

Provider Analysis™

Fee and Service Benchmarking



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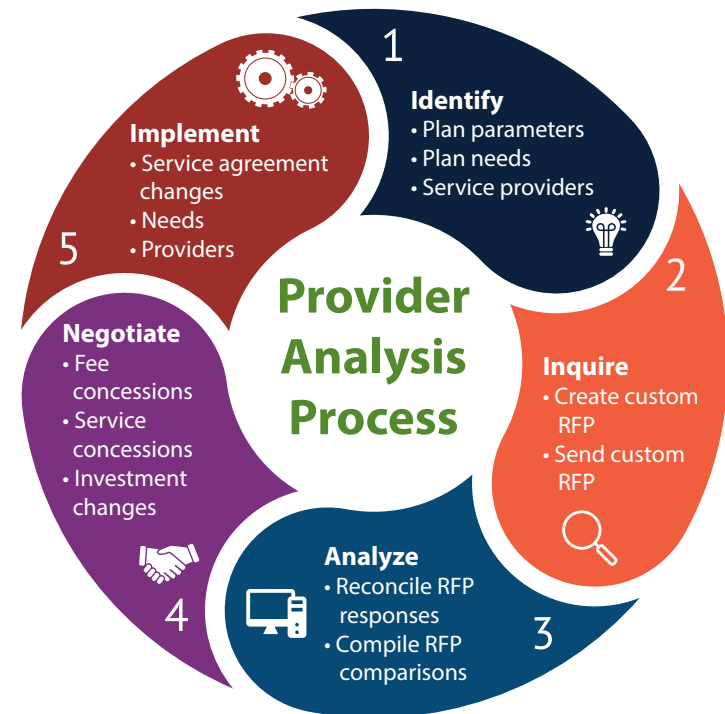
Provider Benchmarking Overview

Selecting and monitoring service providers is one of the most important duties that retirement plan sponsors and fiduciaries must make. ERISA Section 404(a) states that plan fiduciaries must determine and document reasonableness of plan fees and case law has clearly identified that this is most prudently accomplished through a robust “live bid” process every three to five years, or sooner if plan characteristics change substantially or a provider change is needed.

Our proprietary fee benchmarking process incorporates a plan's parameters, complexity, investment lineup, service requirements and other unique considerations in order to determine a reasonable fee for a plan's recordkeeping and administrative services.

Highlights

- Live-bid, RFP process ensures apple-to-apple comparisons are used throughout the evaluation process.
- All fee comparisons are based on current market prices rather than a database of historical recordkeeping fees.
- Over 400 recordkeeping data points are compared side-by-side to balance cost and quality considerations.
- Competitive bidding with multiple providers maximizes a plan's negotiating leverage.



Service Provider Summary

Service Providers

The identification and selection of potential bidding providers is based upon matching your goals and objectives with their capabilities in the four broad cornerstone categories. Providers then complete detailed questionnaires that allow us to compare multiple data points in one succinct report.



INCUMBENT

MissionSquare Retirement

BIDDING PROVIDERS

Corebridge Financial

Empower

Lincoln Financial

Nationwide

Voya

Service Provider Narrative

MissionSquare Retirement

Why We Win Business

MissionSquare Retirement was established in 1972 by the public sector to respond solely to the retirement plan needs of public sector plan sponsors and their participants. Our mission is to provide quality retirement plan administration, education, and investment services to help public employees Build Retirement Security. Since our inception, we have remained true to that vision.

These are just a few examples of our philosophy/approach at work:

- Our representatives are non-commissioned. Compensation is designed for balanced assistance. Pay is not affected by investment or disbursement decisions. We have supplemented our regional service and education professionals with a national team of CERTIFIED FINANCIAL PLANNER™ professionals who provide broader financial planning education and personal service.
- We voluntarily reduce fees as plan characteristics, economies of scale, and productivity improve. MissionSquare Retirement does not impose any type of financial market value adjustment or discontinuance charge either on a participant- or plan-level basis (aside from amortization schedules for the payment of such charges imposed by other vendors and charges for early withdrawal from bank CDs).
- MissionSquare Retirement's continuously updated participant retirement planning website is dedicated solely to the public sector. Moreover, we are committed to offering among the most robust Internet services in the industry, and we believe in using its power to enhance participant knowledge regarding their account and investments. Since 2010, MissionSquare Retirement, in partnership with our clients, has received close to 100 awards and recognition for our education and communication programs.
- MissionSquare Retirement brings a perspective to the retirement planning industry in that retirement services for public sector employees is our only focus. We understand the financial planning needs of the public sector better than anyone else. This understanding has enabled us to build a value-added package of services tailored to the specific needs of these employees.

ICMA-RC is now

MissionSquare
RETIREMENT

Assets Under Management

\$64.54 billion

Total DC Participants

1,006,393

Total DC Plans

6,538

Average Account Balance

\$64,130

Ownership

Private

Recordkeeping System

Proprietary

Service Provider Narrative

Corebridge Financial



Why We Win Business

Corebridge Financial has unique values and philosophies that set us apart from our competitors. We believe to successfully engage employees, it's critical to offer support however they prefer – digitally, in-person, or a combination of both. Employees can meet face-to-face with a local financial advisor who gets to know them and are available to meet where and when they prefer.

One example of technology that no other vendors can offer is FutureFIT, our proprietary participant experience that provides employees with the retirement planning tools and services they need to get inspired, stay engaged and on track to achieve the future they envision. Another example is Retirement Pathfinder®, our powerful software that gives financial advisors the ability to work with employees to model various scenarios, optimize savings strategies, and identify the impact of varying market conditions on their retirement savings accounts.

We believe the smart use of data can make a significant difference to plan sponsors and employees. Through data and analysis, we can target specific employee populations to help drive retirement readiness among participants who may need the most help as well as develop targeted education and communication strategies.

Finally, our financial professionals put their clients' needs first. They are local - a part of our client's communities - and they are experienced. They will meet when and where the employee prefers.

Specific differentiators include:

- *Investment fee equalization/levelization

- *Administrative outsourcing solutions, including loans and QDRO approvals

- *Comprehensive plan sponsor metrics for gauging the effectiveness of your plan design

Assets Under Management

\$81.80 billion

Total DC Participants

1,800,000

Total DC Plans

22,572

Average Account Balance

\$37,581

Ownership

Public

Recordkeeping System

Proprietary

Service Provider Narrative

Empower



Why We Win Business

Empower takes a forward-looking, innovative approach to helping people save and invest for retirement. Our mission is simple: ***We want to empower financial freedom for all — with a vision to transform financial lives through advice, people and technology.***

Empowering Your Employees to Save Smarter

Empower is committed to constant innovation in helping your employees build a strong foundation of financial knowledge, behaviors and planning. Our Empower participant experience adds a new dimension that can help people see the bigger picture — including current savings progress, future estimated monthly retirement income and a 360-degree view of outside assets, spending and debt — so they can pursue their goals with confidence.

A Simple, Intuitive Experience for You

Our modern plan sponsor experience provides cutting-edge tools — including enriched, practical analytics that allow you to monitor the real-time health of your plan and turn data trends into actionable insights — designed to help improve plan results and simplify day-to-day administration. Investment Solutions for Individual Needs

We offer an open-architecture platform that includes thousands of investment options from hundreds of participating mutual fund companies. In addition, we make available a comprehensive suite of investment products and services including Empower Funds, Inc, target date funds, cash-alternative products and Empower Advisory Services.

