

*Welcome to*

Advanced Textiles

EXXPO

ORGANIZED BY 



The logo for ATA Health & Benefits Insurance features the letters 'ATA' in a bold, black, sans-serif font. The 'A' is partially enclosed by a circular graphic composed of three segments: a red segment at the top, a green segment on the left, and a blue segment at the bottom.

# ATA Health & Benefits Insurance

*Presented by*



Holly Bloom | Senior Managing Partner | Nov. 2023

The logo for the Advanced Textiles EXPO is located in the bottom left corner. It features the words 'Advanced Textiles' in a small, white, sans-serif font above the word 'EXPO' in a large, bold, white, sans-serif font. The 'E' and 'X' in 'EXPO' are connected, and the 'O' has a red dot in its center. The background of the logo is a colorful, abstract geometric pattern with red, blue, green, and yellow shapes.

Advanced Textiles  
**EXPO**

# Topics

Health Insurance Strategies

Nonmedical Benefit Suites

Benefit Administration Technology

# A Different Kind of Plan: Level-Funding

**Are you overpaying for group healthcare benefits?**

## Fully-Insured premium

The full payment goes to the insurance company.



## Payments for our Self-Funded Program



Plan administration



Stop-loss insurance



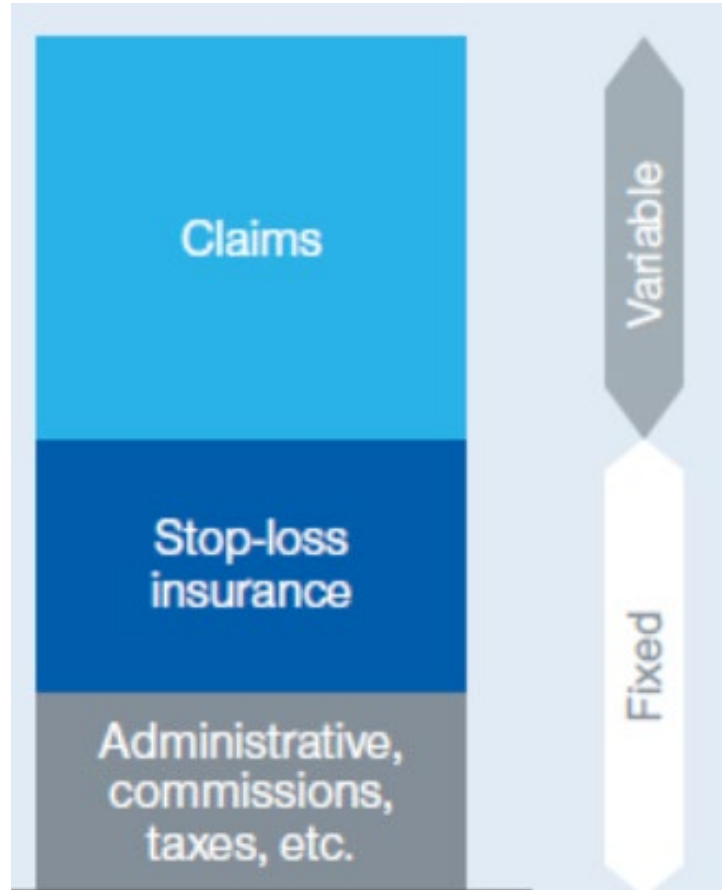
Employer claims account

# Level-Funded Program Can Help You Save

- Not only do our Level-Funded Program options **often cost less than more traditional health benefit plans**, they are built to ensure your savings continue.
- Money in your claims account goes towards the group's claims expenses.
- You pay only for the services your group uses.
- **You may receive money\* back** if you don't use all the funds in your claims account.

\* In years when claims are lower than expected, a portion (or all, depending on the plan selection) of the difference between the group's anticipated and actual claims is refunded back to the employer. Refund is subject to any applicable Terminal Liability Coverage fee. Only level-funded plans are eligible for a refund.

# Example



- Under a Level-Funded plan, assume the employer will start the plan year with a total annual premium equaling \$100,000.
- Out of that \$100,000, the insurance company reduces this amount by \$10,000 for administrative fees/service. This amount is then reduced by another \$20,000 for Stop-Loss Insurance. That leaves \$70,000 in the unspent claims fund that will reduce by claims paid throughout the year.
- If the group totals \$30,000 in claims paid, the remaining \$40,000 will be shared between the insurance company and employer.
- **This \$40,000 in returned premium is in addition to the premium savings upfront already saved by the employer over a fully insured plan.**

# Core Value plan

Core Value plan is a Reference Based Pricing plan

- What drives price?
- Generally speaking, network discounts drive price.
- What if there was no network...what would we base price off of?

