A close-up portrait of a young Black woman with curly hair, wearing glasses and a yellow top, smiling warmly. She is wearing a multi-strand necklace with silver and black beads. The background is a soft, out-of-focus sky with clouds.

# Affordable Retirement Plans, Without the Hassle

## Newport Secure Retirement PEP

Free up time to focus on your business and help your employees build a better retirement

**NEWPORT**  
retirement services

**For companies big and small, offering a retirement plan to employees can be costly and complex. Many organizations cannot provide a plan at all. In fact, 40 percent of working Americans do not have access to a company-sponsored retirement plan.\***

**Maybe it is time to re-think the 401(k).  
Good news—we have.**



## A NEW WAY TO 401(k)

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### **NEWPORT SECURE RETIREMENT**

a Pooled  
Employer Plan

Introducing the **Newport Secure Retirement Pooled Employer Plan**,\* or PEP—a new type of 401(k) that can save your organization time and money.

It allows you to offload some of the burdens of managing a traditional 401(k)—daily operations, fiduciary risk and liabilities, and other obligations—so you can focus on what matters most for your business. And by “pooling” together with other companies, you can lower the expenses of providing a 401(k) plan.

Best of all, Newport Secure Retirement offers your employees all the benefits of a contemporary retirement plan—an easy-to-use website, call center support, financial wellness and education offerings, and more.

#### **GOOD FOR YOU**

- Cost effective
- Limits fiduciary liability
- Minimizes operational responsibilities
- Time savings to focus on business priorities
- Support from Newport’s retirement plan experts

#### **GOOD FOR YOUR EMPLOYEES**

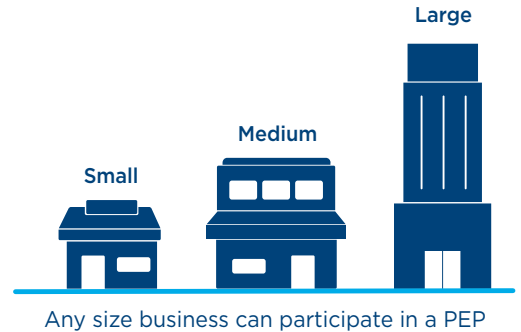
- Builds financial security
- Helps them prepare for retirement
- Access to robust financial wellness and education offerings

\*Registered as the Newport Secure Retirement Pooled Employer Plan with the Department of Labor.

# WHAT IS A PEP?

Pooled employer plans, or PEPs, are a type of 401(k) plan in which employers “pool together” to provide an affordable benefit to their employees without the administrative hassles of running their own retirement plan—sometimes referred to as a “single-employer” retirement plan.

Thanks to recent legislation, PEPs are more accessible to employers than ever before. Previously, companies had to be in the same industry or geographic area to join a plan together. Today, any employer can be in a PEP—and enjoy a high level of retirement plan services and efficiencies similar to those enjoyed by some of the largest companies in the country.



## Is a PEP Right for Your Company?

A PEP may be right for your company if you:

- Want to start offering a retirement plan for the first time, but need to limit your expense, fiduciary liability and/or the time it takes to run a traditional retirement plan
- Currently offer a 401(k), but want to reduce costs and outsource some responsibilities to an expert
- Currently offer a 401(k), but want a streamlined and “turnkey” plan that simplifies your plan administration and compliance obligations

## Who Does What in a PEP?

Unlike a traditional, single-employer 401(k) plan, when you join Newport Secure Retirement, you outsource the burden of many daily operations and transfer some of the fiduciary risk to Newport. This can save you time and money.

Responsibility	Newport Pooled Plan Provider (PPP)	Your Advisor	You	You - When You Have a Traditional 401(k) Plan
402(a) named fiduciary	✓			✓
3(16) operational fiduciary	✓			✓
Reviews, signs and files 5500	✓			✓
Reviews and signs off on compliance testing	✓			✓
Prepares/approves required notices/reports	✓			✓
Selects and works with plan auditors	✓			✓
Selects the 3(38) investment manager			✓	✓
Reviews/approves/signs off on all distributions	✓			✓



## SIMPLE. CONVENIENT. EFFICIENT.

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You are an expert in your business. We are an expert in ours—retirement services. When you join Newport Secure Retirement, Newport serves as the Pooled Plan Provider, or PPP. This means we take on some of the most complex aspects of running a retirement plan.