A Commitment to Security

We utilize sophisticated, cutting-edge security technologies, and our protocols are routinely tested and assessed by third parties to help ensure their effectiveness. We're also a leading member in an industry coalition created to share information on evolving security threats so we can identify, address and prevent breaches of any kind.

Proud to Be Your Partner

Your employees deserve a partner who provide the level of knowledge, professionalism and exceptional service they expect and deserve. We believe Empower is that partner. Thank you for this opportunity.

Assets Under Management

\$1.53 trillion

Total DC Participants

17,490,241

Total DC Plans

80,733

Average Account Balance

\$87,564

Ownership

Public

Recordkeeping System

Proprietary

Service Provider Narrative

Lincoln Financial



Why We Win Business

Lincoln is here in service of your success. Through our commitments to proactive service and innovative technology, plan sponsors and their participants will receive exceptional plan support and a high-quality participant experience.

Exceptional plan sponsor service

Our service team provides personal support, a consultative approach, and sophisticated compliance and fiduciary services. Led by a dedicated account manager, teams specializing in communication and education, regulatory issues, and documentation provide proven solutions.

Plans over \$10 million will also have a dedicated relationship manager who will be a single point of contact, proactively offer plan design enhancements, and response within four hours.

Effective participant engagement

Retirement consultants provide individual support virtually and in-person. They help employees enroll, evaluate plan options, and set goals. Their results include:

- Participants who meet with a Lincoln retirement consultant contribute 92% more
- Scoring 94% on communication and education, responsiveness, and accessibility

Through our online tool, *Click2Meet*, participants can easily schedule retirement consultant meetings either in-person or through our fully digital interface.

Easy-to-use technology

Our technology-enabled, people-connected approach delivers a personalized digital experience. Participants can easily: **make account changes; find at-a-glance information; access data-driven tools; and achieve financial wellness.**

Participants can track retirement progress from a tablet, phone, desktop, or wearable. Our digital features and tools have led to:

- 49% higher average deferral rate for participants who are engaged online
- 41% deferral rate increase for participants who use *Click2Contribute*
- 25% deferral rate increase for participants who use *My Target* Calculator

Why Lincoln?

Assets Under Management

\$94.00 billion

Total DC Participants

1,718,816

Total DC Plans

22,831

Average Account Balance

\$54,650

Ownership

Public

Recordkeeping System

Leased

Service Provider Narrative

Nationwide

Why We Win Business

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 Charles Schwab
- 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



Nationwide[®]

Assets Under Management

\$173.80 billion

Total DC Participants

2,778,143

Total DC Plans

32,210

Average Account Balance

\$41,023

Ownership

Private

Recordkeeping System

Proprietary

Service Provider Narrative

Voya

Why We Win Business

Voya is a leading health, wealth and investment company offering products, solutions and technologies that help its 15.2 million individual, workplace and institutional clients become well planned, well invested and well protected. Voya is purpose-driven and committed to conducting business in a way that is economically, ethically, socially and environmentally responsible earning Voya recognition as: one of the World's Most Ethical Companies® by Ethisphere; a member of the Bloomberg Gender-Equality Index; and a "Best Place to Work for Disability Inclusion" on the Disability Equality Index.

We are built for retirement.

Voya administers retirement plans across all market segments and tax codes, including some of the most complex plans in the U.S. Our broad experience and diverse reach allow us to drive towards our vision of clearing your participants' path to financial confidence and more fulfilling lives.

We innovate with a purpose.

We are making meaningful investments to support growth, including expanding client service resources, accelerating technology and digital leadership, and further enhancing the participant experience -- especially for underserved groups like people with special needs and disabilities.

Our unique culture sets us apart.

Our culture attracts people who are passionate about serving others—a passion that extends into the communities we serve. We strive to do the right thing, the right way and seek to make a real, genuine difference in the lives of our customers. We believe in empowering people by helping them gain the tools and knowledge they need to build satisfying lives.

Tailored Solutions

We will work consultatively and proactively with you to determine the administrative routines that balance the participant experience and operational risk, while taking care to respect you as the plan sponsor.



Assets Under Management

\$584.90 billion

Total DC Participants

7,473,236

Total DC Plans

55,100

Average Account Balance

\$78,263

Ownership

Public

Recordkeeping System

Leased

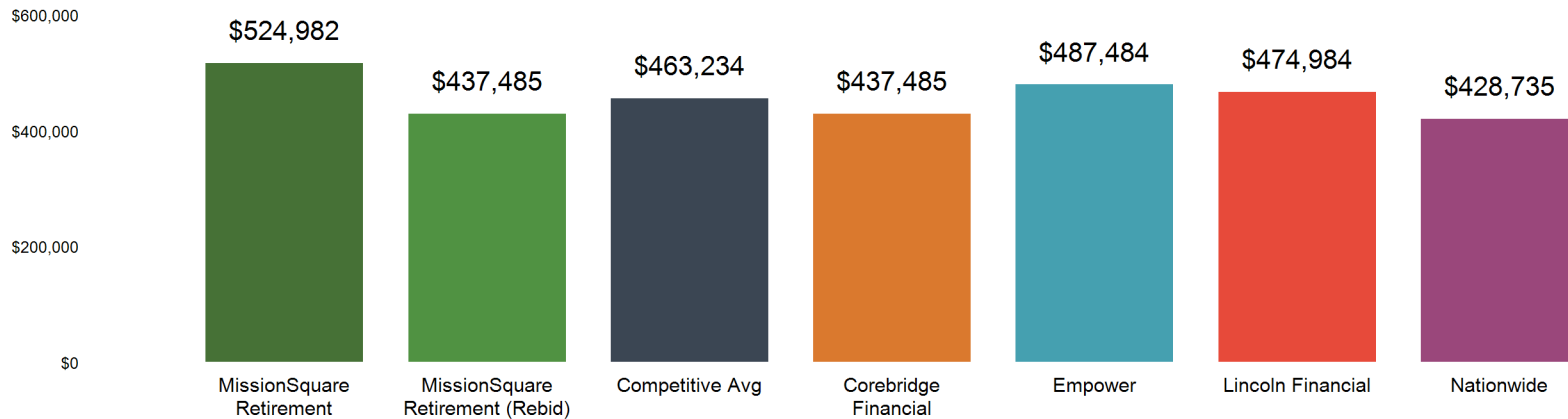
Plan Assumptions

Plan Information	
Total Plan Assets	\$124,995,831.53
Participant Information	
Eligible Employees	596
Without account balances	0
With account balances (active and terminated)	1,023
Annual Contributions and Distributions	
Employer Contributions	\$0.00
Employee Contributions	\$10,454,329.83
Rollover Contributions	\$0.00
Distributions	\$14,933,174.35
Other	
Onsite Education Days	24
Notes	

Fee Summary

Total Plan Assets: \$124,995,832 as of 12/31/2024; Total Number of Participants: 1,023

Annual Fees:	MissionSquare Retirement	MissionSquare Retirement (Rebid)	Competitive Avg	Corebridge Financial	Empower	Lincoln Financial	Nationwide
Recordkeeper Fees %	0.09%	0.02%	0.04%	0.02%	0.06%	0.05%	0.01%
Recordkeeper Fees \$	\$112,496	\$24,999	\$50,748	\$24,999	\$74,998	\$62,498	\$16,249
Net Investment Exp. %	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%	0.33%
Net Investment Exp. \$	\$412,486	\$412,486	\$412,486	\$412,486	\$412,486	\$412,486	\$412,486
Advisory Fees %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Advisory Fees \$	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Estimated Total Plan Cost %	0.42%	0.35%	0.37%	0.35%	0.39%	0.38%	0.34%
Estimated Total Plan Cost \$	\$524,982	\$437,485	\$463,234	\$437,485	\$487,484	\$474,984	\$428,735

