



# RFP Express

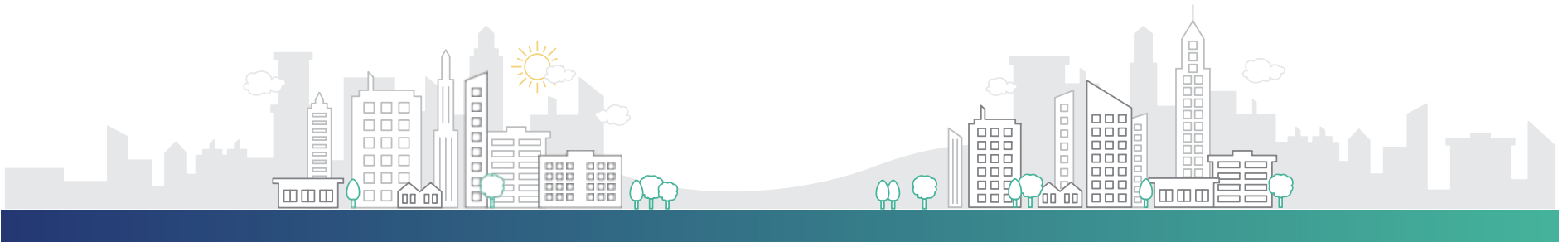
Provider Analysis and Benchmarking



PREPARED FOR:

## Beta Test Client

October 23, 2023



**Beta Test RFP Express**

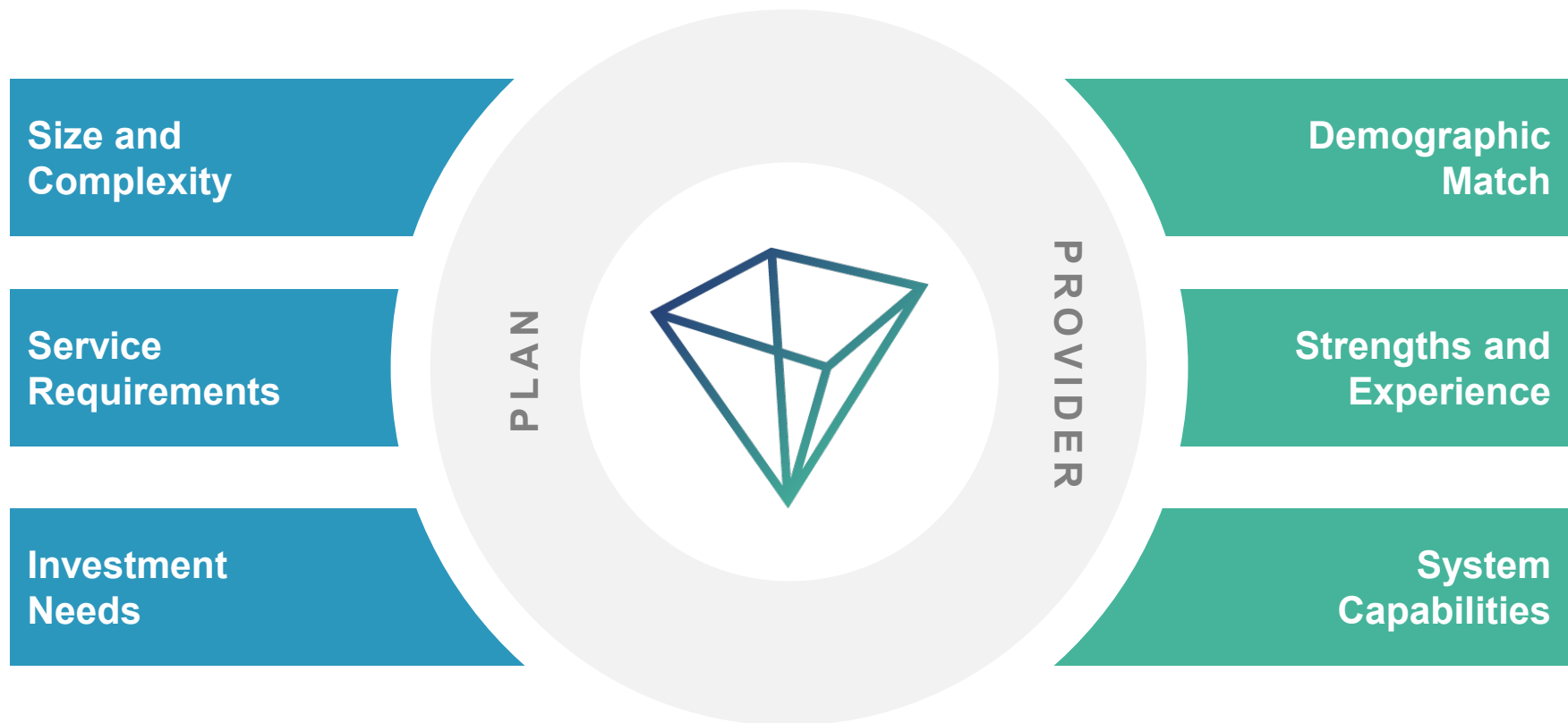
Beta RFP Express

email@rpag.com

# Benchmarking Process

The identification and selection of potential providers is based upon matching your plan goals and objectives with the capabilities and expertise of the providers.

