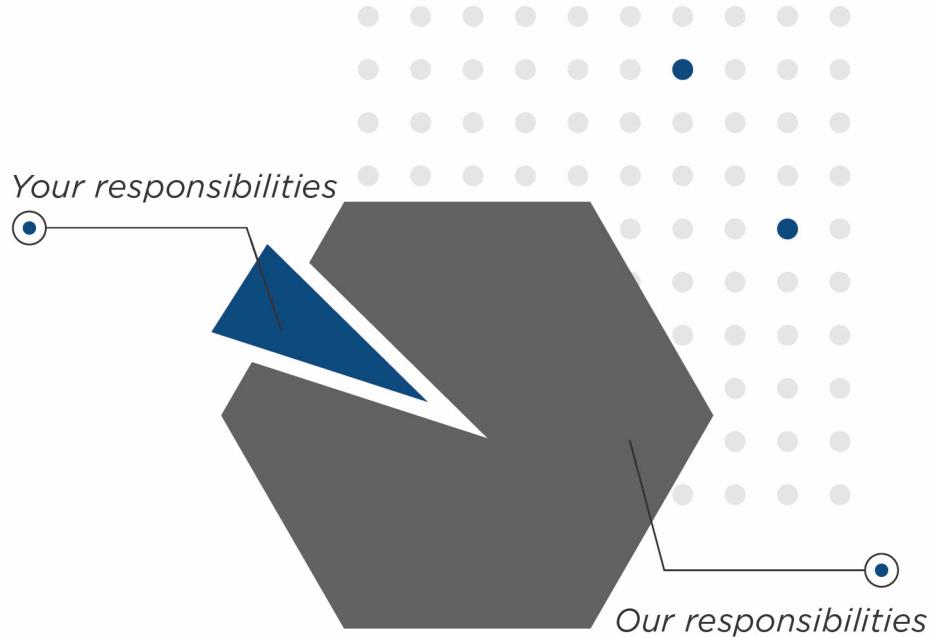
Investment Advisor

The Plan Investment Advisor selects and monitors the investment menu with the best interests of plan participants always in mind.

Division of Plan Responsibilities

By joining a MEP rather than sponsoring your own plan, you reduce your workload and your risks. As an adopting employer, your primary responsibilities are to make timely deposits to the plan and provide accurate information to your plan service providers.

We take care of everything else!



FIDUCIARY ROLES

3(21) Plan Fiduciary

3(16) Plan Administrator

3(38) Investment Manager

Trustee

MEP Selection

| MEP |
|-----|
| ✓ |
| ✓ |
| ✓ |
| ✓ |

ADOPTING COMPANY



Division of Plan Responsibilities

| RESPONSIBILITIES | MEP | ADOPTING COMPANY |
|---|-----|------------------|
| Prepare and Sign Form 5500 | ✓ | |
| Review and Approve Distributions | ✓ | |
| Review and Approve Hardships | ✓ | |
| Review and Approve Loans | ✓ | |
| Review and Approve Rollovers into Plan | ✓ | |
| Qualify Domestic Relations Orders | ✓ | |
| Determine Beneficiaries and Payment Claims | ✓ | |
| Determine Eligibility and Notify Participants | ✓ | |
| Prepare and Distribute Required Plan Notices | ✓ | |
| Perform Required Plan Discrimination Testing | ✓ | |
| Deposit Plan Contributions Timely | | ✓ |
| Provide Accurate and Timely Plan Data | | ✓ |

All the Flexibility You Want

Participating employers don't have to compromise. You can have all the advantages that come with being part of a multiple employer plan without sacrificing your ability to design a plan to meet your unique needs.