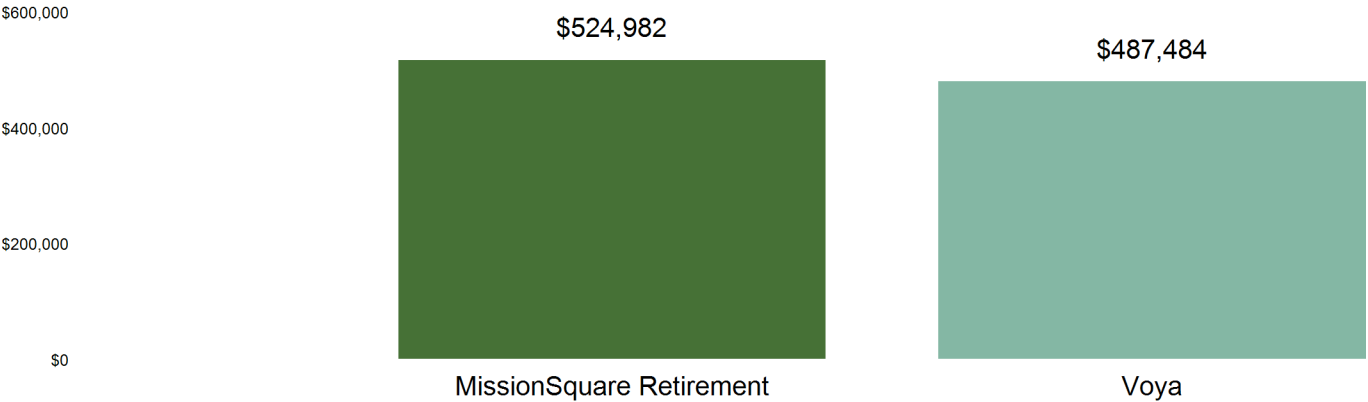


Fees and services are subject to change. See provider's proposal for actual pricing. Final pricing, services, and contractual provisions are at the sole discretion of each plan provider. Competitive Average is the average of the bidding providers shown in this report. It does not include incumbent provider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

Fee Summary

Total Plan Assets: \$124,995,832 as of 12/31/2024; Total Number of Participants: 1,023

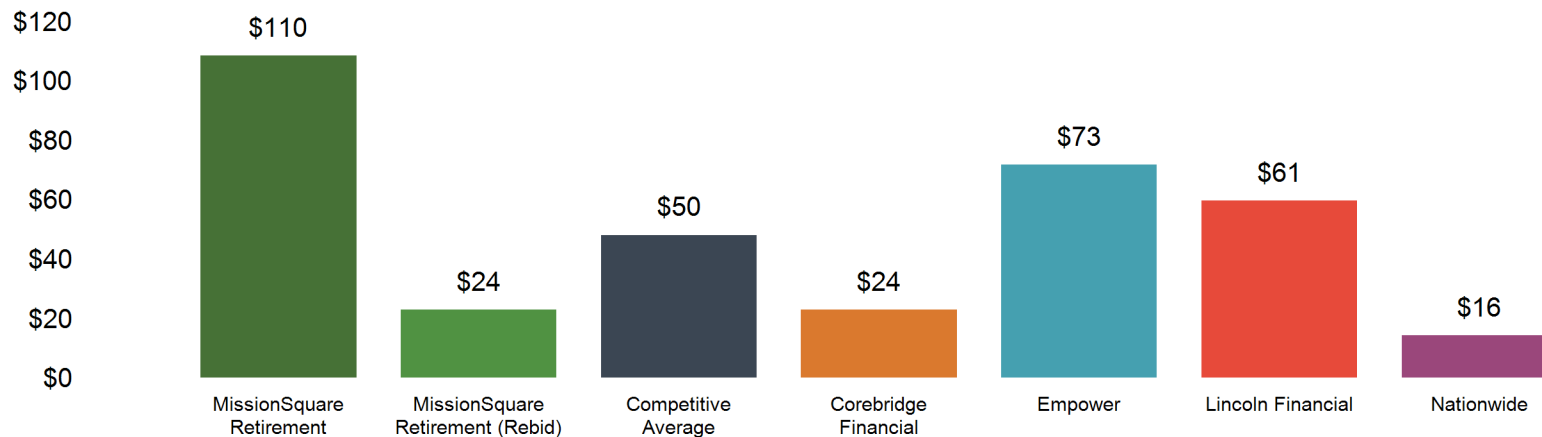
Annual Fees:	MissionSquare Retirement	Voya
Recordkeeper Fees %	0.09%	0.06%
Recordkeeper Fees \$	\$112,496	\$74,998
Net Investment Exp. %	0.33%	0.33%
Net Investment Exp. \$	\$412,486	\$412,486
Advisory Fees %	0.00%	0.00%
Advisory Fees \$	\$0	\$0
Estimated Total Plan Cost %	0.42%	0.39%
Estimated Total Plan Cost \$	\$524,982	\$487,484



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.

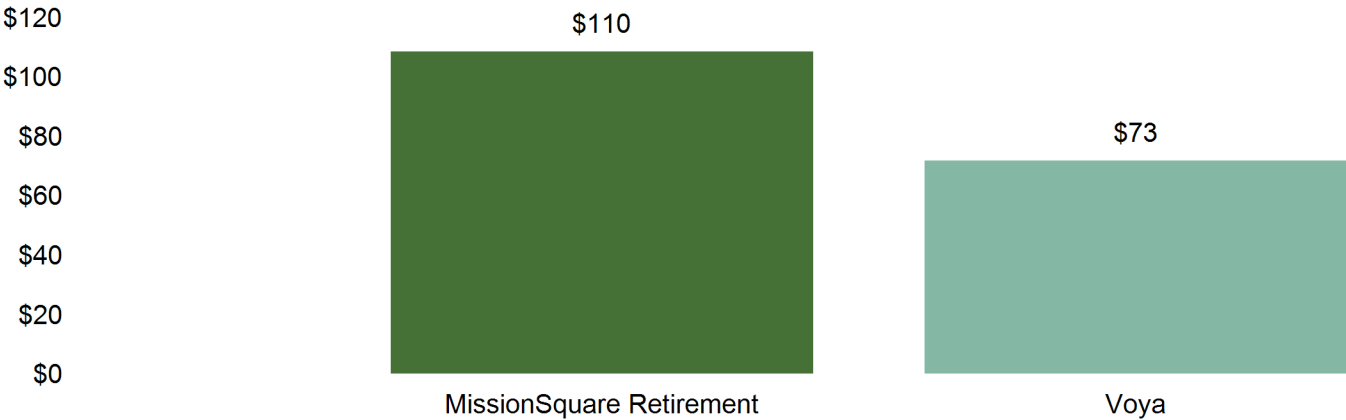
Net Recordkeeping & Administration Cost per Participant

