

YOUR 401(k) PLAN MADE EASY



RETIREMENT  
SAVINGS PLAN



As a member of the Association, you instantly access the benefits of leveraged expertise in the construction industry, regulatory representation, and other services important to members both professionally and personally

Now do the same for your retirement savings plan.

- Easy Administration
- Fiduciary Liability Relief
- Superior Investment Menu
- Efficient Pricing
- Customized Plan Design
- Complete Account Services

INVESTMENT ADVISORY SERVICES PROVIDED BY:

LINDA SMITH, AIF, QPFC  
JODI MCMAHON, CPA, CHFC, CASL



Administration and Recordkeeping Services Provided by”:



Custody and Trading Services Provided by:

*charles* SCHWAB

## What is AGC 401(k)?

AGC 401(k) is a multiple employer plan sponsored by Associated Builders and Contractors. AGC members can join the multiple employer plan as adopting employers. Although it is a single 401(k) plan from the perspective of the federal government, each company that adopts the plan is able to specify its own plan provisions, yielding a plan experience specifically designed to meet each company's unique objectives. As an adopting employer of a multiple employer plan, you can realize all of the benefits of an individual plan, without the cost and responsibility associated with having your own plan.

## The Cost Effective Solution

### Fee and Service Flexibility

The AGC 401(k) program is a collaboration of over 100 years of combined thought leadership and industry expertise, coming together to take care of your 401(K) plan administration. By combining the resources of AGC members, we are able to provide a comprehensive retirement plan solution that provides a level of administrative support and fiduciary protections that would otherwise be hard or cost-prohibitive to achieve.

The AGC 401(k) program combines in a single offering:

- Fiduciary Investment Manager
- Plan Provider/Recordkeeper & TPA
- Fiduciary Plan Administrator
- Custodian & Trading Platform

### Efficient Pricing

The AGC 401(k) program pricing structure is based on the operational efficiencies created by automating the resources of all participating service providers. As well, by integrating a Fiduciary Investment Manager, the issues of expensive share classes or limited or proprietary investment options that smaller plans typically experience when implementing a retirement plan - are eliminated. You get best practices, at the best price.

By choosing AGC 401(k) you and your employees enjoy the benefit of "big plan pricing and service" which includes:

- Fiduciary investment management
- Professional managed model portfolios
- Lowest-cost share classes
- Open architecture investment menu
- No wrap-fees or hidden charges
- No surrender charges
- Fiduciary plan administration
- Participant investment education
- Full-service participant and sponsor websites



## We'll Be Your ERISA Benefits Staff

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Employees expect that their employer will provide an easy and convenient way for them to prepare for retirement. But sponsoring a retirement savings plan can be a burden as well as a potential liability.

### Leave the Work to Us

AGC 401(k) makes it **EASY FOR YOU** by taking care of plan administration.

- Identify newly eligible employees and provide enrollment kits
- Perform all required annual compliance testing and government filing
- Eliminate individual company audit requirements
- Manage all participant account requests
- Distribute all required notices, including the Summary Plan Description
- Review and process all employee distribution and loan requests

### Watching Your Back

AGC 401(k) assists with the **FIDUCIARY DUTIES** that come with sponsoring a qualified retirement savings plan.

Your Fiduciary Plan Administrator will:

- Engage service providers necessary to service your plan
- Sign and maintain all plan documents (adoption agreement, plan and trust, etc.)
- Review and sign the required plan Form 5500 filings
- Approve all employee distribution and loan requests
- Follow and adapt to all required regulatory changes
- Monitor all governing plan policies such as investment, loan, fees, etc.
- Ensure the plan adheres to fee reasonableness standards (ERISA section 408(b)(2))

Your Fiduciary Investment Manager will:

- Select, monitor, and modify all plan investment options
- Design asset allocation models to allow participants to easily diversify

## Expert Investment Management

You offer a retirement savings plan to your employees to help them prepare for retirement. Your plan's investment menu directly impacts their likelihood of success. An intelligently designed *and expertly managed* menu creates the potential for maximum returns. A poorly designed *or ill managed* menu that includes proprietary funds, high cost share classes, or inappropriate funds sacrifices participant returns and ultimately undermines your employees' ability to prepare for retirement. By choosing the AGC 401(k), your employees will benefit from a customized investment menu designed to serve their interests that is diligently monitored according to exacting fiduciary standards.

