



2022 Retirement Plan Participants Review

Henry J. Austin Health Center

Platform: ADP



About Our Firm & How we help...



MASTER PLAN
Investment Group

Personal Financial Services

- Multi-Generational Wealth Management
- Investment Management
- Financial Planning
- Insurance & Long-Term Care Solutions

Business & Non-Profit Financial Services

- Investment Management (including ESG)
- Financial Consulting
- Employer Retirement Plan Management
- Employee Financial Wellness Programming

Financial Education Seminars (Webinars)

Ka'Neda N. Bullock

CFP, MBA, AIF, APMA

- Designations & Licenses
 - CERTIFIED FINANCIAL PLANNER™
 - Accredited Investment Fiduciary (AIF)
 - NAPA ESG(k) Certificate Holder
 - Accredited Portfolio Management Advisor (APMA)
 - Investment security licenses: Series 66 & 7
 - Insurance licenses: Life and Long-term care
- Experience & Awards
 - 10+ years industry experience (corporate and independent)
 - Investment News Top 40 Under 40 Financial Professionals
 - NAPA Top Women Advisors – Rising Star
 - YWCA Princeton Tribute to Women Honoree
- A Personal Touch
 - Mother of two, wife of 10+ years
 - World traveler, visited over 20 countries
 - Gardening and performing arts enthusiast



How We Partner With You and Your Organization



About Your HJA ADP 401(k) Plan


- **Human Resources Contact: Maria Santiago**
- **Current Discretionary Match: 2%**
- **ADP Participant Services Contact: 1 (866) 695-7526 M-F 8am-9pm**
- To view and make changes to your account online, visit www.My.ADP.com
- Monthly Options to Talk: Financial Wellness Wednesdays – Fourth Wednesday of the Month
- Master Plan offers 1:1 consultations with each participant to discuss financial needs and goals
 - Email us at myplan@masterplaninvestmentgroup.com to schedule

About Your HJA ADP 401(k) Plan

ACCOUNT RESOURCES

You can access your retirement savings account anytime¹, make changes and perform transaction through:

- ADP Mobile Solutions App
- My.ADP.com
- 1-866-695-7526

 **QUESTIONS?** Representatives are available Monday through Friday, 8am – 9pm, Eastern Time.

The ADP Mobile Solutions App and the website allow you to:

- Check account balances
- Enroll and make account changes
- Research plan investments and request investment changes
- Access retirement planning tools and calculators
- Get prospectuses

About Your HJA ADP 401(k) Plan

READY TO ENROLL?

Text Enroll 401k to 72408

Eligibility

Invest in yourself and take advantage of your retirement savings plan benefit.

- You will be automatically enrolled into the Plan. A voluntary elective contribution of 3% will be deducted from your pay before-taxes and deposited in your retirement account in the Plan's default fund. For more information, including important dates, please refer to your Welcome Letter.

If you decide now is not the right time to start saving, you can decline enrollment through My.ADP.com, Voice-Response System or ADP Mobile Solutions App. You can always change your mind and enroll later.

- 21 years of age on the next plan entry date
- You must have completed 3 month(s) of service by the next plan entry date

About Your HJA ADP 401(k) Plan

Contributions

You can take an active part in your financial wellness by contributing as much as you can to your retirement account. Your contribution option(s) are listed below:

- **Before-tax:** 1% to 90%
- **Roth 401(k):** 1% to 90%
- The total maximum amount you may contribute to the Plan is 90%.
- You have the option of electing a flat dollar amount to contribute each pay period.
- The total dollar amount you may contribute to the Plan is \$20,500.
- If you are considered a Highly Compensated Employee, the total maximum amount you may contribute to the Plan may be limited.
- **Catch-up Contributions:** If you're 50 years of age or older, you may also make a catch-up contribution in excess of Internal Revenue Code or Plan Limits. This year, you can save an additional \$6,500.

About Your HJA ADP 401(k) Plan

Rollovers

Rollovers from a previous qualified retirement plan or a Rollover Individual Retirement Account (IRA) are accepted into the Plan, even if you have not yet met the Plan's age and service requirements. Additional information is located in the **Rollover Form**.

