TRI-AD
a division of
navia
benefit solutions

THE ROAD TO Retirement

About TRI-AD

TRI-AD has provided retirement plan administration services since 1974.

What we do for you:

- Answer your retirement questions
- Provide the website and mobile app to learn about and manage your account
- Track your account, investments, returns, and balances
- Help you enroll in your plan

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LOG IN

ENGAGE WITH YOUR ACCOUNT

TOOLS AT YOUR FINGERTIPS:

RETIREMENT LEARNING CENTER

MANAGING YOUR ACCOUNT

FREQUENTLY ASKED QUESTIONS

INVESTMENT CALCULATOR

RETIREMENT READY?

Prepare for Your Journey to Retirement

WHERE ARE YOU TODAY?

WHAT'S YOUR DESTINATION?

HOW WILL YOU GET THERE ?

Like planning a trip, preparing for retirement is a step-by-step process.

Choose Your Destination

Setting your retirement goals is essential. Once you know what they are, we help you calculate how much you'll need to save for your retirement lifestyle.

Set Your Course

Do you have difficulty finding the money to save? Log in to your account to use our online budgeting tools to help you develop a savings plan.

Choose Your Vehicles

There are many ways to invest, and different people have different needs. We help you figure out what's right for you.

It's Time to Start Your Journey!

Choose Your Destination

Why Is Saving For Retirement So Important?

Retirement is a big purchase. Pay for it using an installment plan.
You can't buy retirement on credit. You have to save for it in advance.

Money provides security.
In addition to food, clothing, housing, and medical care, you may also need to pay for care when you can no longer care for yourself.

Money provides choices.
Money can provide more flexibility for your retirement lifestyle. Your savings influence your options.

Even if you want to, you probably can't work forever.
Plan for contingencies such as health issues, family care responsibilities, job loss, or disability.

Retirement isn't cheap.
You may need enough money to support yourself for perhaps twenty years or more after your paychecks stop. The last three years of your life are generally the most expensive since they may require increased levels of medical care.

How Much Will You Need?

Ballpark Estimates

Retirement experts say you need to have **about 15 to 20 times** your annual pay saved by the year before retirement to maintain your pre-retirement standard of living.

This means saving at least 15% of your pay for your entire working career. *The later you start saving, the higher the percentage needs to be.*

Any matching contribution from your employer counts towards your savings target percentage.

Consider Social Security and any other savings when deciding how much you need to save.

Make A Detailed Assessment

For a detailed assessment you can log into your account any time to help you determine your targets And use the online retirement savings planning tools.

Factors to Consider

Do you plan on retiring early?

Retiring before you are eligible for Social Security benefits means you need to save even more aggressively.

Do you plan on retiring after age 65?

The later you retire, the longer your money has to work for you.

How will you spend your retirement years?

You probably won't need as much money if you scale back your lifestyle.

How long will you need your money to last?

You want your savings to last as long or longer than you do!

What medical expenses will you have?

Medicare Premiums are just the beginning. Factor a large healthcare cushion into your target estimate. Do you have an HSA that can help?

How much will you get from Social Security?

Social Security is intended to replace about 30% of your retirement income.

Set Your Course

WHEN ASKED, "WHAT IS THE GREATEST POWER YOU EVER WITNESSED?" ALBERT EINSTEIN REPLIED, "COMPOUND INTEREST!"

Why Start Now?

Saving takes time.

Saving for retirement is like taking a road trip. If you plan well, you'll have a leisurely trip. And, if unexpected events come up you will still reach your destination safely.

Make time work for you.

The earlier you start saving, the less money you have to save out of each paycheck. If you start saving substantially at an early age, you will have more money to meet your financial goals.

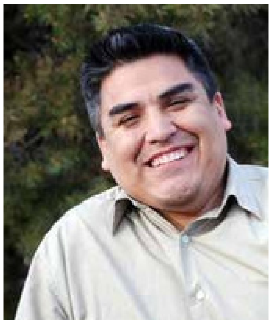
Take note of the power of ***compound earnings***. With compound earnings, you make money on the original amount saved and on the additional investment gains in your account.

