A retirement plan *for engineers...*  
*by engineers*
Become part of something bigger and overcome complexity

When you become part of the ACEC Retirement Trust, you get a powerful partner with strong resources, keeping your own resources focused on your business and reacting to, and taking advantage of, the latest business trends.

- Over $2 billion in asset
- Enhanced fiduciary protection for individual plans
- High quality, cost-effective administration and recordkeeping
- Access to a wide range of investment options available at a lower cost than individual firm plans
- Customized education, proactive plan design and quarterly review and reporting
- Student Loan Repayment Solution – tax advantage solution for employers

1. Information as of 8/2018, Empower Retirement
Meet your regional ACEC RT Trustees

Region 6
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Trustee
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mark.eberly@acecrt.com

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Region 5
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Trustee
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Corpus Christi, TX 78406
dan.leyendecker@acecrt.com

Bruce McFarland
Executive Director
ACEC Retirement Trust
Roswell, GA 30076
brucemcfarland@acecrt.com
A fiduciary you can trust

➢ Fully compliant 404(c) platform
➢ Continuous investment review, analysis and monitoring
➢ ERISA 3(38) plus investment fiduciary services and protection
➢ Review of plan service providers and related expenses
➢ Annual and ongoing fiduciary training in ERISA fiduciary compliance
➢ Quarterly Plan Sponsor Meeting
Our consultant team

**CAPTRUST**
Investment Consultant
Conducts an independent review of the investment options offered by the Trust and prepares quarterly investment reports.

**Empower Retirement**
Recordkeeping Consultant
Provides a dedicated service team to deliver individualized attention to your plan(s), as well as all recordkeeping services.

**McDermott Will & Emery**
Legal Consultant
Consults with the Trustees to provide legal oversight to the Trust with respect to ERISA.

**Pensionmark**
Education Consultant
Nationally recognized advisory firm delivering a Financial Wellness program and retirement education to plan participants.
Your service team

Each Plan Sponsor is provided a Client Service Manager and a local Relationship Manager

➢ Plan design, compliance, guidance and support
➢ Monitoring and briefing on regulatory updates
➢ Support with Enrollment Meetings and education
➢ Develop strategies to improve the overall health of your plan
➢ Option to provide paperless transaction processing and approval
➢ Real time plan level reports are available to Plan Sponsors
➢ Targeted Participant education materials are available to all plans at no additional cost
➢ Support with Enrollment and Education Meetings
ACEC RT Student Loan Repayment Solution

SLR + Qualified plan contributions - ONLY TAX ADVANTAGED SOLUTION AVAILABLE

➢ Cutting-edge solution to the student loan debt crisis
➢ Tool to attract and retain talent
   • Easy to understand and valued benefit by employees
➢ Enables plan sponsors to make tax-qualified 401(k) plan contributions tied to an employee's student loan repayments
   o Model amendment for ACEC RT plan sponsors
     • Employee makes after-tax payments of up to 2% compensation toward qualified student loans
     • Employer contributes of up to 5% compensation to employee’s 401(k) plan account – pre-tax contribution
Eligible student loans are the following:

- Federal Perkins Loans
- Private Student Loans
- Subsidized and Unsubsidized Stafford Loans (FFELP/Direct)
- Health Professional Loans
- Grad PLUS Loans (FFELP/Direct)
- Student Consolidation Loans
- Student Refinance Loans
- State Loans
- Other educational loans, as determined by the Administrator
A comprehensive Financial Wellness Program

➢ Toll-free Financial Wellness Help Center
➢ Employee Gap / Needs Analysis
➢ Point-in-Time Advice
➢ Personal Financial Portal
➢ Employee Retirement Connect
➢ Monthly Education Webinars
➢ Online Education Center
➢ Social Media
Why You Should Belong to ACEC Retirement Trust
Cost benefit to participating firms

Plan Sponsor cost: $25 per eligible participant annually to a max of $2,500 annual plan cost.

<table>
<thead>
<tr>
<th>Service</th>
<th>Standard Cost per Plan**</th>
<th>Cost to Plans Participating in ACEC RT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Signature Ready 5500 Preparation</td>
<td>$1,000</td>
<td>Included</td>
</tr>
<tr>
<td>Annual &amp; Interim Non-Discrimination Testing</td>
<td>$500</td>
<td>Included</td>
</tr>
<tr>
<td>Plan Document Services</td>
<td>$350 amendment</td>
<td>Included</td>
</tr>
<tr>
<td>Trustees services</td>
<td>$500</td>
<td>Included</td>
</tr>
<tr>
<td>Participant Enrollment &amp; Education Meetings</td>
<td>$1250 / day</td>
<td>Included</td>
</tr>
<tr>
<td>Withdrawal / Distribution fee</td>
<td>$35 / event</td>
<td>Included</td>
</tr>
</tbody>
</table>
## Cost benefit to participants