# RBP reimbursements (price) are based on...Medicare!

- Reimbursements are based upon a percentage of Medicare.
  - The amount they pay is called the Maximum Allowable Amount (MAA)
    - This is regardless of what the doctor or facility charges
    - There are NO NETWORKS associated with this plan
- \*Except Pharmacy (Cigna PBM) and Transplants (Cigna Lifesource)





# Benefits of the Core Value plan

Competitive pricing compared to self-funded PPO plans

Same versatile plan designs as our other self-funded plans

Core Value Flex option available

- Allowing employer to switch to a PPO plan mid-year

Member Advocacy Program (MAP)

- Concierge service to assist in plan related questions and provider balance billing negotiations

# The MetLife Your Choice Program

- ✓ Competitive plan designs
- ✓ Lower minimum participation requirements
- ✓ Higher guaranteed issue amounts

- MetLife Your Choice provides a comprehensive package of non-medical benefits from an employee benefits leader.

\*exclusions and limitations apply. Please contact your MetLife representative for details.

# Core Benefits

<b>Core Benefits</b> <i>(employer-sponsored)</i>	
<b>Basic Life, STD, LTD, and Vision</b>	<ul style="list-style-type: none"><li>• Guaranteed 5% savings on your renewal rates</li><li>• Pricing guaranteed for 3 years</li></ul>
<b>Dental*</b>	<ul style="list-style-type: none"><li>• Guaranteed 10% savings on your renewal rates</li><li>• 6% rate cap on first year renewal</li><li>• 6% rate cap on second year renewal year renewal</li></ul>
<b>Voluntary Life, Short-term and Long-Term Disability</b>	<ul style="list-style-type: none"><li>• Matching your current rates</li><li>• Pricing guaranteed for 3 years</li></ul>

# Technology



The GIS CONNECT benefit platform is customized for your business, with simplified enrollment and administration designed to drive participation, satisfaction, and ease.

- Platform live and ready for enrollment in 15 business days or less
- GIS Preferred Enrollment experience for all benefits, including medical
- Year-round eligibility management for all benefits
- Combined non-medical and worksite benefits billing



# Enrollment

**The GIS Preferred Enrollment experience provides 100% active enrollment engagement for all employees that includes:**

- One employer benefit portal
- Flexible enrollment options — self-service online enrollment, call center education, or customized paper forms
- Professional Benefit Coaches, providing educational, needs-based enrollment assistance
- Enrollment meeting assistance for employee voluntary programs
- Dedicated Account Manager — a single, go-to point of contact

# Get in touch with any questions—THANK YOU!



**Holly Bloom**

Senior Managing Partner

**715-222-2281**

Holly@cbwealthandinsurance.com



**Damien Cannaday, AIF®**

Senior Managing Partner

**612-325-5727**

Damien@cbwealthandinsurance.com

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# Retirement Plan

*Presented by*



**Damien Cannaday** | Senior Managing Partner | Nov. 2023

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TOP 4 REASONS

# TO JOIN A POOLED PLAN ARRANGEMENT

JOIN THE TEXTILE INDUSTRY  
RETIREMENT PLAN MULTIPLE  
EMPLOYER PLAN

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# AGENDA

- Single employer plans vs. Multiple employer plan
- Administrative support
- Fiduciary risk management
- Employee education
- Pricing
- Wrap-up



# SINGLE EMPLOYER PLANS

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- Fiduciary liability
- Trustee duties
- Administrative costs
- Plan audits
- Plan design
- Education/enrollment