A Tale of Two Savers

JOANNE

Age Started Saving-24
Age Stopped Saving-40
Amount Saved Per Paycheck-$50 Total Saved-$18,200
Balance at Retirement-$235,451

CARLOS



Age Started Saving-40
Age Stopped Saving-65
Amount Saved Per Paycheck-$100 Total Saved-$72,800
Balance at Retirement-$226,670

Log in to your account today to develop your personalized savings strategy!

Where Do You Find the Money?

Little changes to your daily spending can free up money you can save, which will make a huge impact over time. For example, if you have a $3 coffee every workday, that's about $84 per month. If you were to save that into the 401(k) plan with a 7% annual rate of return compounded daily for 35 years, you would have approximately $155,000 at the end of the period.

Small changes can really add up.

Ease into it. Start participating at just 1% of your pay. In 3 months, increase it to 2%. Keep increasing by 1% each quarter until you meet your savings targets.

Get extra savings if you have an employer match. Make sure you save at least enough to maximize any employer matching contribution. The impact can be ***monumental!***

Let the government help you with the Saver's Tax Credit. You may be eligible for a credit that helps lower-income earners save on federal income taxes. Talk to a tax advisor before filing your next tax return.

Pay Future You.

Try to increase your savings rate by 1% a year. That's the equivalent of two hours of pay a month that will compound over time.

SMALL CHANGES = BIG IMPACT

Your Retirement Plan:

Your Passport To A More Secure Future

Fast Facts

Social Security replaces just 20% to 30% of your pre-retirement paycheck.

Americans are living longer — well into their eighties. That's 20-plus years in retirement!

The average American retiree spends $200,000 out of pocket on health care in retirement. Those in the top quartile spend about $400,000.

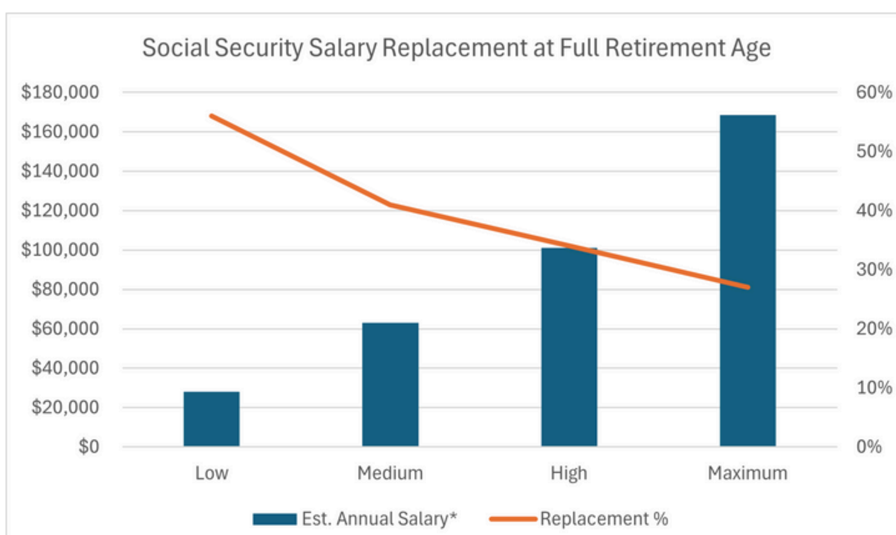
The national average cost of assisted living today is about $65,000 per year. The costs increase significantly faster than inflation.

Saving is Easy

Get the Tax Breaks Today, Pay Taxes in the Future:
Pre-tax contributions come out of your paycheck before taxes. Earnings grow tax-free until you withdraw it.

Pay the Taxes Now, Pay No Tax in the Future:
Roth contributions go into the Plan after you pay taxes, so you don't pay taxes on them when you withdraw your money. They grow tax-free, and all the earnings are tax-free when you take them out in retirement (except in a few situations).

Another Key Consideration:
Pre-tax retirement savings and any employer contributions are subject to Required Minimum Distributions, whereas Roth savings are not. The match dollars are always pre-tax contributions, therefore they will be subject to RMDs.



