

RETIREMENT PLAN BENCHMARKING ANALYSIS

Free Information to Improve Your Plan Immediately



401k

403b

457

SIMPLE IRA

SEP

MEP

PENSION

✓ STAY COMPLIANT

The U.S. Department of Labor requires employers to periodically review and benchmark their retirement plan. Our benchmarking analysis meets these requirements. We'll identify ways that your organization and plan trustees can minimize their fiduciary risks to both regulatory scrutiny and civil litigation. In 2021 the U.S. Department of labor recovered over \$2 billion through enforcement actions.

- Is the plan covered by a 3(38) fiduciary or is the employer and plan trustee liable for the investment options?
- Is the investment lineup 404c compliant?
- Has safe harbor protocols been implemented correctly?
- Is your plan up-to-date with recent regulatory changes?

✓ BENCHMARK VS. SIMILAR PLANS

To help stay ahead of the competition and offer a robust benefits package, we empower employers with easy to understand information to see how their plan stacks up to similar plans of the same industry and size. Using an employers public Form 5500 and the information they provide we will:

Plan Fees: Each dollar paid in plan fees reduces the employee benefit and increases your organizations fiduciary liability. We typically can identify areas to reduce total plan fees by 20% or more, especially those plans administered by an insurance or mutual fund company.

Contribution Rates: We seek to identify areas to increase contribution rates, which highly correlates to the attractiveness of your plan to employees. This helps employers retain employees, help to reduce employees financial stress and allow employees to focus on what matters most, being productive at work.

Features: Roth, self-directed, matching, vesting schedule, loans, profit sharing, investments, enrollment, etc.

✓ INVESTMENT LINEUP EVALUATION

Many plan investment line-ups to be weighed down by expensive or underperforming proprietary funds driven by "behind the scenes" revenue sharing agreements. Our analysis provides a comprehensive approach to identifying areas of an employers investment lineup that can be immediately improved through a fund change at no cost.

Performance: We'll analyze fund performance and identify better performing funds if available.

Fees: Funds have an internal expense ratio which often goes unnoticed that erodes investment performance. We'll make sure the funds are cost effective relative to their historical performance.

Diversification: We'll make sure you have the right mix of funds for employees to build investment portfolios that can navigate all economic environments and time frames.



HOW TO GET STARTED

Getting started with your free benchmarking report is easy and should take less than 10 minutes. We'll need (4) pieces of information that are usually found on your retirement plan providers online portal. If you have any issues locating the information, give us a call at (800) 433-0422 option 3 and we'll walk you through it.

[Quarterly Plan Statement](#): Showing the total plan assets (\$) and number of active plan participants.

[Investment Line Up](#): Showing the names and expense ratios (%) or ticker symbols.

[Plan Fee Disclosure](#): Showing the fees and expenses either in hard dollar (\$) or asset-based (%) paid to plan providers like record keepers, third party administrators and financial advisors.

[Plan Document](#): Showing the plan features, eligibility requirements, vesting and matching schedules.

HOW TO SUBMIT PLAN INFORMATION

You can either go to www.quartzpartners.com/401kstart or you can submit the information:

Upload

www.quartzpartners.com/upload

Email

401k@quartzpartners.com

Mail

1795 Rte 9 Clifton Park, NY 12065

DISCLOSURES

¹ U.S. Department of Labor EBSA FY 2021 Monetary Results Fact Sheet: <https://www.dol.gov/sites/dolgov/files/ebsa/about-ebsa/our-activities/resource-center/fact-sheets/ebsa-monetary-results.pdf>