### Fiduciary Services

Fiduciaries play an important role in retirement plans, one with significant responsibilities. With Newport Secure Retirement, you offload many of those responsibilities to us—reducing much of your liability in this area. We serve as your:

**402(a) Named Fiduciary:** This means we are the plan administrator. We select and monitor all service providers to the plan other than named fiduciaries or providers hired by you. We also assume discretionary authority for nearly all of the traditional plan sponsor’s responsibilities.

**3(16) Administrative Fiduciary:** This means we are responsible for ensuring required disclosures are distributed to plan participants and beneficiaries, and for filing most reports with the government. We maintain required plan information, data and reports. We also manage and approve all plan distributions.

**3(38) Investment Fiduciary:** This means we have discretionary authority over plan investments, and are responsible for the selection, monitoring, and management of the plan’s investment menu.

### What is a PPP?

The Pooled Plan Provider (PPP) in a PEP is the plan administrator. The PPP is responsible for the management and operations of the plan on behalf of all the employers pooled together in the plan (known as “adopting employers”), as well as many of the fiduciary functions.



## An Array of Investments

Here is an important thing to know about us: Newport does not have proprietary funds. When we selected the investment menu for the Newport Secure Retirement Plan, we looked for what was best for the plan—not a fund with our name on it. Our investments include well-known funds, carefully selected to help your employees meet their goals.

Asset Class/Style	Active and Passive Menu
<b>Fixed Income</b>	
Stable Value	Vanguard Retirement Savings Trust IV
Intermediate-Term Bond Index	Vanguard Total Bond Market Index Admiral
Intermediate-Term Bond	Baird Core Plus Bond Institutional
Inflation-Protected Bond	Fidelity Inflation-Protected Bond Index
World Bond	American Funds Capital World Bond R6
<b>U.S. Equity</b>	
Large Value	Vanguard Equity-Income Admiral
S&P 500 Market Index	Vanguard Institutional Index I
Large Growth	Harbor Capital Appreciation Retirement
Completion Index	Vanguard Extended Market Index Institutional
Small/Mid Blend	Vanguard Strategic Equity Investor
<b>Non-U.S. Equity</b>	
Total International Index	Vanguard Total International Stock Index Admiral
International Equity	American Funds EuroPacific Growth R6
<b>Asset Allocation</b>	
Target-Date Series	Vanguard Target Retirement Series Institutional
Managed Account Service	Newport Managed Account Service



## SIMPLE. CONVENIENT. EFFICIENT.

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### Trustee and Custodial Services

Retirement plans require certain trustee and custodial services. When you join Newport Secure Retirement, you will be supported by Newport Trust Company, which handles important matters, such as:

- Tracking and collecting employee contributions to the plan
- Holding the assets of the plan

### Recordkeeping and Administration Services


There are many kinds of transactions that take place in a retirement plan—enrollments, contributions, loans and more. Newport is an award-winning recordkeeper and third-party administrator. We serve nearly 40,000 clients who have more than 1.5 million employees enrolled in plans with us. We have the people and technology to easily support and document these transactions.

And as part of our administrative duties, Newport handles many of the operational responsibilities such as eligibility, discrimination testing, annual employer contribution calculations, and forfeiture tracking—as well as reporting for each adopting employer.

# A CONTEMPORARY RETIREMENT PLAN FOR YOU AND YOUR EMPLOYEES

## The Flexibility You Want...

Newport has more than 30 years of experience in the retirement industry. We know which plan features have proven successful at improving outcomes for employees. But we also know companies often need flexibility, so we can tailor key plan design elements to best meet your needs.