*In today's dollars. These number are adjusted for inflation over time
Source: Social Security Administration

Choose Your Transportation

Stocks, Bonds, and Cash: Understanding Your Choices

Stock is ownership in a public company, with each share being a portion of ownership. Investors make money through dividends (money paid out from company profits) and by growth in the company value (increases in stock price). **Stocks have historically outperformed bonds and cash.**

Bonds are like an IOU where you lend money to a company or government. They are usually safer than stocks, but you might earn less money from them. At the end of the bond's payment period, you receive back the money loaned, plus interest. **Bonds usually pay higher interest rates than cash investments, but have lower long-term returns than stocks.**

Cash is the most conservative choice. **Cash investments typically don't go up and down in price, but they return a low but reliable amount on the investment.** Cash may seem like the safest bet for investing, but it has one major enemy: inflation. Generally, cash vehicles pay less than the rate of inflation, so over the long term, you can actually end up lose buying power from any cash investments.

Putting on the brakes: The Impact of Inflation

Inflation is the rise in the price of goods and services over time, which is one of the key reasons your retirement savings goal may look like a huge number.

For example, if inflation runs at 3% and your investments return 7%, your actual investment return is only 4% once you factor inflation out. If you hold investments with a 3% return and inflation is 4%, your money's value erodes.

THE RULE OF 72

Divide a percentage into the number 72, and you have the approximate number of years for a sum to double. For example, a 7% rate of return can double your money in just over 10 years.

72 / 7 = 10.2

DID YOU KNOW?

Generally, for every

1% INCREASE

in investment return, the average person will have

20% MORE

retirement savings over the long-term.

Your Decisions Matter

No one type of investment is right for everyone, however, your investment rate of return is a major factor in your retirement savings outcome.

Striking the right balance between investment risk and return is critical to achieving financial security. Take a look at this example:

Jim receives approximately **2 ½ times more money at retirement** than Mei because his investments yielded a higher return (7% vs. 3%).

Jim invests more money in stocks than Mei. He assumes more risk, and achieves a higher rate of return.

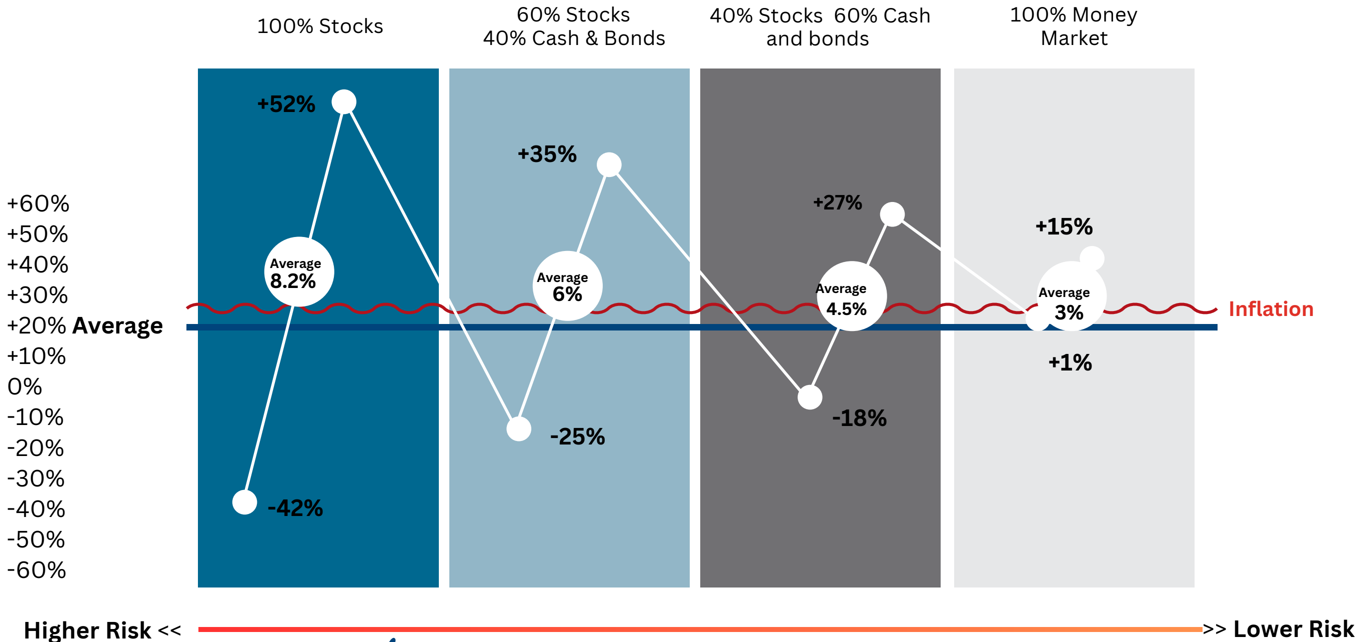
Age started saving: 30
Per paycheck 401(k) contribution: $150
Average return: 3%
Balance at retirement* $383,000