### Fees Analysis
ACEC Retirement Trust

<table>
<thead>
<tr>
<th>Service</th>
<th>Standard Cost to Non-Trust Plan Participants^</th>
<th>Cost to Participants in the ACEC RT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant Loans</td>
<td>$75-$100 per loan</td>
<td>Included</td>
</tr>
<tr>
<td>Participant Distributions</td>
<td>$50-$75 per request</td>
<td>Included</td>
</tr>
<tr>
<td>Financial Hardship Distribution</td>
<td>$50-$75 per request</td>
<td>Included</td>
</tr>
<tr>
<td>Managed Account Services</td>
<td>0.35%-0.65%</td>
<td>0.15%-0.45%</td>
</tr>
</tbody>
</table>

Total Bundled Expense* 0.46%

*Average Investment Expense represents dollar weighted average based on November 30, 2018 assets and Trust expenses from 10/1/2017 - 9/30/2018 (Updated Annually)

^Based on industry averages. For informational purposes only.
Our investment line-up and success in fund selection

On average, 94% of the investments have performed at or above the market indices and/or peer groups.*

*Measured against market indices and/or peer groups. This information represents only actively managed investments and excludes target date funds and GMWB products.
ACEC RT Declining Average Bundled Expense Ratio Chart

ACEC RT 8 Year Average Expense Ratio*

<table>
<thead>
<tr>
<th>Date</th>
<th>Expense Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>0.84%</td>
</tr>
<tr>
<td>2013</td>
<td>0.76%</td>
</tr>
<tr>
<td>2014</td>
<td>0.74%</td>
</tr>
<tr>
<td>2015</td>
<td>0.58%</td>
</tr>
<tr>
<td>2016</td>
<td>0.58%</td>
</tr>
<tr>
<td>2017</td>
<td>0.56%</td>
</tr>
<tr>
<td>2018</td>
<td>0.52%</td>
</tr>
<tr>
<td>2019</td>
<td>0.46%</td>
</tr>
</tbody>
</table>

*Historical ACEC RT data, and current Average Investment Expense Ratio represents dollar weighted average based on September 30, 2018 assets and Trust expenses from 12/1/2018 (Updated Annually).
Dedicated to helping our members

**Fiduciary Support**
- Minimize and clarify plan costs
- Implement fiduciary best practices & training
- Monitor and benchmark service providers
- Streamlining plan administration
- Comprehensive fiduciary documentation

**Plan Design Optimization**
- Plan Health analysis
- Optimize design based on goals and demographics
- Automating plan features
- Increasing employee participation and deferrals levels
- Maximizing employer plan contribution deduction limits

**Financial Wellness**
- Personal Financial Portal with Gap/Needs analysis
- Toll-Free bilingual participant call center
- Employee education strategies
- Point-in-Time Advice
- Online Education Center
- Social Media

**Investment Services**
- Outcomes based investment philosophy
- Focus on performance consistency and risk mitigation
- Trust-Level Investment Policy Statement
- Quarterly investment review process
You say, “Let’s move.” We’ll do the rest.

➢ We will handle all aspects of the conversion process
  ➢ Dedicated conversion specialists, managers, and technical experts
  ➢ Weekly updates
  ➢ Customized transition plan timeline
  ➢ Measured results

➢ Conversions completed in approximately 60 - 90 days
Why should you belong to the ACEC Retirement Trust?

- Enhanced fiduciary protection
- Advantages of $2 billion in assets
- Institutionally-priced investments
- Continuous plan sponsor & participant education
- Wide range of investment options
- Continuing program review & development
- Included annual plan testing & 5500 preparation
- Operated by engineers for engineers
Why ACEC RT?

Want more information on our program?

Lydia Zabrycki

Director, ACEC RT Education

Phone: (559) 284-0370
Email: Lydia.Zabrycki@acecrteducation.com
Great-West/Empower Retirement affiliates Disclosures

Great-West is not serving as a fiduciary or an investment advisor registered under the Investment Advisers Act of 1940 or any State law with respect to the Trust or any plan participating in the Trust.

PLAN SERVICES: Great-West is the record keeper for the Trust and for plans participating in the Trust and their services include: performing the duties necessary for the participating plans to comply with legal, regulatory and the respective plan's own requirements. Some of these duties include plan document service, compliance service and distribution tax reporting. Plan services would also include plan communication, education, enrollment, website and voice response system.