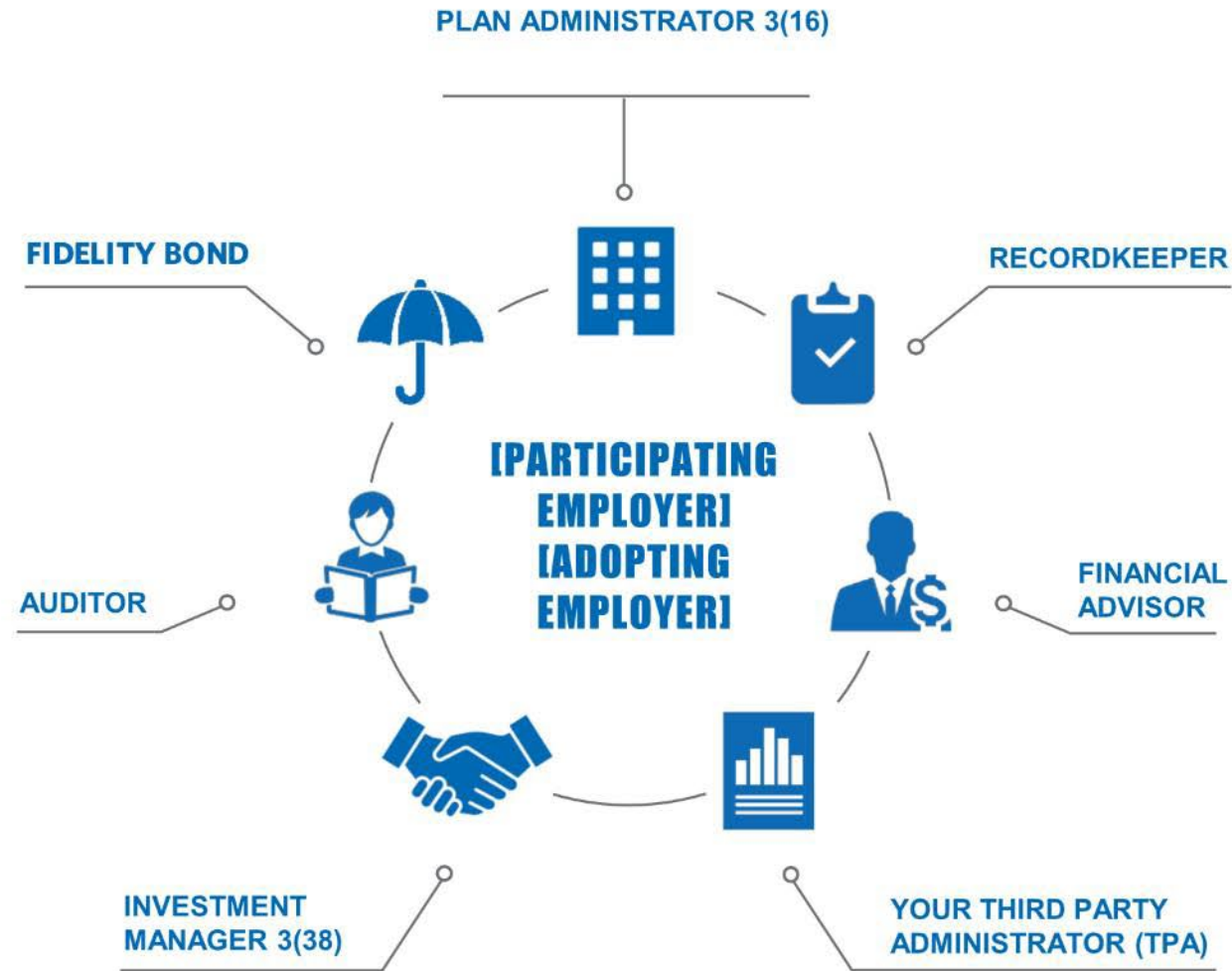
# MULTIPLE EMPLOYER PLAN

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## **ADOPTING EMPLOYER BENEFITS**

- Economies of scale
- Reduced administrative costs
- Fiduciary liability risk management
- Custom plan design
- Full web access

# ROLES OF THE SUPPORT TEAM





REASON #1  
**ADMINISTRATION OFFLOAD**



ADMINISTRATION  
CAN BE TIME-CONSUMING

**TIME IS MONEY**

# SAVE TIME – AND MONEY

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- Contribution submission and updates to participant deferral election changes
- Investment reviews
- Loan and distribution approval/processing
- Compliance and legislative supervision
- Form 5500 filing
- Offload audit requirement for individual large plan filers
- And many other tasks



A woman with long dark hair, wearing a yellow top and a black cardigan, is sitting at a wooden desk. She is looking down at a laptop screen. In the foreground, another person's hand is visible, pointing at the laptop screen. On the desk, there is a brown leather folder with papers and a pen. The background shows a window with a view of a brick building.

REASON #2

## **FIDUCIARY RISK MANAGEMENT**





# FIDUCIARY SERVICES

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- A fiduciary is a “caretaker” for the rights, benefits, and retirement plan assets of participants
- A fiduciary must act with the highest degree of prudence, integrity, service, and undivided loyalty to beneficiaries’ interests
- Legally binding relationship – named in plan document

## TYPES OF FIDUCIARIES AVAILABLE IN THE MEP:

- 3(16) Administrative Fiduciary
- 3(38) Investment Manager – discretionary investment authority
- 3(21) Investment Advisor – provides an investment lineup