Providers then complete detailed questionnaires that allow us to compare multiple providers on their fees, services and investments in one easy to quantify report.



# Plan Assumptions

Plan Information	
Plan Name	Sample \$3.5M Plan Bundled
Primary Location	Aliso Viejo, CA
Plan Type	401(k)
Current Provider	Current Provider
Administration	Bundled/No TPA
Total Plan Assets	\$3,500,000.00
Annual Contributions	\$450,000.00
Annual Distributions	\$30,000.00
Total Participants with an Account Balance (Active & Terminated)	55
Advisor Compensation	0.25%
Asset Allocation	Industry Average (See Appendix)

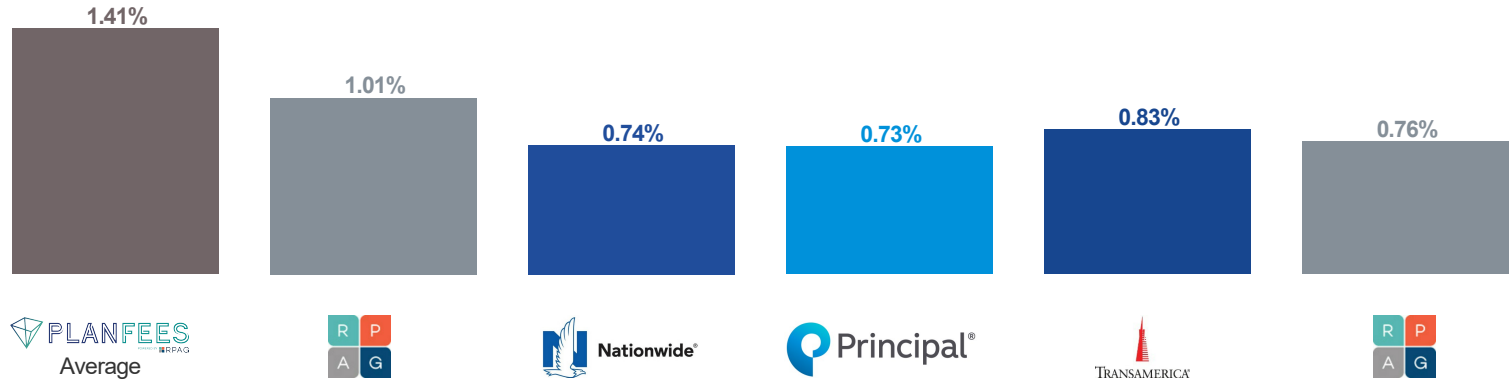
Data as of 10/19/2023

# Service Provider Summary



Investment Lineup	RPAG Express Lineup	Nationwide Express Lineup	Principal Express Lineup	Transamerica Express Lineup	RPAG Express Lineup
Type	PEP	Traditional	Traditional	Traditional	Exchange
TPA	TPA	TPA	N/A	TPA	N/A
3(16) Administrative Fiduciary	3(16) Fiduciary	N/A	N/A	N/A	3(16) Fiduciary
Investment Fiduciary	3(38), flexPATH	N/A	N/A	N/A	3(38), flexPATH
Pooled Plan Provider	Pooled Plan Provider	N/A	N/A	N/A	N/A

# Total Fee Summary



	PLANFEES Average	R A P A G	Nationwide®	Principal®	TRANSAMERICA	R P A G
<b>Recordkeeping (%)</b>	0.63%	0.43%	0.19%	0.25%	0.15%	0.29%
<b>Recordkeeping (\$)</b>	\$22,050	\$15,125	\$6,800	\$8,750	\$5,250	\$10,125
<b>TPA/Administration (%)</b>	0%	0.11%	0.10%	N/A	0.18%	N/A
<b>TPA/Administration (\$)</b>	\$0	\$3,825	\$3,400	N/A	\$6,300	N/A
<b>Investments (%)</b>	0.43%	0.22%	0.20%	0.23%	0.25%	0.22%
<b>Investments (\$)</b>	\$15,050	\$7,829	\$6,989	\$8,085	\$8,888	\$7,829
<b>Advisory (%)</b>	0.35%	0.25%	0.25%	0.25%	0.25%	0.25%
<b>Advisory (\$)</b>	\$12,250	\$8,750	\$8,750	\$8,750	\$8,750	\$8,750
<b>Investment Fiduciary (%)</b>	N/A	0.05%	N/A	N/A	N/A	0.08%
<b>Investment Fiduciary (\$)</b>	N/A	\$1,750	N/A	N/A	N/A	\$2,800
<b>Total (%)</b>	1.41%	1.01%	0.74%	0.73%	0.83%	0.76%
<b>Total (\$)</b>	\$49,350	\$35,529	\$25,939	\$25,585	\$29,188	\$26,704
<b>Per Participant</b>	\$897	\$646	\$472	\$465	\$531	\$486