Assumes 1023 participants	MissionSquare Retirement	MissionSquare Retirement (Rebid)	Competitive Average	Corebridge Financial	Empower	Lincoln Financial	Nationwide
Revenue Sharing	\$224,993	\$224,993	\$0	\$0	\$0	\$0	\$0
Asset-Based Fees	\$0	\$0	\$50,748	\$24,999	\$74,998	\$62,498	\$16,249
Billed Fees	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$224,993	\$224,993	\$50,748	\$24,999	\$74,998	\$62,498	\$16,249
(Advisor Compensation)	\$0	\$0	\$0	\$0	\$0	\$0	\$0
(Excess Revenue)	(\$112,496)	(\$199,993)	\$0	\$0	\$0	\$0	\$0
Net Recordkeeping & Admin. Cost	\$112,497	\$25,000	\$50,748	\$24,999	\$74,998	\$62,498	\$16,249
Cost as %	0.09%	0.02%	0.04%	0.02%	0.06%	0.05%	0.01%
Cost as Participant Average	\$110	\$24	\$50	\$24	\$73	\$61	\$16



Net Recordkeeping & Administration Cost per Participant

Assumes 1023 participants	MissionSquare Retirement	Voya
Revenue Sharing	\$224,993	\$0
Asset-Based Fees	\$0	\$74,998
Billed Fees	\$0	\$0
Subtotal	\$224,993	\$74,998
(Advisor Compensation)	\$0	\$0
(Excess Revenue)	(\$112,496)	\$0
Net Recordkeeping & Admin. Cost	\$112,497	\$74,998
Cost as %	0.09%	0.06%
Cost as Participant Average	\$110	\$73



Review Topics

Plan Service Highlights

1. Provider Background
2. Recordkeeping
3. Administration
4. Compliance Services
5. Participant Website
6. Sponsor Website
7. Participant Service
8. Rollover Services
9. Investment Structure
10. Cybersecurity

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
1. Provider Background						
DC Assets Under Management						
2025	\$64.54 Billion	\$81.80 Billion	\$1.53 Trillion	\$94.00 Billion	\$173.80 Billion	\$584.90 Billion
2024	\$64.54 Billion	\$79.00 Billion	\$1.51 Trillion	\$99.11 Billion	\$152.60 Billion	\$519.70 Billion
2023	\$67.08 Billion	\$74.60 Billion	\$723.00 Billion	\$88.31 Billion	\$128.10 Billion	\$454.20 Billion
Total DC Participants	1,006,393	1,800,000	17.49 Million	1,718,816	2.78 Million	7.47 Million
Number of Plans (by Number of Participants)						
<50	4,354	18,435	56,477	19,708	28,048	45,116
50-99	747	1,707	10,192	1,416	2,594	4,613
100-249	782	1,304	7,289	940	1,491	2,924
250-499	349	526	3,058	360	554	1,121
500-999	190	304	1,724	169	262	564
1,000-4,999	103	248	1,527	189	217	499
5,000-10,000	8	33	242	27	16	177
10,000+	5	17	224	22	28	86
Number of Plans (by Asset Size)						
\$0-\$5 million	4,828	20,646	59,913	20,780	29,950	47,162
\$5-\$10 million	633	810	9,282	925	1,872	3,870
\$10-\$25 million	569	652	6,523	621	935	2,430
\$25-\$100 million	419	341	3,531	372	373	1,211
\$100-\$250 million	59	83	791	76	71	217
\$250-\$500 million	21	22	327	35	22	82
\$500 million	9	19	366	22	32	128
Total Number of Plans	6,538	22,572	80,733	22,831	32,210	55,100
2. Recordkeeping						
Recordkeeping System	Proprietary	Proprietary	Proprietary	Leased	Proprietary	Leased
Recordkeeping System Location(s)	United States, Washington, District of Columbia	United States, Houston, Texas	United States, Greenwood Village, Colorado	United States, Kansas City, Missouri; St. Louis, Missouri	United States, Columbus, Ohio	United States, Sterling, Virginia; Shakopee, Minnesota; Windsor, Connecticut
Third Party Administrator	Upon request by plan sponsor	N/A	N/A	N/A	N/A	N/A
Data Submission Method						
Electronic	Yes	Yes	Yes	Yes	Yes	Yes
Paper	Yes	Yes	Yes	No	Yes	No
Excel	No	Yes	Yes	Yes	No	Yes
Eligibility Tracking	No	Yes	Yes	Yes	Yes	Yes
Adjudicate loans/distributions?	Yes	Yes	Yes	Yes	Yes	Yes
Plan Deposit Submission Method						

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
2. Recordkeeping						
Same Day Plan Contributions Invested if by 4:00 p.m. EST	Yes	Yes	Yes	Yes	Yes	Yes
Next Trading Day Plan Contributions Invested if by 4:00 p.m. EST	Yes	Yes	Yes	Yes	Yes	Yes
QDIA Management	Yes	Yes	Yes	Yes	Yes	Yes
Integrate HSA Offering	No	Yes	Yes	Yes	Yes	Yes
Trustee Services	Matrix Trust	VALIC Trust Company Inc. (VTC)	Great-West Trust Company, LLC	Lincoln Financial Group Trust Company	Nationwide Trust Co., FSB	Voya Institutional Trust Company
3. Administration						
Total Number of Employees in DC Group	698	1,640	8,676	1,029	1,650	2,548
Account Representatives (Relationship Managers)	22	28	280	41	90	132
Average # of Plans Assigned to Account Representatives	40	12	55	18	25	15
Dedicated Contact for Day-to-Day Questions	Yes	Yes	Yes	Yes	Yes	Yes
Account Representatives Hours of Availability	8:00 am.-5:00 pm Time Zone: EST	08:00am.-05:00pm. Time Zone:CST	Monday through Friday (except market holidays) and non-business hours (for urgent matters) via email	08:00am.-05:00pm. Time Zone:EST	8:00am - 5:00 pm. EST	8:00 a.m. - 5:00 p.m. EST
Account Representatives' Location(s)	N/A	N/A	N/A	N/A	N/A	N/A
4. Compliance Services						
SSAE 16 Package	Yes	Yes	Yes	Yes	Yes	Yes
Plan Document Capabilities						
Standard Prototype	Yes	Yes	Yes	No	Yes	Yes
Volume Submitter	Yes	Yes	Yes	Yes	Yes	Yes
Custom	Yes	Yes	Yes	No	Yes	Yes
Summary Plan Description						
Delivery	Copies Provided for EEs; Copies sent to EEs; Master copy to ER	Copies Provided for EEs; Copies sent to EEs; Master copy to ER	Copies Provided for EEs; Copies sent to EEs; Master copy to ER	Copies Provided for EEs; Copies sent to EEs; Master copy to ER	Copies Provided for EEs; Copies sent to EEs; Master copy to ER	Copies Provided for EEs; Copies sent to EEs; Master copy to ER
Format	Other	8.5 X 11 soft copy	8.5 X 11 soft copy	8.5 X 11 soft copy	Bound booklet	8.5 X 11 hard copy
Posted on Website	No	Yes	Yes	Yes	Yes	Yes
Testing/Reporting						
401(k)/401(m)	No	Yes	Yes	Yes	Yes	Yes
402(g)	No	Yes	Yes	Yes	Yes	Yes
410(b) Coverage	No	Yes	Yes	Yes	Yes	Yes
415 Annual Addition	No	Yes	Yes	Yes	Yes	Yes
416 Top heavy	No	Yes	Yes	Yes	Yes	Yes
Long-form 5500	No	No	Yes	Yes	Yes	Yes

