

**THE BEST IN CLASS OPEIU NATIONAL PLAN TEAM IS PREPARED TO PARTNER WITH YOU!**



TAFT-HARTLEY RECORDKEEPER

*Kevin Cyr*

*Kari Kossman*

*Daniel (Dan) Dionne*



THE LONGVIEW EQUITY INDEX FUNDS  
AFL-CIO PROXY VOTING & ACTIVE OWNERSHIP

*MARK DOHERTY*



COLLECTIONS (MULTIEMPLOYER PLANS)

*Steven Barnes*

*Jackie Barnes*

*John Zanotti*



Office & Professional Employees International Union

OPEIU NATIONAL RETIREMENT SAVINGS PLAN (NRSP)

[opeiu.retirepru.com](http://opeiu.retirepru.com)

Labor Trustees:

*Walter Allen, Local 30, Executive Director/CFO OPEIU*

*Myra Hepburn, Local 153, Secretary-Treasurer*

Management Trustees:

*Jason Wardrip, Colorado Building and Construction Trades  
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*IN PROCESS*



Labor, Employment & Employee Benefits Law Firm

PLAN COUNSEL

*Marcelle J. Henry*

*Jane Lauer Barker*



PLAN ACCOUNTANTS

*Mark A. Batliner*



3(38) DISCRETIONARY FIDUCIARY

*Mike Courtney*

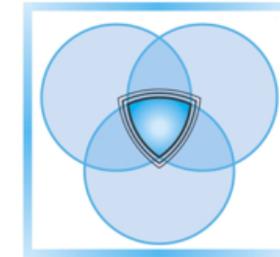


PERSONALIZED TARGET DATE ACCOUNTS

3(38) Target Date Glide Path Manager

*Ronald Surz*

*Pat Mulvey*



**Accountable Advisory Services LLC**

Customer Relationship Management (CRM)

*Bob Lally & Randy Tucker*

See [OPEIU National Retirement Savings Plan \(NRSP\) website](http://opeiu.retirepru.com)

*Have Questions? Call Prudential Customer Support @*

*877-778-2100*

*For questions & information, please contact:*

**Bob Lally**

**OPEIU National Retirement Savings Plan**

**609.865.2400**

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## OPEIU National Retirement Savings Plan (NRSP)

- Best in Class 401K Savings Plan
- New Bargaining Vehicle for Employer Contributions
- *Comprehensive Financial Wellness Resources*

## OPEIU Financial Education Webinar Agenda

- Financial Wellness Introduction and the Pandemic: Bob Lally, CEO AAS (5 min)
- The NRSP Advantages: Michael Courtney, RBC Wealth Management (5 min)
- Expanding Financial Wellness Outcomes in a Pandemic: Dan Dionne, Retirement Counselor, CRC® | Client Relations & Business Development, Prudential Retirement (30 min)
- Summary - Bob Lally, CEO AAS & Randy Tucker, Chairman AAS (3 min)
- Q&A (15 min)

## OPEIU National Retirement Savings Plan (NRSP)

### *Value Proposition*



<sup>1</sup> Prudential Education Counselors are FINRA licensed usually holding a combination of their 6 and 63 or 7 and 66 licenses. They are also state insurance licensed as well as holding the Certified Retirement Counselor Designation. The virtual 1x1's with a prudential educational counselor are free. These are unlimited and participants can sign up for a virtual session through the participant website. These sessions are free of charge (both at the plan and participant level).

<sup>2</sup> GreenPath offers a free 30-60 minute 1x1 consultation with interested participants to discuss their specific debt situation. At the end of that consultation, the GreenPath consultant provides either a plan for the participant to manage and work through their debt or, an actual debt management program. There is a fee for that latter as GreenPath works directly with the participants lender to negotiate repayment terms. Fees vary by state and range from \$10-\$75/month. The average fee is \$38 per month.

<sup>3</sup> Participants would also have access to the following: Core Engagement Program Calendar, below 2021 Essentials Program, online tools such as the Retirement Income Calculator (RIC), 800 customer service center, Online financial wellness self help articles. In addition, online financial wellness content includes; articles and videos on a number of topics critical to being retirement ready / financially healthy, budgeting tools, student loan assistance as well as an overall financial wellness assessment. We're continually adding to our suite of Financial Wellness tools so the aforementioned is just the beginning.

