



Flexible Plan Design for Pooled Employer Plans

We understand, no two employers are alike. Our plan design flexibility supports your needs and objectives while helping drive better employee outcomes.

| Plan feature | Available options | Notes |
|--|--|---|
| Eligibility | Determined by employer | Flexible age and service requirements. Must be the same across all employee groups. |
| | | Service requirement with an hours worked requirement is limited to 1 year of service and 1,000 hours only. |
| | | Dual eligibility allowed for match and profit sharing. Safe harbor contributions must always follow deferral eligibility. |
| | | Service requirement of 2 months or more for The Standard to be responsible for providing enrollment notification to newly eligible participants. |
| | | Service requirement based on number of days worked (e.g., 90 days) is not permitted. |
| | | Service requirement of less than 1 year with an hours requirement (e.g., 3 months of service and 250 hours) is not permitted. |
| Vesting | Determined by employer | Same for all sources (e.g., profit sharing & match). |
| Service crediting method | Determined by employer | Actual hours, equivalency, and elapsed time available. Actual hours must be used for employer allocation conditions. |
| Matching contributions | Determined by employer | Document provides discretionary matching options. |
| | | Same formula for all eligible employees. |
| Safe harbor contributions | Determined by employer | All safe harbor options available. Optional for each participating employer. |
| Employer non-elective/profit sharing contributions | Determined by employer | All profit sharing options available, including class allocation/cross tested methods. |
| Automatic enrollment | Determined by employer. Must use The Standard's contribution rate management service and we will manage automatic enrollments. | ACA, EACA, QACA options all available. |
| | | Auto enrollment rate cannot be a dollar amount or Roth. |
| Excluded classes | Limits to excluded class options | May exclude union, non-resident aliens, Puerto Rican residents, and/or leased employees. No other excluded classes or part-time/temporary/seasonal exclusion. |
| Commence/modify deferral elections | Determined by Pooled Plan Provider | Must use next pay period for commence/modify frequency. |
| ADP/ACP testing methodology | Determined by employer | Current or prior year testing available. |

| Plan feature | Available options | Notes |
|------------------------|---|--|
| Loan provisions | Determined by employer. The Standard will manage all loan provisions and plan participant loan requests online using the participant website. | Loan provision will include: <ul style="list-style-type: none"> • \$1,000 minimum • The Standard manages the loan rate • Allow 1 general loan and 1 residential loan • Refinances and re-amortizations allowed • Loan repayment election of participant ACH or payroll payments for all new loans • Maximum of two new loans allowed per year • Loans are available for any reason (not restricted to hardship reasons) • Loans are available from all sources |
| Available sources | Employer contributions determined by employer Pre-tax and Roth(k) deferrals are required | Available sources: <ul style="list-style-type: none"> • 401(k) pre-tax • Roth(k) • Employer match • Employer profit sharing/non-elective • Safe harbor – match and non-elective • Rollovers • Catch-up contributions allowed • Prevailing wage available (if applicable) • No after-tax available |
| Prevailing wage | Available | If employer has prevailing wage: <ul style="list-style-type: none"> • Requires immediate eligibility with no eligibility service requirements • Automatic enrollment is not available as an election |
| Self-directed accounts | Determined by employer | Optional. Must use The Standard's self-directed account service if elected. |
| Normal retirement age | Determined by Pooled Plan Provider | Age 65. |
| Distribution options | Determined by Pooled Plan Provider. The Standard will manage all distributions for participating employers. | Available distribution options include: <ul style="list-style-type: none"> • Hardships – 100% vested sources • In service at age 59½ – 100% vested sources • Lump-sum, installments, partial withdrawals |
| Roth conversions | Determined by Pooled Plan Provider | Roth conversions required. |
| Forfeiture usage | Determined by Pooled Plan Provider | Used to reduce expenses and employer contributions. |
| Compensation | Determined by Pooled Plan Provider | Same definition of compensation for all sources. K-1 compensation allowed for sole proprietors and partnerships. The Standard must review and approve any compensation exclusions. |
| Force-out provision | Determined by Pooled Plan Provider | Will utilize a \$7,000 force-out provision. The Standard will manage all force-outs. |

The Standard | 1100 SW Sixth Avenue, Portland, OR 97204 | standard.com

For financial professional and employer use only. Not for use with participants.

This document provides a summary of key plan provisions. Additional plan provisions may be applicable and will be discussed at the time of implementation.

The Standard is the marketing name for StanCorp Financial Group, Inc., and its subsidiaries. Standard Retirement Services, Inc. provides financial recordkeeping and plan administrative services. Standard Retirement Services, Inc. is a subsidiary of StanCorp Financial Group, Inc.