### The Right Investment Menu - With Built-In Fiduciary

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AGC 401(k) puts investment selection and monitoring squarely in the hands of the professionals.

**BENSOURCE** serves as the Plan Investment Advisor and helps select and monitor the investment menu, removing employers from a role they are typically ill-suited for.

**BLUESTAR**, as the AGC 401(k) plan provider and recordkeeper, offers an **OPEN ARCHITECTURE PLATFORM** as provided by **CHARLES SCHWAB TRUST BANK** which provides access to a virtually unlimited selection of investment options from hundreds of different mutual fund families and investment managers, free from any proprietary fund requirements. This also allows AGC 401(k) to utilize the absolute lowest-cost share classes available; in addition, any revenue sharing payments which are generated by plan investments are retained in the plan to offset plan or participant expenses. This revenue sharing neutrality eliminates potential provider restrictions on share class selection or investment option usage.

What does this mean for you? **FREEDOM**. When designing or modifying the plan's investment menu, your Fiduciary Investment Manager will craft the investment menu that maximizes the return for you and your employees and integrates the fiduciary protections you need as the sponsoring employer.

An intelligently designed and expertly managed menu creates the potential for maximum returns.



## The Right Process

Once you have the right platform, having a great investment menu is about having the right process. With the expert management and oversight of a Plan Investment Advisor, the advisor selects and monitors your plan's investment menu. The design of a great investment menu begins with the creation of a customized investment policy statement (IPS) for your plan, which is the keystone of the plan's investment fiduciary process. Using the framework established in the IPS, available investment options are screened using a matrix of analytics including the fund's historical performance, style drift & consistency, alpha, Sharpe Ratio, assets under management, longevity, and operating expense. Using the same exhaustive criteria used for selection, the investment menu is monitored on a quarterly basis to assess continued appropriateness and suitability for the plan.

With this process in place, you can be confident that the investment menu will provide your employees with the best opportunity to prepare for retirement.

A great investment menu is not only about having the right options, but about having the right options at the **RIGHT PRICE**. Most investment managers offer the exact same investment option in a variety of different share classes. Each share class typically corresponds with a different operating expense ratio. The higher the operating expense, the lower the return. An investment menu that includes expensive share classes undermines your employees' ability to build their nest egg.\*

**Don't pay too much! By choosing AGC 401(k), your Investment Manager will have access to share classes chosen to minimize fund expense and maximize participant returns.**

\*If your current plan includes high-cost share classes, it is likely because (1) the provider or broker is being paid through revenue sharing or (2) your plan size is too small to qualify for a less expensive share class.

# Customized Plan Designs to Meet Your Corporate Objectives

Your company's retirement plan is not just another benefit. When properly designed, it can be an integral part of a strategic compensation package that not only helps your employees prepare for retirement but also helps you retain great talent while minimizing your payroll costs. But for many companies, their retirement plan falls far short of these goals. Those who are able to participate often do not, while those that want to participate often cannot. By choosing **AGC 401(k)**, you receive complementary plan design services from experienced retirement plan specialists. Learn what your retirement plan can do for you and your employees today!

## Design a Plan That Works For You

**What are your objectives?  
The right plan design will ensure that  
your plan meets your needs.**

### **Provide a Safety Net for Your Employees**

With Social Security typically covering only about 38% of the income needed in retirement, your employees need to start saving now if they are going to be ready. Because you care about your employees and realize that their financial pressures will ultimately affect the workplace, you need a plan design that will help you increase participation.

