



**HENDERSON
BROTHERS®**
FINANCIAL PARTNERS



AGC of Ohio Retirement Partner

ANKR 401k PEP

January 2026

Agenda

- What is a PEP
- Employer Responsibilities for a 401(k) plan
- Adopting employer responsibilities in a PEP
- Next Steps

Introducing an Easy and Affordable Retirement Solution

ANKR 401k PEP

A PEP is a new kind of retirement plan that's like a traditional retirement plan but enables employers of all sizes to join together for potential efficiency and cost savings.

Three reasons to consider a PEP

- **Lower cost:** Costs are spread across a larger participant and asset base, typically reducing the costs for each employer in the plan. Participating employers may also have more access to institutional class mutual fund shares.
- **Less fiduciary responsibility:** Along with your financial advisor, the pooled plan provider (PPP) handles most of the fiduciary duties.
- **Less time and effort:** The PPP also handles much of the administration—including eligibility, beneficiary tracking, and plan disbursements.

For you

- Newport Group, Inc., an Ascensus company, is the 402(a) named fiduciary and 3(16) administrative fiduciary
- Integrated with Henderson Brothers Financial Partners as the independent 3(38) investment manager
- Integrated trust and custody services
- Digital access to all plan functions and information
- Payroll contribution tracking and integration

For your employees

- Easy-to-use website and call center support
- Spanish-language website and call center services are available
- Full suite of participant educational materials
- Financial wellness program
- Integrated managed account services

Retirement Plans Have Never Been Easier

Shift your responsibilities and ease your burdens by moving from a single-employer plan* to a PEP.



Single-Employer Plan



PEP

Responsibility					
Employer		Adopting Employer	Pooled Plan Provider	Henderson Brothers as Adviser	Henderson Brothers as 3(38)
N/A	Selects and monitors the pooled plan provider (PPP)	✓			
•	Selects plan design provisions	✓			
•	Compiles and completes year-end census data	✓			
•	Submits timely and accurate payroll and plan contributions	✓			
•	Has discretionary authority over plan investments				•
•	Consults on plan design		•	•	
•	Manages participant communications and education		•	•	
•	Conducts investment meetings			•	
•	Serves as 402(a) named fiduciary		•		
•	Serves as 3(16) operational fiduciary		•		
•	Reviews, signs, and files Form 5500		•		
•	Reviews and signs off on compliance testing		•		
•	Monitors plan eligibility		•		
•	Handles beneficiary tracking		•		
•	Prepares and approves required notices and reports		•		
•	Reviews/Approves/Signs off on all distributions		•		
•	Reviews and approves all qualified domestic relations orders (QDROs)		•		
•	Selects and works with plan auditors		•		

*Based on standard provisions and structure; division of responsibilities may vary.

Next Steps

Data needed to provide a proposal and a fee benchmarking report

- Plan Adoption Agreement and Summary Plan Description (SPD)
- List of plan assets broken down by investment option
- Most recent Participant Fee Disclosure Notice – 404(a)(5)
- Most recent Plan Sponsor Fee Disclosure Notice – 408(b)(2)

Note: The above information should be easily available on the recordkeepers plan sponsor website

Benefits

Helps meet Fiduciary Obligations

Plan Sponsors and Fiduciaries are responsible for determining if a plan's fee are reasonable.

Requesting a proposal and fee benchmarking report helps you meet that obligation.

Thank you!!



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Disclosures

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