



Employee enrollment guide



G2 ★★★★★ 4.4

What is a 401(k)?

Congratulations! Your company decided to offer a 401(k) as an employee benefit because they care about your future. A 401(k) is a tax-advantaged account that allows you to make investments and save for retirement. Investing in a 401(k) reduces your taxable income now, and helps you put away money that will grow tax-free until you need it in retirement.

With a 401(k) you can:

Control how much of your salary you want to contribute every month

Save automatically — contributions get deducted directly from your paycheck

Avoid paying taxes on any contributions you make until retirement

Services to help you start saving with your Human Interest 401(k):

- ✓ Email and phone support with specialists who can answer your questions about anything 401(k)-related
- ✓ Built-in personalized investment advising (provided by Human Interest Advisors, LLC) and an easy-to-use website for viewing your portfolio
- ✓ Incoming rollovers and outgoing qualified distributions at no extra fee — you can initiate online

Why save in a 401(k)?

To live the life you want in retirement. People are living longer and leading more active lives in retirement. Social Security is not enough to keep up with the growing cost of living. It's up to you to take responsibility for funding your future. Start now.

Did you know

77%

of working Americans are *not* on track to have sufficient savings to retire by age 67¹.

2 in 3

employees say their benefits package helps reduce their financial stress².

1 in 5

workers are not saving anything at all for retirement³.

Save early, earn more: the power of compound interest

The earlier you start contributing to your 401(k) the faster it will grow because the returns in your account will be reinvested and generate returns of their own. This is called compound interest. Compounded earnings can end up being more significant than your own contributions over a period of several years. The sooner you begin saving for retirement, the more you can take advantage of the power of compounding to grow your savings.

See how compounding over time can impact your savings:



- Save **\$390** / month starting at age 25
- Save **\$825** / month starting at age 35
- Save **\$1,900** / month starting at age 45

Retire with
\$1 million

Take advantage of tax benefits

Your contributions to a traditional 401(k) are deductible and earnings on your 401(k) grow on a tax-deferred basis. Earnings and capital gains will not be taxed until you begin taking withdrawals in retirement. You also may be able to contribute to a Roth 401(k) in which contributions are made after tax, but your withdrawals will be tax free.

Employer match

Your employer may offer a match contribution to your 401(k). Consult with your HR department for more information. Employer match, if available, is free money that increases your account balance and grows along with your contributions.