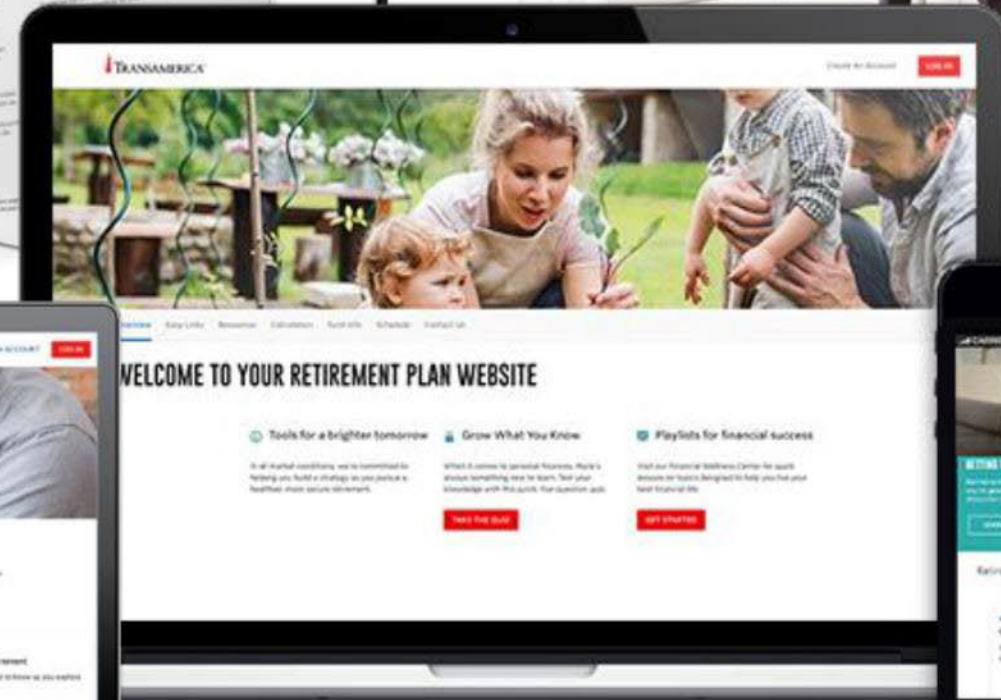
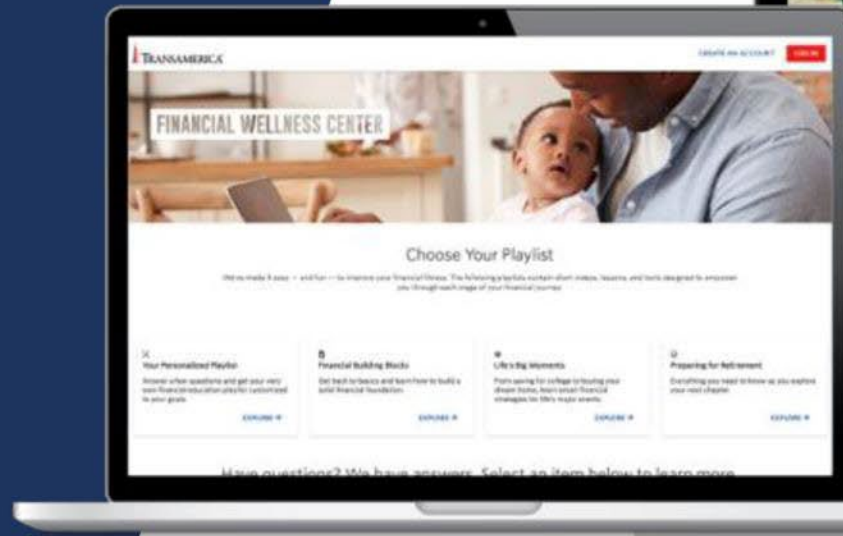
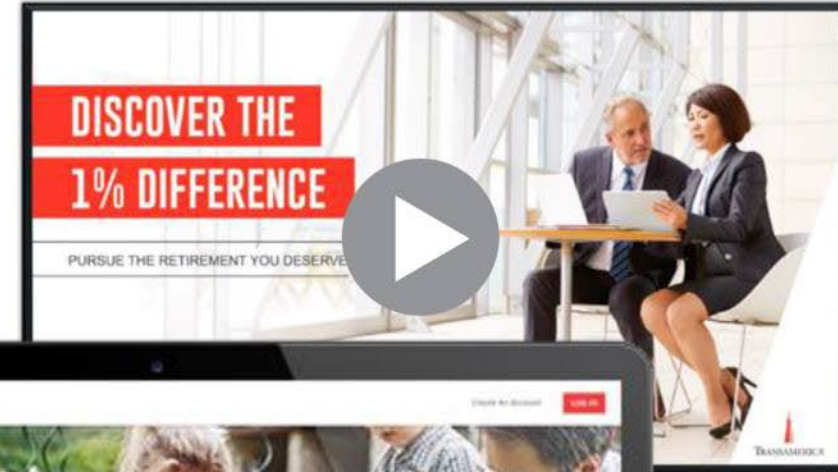
Transamerica does not act as a 3(16) plan administrator.  
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REASON #3  
**EMPLOYEE EDUCATION**



# WE'VE GOT YOU COVERED

Information, education, and account access when and how your employees want.



# 2021 PARTICIPANT EXPERIENCE

Your strategic, integrated approach in action:

	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
<b>OnTrack® emails</b> 	Happy New Year: IRS Limits & Goal Setting, Save More	Financial Literacy, Beneficiary Review, Value of Insurance	<i>Your Retirement Outlook®</i> , Financial Awareness	Estate Planning, Education-Caregiver Month, Security
<b>Educational live webinars</b> 	Money Management Essentials Get Ready to Retire	Social Security Life & Legacy	Retirement Income Planning Women & Retirement Medicare	Security & Fraud
<b>Financial professionals</b> 	Group meetings, personal interactions, proactive outreach, retirement transition services			
<b>Website</b> 	Educational resources and financial wellness tools			
<b>Managed Advice®</b> 	Awareness campaigns for eligible participants			
<b>Participant statements</b> 	Topical Quarterly Messaging			

This is an example of a yearly communications calendar. Your integrated team will work with you to create your unique strategy.

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# BRIGHTEN YOUR OUTLOOK®

Your Retirement Outlook® helps participants see their snapshot of retirement readiness and model changes for a potential brighter forecast.