Fees and services are subject to change. See provider's proposal for actual pricing. Final pricing, services, and contractual provisions are at the sole discretion of each plan provider. Competitive Average is the average of the bidding providers shown in this report. It does not include incumbent provider (current and/or re-bid) or industry average data.

# Fee Details



Third Party Administrator (if applicable)

(TPA)

(TPA)

(TPA)

## Annual Administration

	RPAAG	RPAAG	Principal	Transamerica	Nationwide
<b>Asset Charge</b>	0.25% (0.08%)	0.22% (N/A)	0.25% (N/A)	0.15% (0.18%)	0.15% (N/A)
<b>Base Fee</b>	\$1,200 (\$750)	\$850 (N/A)	N/A (N/A)	N/A (N/A)	\$1,000 (\$1,750)
<b>Per Participant Fee</b>	\$75 (\$5)	\$15 (N/A)	N/A (N/A)	N/A (N/A)	\$10 (\$30)
<b>Investment Fiduciary Fee</b>	0.05% (N/A)	0.08% (N/A)	N/A (N/A)	N/A (N/A)	N/A (N/A)
<b>3(16) Administrative Fiduciary Fee</b>	0.03% (N/A)	\$750 (N/A)	N/A (N/A)	N/A (N/A)	N/A (N/A)
<b>Advisor Compensation</b>	0.25%	0.25%	0.25%	0.25%	0.25%
<b>Advisor Transition Fee</b>	N/A	N/A	N/A	N/A	N/A

Fees and services are subject to change. See provider's proposal for actual pricing. Final pricing, services, and contractual provisions are at the sole discretion of each plan provider. Competitive Average is the average of the bidding providers shown in this report. It does not include incumbent provider (current and/or re-bid) or industry average data.

# Service Provider Comparison



	RPAG	Nationwide	Principal	Transamerica	RPAG
<b>Total AUM</b>	\$400.00 billion	\$191.97 billion	\$420.80 billion	\$174.18 billion	\$400.00 billion
<b>Total Participants</b>	4,000,000	2,792,201	11,099,298	3,392,064	4,000,000
<b>Total DC Plans</b>	3,500	32,465	43,164	21,408	3,500
<b>Average Account Balance</b>	\$80,000	\$41,023	\$37,912	\$51,348	\$80,000
<b>Recordkeeping System</b>	Leased	Leased	Proprietary	Proprietary	Leased
<b>Ownership Structure</b>	Public	Private	Public	Public	Public
<b>Plans of your size (Assets, \$0-5m)</b>	1,800	29,121	34,615	18,547	1,800
<b>Plans of your size (Participants, 50-99)</b>	227	2,409	5,008	1,914	227
<b>Relationship Managers</b>	200	68	297	48	200
<b>Avg. Accounts per RMs</b>	25	25	45	N/A	N/A
<b>Product</b>	RPAG Express Lineup	Nationwide Express Lineup	Principal Express Lineup	Transamerica Express Lineup	RPAG Express Lineup

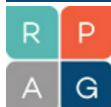
# Service Provider Comparison



Investment Platform	Open Architecture	Nationwide Retirement Flexible Advantage	Principal Advantage®	Mid-Market NAV Open Arch Bundled (Under \$50M)	Open Architecture
Proprietary Funds	200	46	90	49	200
Non-Proprietary Funds	10000	1703	60,000	750	10000
TDF Series Offered	90	8	29	60	90
EE Investment Advice	Yes	Yes	Yes	Yes	Yes
Managed Account Program	Yes	Yes	Yes	Yes	Yes
Managed Account Provider	Le Directeur	Morningstar; EFE (\$200M+)	Transamerica	Le Directeur	N/A
Participant Mobile App	Yes	Yes	Yes	Yes	Yes
Required Number of EEs for Enrollment Meeting	No additional fee for virtual education	No minimum	Depending on asset size, we require 15 to 20 attendees per meeting.	25	No additional fee for virtual education
Financial Wellness Program	Yes	Yes	Yes	Yes	Yes