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
4. Compliance Services						
Online signature-ready 5500 preparation	No	No	Yes	Yes	Yes	Yes
Summary Annual Report	No	Yes	Yes	Yes	Yes	Yes
5. Participant Website						
Features & Resources						
Account Aggregation Tool	Yes	Yes	Yes	Yes	Yes	Yes
Adaptive/Responsive Web Design	Yes	Yes	No	Yes	Yes	Yes
Add or Change Address	Yes	Yes	Yes	Yes	Yes	Yes
Add or Change Beneficiaries	Yes	Yes	Yes	Yes	Yes	Yes
Automatic Account Re-balancing	Yes	Yes	Yes	Yes	Yes	Yes
Automatic Contribution Escalator	Yes	Yes	Yes	Yes	Yes	Yes
Contribution Change	Yes	Yes	Yes	Yes	Yes	Yes
Custom Messaging	Yes	Yes	Yes	Yes	Yes	Yes
Decumulation Modeling Tool	Yes	Yes	Yes	Yes	Yes	Yes
Enroll In Plan	Yes	Yes	Yes	Yes	Yes	Yes
Statement On Demand	Yes	Yes	Yes	Yes	Yes	Yes
Loan Balance	Yes	Yes	Yes	Yes	Yes	Yes
Loan Modeling	Yes	Yes	Yes	Yes	Yes	Yes
Prospectus and Fund Fact Sheets	Yes	Yes	Yes	Yes	Yes	Yes
Managed Account Solution	Yes	Yes	Yes	Yes	Yes	Yes
Financial Wellness Resources	Yes	Yes	Yes	Yes	Yes	Yes
Retirement Readiness Score	Yes	Yes	Yes	Yes	Yes	Yes
Next "Best Step" Suggestion	Yes	Yes	Yes	Yes	Yes	Yes
Retiree Healthcare Cost Calculators	Yes	Yes	Yes	No	Yes	Yes
Mobile Application	Yes	Yes	Yes	Yes	Yes	Yes
Personalized Landing Page	No	Yes	Yes	Yes	Yes	Yes
Other Notable Features	RealizeRetirement includes tools, calculators, videos, and webinars.	Account aggregation, retirement income calculator, plan highlights, links to financial planning	Health Cost Estimator, peer comparison, account aggregation and My Financial Path experience.	Our web-based tools assist participants with retirement and financial wellness planning.	Rated the #1 mobile experience by DALBAR since 2014.	Voya's dashboard offers a hyperpersonalized, holistic financial experience tailored to their goals.
Web Demo information	Yes	Yes	Yes	Yes	Yes	Yes
6. Sponsor Website						
Features & Resources						
Ability to Custom Brand Website	Yes	Yes	Yes	Yes	Yes	Yes
Client Logo	Yes	Yes	Yes	Yes	Yes	Yes
Client Colors	No	Yes	No	Yes	Yes	No
Ad Hoc Reporting	Yes	Yes	Yes	Yes	Yes	Yes
Approval Processing	Yes	Yes	Yes	Yes	Yes	Yes

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
6. Sponsor Website						
Beneficiary Tracking	Yes	Yes	Yes	Yes	Yes	Yes
Census Data	Yes	Yes	Yes	Yes	Yes	Yes
Change Participant Addresses	Yes	Yes	Yes	Yes	No	Yes
Communication Materials	Yes	Yes	Yes	Yes	Yes	Yes
Contribution Processing	Yes	Yes	Yes	Yes	Yes	Yes
Documents	Yes	Yes	Yes	Yes	Yes	Yes
Download Plan Forms	Yes	Yes	Yes	Yes	No	Yes
Group Income Replacement Ratio Reporting	Yes	No	Yes	Yes	Yes	Yes
Legal And Compliance Updates	Yes	Yes	Yes	Yes	Yes	Yes
Participant Account Statements	Yes	Yes	Yes	Yes	Yes	Yes
Plan Demographic Reports	Yes	Yes	Yes	Yes	Yes	Yes
Required Participant Notices	Yes	No	Yes	Yes	Yes	Yes
ROTH Account Support	Yes	Yes	Yes	Yes	Yes	Yes
Transaction Activity	Yes	Yes	Yes	Yes	Yes	Yes
Demo Information	Yes	Yes	Yes	Yes	Yes	Yes
Other Notable Features	A wide variety of plan sponsor reports is available on our plan sponsor website.	The SponsorFIT site design is a true resource to lessen plan administration and provide you an opportunity to identify trends within your plan and tailor strategies to meet your plan goals.	Upload and process payroll, Lifetime Income Score, document repository vault	The Plan Health Dashboard to measure plan performance and build strategies designed to create better plan outcomes. The dashboard uses key performance indicators to identify areas for improvement.	We provide daily valuation, current allocation of assets, investment performance, legislative & regulatory reports/alerts, complimentary fiduciary training modules, and online reporting.	On-demand reporting allows the plan sponsor to develop custom reports based on plan information.
7. Participant Service						
Call Center Capabilities						
Hours of Operation	8:30-9:00-EST	8:00-7:00-CST	8:00-10:00-EST	8:00-8:00-EST	8:00-11:00-EST	8:00-9:00-EST
Location	Quincy, Massachusetts	Houston, Texas	Greenwood Village, Colorado; Overland Park, Kansas; Andover, Massachusetts	N/A	Columbus, Ohio; Scottsdale, Arizona	N/A
# of Representatives	100	257	1,672	105	258	745
Average Tenure	5	4	3	2	4	4
Securities Licensed	No	Yes	Yes	Yes	Yes	No
Multi-lingual support	No	No	TBD	No	No	Yes
Participant Investment Advice services available	Yes	Yes	Yes	Yes	Yes	Yes

Plan Service Highlights

[illegible]

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
Provide links to any relevant documentation on your cyber security programs and resources	https://www.mission-sq.org/about-us/policies-and-disclosures/missionsquare-retirement-policies/important-legal-information.html#security https://www.mission-sq.org/about-us/policies-and-disclosures/missionsquare-retirement-policies/overview-of-disaster-recovery-and-business-continuity-plans.html	It is our practice to make participants whole when the "Please click for details about how we keep data safe: https://www.corebridgefinancial.com/what-we-offer/employer-retirement-plans/cyber-security	Please see the Cybersecurity Overview included with our response. For information regarding our Empower Security Guarantee, please see the following: participant.empowerretirement.com/participant/#/articles/securityGuarantee	Please refer to the attached Data Security document.	https://www.nationwide.com/personal/privacy-security/	https://www.voyacom/employers/cybersecurity
If yes, do your formal and effective policies and procedures govern the following:						
Data governance and classification	Yes	Yes	Yes	Yes	Yes	Yes
Access controls and identity management	Yes	Yes	Yes	Yes	Yes	Yes
Business continuity and disaster recovery	Yes	Yes	Yes	Yes	Yes	Yes
Configuration management	Yes	Yes	Yes	Yes	Yes	Yes
Asset management	Yes	Yes	Yes	Yes	Yes	Yes
Risk assessment	Yes	Yes	Yes	Yes	Yes	Yes
Data disposal	Yes	Yes	Yes	Yes	Yes	Yes
Incident response	Yes	Yes	Yes	Yes	Yes	Yes
Systems operations	Yes	Yes	Yes	Yes	Yes	Yes
Vulnerability and patch management	Yes	Yes	Yes	Yes	Yes	Yes
System, application and network security and monitoring	Yes	Yes	Yes	Yes	Yes	Yes
Systems and application development and performance	Yes	Yes	Yes	Yes	Yes	Yes
Physical security and environmental controls	Yes	Yes	Yes	Yes	Yes	Yes
Data privacy	Yes	Yes	Yes	Yes	Yes	Yes
Vendor and third party service provider management	Yes	Yes	Yes	Yes	Yes	Yes
Consistent use of multi-factor authentication	Yes	Yes	Yes	Yes	Yes	Yes
Cybersecurity awareness training, which is given to all personnel annually	Yes	Yes	Yes	Yes	Yes	Yes
Encryption to protect all sensitive information transmitted and at rest	Yes	Yes	Yes	Yes	Yes	Yes
Does your system require multi-factor authentication for participants to access	Yes	Yes	Yes	Yes	Yes	Yes
If no, can this be required if the plan sponsor elects it	NA	NA	Yes	NA	Yes	NA