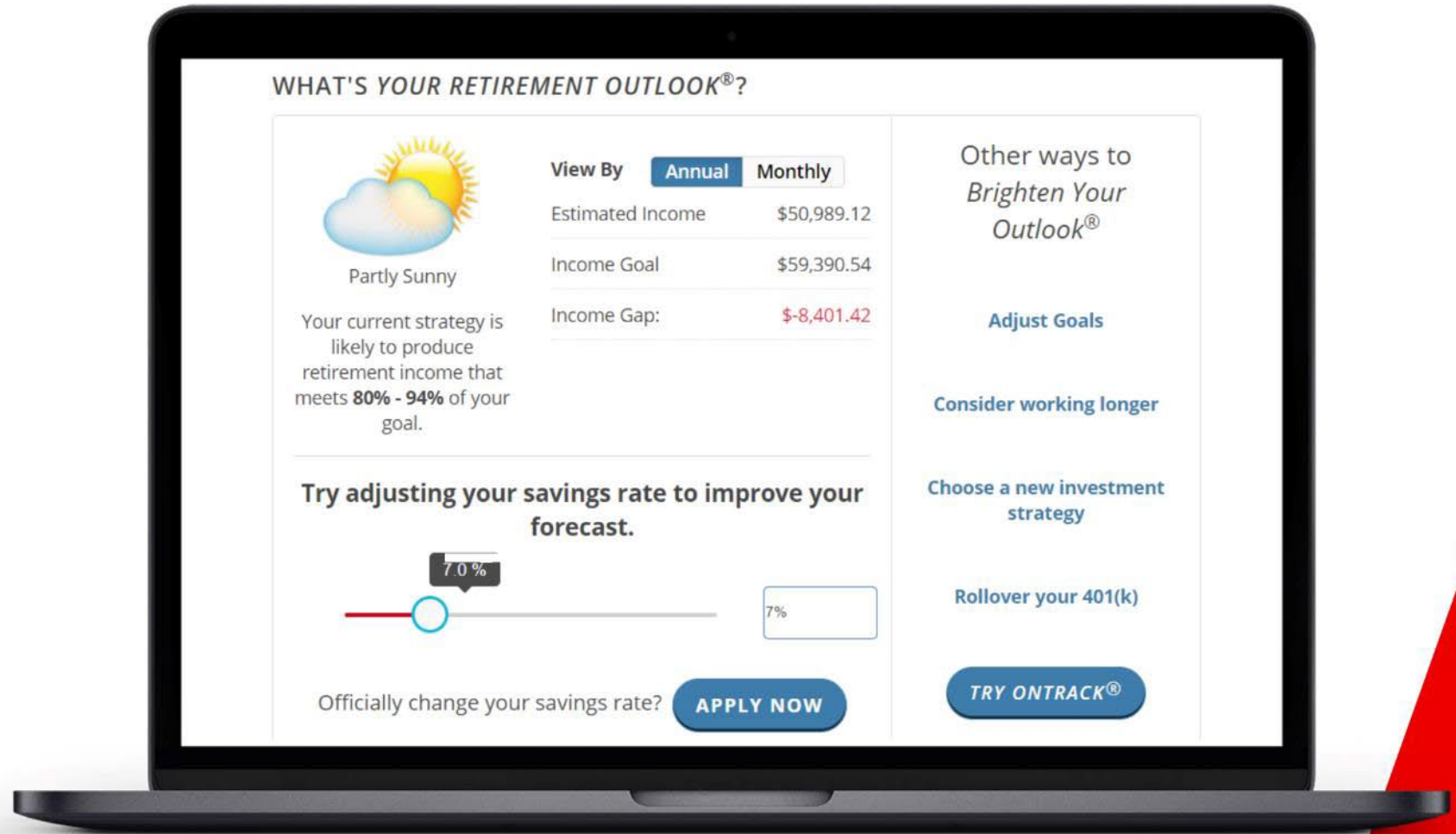


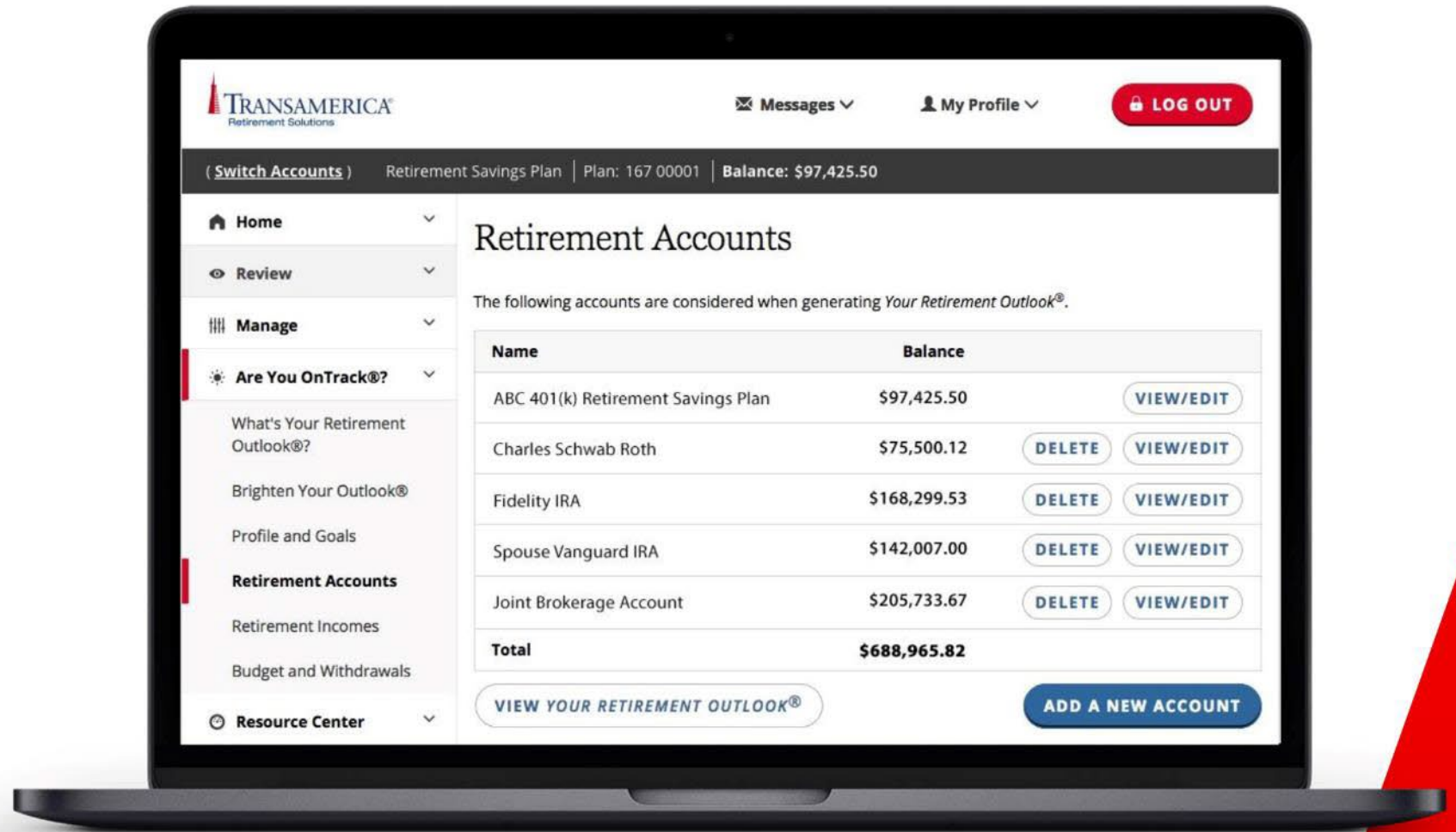
Image for example purposes only; does not reflect the experience of any particular user

**Important:** The projections or other information generated by the engine regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results, and are not guarantees of future results. Results derived from the tool may vary with each use and over time.