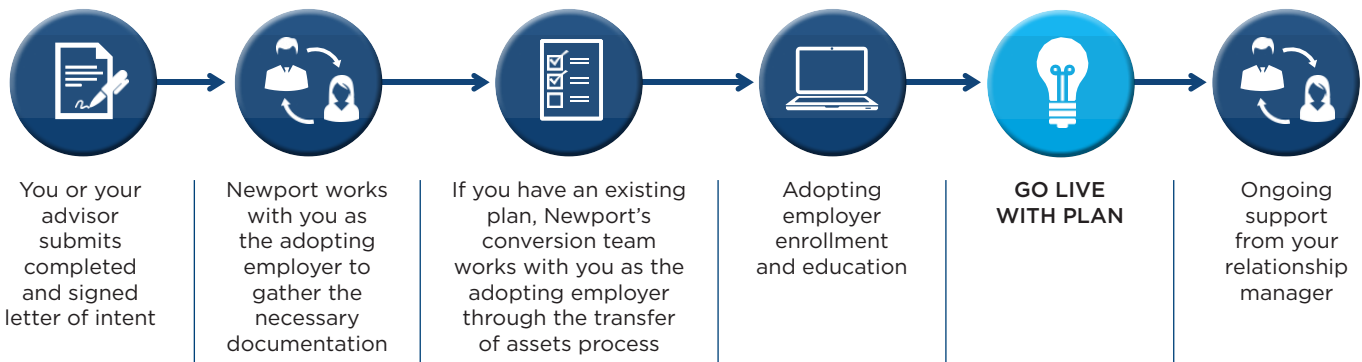
	Best Practice 	Other Options
<b>Safe Harbor Design</b>	ACA Safe Harbor QNEC Safe Harbor	Standard Safe Harbor
<b>Automatic or Voluntary</b>	Automatic enrollment for new hires Automatic savings increases (opt-out) Default QDIA investment Re-enrollment at scheduled frequency	Voluntary enrollment via "Quick Enroll" Opt-in savings increases
<b>Eligibility Requirements</b>	60 day, 90 day or one-year Monthly or quarterly entry dates	Age minimums Able to exclude employee classes
<b>Employee Contributions</b>	Pre-Tax ROTH Catch-up Rollovers } Based on W2 wages	After tax
<b>Employer Contributions</b>	Safe harbor match, enhanced match, or non-elective contribution	Discretionary match or enhanced match Discretionary profit sharing
<b>Vesting Requirements</b>	Immediate vesting Same schedule for all contribution types Normal Retirement Age - 65	3 Year Cliff 5 Year Graded 6 Year Graded
<b>Participant Loans</b>	Minimum \$1,000, one loan at a time Interest rate: Prime + 1% Paid through payroll deduction Due and payable upon termination	Up to two loans at one time
<b>Plan Distributions</b>	In-service (after age 59 ½) Hardship (from all sources) Termination, disability, death RMDs	Birth and adoption Natural disasters



# ...with the Support You Need

We are with you every step of the way.

Whether you are setting up your first retirement plan or converting an existing one, a dedicated team will help you get up and running on the Newport Secure Retirement plan—complete with the necessary conversion, compliance and plan document support.



From there you will be supported by a dedicated relationship manager, a central point of contact to answer your questions, troubleshoot any issues and more.

You also have access to our award-winning plan sponsor website. Easy-to-use, the site offers quick ways to access plan information and communicate with us. Simply log in and you will find:

- On-demand reports
- Customizable ad-hoc reporting
- Contribution posting and status
- Access to participant level detail
- Automated alerts
- Reviews of distribution and loan activities

## A Word About Keeping Your Data Safe

We continually monitor and address cybersecurity risks, invest in state-of-the-art technology, and enhance our information security best practices. It's all part of Newport's ongoing commitment to stay ahead of new and emerging threats in an ever-changing cyber risk landscape—and help keep your important information safe.