# Investment Lineup



Expense data is as of 09/30/2023

Allocation	Score	RFP Express Sample Provider - RPAG Express Lineup	Expense
41%	-	flexPATH Index Aggressive 2065 R1	0.13%
	7	flexPATH Index Conservative 2055 R1	0.13%
	7	flexPATH Index Aggressive 2055 R1	0.13%
	-	flexPATH Index Conservative 2065 R1	0.13%
	7	flexPATH Index Aggressive 2045 R1	0.13%
	6	flexPATH Index Aggressive 2035 R1	0.13%
	7	flexPATH Index Conservative Retirement R1	0.13%
	5	flexPATH Index Aggressive Retirement R1	0.12%
	7	flexPATH Index Aggressive 2025 R1	0.13%
	6	flexPATH Index Conservative 2035 R1	0.13%
	5	flexPATH Index Conservative 2045 R1	0.13%
	6	flexPATH Index Conservative 2025 R1	0.13%
3%	10	BlackRock U.S. Debt Index Fd CL 1	0.04%
4%	5*	Core Plus Bond II R1 (Western Asset CPB)	0.28%
5%	10	BlackRock EAFE Equity Index Fund CL 1	0.05%
9%	9*	International Equity R1 (Fidelity Intl Cap Apprec)	0.46%
6%	10	BlackRock Equity Index Fund CL 1	0.02%
11%	10*	Large Cap Growth II R1 (JPMorgan LCG)	0.39%
8%	10*	Large Cap Value R1 (Putnam LCV)	0.29%
2%	10*	Small Cap Growth II R1 (AB Small Cap Growth)	0.64%
1%	8*	Small Cap Value R1 (Columbia SCV)	0.45%
10%	-	Stable Value R1 (Putnam Stable Value)	0.31%
100%	7.6		0.22%

\* Strategy Equivalent Score

# Investment Lineup



Expense data is as of 09/30/2023

Allocation	Score	Nationwide - Nationwide Express Lineup	Expense
41%	-	Flex Focus Aggressive 2065 R1	0.15%
	-	Flex Focus Aggressive 2055 R1	0.15%
	-	Flex Focus Conservative 2055 R1	0.15%
	-	Flex Focus Conservative 2065 R1	0.15%
	-	Flex Focus Moderate 2065 R1	0.15%
	-	Flex Focus Moderate 2055 R1	0.15%
	-	Flex Focus Aggressive Retirement R1	0.14%
	-	Flex Focus Conservative Retirement R1	0.14%
	-	Flex Focus Moderate Retirement R1	0.14%
	-	Flex Focus Aggressive 2035 R1	0.15%
	-	Flex Focus Conservative 2035 R1	0.14%
	-	Flex Focus Moderate 2035 R1	0.15%
	-	Flex Focus Aggressive 2045 R1	0.15%
	-	Flex Focus Conservative 2045 R1	0.15%
	-	Flex Focus Moderate 2045 R1	0.15%
	-	Flex Focus Aggressive 2025 R1	0.14%
-	Flex Focus Conservative 2025 R1	0.14%	
-	Flex Focus Moderate 2025 R1	0.14%	
4%	5*	Core Plus Bond II R1 (Western Asset CPB)	0.28%
3%	10	BlackRock U.S. Debt Index Fd CL 1	0.04%
5%	10	BlackRock EAFE Equity Index Fund CL 1	0.05%
9%	9*	International Equity R1 (Fidelity Intl Cap Apprec)	0.46%
6%	10	BlackRock Equity Index Fund CL 1	0.02%
11%	10*	Large Cap Growth II R1 (JPMorgan LCG)	0.39%
8%	10*	Large Cap Value R1 (Putnam LCV)	0.29%
2%	10*	Small Cap Growth II R1 (AB Small Cap Growth)	0.64%
1%	8*	Small Cap Value R1 (Columbia SCV)	0.45%
10%	-	Nationwide Fixed Select	0.00%
100%	9.1		0.20%