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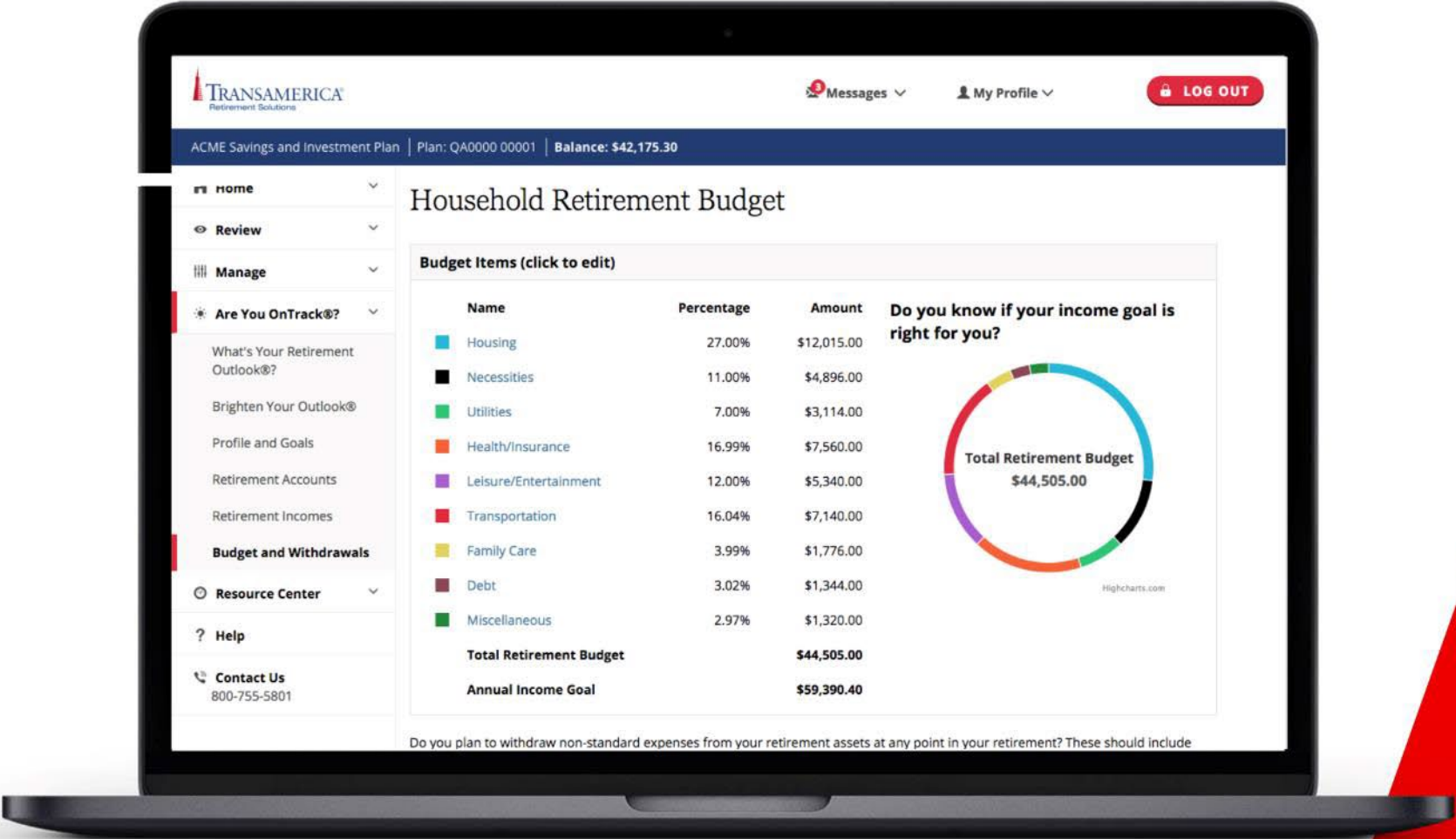
# ACCOUNT AGGREGATION

A holistic view of employees' investment accounts.



# BUDGETING TOOL

Evaluates basic daily costs and provides expense details.



# SPANISH CONTENT PARTICIPANT WEBSITE

- English/Spanish toggle button
- Tool icons provide description of content for sections that are restricted from translation due to regulatory requirements

The screenshot shows the Spanish interface of the Transamerica Retirement Solutions website. The header includes the Transamerica logo, navigation links for 'Mensajes' and 'Mi Perfil', and a 'LOG OUT' button. The main content area displays the account name 'ABC Organization 401(k) Plan' and the account number 'QA0000 00001' with a balance of '\$74,238.18'. A language toggle for 'Español' is visible. The 'AT-A-GLANCE' section features a pie chart showing the 'Total Balance' of '\$74,238.18' and a table of asset classes:

Asset Class	Balance
Stocks	\$42,486.51
Bonds	\$31,751.67
Multi-Asset/Other	\$0.00
<b>Total</b>	<b>\$74,238.18</b>
<b>Vested Total</b>	<b>\$51,966.73</b>

A tooltip on the right side of the screen provides a Spanish welcome message and a disclaimer: 'Bienvenido al sitio web de su plan de jubilación... Pese a que este sitio web no se encuentra traducido al español en su totalidad...'. The page also includes a sidebar with navigation options like 'Inicio', 'Información general', and 'Revisar'.

Certain investment-related information is not eligible for translation due to regulatory restrictions.