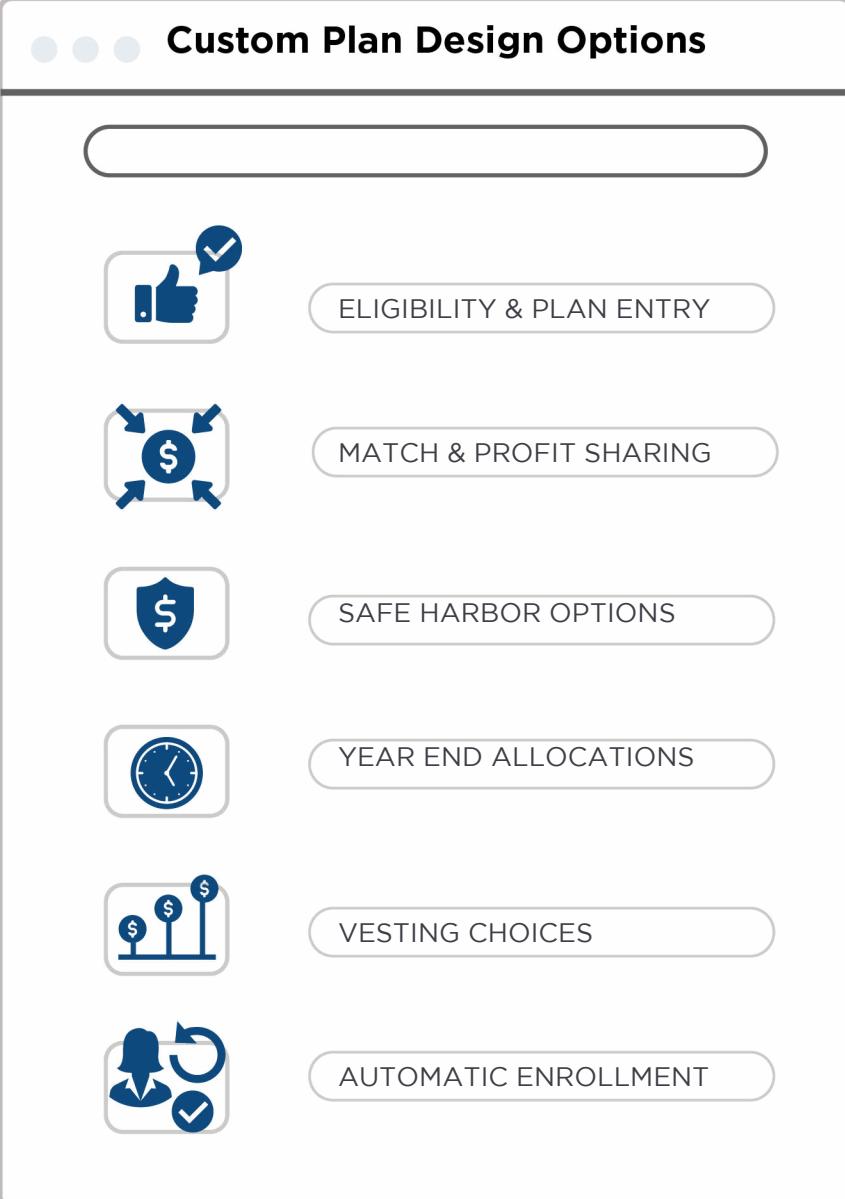
Plan Design Flexibility

Multiple Employer Plans can be flexible. But many providers will constrain the plan design options available because their systems can't handle the variety of choices. That's not the case with our MEP. Ameritas's experienced consultants will help you design their plan tailored to your specific objectives and needs.

Whether you are focused on helping your employees achieve financial security or are using your 401(k) plan to target benefits to select groups, we can help you accomplish your objectives.



Custom Plan Design Options



The interface is a light gray box with rounded corners. At the top left are three small gray dots. The title 'Custom Plan Design Options' is at the top right. Below the title is a horizontal oval bar. To the right of the bar are six circular icons, each with a blue icon and a checkmark. To the right of each icon is a label in a rounded rectangular box: 'ELIGIBILITY & PLAN ENTRY', 'MATCH & PROFIT SHARING', 'SAFE HARBOR OPTIONS', 'YEAR END ALLOCATIONS', 'VESTING CHOICES', and 'AUTOMATIC ENROLLMENT'.