\* Strategy Equivalent Score

# Investment Lineup



Expense data is as of 09/30/2023

Allocation	Score	Principal - Principal Express Lineup	Expense
41%	-	RetirePilot Conservative 2065 R1	0.15%
	-	RetirePilot Conservative 2055 R1	0.15%
	-	RetirePilot Moderate 2045 R1	0.15%
	-	RetirePilot Moderate 2065 R1	0.15%
	-	RetirePilot Moderate 2055 R1	0.15%
	-	RetirePilot Aggressive 2035 R1	0.15%
	-	RetirePilot Aggressive 2055 R1	0.15%
	-	RetirePilot Aggressive 2065 R1	0.15%
	-	RetirePilot Aggressive 2045 R1	0.15%
	-	RetirePilot Conservative Retirement R1	0.14%
	-	RetirePilot Conservative 2035 R1	0.14%
	-	RetirePilot Moderate 2025 R1	0.14%
	-	RetirePilot Aggressive Retirement R1	0.14%
	-	RetirePilot Aggressive 2025 R1	0.14%
	-	RetirePilot Conservative 2045 R1	0.15%
	-	RetirePilot Moderate 2035 R1	0.15%
-	RetirePilot Conservative 2025 R1	0.14%	
-	RetirePilot Moderate Retirement R1	0.14%	
3%	10	BlackRock U.S. Debt Index Fd CL 1	0.04%
4%	5*	Core Plus Bond II R1 (Western Asset CPB)	0.28%
5%	10	BlackRock EAFE Equity Index Fund CL 1	0.05%
9%	9*	International Equity R1 (Fidelity Intl Cap Apprec)	0.46%
6%	10	BlackRock Equity Index Fund CL 1	0.02%
11%	10*	Large Cap Growth II R1 (JPMorgan LCG)	0.39%
8%	10*	Large Cap Value R1 (Putnam LCV)	0.29%
2%	10*	Small Cap Growth II R1 (AB Small Cap Growth)	0.64%
1%	8*	Small Cap Value R1 (Columbia SCV)	0.45%
10%	-	Stable Value R1 (Putnam Stable Value)	0.31%
100%	9.1		0.23%

\* Strategy Equivalent Score

# Investment Lineup



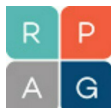
TRANSAMERICA

Expense data is as of 09/30/2023

Allocation	Score	Transamerica - Transamerica Express Lineup	Expense
41%	6	flexPATH Index Aggressive 2035 R1	0.13%
	7	flexPATH Index Aggressive 2045 R1	0.13%
	7	flexPATH Index Aggressive 2055 R1	0.13%
	-	flexPATH Index Aggressive 2065 R1	0.13%
	7	flexPATH Index Conservative 2055 R1	0.13%
	-	flexPATH Index Conservative 2065 R1	0.13%
	7	flexPATH Index Moderate 2045 R1	0.13%
	7	flexPATH Index Moderate 2055 R1	0.13%
	-	flexPATH Index Moderate 2065 R1	0.13%
	7	flexPATH Index Conservative Retirement R1	0.13%
	7	flexPATH Index Aggressive 2025 R1	0.13%
	5	flexPATH Index Aggressive Retirement R1	0.12%
	6	flexPATH Index Conservative 2035 R1	0.13%
	6	flexPATH Index Moderate 2025 R1	0.13%
	5	flexPATH Index Conservative 2045 R1	0.13%
	5	flexPATH Index Moderate 2035 R1	0.13%
6	flexPATH Index Conservative 2025 R1	0.13%	
5	flexPATH Index Moderate Retirement R1	0.12%	
4%	5*	Core Plus Bond II R1 (Western Asset CPB)	0.28%
3%	10	BlackRock U.S. Debt Index Fd CL 1	0.04%
5%	-	International Stock R1 (Templeton Foreign)	0.40%
9%	10*	International Growth II R1 (MFS Intl LCG)	0.48%
6%	10	BlackRock Equity Index Fund CL 1	0.02%
11%	10*	Large Cap Growth II R1 (JPMorgan LCG)	0.39%
8%	10*	Large Cap Value II R1 (MFS Value)	0.43%
2%	10*	Small Cap Growth II R1 (AB Small Cap Growth)	0.64%
1%	8*	Small Cap Value R1 (Columbia SCV)	0.45%
10%	-	Stable Value R1 (Putnam Stable Value)	0.31%
100%	7.2		0.25%

\* Strategy Equivalent Score

# Investment Lineup



Expense data is as of 09/30/2023

Allocation	Score	RFP Express Sample Provider - RPAG Express Lineup	Expense
41%	-	flexPATH Index Aggressive 2065 R1	0.13%
	7	flexPATH Index Conservative 2055 R1	0.13%
	7	flexPATH Index Aggressive 2055 R1	0.13%
	-	flexPATH Index Conservative 2065 R1	0.13%
	7	flexPATH Index Aggressive 2045 R1	0.13%
	6	flexPATH Index Aggressive 2035 R1	0.13%
	7	flexPATH Index Conservative Retirement R1	0.13%
	5	flexPATH Index Aggressive Retirement R1	0.12%
	7	flexPATH Index Aggressive 2025 R1	0.13%
	6	flexPATH Index Conservative 2035 R1	0.13%
	5	flexPATH Index Conservative 2045 R1	0.13%
6	flexPATH Index Conservative 2025 R1	0.13%	
3%	10	BlackRock U.S. Debt Index Fd CL 1	0.04%
4%	5*	Core Plus Bond II R1 (Western Asset CPB)	0.28%
5%	10	BlackRock EAFE Equity Index Fund CL 1	0.05%
9%	9*	International Equity R1 (Fidelity Intl Cap Apprec)	0.46%
6%	10	BlackRock Equity Index Fund CL 1	0.02%
11%	10*	Large Cap Growth II R1 (JPMorgan LCG)	0.39%
8%	10*	Large Cap Value R1 (Putnam LCV)	0.29%
2%	10*	Small Cap Growth II R1 (AB Small Cap Growth)	0.64%
1%	8*	Small Cap Value R1 (Columbia SCV)	0.45%
10%	-	Stable Value R1 (Putnam Stable Value)	0.31%
100%	7.6		0.22%