Age started saving: 30
Per paycheck 401(k) contribution: $150
Average return: 7%
Balance at retirement* $956,000

* Assumes retirement at age 67 and 24 paychecks per year.

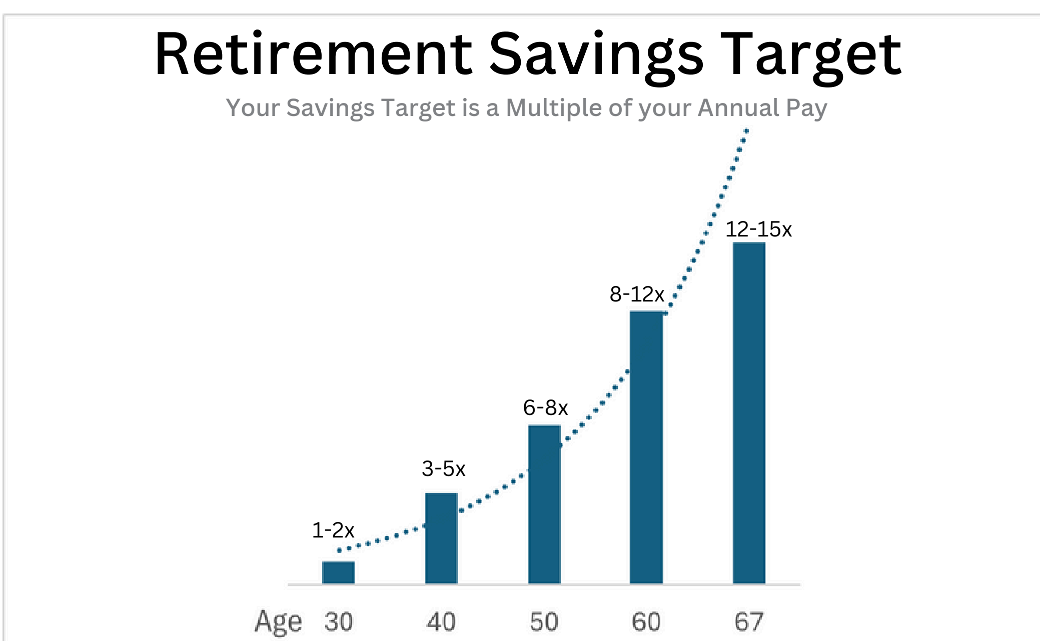
The Stock Market Trade-Off: Average vs. Range of Returns

This graph shows the range of annual investment returns over the last 50 years and the average estimated returns for a few typical investment portfolios. For example, a portfolio of 100% stocks might fluctuate between a high of 52% and a low of - 42% over a given year.



What's Right for You?

When will you need your money? How long do you need your money to last? People have unique financial situations. Using an easy, step-by-step approach, TRI-AD Plan, *powered by iJoin*, demystifies the process of setting your course toward a secure retirement by personalizing your experience. Log in to modify your savings strategy as your life changes. TRI-AD Plan is with you every step of the way.



Your Investment Options:

Managed Portfolios

Target Date Portfolios

Target Date Portfolios are professionally managed based on your expected retirement date, which is the only factor considered. These portfolios typically manage risk by becoming more conservative the closer you get to retirement.