PARTICIPANT SERVICES: Great-West services also include performing, creating and maintaining records of all participant and beneficiary accounts and the transactions and changes affecting them. This may include participant loan initiation, loan maintenance, fund transfers, distributions or hardship withdrawals. Participant services would include communications to the participant - quarterly statements and newsletters.

Plans can retain Advised Assets Group, LLC (“AAG”), a federally-registered investment adviser, to provide account management, investment advice and guidance services to Plan participants. AAG is an affiliate of Great-West. AAG acts as a fiduciary under ERISA in providing the Managed Account service and the Online Investment Advice service described below.

At the written election of a Plan participant, AAG will provide the following services:

Managed Account Service. The Managed Account service is designed for the “Do-It-For-Me” investor who wants a financial expert to manage their account, using funds from within the Trust’s lineup. This solution will automatically rebalance and reallocate the participant’s portfolio on a quarterly basis. There is a separate fee to the participant for this service.

Online Investment Advice. The Online Investment Advice service is designed for the “Help-Me-Do-It” investor. This option provides tailored, fund-specific recommendations for each participant but allows the participant to make the final decision and implement the recommendations. There is a separate fee to the participant for this service.

Online Investment Guidance. The Online Investment Guidance solution is designed for the “Do-It-Myself” investor who wants confirmation of the most appropriate asset class allocations for their portfolio. Participants choosing this option are still fully in control of their account and will make any desired changes themselves. There is no additional fee for this service.

Fees for these services (as applicable) are deducted directly from a participant’s account.

ADDITIONAL SERVICES: Great-West services also may include, at the election of the Plan, Plan level transactional services as more fully set forth in the ACEC Retiremen Trust/Great-West joint Fee Disclosure document.

DIRECTED TRUSTEE/CUSTODIAN SERVICES: Great-West’s wholly owned subsidiary Great-West Trust Company, LLC provides directed trustee and/or custodian services to the plans participating in the Trust and in that capacity would become a fiduciary with respect to the Plan upon participating in the Trust.
**CAPTRUST Financial Advisors and affiliates**

CAPTRUST Financial Advisors serve as a co-fiduciary to the Trust alongside the trustees of the Trust and also serves as the investment advisor registered under the Investment Advisers Act of 1940 with respect to the Trust.

**INVESTMENT ADVISORY CONSULTING:** CAPTRUST Financial Advisors is the investment adviser to the Trust and their services include: (i) Trust level investment advice; (ii) Investment Policy Statement development; (iii) Investment Menu development; (iv) Ongoing Investment due diligence; and (v) Fee Benchmarking.

**TRUST PROCESS MANAGEMENT:** CAPTRUST Financial Advisors as the investment adviser to the Trust provides (i) Online Process Documentation; (ii) CAPTRUST and Industry Research; (iii) Electronic Repository of Key Trust Documents; (iv) Maintain Trust Information Supplied by Client.

**VENDOR ANALYSIS:** CAPTRUST Financial Advisors as the investment adviser to the Trust provides (i) Vendor Analysis, Benchmarking and Scoring; (ii) Plan Administration and Investment Cost Comparison; and (iii) Overall Recommendation and Ongoing Due Diligence.

**Pensionmark Retirement Group**

Pensionmark Retirement Group is not serving as a fiduciary or as an investment advisor registered under the Investment Advisers Act of 1940 or any state law with respect to the Trust or any plans participating in the Trust.

Pensionmark Retirement Services serves as the participant education specialist providing participant financial wellness programming that includes: (i) an online web portal offering participants a simple and secure location to monitor the financial components of their lives which includes account monitoring, daily real time account updates, spending and budgeting analysis, workshops on spending and investing, comprehensive reporting on cash flow, retirement, investments, etc., and reward tracking; (ii) a gap analysis that helps participants assess if they are on track to meet their retirement goals and which provides participants with personalized tools to help them manage their progress, and if needed, offers ideas on how they can adjust their financial strategy; (iii) Retirement Connect which consists of a comprehensive suite of deliverables sent directly to your participants to help them stay updated on retirement and market trends; (iv) the online Investor Education Center offers a variety of interactive tools and resources to help participants navigate their financial choices.

Pensionmark Retirement Services in providing these services is not acting as a fiduciary under ERISA.

**McDermott Will & Emery**

McDermott Will & Emery is not serving as a fiduciary to the Trust nor as an investment advisor registered under the Investment Advisers Act of 1940 or any state law with respect to the Trust or the Plan.

**TRUST SERVICES:** McDermott Will & Emery is the legal advisor to the Trust providing legal advice under ERISA and the Code, to ensure the continued tax exempt status of the Trust and to assist the Trustees of the Trust in satisfying their duties under ERISA and the Code.