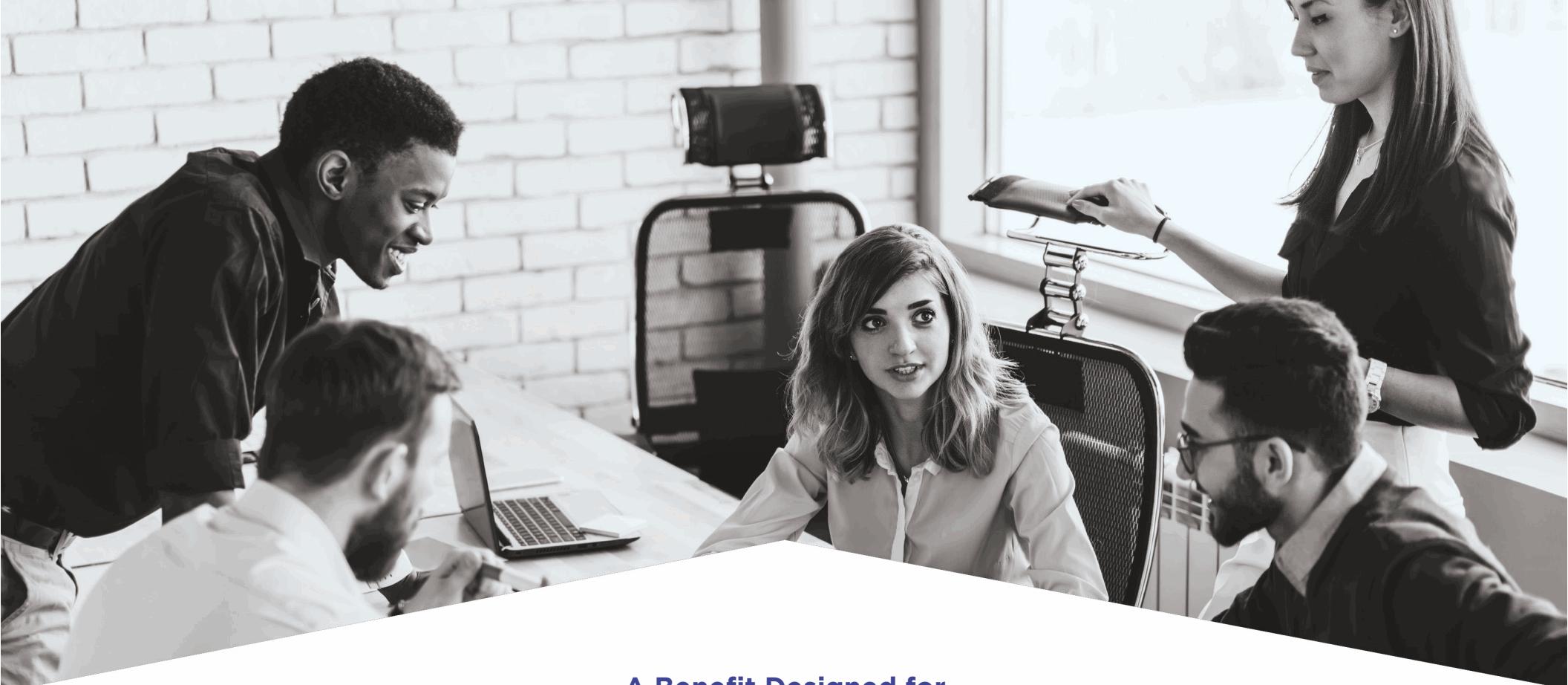
Flexible Design Options Your Plan

When you join our MEP, we will start with a plan design consult to better understand your company and your objectives. A good plan design can encourage participation and increase your employees' financial security.

A good plan design can also help to reduce administrative errors and make it easier for you and your payroll company to provide the information needed to run the plan well. That's why we'll provide some administrative guardrails to help keep your plan on track.

| Plan Design | Options* |
|----------------------------|--|
| Eligibility | Immediate up to 12 Months & 1000 Hours |
| Plan Entry | Monthly, Quarterly & Semi-Annual |
| Automatic Enrollment | ACA, EACA, or QACAs with Escalation Options |
| Matching Contributions | Formula determined by Company |
| Non Elective Contributions | Pro Rata, Age Weighted, Integrated, and Cross Tested |
| Timing of Contributions | Year End or Per Payroll with Optional True Up |
| Safe Harbor | Safe Harbor Match, Non Elective, and QACAs |
| Rollovers | Available for all employees |
| Normal Retirement Age | Age 65 |
| In-Service Distributions | Age 59 1/2 for fully vested sources |
| Hardship Distributions | Safe Harbor Reasons |
| Loans | 1 Loan Outstanding Permitted |
| Compensation | W-2 Wages |

*Protected benefits from your prior plan will be grandfathered



A Benefit Designed for
Your Employees

Our MEP is not only easier for you, but it is also designed with one fundamental mission - to help your employees **GET READY** for retirement. From easy onboarding to intuitive portals and great customer service, your employees will love this quality benefit.

Engaging Participants

A Unique Participant Experience

A Central Portal for all of your Participants' Retirement Planning Needs.

This is not just another account management website. We've designed MyPlanConnection to be a highly engaging, easy-to-navigate, one-stop-shop for all participant retirement planning. It gives your participants 24/7 access to everything they need to enroll, plan for their future, and continually manage their account.

All New App!