² Quartz Partners Investment Management ("Quartz") has been ranked in the Lipper Best Money Managers multiple times from 2016 to 2022 for its Yield Plus and Spectrum investment strategy's. Quartz did not make any solicitation payments to any of the award sponsors in order to be nominated or to qualify for nomination of the award. Lipper Marketplace is an investment manager database that serves as an objective, third-party supplier of information. Lipper Marketplace's Best Money Manager ranking is a survey of institutional money manager performance. For more information please visit quartzpartners.com/ranking or contact us directly with questions or for historical rankings. Minimum criteria for inclusion in Best Money Managers: 1. Performance must be calculated "net" of all fees and brokerage commissions. This means after all fees have been deducted. This standard is somewhat controversial, as the SEC requires that only "net" of fees numbers be presented publicly, while GIPS (Global Investment Performance Standards) prefers that "gross" numbers be presented along with a fee schedule. Since the SEC is a regulatory authority, and since complete fee schedule presentation would be impractical in this "ranking" format, we require "net" numbers. 2. Performance must be calculated inclusive of all cash reserves. To explain, any given investment portfolio will hold some level of cash over a particular reporting period. Even equity portfolios which specifically seek to be fully invested in the market at all times will temporarily have dividend payments and other ordinary cash flows which cannot instantaneously be invested in the market. These cash holdings obviously will have an effect on the performance of the overall portfolio – negative when cash returns are low relative to returns of the asset class, and positive if the opposite is true. While presentation of "equity-only" (for example) returns may provide a valuable insight into the security selection skills of the manager, we require for comparability's sake that performance results be inclusive of cash reserves for consideration in the rankings. 3. Performance results must be calculated in U.S. dollars, that is, from the perspective of a U.S.-based investor. Currency holdings can have a very significant impact on the performance of a portfolio with international holdings. While this will always be the case (as we do not make distinctions between hedged and unhedged portfolios), we require that performance must be translated into U.S. dollars to ensure comparability to the point where these are all returns that would be seen by a U.S.-based investor. 4. Performance results must be calculated on an asset base which is at least \$10 million in size for "traditional" U.S. asset classes (equity, fixed income, and balanced accounts) or at least \$1 million in the case of international and "alternative" U.S. asset classes. This minimum ensures that the firm and product are somewhat established. The goal is to not taint the rankings with "flashes in the pan" while also not excluding promising emerging managers. The minimum asset base requirement, therefore, is set at a level which balances these objectives. 5. The classification of the product must fall into one of the categories which we rank. We only publish rankings for categories/time period combinations for which we have at least 20 contenders.

³ Quartz Partners Investment Management ("Quartz") is an investment adviser registered with the SEC under the Investment Advisers Act of 1940. Quartz's Partners use of the term "registered investment adviser" or being "registered" with the SEC, any state securities authority or self regulatory organization does not imply a certain level of skill or training. Additional information about Quartz is available on the SEC's website at www.adviserinfo.sec.gov. You can view information about Quartz on this website by searching for our name "Quartz, LLC" or "Quartz Investment Management". You can also view information on this website by using our CRD number which is 174327. www.adviserinfo.sec.gov. Quartz claims compliance with the Global Investment Performance Standards (GIPS®). A complete list and description of the firm's composites and a presentation that adheres to the GIPS® standards are available upon request. Investing involves the risk of loss. Past performance is not an indication of future performance. This brochure should not be construed as investment advice. Quartz does not provide tax or legal advice. To the extent that this material or any attachment concerns tax matters, it is not intended to be used and cannot be used by a taxpayer for the purpose of avoiding penalties that may be imposed by law. Any such taxpayer should seek advice based on the taxpayer's particular circumstances from an independent tax advisor. The plan sponsor should consult their legal and tax advisors regarding all tax and legal considerations with respect to the plan, which are based upon ERISA, judicial decisions and Department of Labor regulations and rulings in existence on the date hereof. Further, neither Quartz Partners nor any investment adviser representative, solicitor, or other financial professional is (by virtue of this proposal or otherwise) a fiduciary with respect to your plan for purposes of ERISA or similar laws unless otherwise explicitly stated and rulings in existence on the date hereof. Further, neither Quartz Partners nor any investment adviser representative, solicitor, or other financial professional is (by virtue of this proposal or otherwise) a fiduciary with respect to your plan for purposes of ERISA or similar laws unless otherwise explicitly stated. Some of the services listed will be provided by third parties and not by Quartz. Quartz will maintain a relationship with all service providers including third party administrator, record-keeper, custodian, investment options, etc.