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
Do you provide a downloadable report on a regular basis that includes every participant's account balance broken down by fund?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, can this report to be automatically generated on a monthly basis for downloading by the plan sponsor?	No	Yes	Yes	Yes	Yes	Yes
Describe how this could be downloaded/accessed	Through our standard reporting package available on our plan sponsor website, plan sponsors have the ability to create custom reports to their specifications. Once a custom template has been created it can be run on demand at any time.	Plan sponsors can access this information any time (24/7) through the SponsorFIT website.	A wide array of participant-level and plan-level reports can be generated through the plan sponsor website at any time. Our recordkeeping platform allows for instant, real-time reporting at any schedule or frequency. Our comprehensive online report library provides ad hoc functionality, and reports can be customized based on plan needs and scheduled on a recurring basis (daily, weekly, monthly or quarterly).	Please refer to the attached Data Security document.	Through our Plan Sponsor website, Plan Sponsors have access to our Ad-Hoc Reporting tool, allowing them to independently obtain participant or financial data pertinent to their needs. All reports can be filtered by IRS money type, date, and participant age range. A report of this type can also be sent to the Plan Sponsor by the Plan's dedicated Account Manager.	This report can be accessed on the plan sponsor website and downloaded.
Does your company disclose a dollar amount for average spend each year on cyber security defense?	No	Yes	No	Yes	Yes	No
2025	N/A	67 Million	N/A	23.80 Million	88.20 Million	N/A
2024	N/A	115 Million	N/A	20.60 Million	79 Million	N/A
2023	N/A	129 Million	N/A	19.70 Million	78.30 Million	N/A
2. Risk Assessment & Preparedness	N/A	N/A	N/A	N/A	N/A	N/A
Service provider conducts periodic risk assessments to identify cyber security threats	Yes	Yes	Yes	Yes	Yes	Yes
Describe your standards for information security and what levels of security standards have you met.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.
How are these practices and standards validated?	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.
Do you conduct prudent annual risk assessments? If yes, please describe	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.
Does your annual risk assessment scope include:						

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
Identify, assess, and document how identified cybersecurity risks or threats are evaluated and categorized	Yes	Yes	Yes	Yes	Yes	Yes
Establish criteria to evaluate the confidentiality, integrity, and availability of the information systems and nonpublic information, and document how existing controls address the identified risks.	Yes	Yes	Yes	Yes	Yes	Yes
Describe how the cybersecurity program will mitigate or accept the risks identified.	Yes	Yes	Yes	Yes	Yes	Yes
Facilitate the revision of controls resulting from changes in technology and emerging threats.	Yes	Yes	Yes	Yes	Yes	Yes
Kept current to account for changes to information systems, nonpublic information, or business operations.	Yes	Yes	Yes	Yes	Yes	Yes
Does the plan sponsor have the right to review audit results demonstrating compliance with the standard?	Yes	No	Yes	No	Yes	Yes
Do you carry cyber security insurance?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, provide an overview of the coverage	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.
Identify specifically would your cybersecurity insurance policies cover:						
Breaches caused by internal threat, such as misconduct by the service provider's own employees or contractors	Yes	Yes	Yes	Yes	Yes	Yes
Breaches caused by external threats, such as a third party hijacking a plan participants' account	Yes	Yes	Yes	Yes	Yes	Yes
Describe if insurance offers any protection to participants	Professional Liability: Up to \$35 million limit/claim and subject to a \$35 million aggregate limit.	Yes, any third party for whom or for which an Insured is legally responsible.	If we are legally liable for a cyber event resulting in disclosure/unauthorized access to PII/data.	Please refer to the attached Data Security document.	Yes. Our cybersecurity coverage provides protection for both plan sponsors and participants.	Voya provides a S.A.F.E.® Guarantee to participants. https://www.voya.com/articles/safe-guarantee
Is the plan sponsor's organization covered as a customer of your firm?	Yes, the policy provides coverage for the plan sponsor.	Yes, any third party for whom or for which an Insured is legally responsible.	If contractually required, plan sponsor indemnification is only for negligent actions of Empower.	Please refer to the attached Data Security document.	Yes. Our cybersecurity coverage provides protection for both plan sponsors and participants.	Yes. Voya will indemnify, defend and hold harmless the Plan Sponsor.
Is a copy of the policy and language protecting our participants available upon request	Yes	Yes	Yes	Yes	Yes	Yes

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
What is the specific guarantee on participant losses	In the event of an error made by MissionSquare and, as a direct result, a loss is incurred by the participant (or a gain is not received), we will adjust the account retroactively, making the account whole financially, as if the error had not occurred. There is no time limit for reporting errors if a participant reports the error promptly after becoming aware of it and does not intentionally seek market advantage by delaying the reporting of the error.	Corebridge Financial takes protecting client assets and data very seriously. We leverage various emerging technologies to provide a simple and secure experience for clients, have dedicated teams and operational controls across multiple channels to detect suspicious user behavior to prevent fraud. In the event assets are taken from your employer-sponsored accounts through unauthorized access and through no fault of your own, Corebridge Financial will restore the value of your account.	Empower's security guarantee states we will restore losses to participants' accounts that occur as a result of unauthorized transactions through no fault of their own. Empower doesn't cap its liability for account losses arising from unauthorized activity, whether in case of fraud against an individual, or a cyberbreach of an organization. Insurance is intended to be additional protection and does not limit Empower's liability.	Please refer to the attached Data Security document.	Nationwide Account Pledge - With our fraud reimbursement commitment, Plan Sponsors and their employees can rest assured that we are there to help protect them when fraud happens. If a distribution is completed due to a failure of a Nationwide control and is promptly reported, we will restore the unrecoverable amount of the unauthorized withdrawal as of the date of the original transaction. The reimbursement is subject to certain limitations and restrictions.	Please refer to https://www.voya.com/articles/safe-guarantee .
3. Third party audits	N/A	N/A	N/A	N/A	N/A	N/A
Which of the following third-party security audits listed below have you performed in the last two years						
ISO 17799	No	No	No	No	No	No
SSAE18	Yes	Yes	Yes	NA	No	Yes
Systrust	No	No	No	No	No	No
PCI DSS	No	No	No	No	No	No
SOC 1 Type 1	NA	No	No	NA	No	No
SOC 1 Type 2	Yes	Yes	Yes	Yes	Yes	Yes
SOC 2 Type 1	NA	Yes	No	NA	No	No
SOC 2 Type 2	Yes	No	Yes	Yes	No	Yes
SOX	No	Yes	Yes	Yes	No	Yes
Other	No	No	Yes	No	Yes	Yes