Now you can access your Ameritas Retirement account information securely from Android or iOS devices. View your retirement snapshot, project and manage your retirement income, review your investment holdings and elections, check your account balance and latest contributions, manage your personal info and beneficiaries.



Your MEP Investment Options

Low Cost & Conflict Free

Your participants will have access to low-cost investment options from premier fund families. That's because our MEP is built on an open architecture platform with no proprietary fund requirements.

Plus, we aren't paid based on what options are in the plan - meaning that decisions are made solely in the best interests of plan participants. And since the MEP pools the assets of all the underlying adopting employers, you have access to share classes that are typically only available to much larger companies.

Investment Choice

The investment menu is also carefully designed to position your employees for success. The menu provides options within each of the main asset categories so participants can construct a diversified asset allocation appropriate for their situation.

The menu also includes popular target date and target risk funds so that even the least experienced participants can invest with confidence.

The Help They Need

In addition to a readiness assessment of your current strategy, every participant has access to **GuideME**, an online readiness engine that provides specific and personalized steps to get you on track. Work longer, or retire early? Live simpler, or go big? GuideME helps you choose the path that's right for you.

- * Increase Your Savings Rate
- * Review Your Investments
- * Adjust Your Plan

Demo GuideME now at MyPlanConnection.com

PARTICIPANT PORTAL:

Username: 444003333
Password: 3333

SPONSOR PORTAL:

Username: Sponsor
Password: Ameritas!Sponsor

Your MEP Investment Options

| Target Date Funds | Asset Category | Expense |
|--|-------------------------------|----------------|
| Vanguard Target Retirement Income Fund (VTINX) | Target-Date Retirement | 0.08% |
| Vanguard Target Retirement 2020 Fund (VTWNX) | Target-Date 2020 | 0.08% |
| Vanguard Target Retirement 2025 Fund (VTTVX) | Target-Date 2025 | 0.08% |
| Vanguard Target Retirement 2030 Fund (VTHRX) | Target-Date 2030 | 0.08% |
| Vanguard Target Retirement 2035 Fund (VTTHX) | Target-Date 2035 | 0.08% |
| Vanguard Target Retirement 2040 Fund (VFORX) | Target-Date 2040 | 0.08% |
| Vanguard Target Retirement 2045 Fund (VTIVX) | Target-Date 2045 | 0.08% |
| Vanguard Target Retirement 2050 Fund (VFIFX) | Target-Date 2050 | 0.08% |
| Vanguard Target Retirement 2055 Fund (VFFVX) | Target-Date 2055 | 0.08% |
| Vanguard Target Retirement 2060 Fund (VTTSX) | Target-Date 2060 | 0.08% |
| Vanguard Target Retirement 2065 Fund (VLVX) | Target-Date 2065+ | 0.08% |
| Target Risk Funds | | |
| Vanguard LifeStrategy Income Fund (Inv) (VASIX) | Allocation--15% to 30% Equity | 0.11% |
| Vanguard LifeStrategy Conservative Growth Fund (Inv) (VSCGX) | Allocation--30% to 50% Equity | 0.12% |
| Vanguard LifeStrategy Moderate Growth Fund (Inv) (VSMGX) | Allocation--50% to 70% Equity | 0.13% |
| Vanguard LifeStrategy Growth Fund (Inv) (VASGX) | Allocation--70% to 85% Equity | 0.14% |