# Participant Outcomes Improve with Education & Tools

## YOUR NEXT FINANCIAL WELLNESS OPPORTUNITY.

Helping participants access personalized support and solutions that meet their – and their loved ones’ – needs

### 2021 FW Upgrade

- Debt counseling
- Personalized education & support
- Consultative “Best Interest” recommendation based on thorough review of Plan and options



Debt counseling



Prudential Pathways® Webinars



Dedicated counseling focused on keeping assets in-plan

For plan sponsor and advisor use only

Prudential Create Profile Log In

Home Interests Tools Life Events

Concerned about the Coronavirus? We're here to help. Find answers to your questions on our COVID-19 resources page.



### What Is Financial Wellness?

It's the peace of mind you feel when you've balanced saving and spending ... living well today and planning for tomorrow. How do you achieve it? That's why you're here.

**Financial Wellness Assessment**

Explore how well you're spending, planning and protecting your money and assets, and get tips to do better.



## 70% of Americans don't know if they're financially healthy

Take our financial wellness assessment to see where you stand.

See where you stand

Note: GreenPath and Pathways offerings require Trustee approval

## 2020 ESSENTIALS PROGRAM RESULTS

Campaign-specific metrics



Communications delivered as part of the 2020 Essentials Program yielded strong results across our book of business.

CAMPAIGN TRACK 1	DEPLOYMENT DATE	CALL TO ACTION	PRU BOOK OF BUSINESS RESPONSE 06/30/2020				YOUR PLAN RESPONSE 06/30/2020				
			OPEN RATE	CLICK TO OPEN RATE	TOOK ACTION	AVERAGE INCREASE	OPEN RATE	CLICK TO OPEN RATE	TOOK ACTION	AVERAGE INCREASE	TOTAL NUMBER OF RECIPIENTS
Happy Birthday	Monthly	Increase	33.6%	6.3%	5.36%	3.58%	40.0%	4.5%	1.82%	1.00%	121
Plan Anniversary	Monthly	Discover our financial wellness tools and resources	32.2%	10.9%	N/A	N/A	40.0%	15.6%	N/A	N/A	157
Educational*	Monthly	Read an article, register for webinar, or use digital tool	29.5%	5.6%	N/A	N/A	29.7%	7.6%	N/A	N/A	1991
New Year's Account Checkup	January	Account checkup	28.7%	13.4%	N/A	N/A	60.0%	33.3%	N/A	N/A	270
Use the Budgeting Tool	February	Use tool	-	-	-	-	-	-	-	-	-
Market Volatility	March	Read an article, register for webinar	33.7%	7.1%	N/A	N/A	33.3%	9.1%	N/A	N/A	390
Diversification	June	Diversify investments	32.2%	6.2%	2.03%	N/A	31.0%	11.0%	0.00%	N/A	47
Choose/Update Beneficiary	July	Update beneficiary	-	-	-	-	-	-	-	-	-
Increase Contributions	August, December	Increase	-	-	-	-	-	-	-	-	-
Join the Plan	August, December	Enroll	-	-	-	-	-	-	-	-	-
Web Registration	September	Register online	-	-	-	-	-	-	-	-	-
Consolidate Accounts	October	Consolidate	-	-	-	-	-	-	-	-	-
Use the Retirement Income Calculator (RIC)	November	Use RIC	-	-	-	-	-	-	-	-	-

**INSIGHTS**

- In the second quarter we adjusted our monthly educational themes to reflect participant concerns during COVID-19. In June, our theme was “refocusing savings strategies and goals after a setback.” The click-to-open rate for this email was 5.3%, almost double that of an email with a similar theme sent in fourth quarter of 2019, with a click-to-open rate of 2.8%.
- Our May webinar focused on “how to avoid account management mistakes” to help those considering their retirement savings to fund their short-term financial needs. Over 90% of surveyed viewers were satisfied or extremely satisfied with the content presented and found it relevant. This is a 15 point increase in satisfaction compared to the 75% satisfaction rate we saw for a similar webinar promoted in September 2019.

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\*The Click to Open rate was not available for April's Educational campaign and therefore is not included in the reported results.  
N/A: Metric is not applicable. - : Plan did not receive campaign.

## 2020 Core Engagement Program Calendar

- Touchpoints:
1. First, an Educational email is distributed with financial wellness and lifestyle messaging. It will leverage on-demand webinars, videos, articles and tools to learn more.
  2. Next, a Take Action email encourages action within retirement plan.\*
  3. We increase reach with social media, complementing the monthly theme and encouraging next steps.