### **Attract and Retain**

Your employees are your most valuable asset. In a competitive hiring environment, how do you keep the great staff you have and attract the new employees you want? A well-designed retirement savings plan will be an important part of that equation. With the right vesting schedule and employer contributions, you can offer a plan that will help you attract and retain the quality workforce you need.

### **Avoid Annual Refunds**

Do your company owners and top executives receive refunds of their contributions each year or are they advised that they must limit their contributions? For many companies, the employees most interested in contributing can't. When your key employees can't participate in your plan, you lose a powerful component of your executive compensation and benefits package. The right plan design can help ensure that your plan is a real benefit to everyone.

### **Targeted Contributions**

You've likely heard of matching contributions and regular profit sharing contributions, but you may not know that within your retirement savings plan you can target your profit sharing contributions to benefit key groups. For many companies, the flexibility to target employer contributions can be a powerful strategic benefit, potentially saving thousands in corporate and personal taxes. Is this design right for you?





## Information When You Want It

### Plan Information at Your Fingertips

By choosing AGC 401(k), you reap the benefit of **LARGE PLAN RESOURCES**. But you'll never lose your individual plan experience.

At [WWW.MYPLANCONNECTION.COM](http://WWW.MYPLANCONNECTION.COM), you will have easy access to your company's plan information and your employee's account records. By choosing AGC 401(k), you are able to identify as many individuals as is necessary to the successful operation of your plan as "plan administrators" to have plan-level access to your company's plan records. Plan sponsor access also enables our premier partners to download informative plan reports for efficient plan monitoring and management on your behalf.

### Plan Level Reports:

- Executive Summary Report
- Census Report
- Account Activity Summary
- Source and Investment Summary
- Key and HCE Report
- Distribution & Loan Summary
- 70 1/2 Required Minimum Distributions
- Summary of Web Requests
- Summary of Deferral Changes
- Daily Participant Statements

### Participant Services

Your participants will enjoy full-featured online access. The participant website is fully transaction capable and easy to use. From enrolling in your plan, to researching new fund options, to requesting a distribution upon retirement, the participant website makes it easy for your employees to manage their account.

### Participant Account Options:

- Enroll in the plan
- Retirement Calculator
- Update profile
- Change beneficiary
- Account balance and vested percentage
- Change deferral percentage
- Transfer balances among investment options
- Change investment elections
- Request a loan or distribution
- Daily statements
- Investment option information
- Personal and fund-level rates of return
- Online investment advice
- Plan documents and forms

# Easy, Interactive, and Informative Participant Tools

## The Enrollment Toolbox

Our online enrollment toolbox is an interactive and engaging one-stop enrollment experience. It's available 24/7 so your employees can learn about and enroll in your plan when it's convenient for them.

- Plan for retirement with the Enrollment Wizard
- Study the Enrollment Guide & Enrollment Workbook
- Review the Investment Option Menu
- Enroll in the plan



## Demonstration Websites

The participant and plan sponsor websites empower both sponsors and participants by providing easy access to account information. See how easy it will be for you to access information on your company's plan and for your employees to manage their account by logging into the demonstration websites!

### Employer Plan Access:

- Website: [www.myplanconnection.com](http://www.myplanconnection.com)
- Click "Sponsor"
- Userid: sponsor
- Password: sponsor

### Participant Plan Access:

- Website: [www.myplanconnection.com](http://www.myplanconnection.com)
- Userid: 333344444
- Password: 4444
- Click "Login"

## Real People.

As great as the web is, sometimes you need to talk to a real person.

A toll-free number connects your employees to customer service representatives who can help your employees get the information they need, as well as the expert investment guidance they need to make educated decisions; this takes the burden of investment related questions or education off your shoulders.

The call center can assist participants with transactions, account changes, and account questions.

Enrollment specialists are also available for in-house and web-based educational meetings.





**AGC**  
**RETIREMENT SAVINGS PLAN**