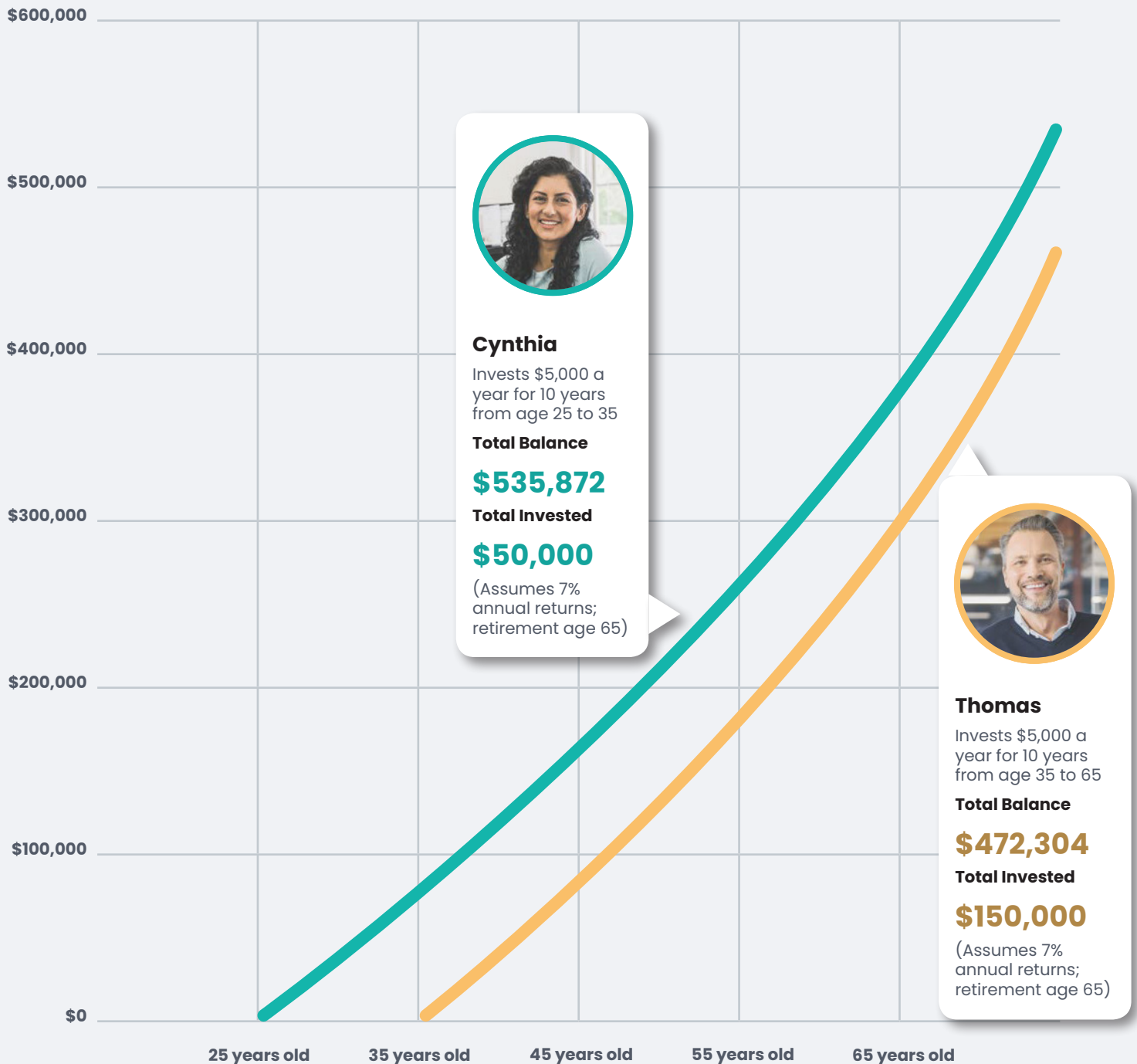
¹ Kenneally, K. (2018, September 17). New Report Finds Nation's Retirement Crisis Persists Despite Economic Recovery. Retrieved August 05, 2020 from <https://www.nirsonline.org/2018/09/new-report-finds-nations-retirement-crisis-persists-despite-economic-recovery/>.

² Employee Benefit Trends Study 2019. Retrieved August 05, 2020 from <https://www.metlife.com/employee-benefit-trends/ebts-thriving-in-new-work-world-2019/>.

³ Dixon, A. (2020, May 29). Survey: 1 in 5 Working Americans Aren't Saving Anything At All. Retrieved August 05, 2020 from <https://www.bankrate.com/banking/savings/financial-security-march-2019/>.

An early-saver vs. late-saver comparison

The biggest reason why you should start contributing to your 401(k) right now – compound interest. See how a smaller amount of money, when given more time to compound, equals a much bigger nest egg for retirement.



The above illustration does not guarantee that, should market conditions remain consistent or repeat, these outcomes will continue to perform in the same way, or perform in the same way in the future. There is no guarantee that the opinions expressed herein will be valid beyond the date of this document. Nothing contained herein should be deemed to be a prediction of future outcome or a recommendation to participate in any investment opportunity. No withdrawals or taxes are shown. Your actual returns will vary with your investment performance. The plan does not assure a profit or protect against loss in a declining market.

Human Interest sample portfolio

U.S. Stocks

FUND NAME	SYMBOL	EXPENSE RATIO
TIAA Social Choice Equity Fund	TRPSX	0.33%
Vanguard Total Stock Market Index Admiral	VTSAX	0.04%
Vanguard 500 Index Admiral	VFIAX	0.04%
Vanguard Value Index Admiral	VVIAX	0.05%
Vanguard Growth Index Admiral	VIGAX	0.05%
Vanguard Mid Cap Index Admiral	VIMAX	0.05%
Vanguard Mid Cap Value Index Admiral	VMVAX	0.07%
Vanguard Mid Cap Growth Index Admiral	VMGMX	0.07%
Vanguard Small Cap Index Admiral	VSMAX	0.05%
Vanguard Small Cap Value Index Admiral	VSIAX	0.07%
Vanguard Small Cap Growth Index Admiral	VSGAX	0.07%
Vanguard FTSE Social Index Fund	VFTAX	0.14%