\* Strategy Equivalent Score



# Provider Summary



Nationwide exists to protect people, businesses, and futures with extraordinary care. We are a Fortune 100 company with a diverse corporate portfolio, disciplined investment approach and long-term vision that has allowed us to navigate nearly 100 years of change, growth, and disruption.

## **Nationwide Retirement Flexible Advantage® offers robust plan features:**

More than 1,700 unique investment options from over 90 fund families

Income America™ 5forLife retirement income solution.

Target date funds and collective investment trusts (CITs) from industry leaders, including NCIT Index Series and Flex Focus Series, supported by BlackRock

Multiple fixed and stable value options

Professionally managed accounts – for those participants who prefer a hands-off approach to managing their account

Fund Window – participants can select from the full menu of funds at no extra charge

Self-directed brokerage accounts – participants can add virtually any publicly traded investment to their retirement plan portfolio through T.D. Ameritrade

3(21) or 3(38) investment fiduciary services available from industry leaders IRON Fiduciary, LeafHouse Financial and Wilshire Associates

Easy fund monitoring with Plan Investments Plus

Plan-level expense account available

## **We provide plan sponsors and participants with:**

Plan sponsor support including our Plan Health Assessment, Plan Health Dashboard, Participant Engagement Program, online monitoring tools, alerts and updates  
Participant Enrollment/Education Program based on retirement planning stages; includes promotional materials, online modules and in-person presentations, at no additional cost

Nationwide Mobile App provides on-the-go account access

A personalized retirement readiness snapshot so they know where they stand and have actions to consider to better prepare for retirement.

Retirement Resource Group – full-service financial services team designed to assist with enrollment, in-plan education, financial wellness, and more

To learn more, call us at 1-800-626-3112 or visit [nationwidefinancial.com/retirementplans](https://nationwidefinancial.com/retirementplans)

# Provider Summary



At Principal®, our commitment to the retirement industry is unwavering. We have provided financial products and services for over 140 years, and after more than 80 years we continue to be a leader in the industry. Nearly 50,000 plans and more than 11.9 million participants rely on us to provide tailored services for their retirement programs. Our comprehensive retirement service solutions offer streamlined administrative procedures, enhanced participant services, and provides clients the outstanding value they deserve.

**Retirement is the Heart of our Business:** As an industry leader, our dedication makes Principal a clear choice for helping to meet client's needs. We are a total retirement services leader, offering defined contribution, defined benefit, employer stock services, and nonqualified solutions. With 95% of assets under management coming from retirement and asset management operations, it's clear that retirement plan services are at our core.

**Total Retirement Solutions:** With Total Retirement Solutions, we help take the complexity out of managing multiple plans by combining services to create one experience for plan sponsors and participants. This program integrates multiple plan services to simplify data management, administrative, recordkeeping and compliance services — making it quicker and easier to help plan sponsors manage the overall program.

**Outcome-Driven Participant Education:** Ensuring participants understand their retirement options is one of our top priorities. Our personalized communication and education program incorporates all life stages as participants progress along their retirement journey – from enrollment to ongoing education and through retirement. We offer innovative technological solutions, including our participant website, mobile application, social media, and text alerts.

We are forward-looking in the retirement industry, bringing new ideas, services, and efficiencies. We offer a flexible and accommodating service model in conjunction with deep, comprehensive consulting experience. The caliber of service, expertise, and value Principal brings is unmatched.



# Provider Summary



Transamerica works closely with our clients, and their advisors/consultants, to tailor our services to meet their specific needs, and base our value proposition on a business model that always puts our customers first:

- **High-touch service excellence** provided by long-tenured industry professionals.
- **Customized consultation and solutions** that create a retirement program that is uniquely yours.
- **World-class participant experience.** Participants have given Transamerica world-class Net Promoter Score and satisfaction ratings.
- **Financial wellness solution** that includes our proprietary HSA and savings accounts; our student loan repayment and emergency savings solutions; and our Financial Wellness Center for personalized, interactive education.
- **Outcomes-driven education** that helps people know their personal retirement income goal and engages them to take the next best action.
- **Dedicated retirement transition team** of registered investment advisors offering guidance and advice on lifestyle, investments, income, healthcare, and legacy.
- **180° and 360° payroll integration** with a high degree of flexibility, efficiency, and customization.
- **Top provider to healthcare clients** (PLANSPONSOR 403(b) Market Survey 2022).
- **Total Retirement Outsourcing® innovator.** As one of a handful of providers who offer both defined contribution and defined benefit plans, Transamerica is an innovator in Total Retirement Outsourcing® and was given legal rights to trademark the name.
- **Leading provider of pooled plan arrangements** including pooled employer plans (PEPs), multiple employer plans (MEPs), and other multiple adopter plan structures.
- **Award-winning culture** that values and rewards inclusion, accountability, agility, and customer centricity (Human Rights Campaign Corporate Equality Index Perfect Score, Seramount 100 Best Companies, EPIC: Advancing Women Leaders' Most Innovative Initiative Award).
- **Cybersecurity policy** that covers **100%** of participant losses that occur through no fault of their own in any covered account for which we are the recordkeeper.
- **Fiduciary management—in writing**, as applicable to the selected service model.
- **Fees at risk** across all plans in the relationship.

# Provider Summary



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# Provider Disclosures

## RFP Express Sample Provider Disclosure

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# Provider Disclosures

## Nationwide Disclosure

*Plan recordkeeping fees are based upon the plan information provided. Fees are subject to revision if plan characteristics including cash flows, fund selection, number of participants, eligible employees, average account balance, plan provisions and/or plan services differ significantly from our assumptions. Assumptions include mapping 41% to the Nationwide Flex Focus Target Date CITs and 10% to the Nationwide Fixed Select product. Fees are subject to a review of all plan documentation. Fees are subject to a review of any liquidity restrictions on cash funds and will be adjusted to compensate for any Market Value Adjustments or Puts on Investment. This proposal is not a contract to perform services. The final fee and service arrangements will be completed with the plan sponsor. If the bidding provider is also the incumbent provider of the plan, the fees offered via this proposal may not be honored until the pricing is reviewed through an internal rebid process.*

*This material is not a recommendation to buy or sell a financial product or to adopt an investment strategy. Investors should discuss their specific situation with their financial professional.*

*Investing involves market risk, including possible loss of principal, and there is no guarantee that investment objectives will be achieved. Nationwide and its representatives do not give legal or tax advice. An attorney or tax advisor should be consulted for answers to specific questions.*

*Target date funds are designed for people who plan to begin withdrawing money during or near a specific target date, such as retirement. These funds are designed to provide diversification and asset allocation across several types of investments and asset classes, primarily by investing in underlying funds. The funds offer continuous rebalancing over time to become more conservative as investors approach their planned retirement date. In addition to the expenses of the target date funds, an investor is indirectly paying a proportionate share of the applicable fees and expenses of the underlying funds. The principal value of the fund is not guaranteed at any time, including the target date.*

*Retirement Resource Group includes Retirement Specialists and Personal Retirement Counselors. Retirement Specialists are registered representatives of Nationwide Investment Services Corporation (NISC), member FINRA, Columbus, OH. The information they provide is for educational purposes only and is not legal, tax or investment advice. Personal Retirement Counselors are registered representatives of Nationwide Securities, LLC., member FINRA, SIPC. DBA Nationwide Advisory Services, LLC. in AR, CA, FL, NY, TX, and WY. Securities and Investment Advisory Services offered through Nationwide Securities, LLC, member FINRA, SIPC, and a Registered Investment Advisor. DBA Nationwide Advisory Services, LLC in AR, CA, FL, NY, TX and WY. Representative of Nationwide Life Insurance Company, affiliated companies and other companies.*

*Nationwide offers are contingent on information provided and are subject to change if additional information is provided.*

# Provider Disclosures

*All contract guarantees, including those for guaranteed income, are funded from the issuing insurance companies' general accounts and are subject to the claims-paying ability of the issuing insurance companies.*

*The Nationwide Group Retirement Series includes unregistered group fixed and variable annuities and trust programs. The unregistered group fixed and variable annuities are issued by Nationwide Life Insurance Company, Columbus, Ohio. Trust programs and trust services are offered by Nationwide Trust Company, FSB. Nationwide Investment Services Corporation (NISC), member FINRA, Columbus, Ohio.*