# THE RETIREMENT THEY DESERVE

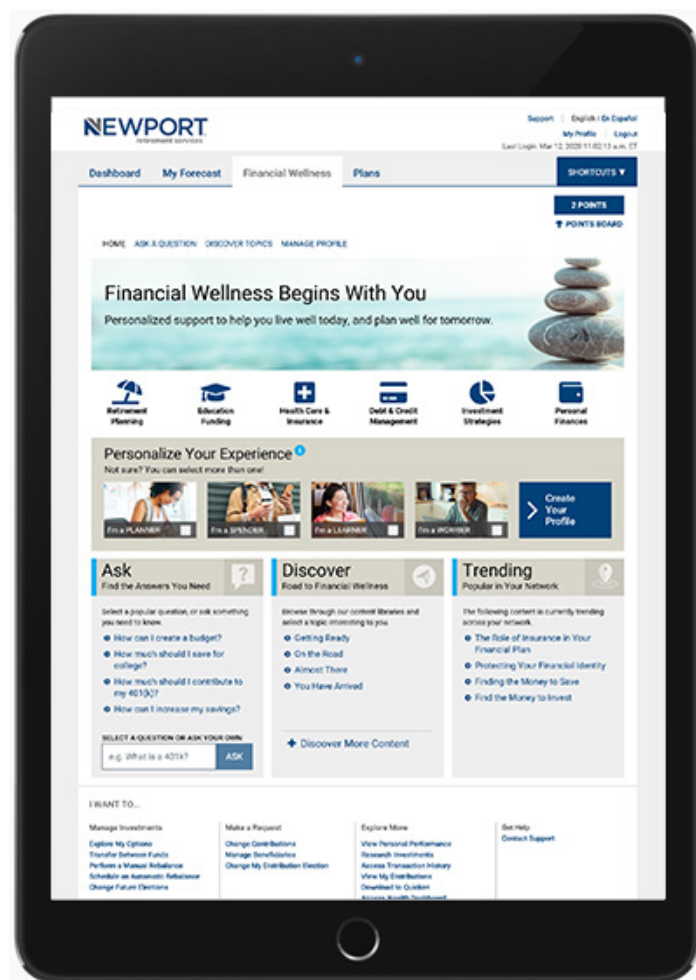
An employee retirement plan is often the back bone of a company's benefits package. Today, it is essential to help attract new talent, build employee morale, reduce turnover, increase productivity and more.

Best of all, Newport Secure Retirement can help your employees take control of their financial future. Once enrolled in the plan, your employees will enjoy our:

**Intuitive Website:** Our dynamic website allows easy access and account management anytime, anywhere online and on our mobile app. Available in English and Spanish, it features financial wellness offerings that make it easy to learn about retirement, and help empower employees to prepare for their financial future.

**Participant Service Center:** Newport representatives are available to answer your employees questions, validate information, fulfill transaction requests and provide support in English and Spanish. Other languages are easily accessible.

**Financial Wellness Offerings:** Not only can participants learn to make good decisions about their retirement plan, but through our financial wellness center, participants have access to videos, articles, calculators and resources to empower them to feel more secure about their financial future.





## LET'S GET STARTED

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Year after year, our clients recognize us for our enthusiasm and commitment to providing them—and their employees—with the best service in the industry\*. Simply put, we are passionate about what we do—helping people build a better retirement.

Newport Secure Retirement is a bold new way to re-think the traditional retirement plan, and help more people secure their financial future.

Are you ready to re-think the retirement plan, too? Let's get started.

Visit [newportpep.com](https://newportpep.com) or  
contact your advisor or  
Newport representative to  
[request a proposal.](#)

### OUR AWARD WINNING SERVICE

#### Commitment to Client Service

Newport is consistently recognized for providing industry-leading support to our clients and their employees. Our latest honors include **64 “Best in Class” awards\*** including **19 for plan administration**, **9 for plan sponsor services** and **16 for plan sponsor service teams/support.**

#### Impactful Websites

Our plan sponsor and plan participant websites as well as our mobile experience are among the retirement industry's best according to DALBAR, a market research firm. In DALBAR's most recently quarterly review\*\* we were named **#2 participant website** and **#6 plan sponsor website.**

\*2020 Defined Contribution Survey, PLANSPPONSOR magazine

\*\*Q2 2021

*Newport Group, Inc. and its affiliates provide recordkeeping, plan administration, trust and custody, consulting, fiduciary consulting, insurance and brokerage services. Investment Advisory and fiduciary consulting services are offered through Newport Group Consulting, LLC, a registered investment adviser and wholly owned subsidiary of Newport Group, Inc. For more information about Newport Group Consulting and its services, please visit [newportgroup.com](http://newportgroup.com) or refer to our Form ADV Part 2, which is available by contacting us at 407-333-2905, or visiting our website.*

*Newport Group, Inc. is a registered Pooled Plan Provider offering professionally-managed Pooled Employer Plans (PEPs). More information regarding Newport's registration and available plans can be found using the search function at [www.efast.dol.gov](http://www.efast.dol.gov).*

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