International Stocks

DFA International Small Cap Value	DISVX	0.64%
DFA International Small Cap	DFISX	0.52%
DFA International Value	DFIVX	0.39%
Vanguard Total International Stock Index Admiral	VTIAX	0.11%
Vanguard Developed Markets Index Admiral	VTMGX	0.07%
DFA Emerging Markets Small Cap	DEMSX	0.67%
DFA Emerging Markets Value	DFEVX	0.51%
Vanguard Emerging Markets Stock Index Admiral	VEMAX	0.14%

Real Estate

DFA Global Real Estate	DFGEX	0.24%
Vanguard REIT Index Admiral	VGSLX	0.12%

Bonds

TIAA Social Choice Bond Fund	TSBPX	0.55%
Vanguard Total Bond Market Index Admiral	VBTLX	0.05%
Vanguard Short-Term Bond Index Admiral	VBIRX	0.07%
Vanguard Intermediate-Term Bond Index Admiral	VBILX	0.07%
Vanguard Long-Term Bond Index	VBLAX	0.07%
Vanguard Short-Term Inflation-Protected Securities Index Admiral	VTAPX	0.06%
Vanguard Total International Bond Index Admiral	VTABX	0.11%

Cash

FDIC Insured Deposit Account		
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Investment advisory services are provided by Human Interest Advisors, LLC., an SEC-Registered Investment Adviser. Investing involves risk and may result in loss. Past performance is no guarantee of future results, and expected returns may not reflect actual future performance. Not an offer, solicitation or advice to buy or sell securities in jurisdictions where Human Interest Advisors, LLC. is not registered. For full disclosures, visit humaninterest.com/disclosures.

Services: what we offer

We offer an easy-to-use online dashboard to help you quickly view your 401(k) savings and update any personal information. We're also available by phone and email for support. We serve as a plan fiduciary, meaning we always put your best interests first and never receive kickbacks for the advice we provide. Our service comes with no hidden fees.

Automated enrollment and administration

- ✓ Easy, 5-minute online enrollment and account access
- ✓ Streamlined contributions processing
- ✓ Automation of administrative tasks and reporting

Recordkeeping and compliance

- ✓ Provided through LT Trust
- ✓ IRS-approved 401(k) plan document
- ✓ Annual non-discrimination compliance testing
- ✓ Daily valuation recordkeeping
- ✓ Preparation of IRS Form 5500
- ✓ Distribution of required statements and notices

Matrix Trust Company

Matrix Trust Company, a Broadridge company, is one of the nation's largest providers of back-office, trust, custody, trading, and mutual fund settlement services. Matrix provides trading services for more than 300 institutional customers and over \$200 billion in assets⁴ through its platform, making it one of the largest mutual fund processors in the industry. Matrix Trust Company also provides custodial, trust, and agent services for qualified and non-qualified retirement plans.

Automated investment management

- ✓ Access low-cost funds from every major asset class and risk category
- ✓ One-click global diversification and automatic rebalancing
- ✓ Auto-implement on investment strategy based on Nobel Prize-winning Harry Markowitz's work on Modern Portfolio Theory (MPT)
- ✓ We serve as a 3(28) investment manager or 3(21) investment advisor

Custodial and Trading services

- ✓ Provided by Matrix Financial Solutions

LT Trust

With over 40 years in the retirement business, LT Trust Company provides innovative retirement plan solutions designed to give participants the opportunity to retire with a lifestyle in which they are accustomed. LT Trust is strictly a fee-for-service provider in the business of providing high quality record-keeping and administration solutions to plan sponsors and participants. LT Trust administers over \$4.8 billion in assets and more than 5,100 corporate retirement plans⁵.

- 99.8% contribution processing quality ratio
- 99.4% distribution and loan processing quality ratio
- 99.9% fee processing quality ratio

Ready to get started? Look for an email with a link to enroll in your 401(k)!

⁴ Broadridge Completes Acquisition of Matrix Financial Solutions, Inc. (2011, January 7). Retrieved from August 11, 2020, from <https://www.sec.gov/Archives/edgar/data/1383312/000119312511004770/dex991.htm>.

⁵ Work with the 401(k) Experts (2020). As of 06/30/20 from <https://www.lttrust.com/the-401k-experts>.