	January	February	March	April	May	June
<b>Theme</b>	How financial wellness plays into overall wellness	Managing debt and budgeting	Establishing and maintaining savings	Managing family finances	Visualizing your future	101: Retirement planning and investing
<b>Emails</b>	1. Education related to theme 2. Take Action: Account Check-up	1. Education related to theme 2. Take Action: Budgeting Calculator	1. Education related to theme 2. Take Action: Increase Contributions/Enroll in Plan	1. Education related to theme 2. Take Action: Choose/update beneficiary	1. Education related to theme 2. Take Action: Retirement Lifestyle Calculator	1. Education related to theme 2. Take Action: Investment Style Quiz
	<b>July</b>	<b>August</b>	<b>September</b>	<b>October</b>	<b>November</b>	<b>December</b>
<b>Theme</b>	Preparing for life in retirement (Early-Mid-Late Career)	Adjusting savings strategies as “life happens”	Do's and don'ts of retirement saving and planning	Preparing for your retirement and the long-term	Protecting what you've worked hard for	Managing family finances (Part 2)
<b>Emails</b>	1. Education related to theme 2. Take Action: Increase Contributions/Enroll in Plan	1. Education related to theme 2. Take Action: Consolidate accounts	1. Education related to theme 2. Take Action: Diversify investments	1. Education related to theme 2. Take Action: Use the Retirement Income Calculator (RIC)	1. Education related to theme 2. Take Action: Choose/update beneficiary	1. Education related to theme 2. Take Action: Increase Contributions/Enroll in Plan
	Monthly Social Media Outreach					
	Monthly Birthday and Plan Anniversary Emails					
	On-Demand Webinar Series					

Partner with [GreenPath](#) for debt management and counseling (Trustee approval required)

**After learning about GreenPath at work, Michelle and Cynthia took action<sup>7</sup>**



**Michelle**

Connected with a GreenPath financial wellness professional via phone.

They discussed her goals, reviewed her credit report, and outlined her spending, expense-tracking, and debt-management strategies.

Her financial wellness expert presented a personalized debt management plan and free e-course on managing money and using credit.

She enrolled in her debt management plan, where GreenPath negotiated interest rates and fixed payments with Michelle's credit card providers.

Paid a \$35 monthly fee to maintain her program.

**Michelle's Results:**  
**\$47,868 savings on interest**  
**Debt-free 33 years sooner with the help of a debt management plan**



**Cynthia**

Connected with a GreenPath financial wellness professional via phone.

They discussed her goals, reviewed her credit report, and outlined her spending, expense-tracking, and debt-management strategies, along with how to build up her 401(k).

Her financial wellness expert presented a personalized debt management plan, included family members in financial conversations, and worked with her credit union to set up a savings account.

She enrolled in her debt management plan, where GreenPath negotiated interest rates and fixed payments with Cynthia's credit card providers.

Paid a \$30 monthly fee to maintain her program.

**Cynthia's Results:**  
**\$44,659 savings on interest**  
**Debt-free 33 years sooner with the help of a debt management plan**

## OPEIU NRSP Advantages (Pre and Post Retirement)

- I. **Significant Cost Savings:** [Investment Options](#), [Plan Administrative Service Fees](#) and [GoalMaker Personalized Target Date Accounts with an all-in .09% fee](#).  
With assets under management of \$88 million as of 3/29, the already low OPEIU NRSP fees are on a path to decline further with future growth.
- II. **In this litigious environment, employers can reduce Fiduciary Liability exposure by merging its entire plan, or spinning off its OPEIU bargaining unit's plan, into the NRSP with [RBC Wealth Management](#) serving as the NRSP's 3(38) Fiduciary with discretion under ERISA.**
- II. **Lifetime Income Annuity Option through Prudential's INCOME FLEX TARGET® Investment Option (see [Prudential Presentation](#) pages 8-10)**
  - a) No sales commissions
  - b) "In plan" investment option
  - c) "High water mark" feature
  - d) No Surrender Charges upon termination
  - e) Major participant need given an increasingly mobile workforce, DB Plan funding status & lack of PBGC support.  