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
Other reliable annual third-party audits you perform of security controls and additional details	MissionSquare contracts with reputable third parties for multiple security reviews throughout the year. We have external vulnerability scans performed on our Internet-facing applications and network infrastructure quarterly.	We engage a globally reputable external party to assess the current operating model and maturity of our Information Security Program. Recommendations are incorporated into the InfoSec Strategy to help shape future-state targets, and focus on risk management, modernization, and resilience.	Empower contracts with third-party security assessment firms to test for vulnerabilities and to conduct penetration testing of applications at least annually. Vulnerabilities are evaluated and corrective actions are implemented pursuant to the security level required to maintain business continuity.	Please refer to the attached Data Security document.	Annual External Testing Penetration tests on Nationwide information assets are planned and performed in an on-going manner throughout the year. Nationwide Retirement Plans recordkeeping applications are subject to annual System and Organization Controls Report evaluation (SOC-1).	At varying intervals, external regulatory auditors perform audits at Voya at their discretion that may include a review of VRIAC's adherence to regulatory standards, processing of participant transactions, and general computer controls relating to VRIAC's recordkeeping systems.
Are the following available upon request:						
Audit files, penetration test reports and supporting documents, and any other analyses or review of the third party audits	Yes	No	No	Yes	Yes	Yes
Audits and audit reports prepared and conducted in accordance with appropriate standards.	Yes	Yes	Yes	Yes	Yes	Yes
Documented corrections of any weaknesses identified in the independent third party analyses.	Yes	Yes	Yes	Yes	Yes	Yes
4. Cyber security personnel criteria	N/A	N/A	N/A	N/A	N/A	N/A
Sufficient experience and necessary certifications.	Yes	Yes	Yes	Yes	Yes	Yes
Initial and periodic background checks.	Yes	Yes	Yes	Yes	Yes	Yes
Regular updates and training to address current cybersecurity risks.	Yes	Yes	Yes	Yes	Yes	Yes
Current knowledge of changing cybersecurity threats and countermeasures.	Yes	Yes	Yes	Yes	Yes	Yes

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
Describe how you define and assign information security roles and responsibilities	MissionSquare's Technology Governance Operating Charter defines and assigns information security roles and responsibilities. Enterprise Security leadership performs annual reviews of business priorities and determines threats the company faces. Risk analysis is conducted and cyber security strategy is updated to reflect people, process, and technology required to support the business priorities. The process identifies roles and skills required for impactful employee upskilling/reskilling.	Information security responsibilities are clearly defined. Information security activities are coordinated by appropriate personnel. The organization has a Chief Information Security Officer who is responsible at an organization level for overseeing and coordinating information security throughout the organization. The Chief Information Security Officer has delegates in each business line and function to oversee awareness and consistency of IT security activities and programs.	Internal and external security roles and responsibilities are defined and documented within our information security policy (ISP) in accordance with applicable regulatory compliance laws. Additionally, elevated privileges are based on job roles and responsibilities according to the requirements needed for elevated privileges. Access is approved by senior level management and monitored in accordance with regulatory compliance laws. Elevated privileges are reviewed quarterly.	Please refer to the attached Data Security document.	Nationwide has a team of 200+ Information Risk Management Security Professionals dedicated to maintaining the inherent risk portfolio of Nationwide IT assets. IT Security Professionals are aligned by department and capability including focus areas of Business Continuity & Disaster Recovery, Security Operations Center, Compliance, Governance and Risk Management.	Roles are defined using the basis of least privileged and access is granted only to those resources required for the user's job function. Access requires specific authorization from the relevant member of management. All access requirements to applications and systems are re-affirmed on a semi-annual basis and audit trails maintained. Access is integrated with our HRIS system to revoke access upon termination or change in job responsibilities.
General security governance organizational charts available upon request	Yes	Yes	No	Yes	Yes	Yes
5. Access Control Procedures for IT systems and data	N/A	N/A	N/A	N/A	N/A	N/A
Access to systems, assets and associated facilities is limited to authorized users, processes, devices, activities, and transactions	Yes	Yes	Yes	Yes	Yes	Yes
Access privileges are limited based on the role of the individual and adhere to the need-to-access principle,	Yes	Yes	Yes	Yes	Yes	Yes
Access privileges are reviewed at least every three months and accounts are disabled and/or deleted in accordance with policy	Yes	Yes	Yes	Yes	Yes	Yes
All employees use unique, complex passwords	Yes	Yes	Yes	Yes	Yes	Yes
Multi-factor authentication is used wherever possible, especially to access the internal networks from an external network, unless a documented exception exists based on the use of a similarly effective access control methodology.	Yes	Yes	Yes	Yes	Yes	Yes
Policies, procedures, and controls are implemented to monitor the activity of authorized users and detect unauthorized access, use of, or tampering with, nonpublic information	Yes	Yes	Yes	Yes	Yes	Yes

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
Procedures are implemented to ensure that any sensitive information about a participant or beneficiary in the service provider's records matches the information that the plan maintains about the participant.	Yes	Yes	Yes	Yes	Yes	Yes
Confirm the identity of the authorized recipient of the funds.	Yes	Yes	Yes	Yes	Yes	Yes
Do you offer strong access control procedures?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, please describe	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.
6. Third party providers & Cloud storage	N/A	N/A	N/A	N/A	N/A	N/A
Are assets or data stored in a cloud or managed by a Third Party Service Provider subject to security reviews and independent security assessments	Yes	Yes	Yes	Yes	Yes	Yes
If yes, do the following apply to your third party vendor(s):						
Require a risk assessment of third party service providers	Yes	Yes	Yes	Yes	Yes	Yes
Define minimum cybersecurity practices for third party service providers	Yes	Yes	Yes	Yes	Yes	Yes
Periodically assess third party service providers based on potential risks	Yes	Yes	Yes	Yes	Yes	Yes
Review third party vendors access control policies and procedures including the use of multi-factor authentication	Yes	Yes	Yes	Yes	Yes	Yes
Assess the third party vendor's encryption policies and procedures	Yes	Yes	Yes	Yes	Yes	Yes
Address their notification protocol for a cybersecurity event which directly impacts a customer's information system(s) or nonpublic information	Yes	Yes	Yes	Yes	Yes	Yes
Other relevant security measures taken for third party providers and cloud storage	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.
7. Do you provide Cybersecurity Awareness training at least annually for all personnel?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, is this updated to reflect risks identified by the your most recent risk assessment?	Yes	Yes	Yes	Yes	Yes	Yes
8. System Development Life Cycle (SDLC) Program	N/A	N/A	N/A	N/A	N/A	N/A
Do you have a Secure System Development Life Cycle Program (SDLC)?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, does it include the following:	N/A	N/A	N/A	N/A	N/A	N/A
Any in-house applications include such protections as:						
Configuring system alerts to trigger when an individual's account information has been changed	Yes	Yes	Yes	No	Yes	Yes

Plan Service Highlights

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Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
Describe how your firm complies with Records Retention and Destruction, Privacy and Information Security Laws	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.
11. Technical controls for security practices	N/A	N/A	N/A	N/A	N/A	N/A
Do you utilize the following technical security controls in the hardware, software, or firmware components of you information systems:						
Hardware, software and firmware models and versions are kept up to date	Yes	Yes	Yes	Yes	Yes	Yes
Vendor-supported firewalls, intrusion detection and prevention appliances/tools	Yes	Yes	Yes	Yes	Yes	Yes
Current and regularly updated antivirus software	Yes	Yes	Yes	Yes	Yes	Yes
Routine patch management	Yes	Yes	Yes	Yes	Yes	Yes
If yes, is this automated?	Yes	Yes	Yes	Yes	Yes	Yes
Network segregation	Yes	Yes	Yes	Yes	Yes	Yes
System hardening	Yes	Yes	Yes	Yes	Yes	Yes
Routine data backup	Yes	Yes	Yes	Yes	Yes	Yes
Describe the Security Validation process that is utilized for participants	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.
Do you have voice recognition software?	Yes	Yes	No	Yes	Yes	Yes
If yes, do you recommend all participants call in at least once to your Customer Service Center	NA	No	NA	NA	No	Yes
Regarding your data backup system, describe the following:						
Protocol and process to protect data backup against a ransomware attack	MissionSquare and SS&C's servers and data are backed up using multiple distinct replication and backup technologies to multiple distinct onsite and offsite storage locations.	Corebridge implements data loss protection (DLP) controls to detect and/or prevent unauthorized exfiltration of identified data while in use (endpoint actions) and/or in motion (network traffic).	Backup data is transmitted and stored encrypted within the Empower network cloud. Additional controls and solutions are utilized in the protection of the Empower network.	Please refer to the attached Data Security document.	Backup data is stored on-site in a fireproof vault and off-site in a climate-controlled, Halon-protected vault of records with a management firm providing 24-hour pickup and delivery services.	Backups are stored in a proprietary language, storage systems are physically and logically protected, and Voya's backup and availability schedule to meet business and regulatory requirements.