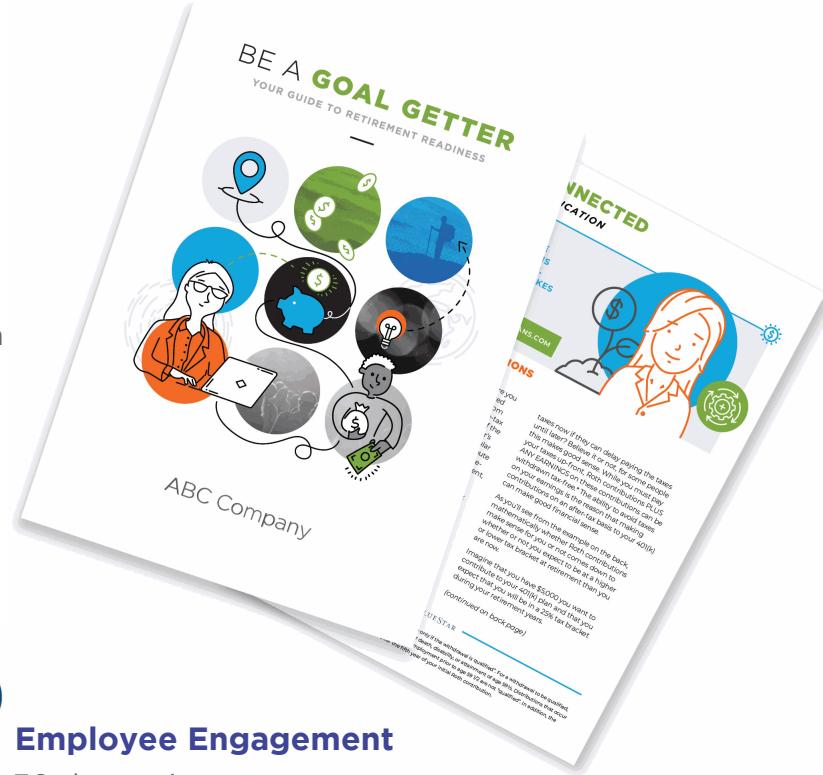
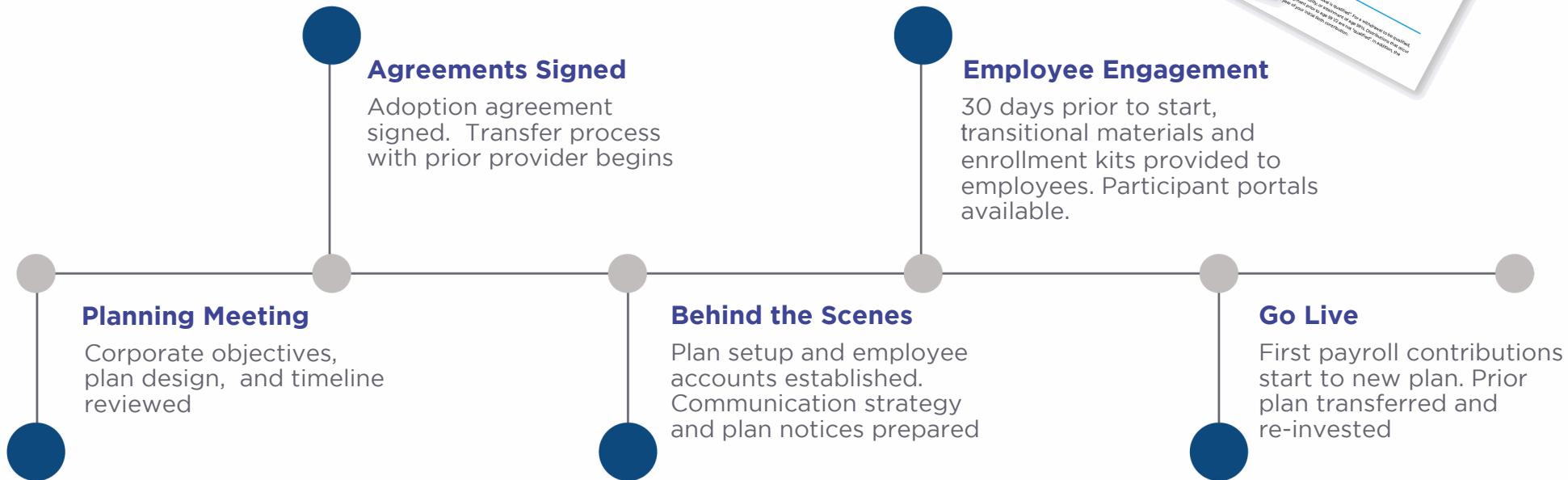
Your MEP Investment Options