Risk-based Asset Allocation Funds

Risk-based portfolios let you choose your portfolio based on the level of stock investments (100%, 80%, 60%, or 40%) you want. Keep an eye on the investment mix as you age, because you may want to consider changing your investments to match your risk tolerance over time.

Automated Personalized Portfolio

An Automated Personalized Portfolio develops an investment strategy tailored to your needs and goals based upon your full financial picture. It's like having a private wealth manager without the $1 million dollar account! We provide an investment design that is personalized to your situation. Ongoing monitoring of your account helps to ensure that your investments stay tailored to your circumstances. When your situation changes, we reallocate.

Create Your Own Portfolio

You can also create your own portfolio by choosing a mix of investments from the available funds. This gives you full control over your mix of stocks, bonds, and other assets. Along with this control comes additional responsibility. You should always monitor your investments and rebalance your portfolio as your needs or circumstances change.

What is Asset Allocation?

Asset allocation mixes different types of mutual funds to try and create a portfolio that generates the best long-term return possible for your personal risk tolerance. It is based on the concept that different segments of the investment markets called asset classes often move in different cycles.

About Mutual Funds

When you put money in a mutual fund, your money is pooled with that of the other investors in the mutual fund. It is managed by professional fund managers who allocate the fund's assets to meet specific investment objectives, such as growth or income. Mutual funds provide investors with diversification and professional management, making them a popular choice.

Three Savers

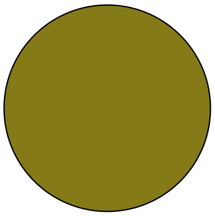
and the Portfolios that Might Best Fit Their Needs

Sunil

Age 30

Sunil sees his 401(k) as strictly a long-term account. He wants to maximize his retirement income and is not concerned about the stock market's short-term price swings. He invests his account 100% in a low-cost S&P 500 fund for the next few years.

100% Stocks

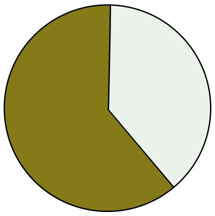


Ann

Age 55

Ann will retire in a few years, but plans on a long and active retirement. She wants to be able to have access to some, but not all, of her funds starting at age 67. She still wants her funds to keep growing even after she retires. She chooses the Target Date Portfolio.

30% Cash & Bonds 70% Stocks

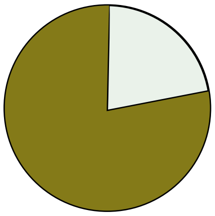


Tim

Age 40

Tim does not know much about investing. His plan offers the Automated Personalized Portfolio. He enters his information and goals into TRI-AD Plan in his online retirement account. His portfolio is tailored to his unique profile and full financial picture.

20% Cash & Bonds 80% Stocks



Definitions of Terms

401(k) or 403(b) Plan: A company-sponsored, Internal Revenue Service regulated, tax-preferred, pre-tax, or Roth retirement plan with contributions made through payroll deductions

Asset Allocation: The process of designating how money should be divided among various investment categories such as US stock funds, foreign stock funds, and bond funds

Beneficiary: The person(s) who chosen to receive retirement plan money in the event of the account holder's death. If the account holder is married, their spouse must give written approval for someone other than himself or herself to be named as beneficiary.

Catch-up Contributions: Catch-up contributions are additional contributions allowed for individuals of a certain age to be made to certain retirement accounts. These contributions are designed to help people who may have started saving later in life or who want to boost their retirement savings as they approach retirement.

Deferrals: Deferrals are the pre-tax contributions from one's paycheck each pay period into their retirement account

Earnings: Earnings are the increase in value of a retirement account generated by the investment returns on the principal investment.

Employer Match: Employers may deposit matching funds into an employee's active retirement account. The matching dollar or % amount is typically a predetermined formula based on the employee's pre-tax contribution and their compensation. Not all plans offer matching contributions.

Inflation: Inflation tracks the rise in the price of goods and services over time. Inflation is the reason that goods or services bought today will cost more in the future.

Investment Return: Returns are the total profit or gain on an investment. Returns may come from interest earnings, dividends, the increase in the value of a specific investment, or both. Investment return is usually expressed as a percentage. It can be a negative number, meaning your investments are losing value.