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
Steps taken to ensure a ransomware attack will not result in your company losing total control over participant data (including account balance information)	Multiple layered controls are in place to prevent, detect, and respond to attacks, including ransomware and data exfiltration attacks, leveraging people, process, and technology.	A next-generation firewall, multifactor authentication tool and 24-7-365 monitoring protects users, customers, data and networks by eliminating remote access blindspots and strengthening security.	Endpoint and data loss prevention (DLP) solutions are implemented to block and quarantine unencrypted sensitive data elements from being sent from network and workstation egress points.	Please refer to the attached Data Security document.	Backups are protected from corruption by writing the data in a different, proprietary format to dedicated hardware appliances that operate independently from our server infrastructure.	Our systems and processes include intrusion detection and prevention systems and data leakage detection/prevention.
12. Security incidents and breaches	N/A	N/A	N/A	N/A	N/A	N/A
Have there been any security incidents, other litigation, and legal proceedings related to vendor's services in the past 5 years?	No	No	No	Yes	No	No
If you have you ever experienced a security breach, describe what happened, how was it resolved, and what steps were taken to ensure it never happens again.	Not applicable.	Corebridge was made aware by a 3rd party vendor that they were impacted by the MOVEit file transfer vulnerability. Click for additional information https://www.corebridgefincial.com/vendor-incident	There have been no material security breaches of Empower's systems.	Please refer to the attached Data Security document.	Not applicable.	N/A
In the event of Cybersecurity Incidents or Breaches would your response include:						
Informing law enforcement	Yes	Yes	Yes	Yes	Yes	Yes
Notifying the appropriate insurer	Yes	Yes	Yes	Yes	Yes	Yes
Investigating the incident	Yes	Yes	Yes	Yes	Yes	Yes
Giving affected plans and participants the information necessary to prevent/reduce injury	Yes	Yes	Yes	Yes	Yes	Yes
Honoring any contractual or legal obligations with respect to the breach, including complying with agreed upon notification requirements	Yes	Yes	Yes	Yes	Yes	Yes
Fixing the problems that caused the breach to prevent its recurrence	Yes	Yes	Yes	Yes	Yes	Yes
Will you replenish a participants account depleted by a cyber security incident due to no fault of the participant?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, provide the following:						

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
Any conditions or actions the participant must meet for the account to be replenished	A correction to make a participant's account whole is initiated as soon as we confirm that an error has disadvantaged the participant.	Participants and the plan sponsor's cooperation is required with any investigation.	Please see our Security Guarantee qualification practices here: participant.empower - retirement.com/participant/#/articles/securityGuarantee	Please refer to the attached Data Security document.	The participant will need to complete an Affidavit of Forgery and a police report.	Yes. Please refer to https://www.voya.com/articles/safe-guarantee .
Any conditions or actions the plan sponsor must meet for the account to be replenished	This would be determined on a case-by-case basis. Typically, there is minimal involvement from the plan sponsor.	No. However, the plan sponsor's cooperation is required with any investigation. Click link for more details.	Empower will indemnify the plan sponsor against all third party claims from a data breach due to Empower's or its affiliates negligence.	Please refer to the attached Data Security document.	The participant will need to complete an Affidavit of Forgery and a police report.	Please refer to https://www.voya.com/articles/safe-guarantee .
Limitations on the dollar amount you will guarantee	No limitations. We will adjust the account retroactively, making the account whole financially, as if the error had not occurred.	If assets are taken from your account through unauthorized access and through no fault of your own, Corebridge will restore the value of your account.	We do not impose a liability cap on direct damages, but we do exclude consequential damages.	Please refer to the attached Data Security document.	Yes.	Please refer to https://www.voya.com/articles/safe-guarantee .
Is the guarantee backed by your company or an insurance product you purchased?	Yes: - Fidelity bond - \$50 million - Cyber insurance - \$25 million	The guarantee is backed by both insurance and our company.	Our Empower Retirement Security Guarantee affirms our organization's promise to restore account losses resulting from unauthorized transactions.	Please refer to the attached Data Security document.	Backed by Nationwide	Please refer to https://www.voya.com/articles/safe-guarantee .
In the event of a suspected cyber breach who should the plan sponsor and participant contact? Please provide detailed contact information if applicable	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.
Provide other relevant details about your security policies and practices in place should an actual breach occur	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.	Refer to Cybersecurity Report.
13. Services Agreement and Contract Provisions	N/A	N/A	N/A	N/A	N/A	N/A
Is an updated service agreement identifying all cybersecurity provisions is willing to include base on DOL best practices available upon request?	Yes	Yes	Yes	Yes	Yes	Yes
Do contract provisions allow the plan sponsor to review audit results demonstrating compliance with the standard?	Yes	No	No	Yes	Yes	Yes

Plan Service Highlights

	MissionSquare Retirement	Corebridge Financial	Empower	Lincoln Financial	Nationwide	Voya
10. Cybersecurity						
Are the following present in your standard contract provisions:						
Requirement to annually obtain a third-party audit to determine compliance with information security policies and procedures	Yes	No	Yes	Yes	No	Yes
Define the acceptable use and sharing of private information and confidentiality	Yes	Yes	Yes	Yes	Yes	Yes
Timing for notification of any cyber incident or data breach	Yes	No	Yes	Yes	Yes	Yes
Agreement to cooperate in the investigation and reasonably address the cause of any cyber security incidents or breaches	Yes	Yes	Yes	Yes	No	Yes
Compliance with all applicable federal, state, and local laws, rules, regulations, directives, and other governmental requirements pertaining to Records Retention and Destruction, Privacy and Information Security Laws	Yes	Yes	Yes	Yes	Yes	Yes
Insurance minimums and coverage for professional liability and errors and omissions liability insurance, cyber liability and privacy breach insurance, and/or fidelity bond/blanket crime coverage	Yes	No	Yes	Yes	Yes	Yes
Do any standard provisions limit the service provider's responsibility for IT security breaches or incidents?	No	No	Yes	Yes	Yes	Yes
Other notes or documentation	N/A	Cybersecurity Overview - CRBG.pdf, Provider QuestionnaireFolder \8f06c786-8933-4b16-9f9e-a49446d8264e.pdf None	N/A	Note: Lincoln is in compliance with all applicable federal and state laws.	N/A	Data_Security_Addendum_2025.pdf, Provider QuestionnaireFolder \723bac2a-fcd2-48d3-93f8-fe7da250e819.pdf

General Disclosures

See provider's proposal for actual pricing. Final pricing, services, and contractual provisions are at the sole discretion of each plan provider. The First Year Estimated Total Plan Cost may differ from the Annual Estimated Total Plan Cost due to Plan Conversion fees and varying TPA Credits.

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.