| Fund Name (Ticker) | Asset Category | Expense |
|--|-------------------------------|---------|
| AllianceBernstein Global Bond Fund (I) (ANAIIX) | Global Bond-USD Hedged | 0.55% |
| AllianceBernstein High Income Fund (Z) (AGDZX) | High Yield Bond | 0.53% |
| American Funds American Balanced Fund (R6) (RLBGX) | Allocation--50% to 70% Equity | 0.25% |
| American Funds New Perspective Fund (R6) (RNPGX) | Global Large-Stock Growth | 0.41% |
| American Funds SMALLCAP World Fund (R6) (RLLGX) | Global Small/Mid Stock | 0.66% |
| American Funds Washington Mutual Investors Fund (R6) (RWMGX) | Large Blend | 0.26% |
| DFA Inflation-Protected Securities Portfolio (I) (DIPSX) | Inflation-Protected Bond | 0.11% |
| DFA International Sustainability Core 1 Portfolio (DFSPX) | Foreign Large Blend | 0.24% |
| DFA US Targeted Value Portfolio (I) (DFFVX) | Small Value | 0.29% |
| Fidelity Emerging Markets Index Fund (FPADX) | Diversified Emerging Mkts | 0.08% |
| Fidelity Mid Cap Index Fund (FSMDX) | Mid-Cap Blend | 0.03% |
| Fidelity Strategic Dividend & Income Fund (FSDIX) | Allocation--70% to 85% Equity | 0.68% |
| Fidelity US Bond Index Fund (FXNAX) | Intermediate Core Bond | 0.03% |
| Invesco Global Real Estate Fund (R6) (FGREX) | Global Real Estate | 0.83% |
| Invesco Small Cap Equity Fund (R6) (SMEFX) | Small Blend | 0.79% |
| Janus Henderson Triton Fund (N) (JGMNX) | Small Growth | 0.66% |
| JPMorgan Equity Income Fund (R6) (OIEJX) | Large Value | 0.45% |
| Neuberger Berman Genesis Fund (R6) (NRGSX) | Small Growth | 0.74% |
| PGIM Jennison Utility Fund (Z) (PRUZX) | Utilities | 0.56% |
| PGIM Total Return Bond Fund (R6) (PTRQX) | Intermediate Core-Plus Bond | 0.39% |
| Pioneer Fundamental Growth Fund (K) (PFGKX) | Large Growth | 0.66% |
| Pioneer Strategic Income Fund (K) (STRKX) | Multisector Bond | 0.59% |
| T. Rowe Price Growth Stock Fund (I) (PRUFX) | Large Growth | 0.51% |
| Transamerica High Yield Bond Fund (I) (TDHIX) | High Yield Bond | 0.59% |
| Vanguard International Growth Fund (Adm) (VWILX) | Foreign Large Growth | 0.34% |
| Vanguard International Value Fund (Inv) (VTRIX) | Foreign Large Value | 0.36% |
| Vanguard Real Estate Index Fund (Adm) (VGSLX) | Real Estate | 0.12% |
| Vanguard Small-Cap Growth Index Fund (Adm) (VSGAX) | Small Growth | 0.07% |

Timeline

Conversion Plan

We'll work with you every step of the way to get your plan up and running. For start-up plans, expect 4-6 weeks from start to finish. If you are transferring in an existing plan, we'll need a little more time in order to arrange the plan transfer with your prior provider, extending the typical transfer to 10-12 weeks.



Proposal: XYZ Company

IEC Members Savings Plan

Annual Plan Fees* (billed quarterly)

| | | |
|---|----------------------------|---------|
| TPA and Recordkeeping Account Fee | Account Fee | \$30.00 |
| Custodian (Total Plan Balance) | Less than \$1,000,000 | 0.070% |
| | Less than \$10,000,000 | 0.050% |
| | Less than \$50,000,000 | 0.040% |
| | Less than \$100,000,000 | 0.030% |
| | Greater than \$100,000,000 | 0.020% |
| TPA and Recordkeeping (Adopter Plan Balance) | Less than \$500,000 | 0.600% |
| | Less than \$3,000,000 | 0.300% |
| | Less than \$5,000,000 | 0.200% |
| | Greater than \$5,000,000 | 0.150% |
| Investment Advisory (Adopter Plan Balance) | Less than \$250,000 | 0.750% |
| | Less than \$750,000 | 0.600% |
| | Less than \$1,000,000 | 0.500% |
| | Less than \$2,000,000 | 0.350% |
| | Less than \$4,000,000 | 0.250% |
| | Less than \$10,000,000 | 0.200% |
| | Greater than \$10,000,000 | 0.150% |
| Plan Administration (Adopter Plan Balance) | Less than \$100,000 | 0.300% |
| | Less than \$250,000 | 0.250% |
| | Less than \$500,000 | 0.150% |
| | Less than \$750,000 | 0.120% |
| | Less than \$1,000,000 | 0.100% |
| | Less than \$2,000,000 | 0.080% |
| | Less than \$3,000,000 | 0.070% |

Fee Information

-  All revenue sharing returned to the plan
-  Fees can be direct billed to sponsor or assessed against participant accounts
-  Email delivery of required notices included; materials are printed and mailed if email is not available
-  Webinars included in pricing
-  Audit expenses may be assessed against plan

*Please see service agreement for a comprehensive summary of services and fees

POWERED BY



Join Our Plan!

For more information
contact us or visit our website:

P: 800.923.2732

E: adoptersales@ameritas.com
MyMEPConnection.com/IEC