*PNM-19731AO (12/22)*

*APPROVED FOR FINANCIAL PROFESSIONAL USE*

# Provider Disclosures

## Principal Disclosure

*This illustration estimates plan recordkeeping fees based upon the plan information provided and general recordkeeping services which includes distribution services, plan compliance & government filing services, consulting services, and participant services. Our bundled services include a Principal Financial Group® Nonstandard plan document. Principal® provides a service warranty for the recordkeeping services provided. Recordkeeping fees are subject to revision in the event that plan characteristics including cash flows, fund selection, number of participants, eligible employees, average account balance, plan provisions and/or plan services differ significantly from our assumptions. The Fees, other than recordkeeping, are for services not provided by Principal and details of these fees are being provided by the financial professional. Fees are subject to a review of all plan documentations and are subject to a review of any liquidity restrictions on cash funds and will be adjusted to compensate for any market value adjustments or puts on investment. This proposal is for illustrative purposes only and is not a contract to perform services. The final fee and service arrangements will be completed with the plan sponsor. Fees are based assuming a universal zero-revenue sharing lineup which may not be available on all products at Principal. A full available investment list, based on your direction, will be provided during the sales process. Principal will not pay financial professional compensation unless directed by the plan fiduciary. Fees may be billed, netted from rate of investment return, or deducted from participant accounts, as directed by the appropriate plan fiduciary. The compensation Principal, as an entity, receives will vary based on investments you or your Financial Professional chooses for your plan. Recordkeeping fees do not include indirect compensation such as float, slippage/breakage, certain optional services, or participant transaction fees or other qualified plan expenses that may be incurred from other service providers. Principal is not a fiduciary in context of operation of the plan. Insurance products and plan administrative services provided through Principal Life Insurance Company®, a member of the Principal Financial Group®, Des Moines, IA 50392.*

# Provider Disclosures

## Transamerica Disclosure

*Plan recordkeeping fees are based upon the plan information provided. Fees are subject to revision in the event that plan characteristics including cash flows, fund selection, number of participants, eligible employees, average account balance, plan provisions and/or plan services differ significantly from our assumptions. Fees are subject to a review of all plan documentation. Fees are subject to a review of any liquidity restrictions on cash funds and will be adjusted to compensate for any Market Value Adjustments or Puts on Investment. This proposal is not a contract to perform services. The final fee and service arrangements will be completed with the plan sponsor. Fees are based assuming a zero-revenue sharing lineup. Any advisory compensation included would be assessed against participant accounts and would not be paid via 12B-1 commissions. In the event that the bidding provider is also the incumbent provider of the plan, the fees offered via this proposal may not be honored until the pricing is reviewed through an internal rebid process.*

# Provider Disclosures

## RFP Express Sample Provider Disclosure

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# Disclosures

The pricing models in this proposal have been taken directly from material prepared by each provider. Final pricing, services and contractual provisions are at the sole discretion of each plan provider. Factors that may impact final plan pricing include, but are not limited to:

- a) Differences between the assumed number of total, eligible, or participating employees in this proposal and the actual number;
- b) Differences between the annual recurring plan contributions and/or plan assets and actual plan contributions and/or plan assets;
- c) Differences between the underlying menu of investment options and/or the asset allocation used for pricing purposes and the actual investment options chosen by the plan sponsor;
- d) Additional plan services not included and quoted in this proposal, including, but not limited to self-directed brokerage accounts, outside asset recordkeeping, recordkeeping of employer stock, individual online investment advice, calculation of employee eligibility, and other outsourcing services; educational employee communication needs; and
- e) Any and all market value adjustments, surrender charges, and contract termination charges that are levied by the existing plan provider and are credited back to participant accounts by the new plan provider.

It is likely that any market value adjustment to guaranteed-type accounts (by the existing provider) will be greater when plan assets transfer to a new plan provider than at the beginning of the pricing process. If this occurs, the new plan provider may increase pricing in order to absorb the increased market value adjustment. The increased pricing (by the new provider) may be in the form of higher asset-based fees or an increase in billable administrative expenses.

Your current investment lineup may have non liquid investments that may not be able to be transferred or recordkept by your newly chosen service provider. Examples of such investments include Stable Value Investments, Real Estate Investments, and any other types of investments that may have non liquid underlying assets.

Some of the investments described in this proposal may not be available, based solely on underwriting decisions of the plan provider, including deletion of a fund from the overall menu; merging two funds together; the fund closing to new contributions, and/or replacing sub-advisors or managers.

The plan sponsor is not under any obligation to choose a particular provider's products and services, and therefore may choose proposals, products, and services offered by other plan providers.

Best efforts were made to obtain and present accurate information. In some instances, provider explanations were not clear or the question was not answered concisely. Provider services, fees, and capabilities are subject to change and cannot be guaranteed now or in the future. Investors should carefully consider the investment risks, charges and expenses of the investment company before investing.

The prospectus contains this and other information about the investment company and should be read before investing. A prospectus may be obtained from the individual investment company website.

# Disclosures

Investment Expenses are calculated by using an illustrative Asset Allocation percentage based on industry average data. Actual investment expenses will vary based on the plan and participant's actual allocations. Asset allocation percentages are based on the below:

Asset Allocation Series 41%  
Fixed Account 10%  
Core Lineup 49%

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