Note: This feature is consistent with Financial Planners' goal to *replace* ~75% of pre-retirement participant income for a Dignified Retirement.  
Notwithstanding, very few plans offer a lifetime income annuity option to plan participants.
- V. **Robust Target Date Offering**
  - a. Upwards of 50% of participants' new contributions generally default into a Plan's Qualified Default Investment Alternative (QDIA). Plan Trustees typically designate target date mutual funds as the QDIA for their plans. Given the QDIA's critical role, the NRSP Trustees are firmly committed to offering the below best in class QDIA and Target Date Options to plan participants.
  - b. Unlike conventional offerings, [GoalMaker Personalized Target Date Accounts \(PTDAs\)](#) are driven by participants' *risk tolerance* (Conservative, Moderate & Growth) at a best in class fee of 9bps [see [Safe Landing Glide Path \(Target Date Solutions\)](#)]. In contrast, the fee for managed accounts can exceed 100bps from competitors.
  - c. Unlike conventional offerings, PTDA Participants are *not* forced into a "One size fits all" risk tolerance option which is arguably not defensible.
  - d. Unlike conventional offerings, PTDAs employ the patented Safe Landing Glide Path (click [here](#)) which 'defends' participants' assets in the "Risk Zone". (Note: One's retirement date is the riskiest day in a participant's life financially speaking with assets and liabilities being at their peaks)
  - e. Participants can also select from the market leading [Vanguard Target Date Mutual Funds](#).
- V. **Low Cost Index Investment Options (as available): Active Management generally underperforms on a fee, risk and survivorship bias adjusted basis in accordance with the Efficient-Market Hypothesis (see [Vanguard: The Case for Low Cost Index Investing](#))**
- VI. **Superior Corporate Governance: Votes Proxies per AFL-CIO Proxy Voting Guidelines with active ownership:**
- II. **Continuous Financial Wellness Programs and Tools:** As a result, participants are in better position to get on the "Road to a Successful Retirement", thereby creating a less stressed and productive workforce.

## Summary (How do I get through the Pandemic with Layoffs/Furloughs?)

Have Questions? Call  
Prudential Customer  
Support @ 877-778-2100

- 1) Take advantage of the Government will fully covering laid-off workers' COBRA premiums through September
- 2) NRSP Loans @ prime rate plus one percent (1%) not to exceed 6% subject to:
  - a) only one outstanding NRSP Loan permitted
  - b) Maximum Loan Amount is limited to 50% of your vested account balance or, if lower, \$50,000 minus the difference between the highest outstanding loan balance in the previous 12 months and the current outstanding loan balance
  - c) The minimum Plan loan amount is \$1,000
  - d) If you default on a loan, you will be issued an IRS Form 1099-R and you will be required to pay income taxes on the principal balance plus all accrued interest and, if applicable, a 10% federal excise tax.
- 3) NRSP Hardship Withdrawals are taxable and may be taken for one of the following:
  - a) Medical expenses that would be deductible under Code Section 213(d) (determined without regard to whether the expenses exceed 7.5% of adjusted gross income) for you, your Spouse, your dependents;
  - b) Payment of tuition or related educational expenses for the next twelve (12) months of post-secondary education for you, your Spouse, or your dependents;
  - c) Purchase (excluding mortgage payments) of your principal residence;
  - d) Payment to prevent eviction from your principal residence or foreclose on your mortgage for your principal residence;
  - e) Payment for burial or funeral expenses (death of your Spouse, children, or dependents);
  - f) Certain expenses for the repair of damages to your principal residence that would qualify for the casualty deduction under Code Section 165 (determined without regard to whether the loss exceeds 10% of adjusted gross income).
  - g) Certain expenses and losses (including loss of income) you incurred on account of a disaster declared by FEMA provided that your principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance
- 4) Apply for a grant to the newly created OPEIU 501(c)(3)

# Financial Wellness Needs and Resources

## Selected Prudential Resources

- [Steps after job loss](#) – 7 Steps to take after a Job Loss
- [Unemployed Health Insurance](#) - Health insurance marketplace, private insurance and COBRA
- [How unemployment insurance work during the Pandemic](#) - What to do to file
- [Navigating Market Volatility](#)
- [\(Resource #1](#) and [Resource #2](#)): Prudential Covid-19 Resources
- [PPT messaging on the CARES Act along with the link to schedule virtual coaching sessions with our counselors](#)
- [Social Security Strategies](#)
- [Virtual Coaching Scheduler](#)