

Financial Literacy – Plan Review





- **Pre-tax.** This deferral lowers the Participant's taxable income in the year deferred. Pay income taxes at the time of distribution.
- **Roth.** These contributions are contributed on a post-income-tax basis. When the distribution is made, the Participant doesn't pay any income taxes on the contributions and the related earnings.
- **Catch-Up.** Only available for Participants who are age 50 or older.
- **Employer Contribution.** PMP does provide a non-elective contribution to all eligible employees.
- **Eligibility.** You are eligible to contribute beginning on the 1st day of the month following 3 consecutive months of employment (age 21).
- **Investment choices.** Broad fund lineup. Pick your own and model portfolios.

- Deferral limits each calendar year

	401(k)
Annual Maximum Deferral (Employee)	\$17,000
Age 50+ Catch-up Limit (Employee)	\$5,500
Total Potential Contribution (Employee)	\$22,500
Total Maximum Annual Contribution (Employee + Employer)	\$50,000



- Retirement Plan Calculators

- <https://myaccount.ascensus.com/rplink> (Learning Center)
- www.montereywealth.com
- Monterey Wealth Report



Qualified Automatic Contribution Arrangement

- **QACA [Auto Enrollment]: Pre-Tax Deferral**

- Only occurs if you don't voluntarily select a deferral rate or opt-out/waive participation in the 401(k).
- What happens if I'm auto enrolled, but then decide to not participate? Can I get my contributions back? YES, with restrictions:
 - A **Permissible Withdrawal** is allowed if the request is made within 90 days following the date the 1st automatic contribution was made.
 - Permissible Withdrawals are not allowed on contributions made through voluntary deferrals.

Contribution Rates	
Plan Year	Percentage
Initial Plan Year	3%
Year Two	4%
Year Three	5%
Year Four	6%

Employer Contributions



- QACA Nonelective Safe Harbor Contributions
 - 3% of your compensation for the Plan Year



Vesting = Ownership

Vesting Schedule

For Employee Elective Deferrals	100% vested immediately
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QACA ADP Test Safe Harbor Nonelective

Years of Service	Vested Percentage
Less than One	0%
1	0%
2	100%

For All Other Employer Contributions

Years of Service	Vested Percentage
Less than One	0%
1	0%
2	0%
3	100%



Do-it-Yourself vs. Do-it-for-Me

- Your Retirement Plan offers a variety of investment choices
- Do-It-Yourself
 - **Asset Allocation:** spread your risk by investing specific percentages of your 401k contributions in the different asset classes
 - **Diversification:** minimize your risk by investing in multiple categories within broader asset classes
 - Read the investment performance summary
 - Select a sample asset allocation based on your Investor Profile and Time Horizon.
- Do-It-For-Me using Model Portfolios
 - Choose a model based on your Investor Profile and Time Horizon
 - There is diversity of funds in each model

What Type of Investor Are You?



- Complete the **Asset Allocation Questionnaire (page 10)**

[ascenus-risk-tolerance-questionnaire.pdf.pdf](#)

- Find your Investor Profile
- Find the number of years remaining before you plan to retire (i.e., Time Horizon)

*This is a **guide**...determine your own personal investing comfort zone.*

Fund Lineup



Fund Name	Fund Ticker	Asset Class	Moderately-Conservative Model	Moderate Model	Moderately-Aggressive Model
Oppenheimer Developing Markets A	ODMAX	Diversified Emerging Markets	4%	6%	9%
MFS Emerging Markets Debt A	MEDAX	Emerging Markets Bond			
Thornburg International Value R5	TIVRX	Foreign Large Growth	4%	6%	9%
Principal High Yield Inst	PHYTX	High Yield Bond	16%	10%	7%
PIMCO Real Return A	PRTNX	Inflation-Protected Bond			
Loomis Sayles Investment Grade Bond A	LIGRX	Intermediate-Term Bond			
PIMCO Total Return A	PTTAX	Intermediate-Term Bond	32%	19%	8%
Lord Abbett Fundamental Equity	LDFVX	Large Blend	9%	16%	20%
SPDR S&P 500	SPY	Large Blend			
Amana Trust Growth	AMAGX	Large Growth	7%	12%	18%
iShares Russell 1000 Growth Index	IWF	Large Growth			
iShares Russell 1000 Value Index	IWD	Large Value			
Hussman Strategic Growth	HSGFX	Long/Short Equity			
Prudential Jennison Mid Cap Growth Z	PEGZX	Mid-Cap Growth	2%	3%	4%
Perkins Mid Cap Value T	JMCVX	Mid-Cap Value	2%	3%	4%
Vanguard Prime Money Market	VMMXX	Money Market/Stable Value	5%	5%	5%
MFS Lifetime Retirement Income A*	MLLAX	Retirement Income			
Vanguard Short-Term Investment-Grade Inv	VFSTX	Short-Term Bond			
Royce Dividend Value Invmt	RDVIX	Small Blend	2%	3%	4%
Janus Triton A	JGMAX	Small Growth	2%	3%	3%
Royce Opportunity	RYPNX	Small Value			
Prudential Jennison Natural Resources Z	PNRZX	Specialty - Natural Resources	2%	3%	3%
Cohen & Steers Realty Shares	CSRSX	Specialty - Real Estate	3%	3%	3%
BlackRock Global Allocation	MALOX	World Allocation	6%	5%	3%
Templeton International Bond Adv	FIBZX	World Bond	4%	3%	0%



- You may view your investment lineup performance at
 - <https://myaccount.ascensus.com/rplink>

- Important information includes
 - Fund fact sheet
 - Prospectus
 - Your personalized return



Rollovers to 401(k) Account

Rollover: Transfers of retirement assets from your former to current employer.

1. Request a distribution from the current holder of your assets (e.g., previous employer).

- Contact the Plan Administrator from your old plan and obtain the distribution form.
- When completing the form, make sure the check is made payable to: Frontier Trust, FBO your name, your Social Security Number.

2. After you receive the distribution check, mail the check and the Rollover Contribution Form to Frontier Trust.

- Participant completes pages 1 and 2 of Rollover Contribution Form. Sign and date the form.
- Participant gives the check and completed form to Patricia Ramon, who will review, sign, and date in the Plan Administrator section of page 2 (NOTE: Patricia can also complete form online).
- Mail the Retirement Plan Rollover Contribution Transmittal form (and Rollover Contribution Form if not submitted online) and check to Frontier Trust to one of the following addresses:

Regular Mail Address:

Frontier Trust
P.O. Box 10399
Fargo, ND 58106-0399

Overnight Mail Address:

Frontier Trust
1126 Westrac Drive
Fargo, ND 58103

Account Contacts



Plan Name	PMP 401(k) Plan
Contract Number	214350
Service Provider	Ascensus https://myaccount.ascensus.com/rplink Customer Service: (866) 809.8146
Investment Advisor	Jay W. Cohen Office: (404) 201.2284 Email: jay.cohen@lpl.com Yolanda Enoch Director, Plan Management & Administration Office: (678) 578.6117 Email: yolanda.enoch@lpl.com
Plan Administrator	Patricia Ramon: pramon@pmpublicidad.com