Investment Risk: Investing comes with the risk that account value may go up or down in over a certain period of time. Investment risk also refers to the chance that some principal investment may be lost.

Mutual Fund: Mutual funds are a type of investment that pools the money of many people and uses professional fund managers to invest in a diversified portfolio of stocks, bonds, or both.

Automated Personalized Portfolio: A managed mix of the investments available in a Plan that is tailored to an individual's needs and full financial picture and adjusted over time based on circumstances.

Pre-tax contributions: Pre-tax contributions are amounts contributed to certain retirement accounts or benefit plans before taxes are deducted from an individual's paycheck. These contributions reduce taxable income in the year they are made, providing an immediate tax benefit.

Principal Investment: The principal is the money that a person has directly deposited into an investment account. It does not include earnings or take into account fluctuations in the value of the investment.

Risk Tolerance: Risk tolerance is the level of risk a person is willing accept with investment strategies. Factors that affect risk tolerance may be age, amount of retirement savings, other savings or assets, time horizon and personal feelings toward increases or decreases in one's retirement account.

Rollover: A rollover is tax-free transfer from one company's retirement plan to another company's retirement plan or to an individual retirement account (IRA).

Roth Contributions: Roth contributions are after-tax contributions made to a retirement account, such as a Roth IRA or a Roth 401(k).

Target Date Fund: A Target Date Fund is an investment option where the ratio of stocks to bonds and cash is professionally managed in relation to the year the investor intends to retire.

Time Horizon: The time horizon is the length of time to retirement or when one will need access to retirement funds. The time horizon is a direct factor in risk tolerance determinations.

Vesting: Vesting is typically a schedule of the percentage of a retirement account that an employee owns and would be able to take if terminated or changing employers. The employee always own 100% of their paycheck contributions. The portion of any employer match funds will typically depend upon length of service and the plan's vesting schedule.

Volatility: Volatility is often associated with big price swings either up or down. Volatility represents how greatly an asset's prices swing around the average price. High volatility means higher risk and uncertainty around value. A highly volatile stock may go up or down tremendously.

TRI-AD and our Associates' suggestions or recommendations shall not constitute legal advice. No content on our website or this brochure can be construed as tax or legal advice, and TRI-AD may not be considered your legal counsel or tax advisor. Clients are encouraged to consult with their tax advisor and/or attorney to determine their legal rights, responsibilities, and liabilities. This includes the interpretation of any statute or regulation, federal, state, or local; and/or its application to the clients' business activities.

Throughout this brochure, we use the terms "401(k)", "403(b)", and "retirement plan" interchangeably to represent employer-sponsored retirement savings plans that allow employee contributions.

To help achieve long-term retirement security, you should carefully consider the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return while minimizing the overall risk of losing money. This is because market or other economic conditions that cause one category of assets or one particular security to perform very well may cause another asset category or another specific security to perform poorly. If you invest more than 20% of your retirement savings in any company or industry, your savings may need to be adequately diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help manage investment risk.

In deciding how to invest your retirement savings, you should consider all your assets, including any savings outside of your Plan. Individuals may approach retirement savings and investing differently because of personal financial goals, time horizons, and risk tolerance. It is highly recommended that you periodically review your savings and retirement goals with a tax professional or personal financial advisor.

This booklet is intended to be educational in nature and should not be construed as individual financial advice. We recommend you consult a financial advisor and/or tax professional before making any participation or investment decisions.

This booklet also is not an official Plan Document. For details on the provisions of your Plan, please refer to the Summary Plan Description, available online under *Forms and Reports > Reports*, once you log in to your secure account.

Start Your Journey Today!

Are you ready to move forward?

If you haven't enrolled in your plan yet, it's a great time to complete the enrollment process and review your financial goals. Unless you were auto-enrolled, complete the enrollment process to get your account established. Once enrolled, you can access and manage your account anytime online using TRI-AD's website.

Questions?

Log in to your account at www.TRI-AD.com

E-mail us at 401kmail@tri-ad.com.

Call Participant Services at 1-877-690-4015

Representatives are available to assist you Monday through Friday 5:00 a.m. to 6:00 p.m. Pacific Time.

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