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# KEY FEATURES

## Do more for your retirement anytime, anywhere

### Easy Account Registration

- Simple 3-step process
- Improved security
- One-time pin via text

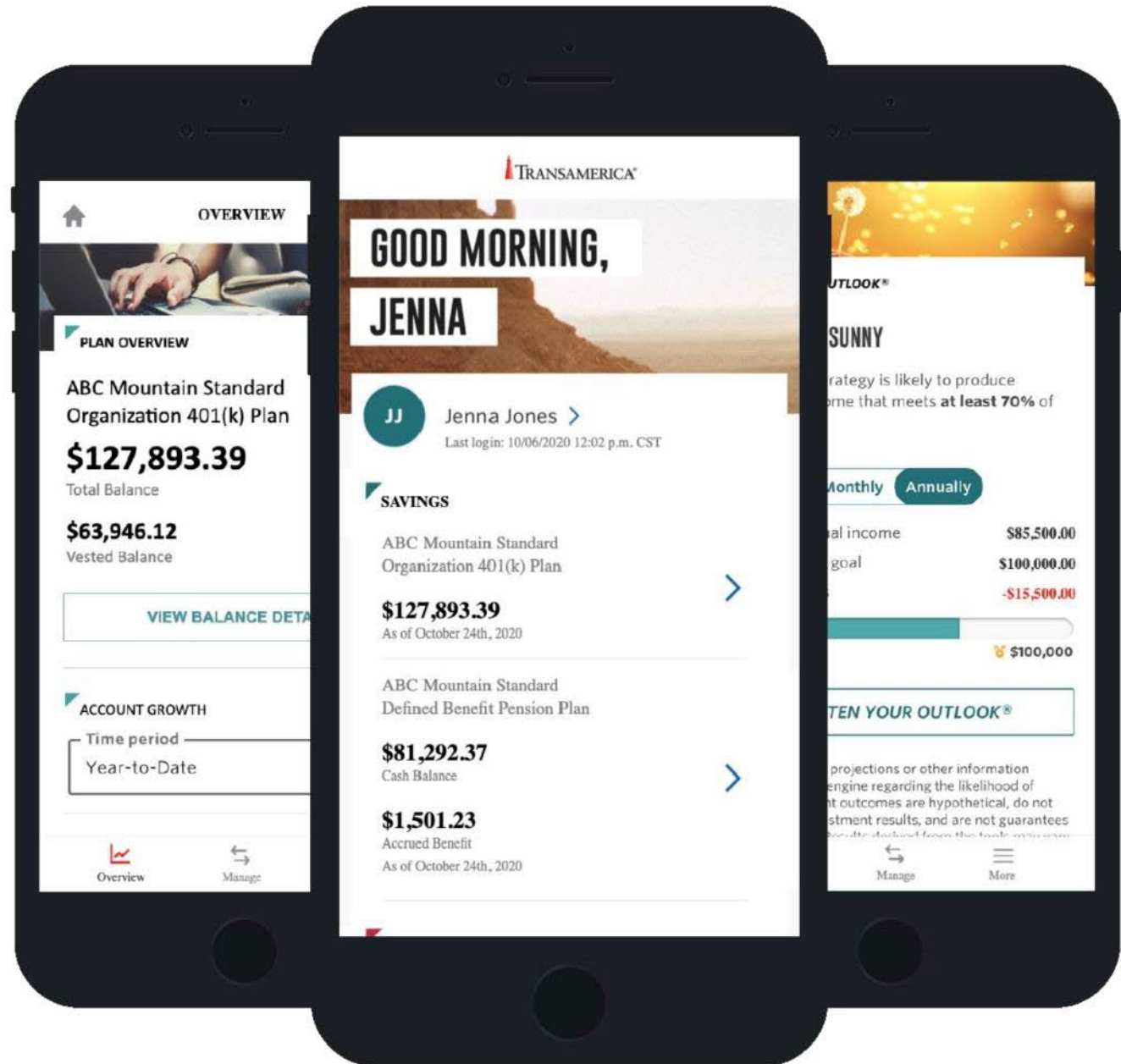
### You Control Your Retirement Account

- Check your balance
- Adjust your contribution rate
- Manage your investments
- Name your beneficiaries
- Review *Your Retirement Outlook*<sup>®</sup>
- Sign up for security alerts (text, email or recorded messages)
- Customize your Wealth + Health<sup>SM</sup> journeys

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# COMMITMENT TO CYBER SECURITY



Bank Account  
Verification Tool



Trusted Innovation in Identify  
Verification and Authentication



Advanced Fraud  
Detection – Call Center



Nuance TrustID – MFA  
within TA's IVR System

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REASON #4

# ECONOMIES OF SCALE PRICING



# MEP PRICING

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## CLIENT FEES\*

- \$500 one-time plan installation fee
- \$1,200 annual administration fee]

## RECURRING PARTICIPANT FEES\*

- \$25 annual per participant fee
- 0.98 to 0.26% annual contract asset charge



# KEY ADVANTAGES

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## ADMINISTRATIVE OFFLOAD

- Simplified payroll contribution processing
- Loan and distribution processing
- Time savings

## FIDUCIARY RISK MANAGEMENT

- 3(16) administrative fiduciary
  - Signs Form 5500 Consolidated Form 5500
  - Approves/denies loans and distributions
  - Manages distribution of required communication
- 3(38) investment fiduciary

## POTENTIALLY DISCOUNTED AUDITS

## ECONOMIES OF SCALE PRICING



# QUESTIONS & NEXT STEPS

### **MULTIPLE EMPLOYER PLANS**

While a multiple employer plan (MEP) arrangement offers adopting employers the ability to delegate fiduciary functions to the MEP provider, employers should be aware that they still retain the fiduciary responsibility for selecting and monitoring the MEP provider. Because a MEP is treated as a single plan, a violation of the qualification rules by an adopting employer could affect the qualified status of the plan as a whole. In order to be treated as a single plan under the qualification rules, the adopting employers of a MEP must share a commonality — a connection among the adopting employers such as a trade or professional organization.

Securities offered by Transamerica Investors Securities Corporation (TISC), 440 Mamaroneck Avenue, Harrison, NY 10528. Investment advisory services are offered through Transamerica Retirement Advisors, LLC (TRA), registered investment advisor. All Transamerica companies identified are affiliated companies.

**THANK YOU**



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**Holly Bloom**

Senior Managing Partner

**715-222-2281**

Holly@cbwealthandinsurance.com



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Sept. 24–26, 2024 | Anaheim, CA USA