Employer contributions

- Your employer may make a discretionary percent.

Vesting

- Your contributions and any amounts you rolled into the Plan, adjusted for gains and losses, are always 100% yours.
- Your company contribution account vests according to the following schedule:

Years of service:	1	2	3	4	5	6	7
Match % vested:	0%	20%	40%	60%	80%	100%	

About Your HJA ADP 401(k) Plan

Distribution options

Planning for your retirement is a long-term commitment and the money you have saved should be considered “untouchable” and used only as income in retirement. In the event of a financial need, you have the following distribution options available to you:

Loans

- Number of outstanding loans allowed at any one time: 3.
- Minimum loan amount: \$500.00
- Maximum repayment period: Generally, 5 years, unless for the purchase of a primary residence
- Loan interest rate information can be obtained by logging into your account > Loans & Withdrawals > View or Request a Loan
- A fee may apply if you take a loan from your retirement plan account. Fee information can be obtained by logging into your account > Plan Information > Participant Fee Disclosure > Individual Expenses

About Your HJA ADP 401(k) Plan

Withdrawals while employed

- After-tax
- Rollover
- Age 59½
- Hardship

About Your HJA ADP 401(k) Plan

Withdrawals after employment

You may receive a distribution of the vested portion of some or all of your retirement account balances in the Plan for the following reasons:

- Termination of employment
- Normal retirement
- Disability
- Death

Special rules exist for each type of withdrawal. You may be subject to a 10% penalty in addition to federal and state taxes if you withdraw money before age 59½. For more information, review the **Special Tax Notice** located in the retirement plan website.

About Your HJA ADP 401(k) Plan



CONGRATULATIONS ON TAKING THE FIRST STEP TO INVEST IN YOURSELF AND YOUR RETIREMENT. ONCE ENROLLED IN THE PLAN, BE SURE TO TAKE ADVANTAGE OF SEVERAL FEATURES, SUCH AS:

Save Smart®

This is a plan feature that allows you to automatically increase your retirement plan contribution percentage. You can elect a 1%, 2% or 3% increase to your before-tax contribution. The increase will go into effect each year, on the date you choose.



You should evaluate your ability to continue saving in the event of a prolonged market decline, unexpected expenses, or an unforeseeable emergency.

Automatic Account Rebalancing



This is an account tool that allows you to keep your current investment mix (balance by investment fund) consistent with your current investment strategy for new contributions. Once you have made an investment allocation election for new contributions, Automatic Account Rebalancing will rebalance your account based on your preference: quarterly, semi-annually, or annually.

Keep in mind that rebalancing your funds, switching out of an investment, when the market is doing poorly means locking in the loss.



Your HJA ADP 401(k) Plan Investments

Ticker 	Name 	1 Mo	Last QTR End	1 Yr	5 Yr	10 Yr	YTD	Inception Date
RFTTX	American Funds 2010 Target Date Retirement Fund - Class R6 02630T282	-5.88%	-5.20%	-11.26%	2.98%	4.95%	-14.55%	07/13/09
RFJTX	American Funds 2015 Target Date Retirement Fund - Class R6 02630T290	-6.21%	-5.41%	-12.42%	3.16%	5.43%	-15.88%	07/13/09
RRCTX	American Funds 2020 Target Date Retirement Fund - Class R6 02630T316	-6.44%	-5.47%	-13.19%	3.41%	6.01%	-16.76%	07/13/09
RFDTX	American Funds 2025 Target Date Retirement Fund - Class R6 02630T324	-6.66%	-5.59%	-14.86%	3.95%	6.98%	-18.55%	07/13/09
RFETX	American Funds 2030 Target Date Retirement Fund - Class R6 02630T332	-7.12%	-5.64%	-16.41%	4.42%	7.72%	-20.48%	07/13/09



Your HJA ADP 401(k) Plan Investments

Ticker 	Name 	1 Mo	Last QTR End	1 Yr	5 Yr	10 Yr	YTD	Inception Date
RFFTX	American Funds 2035 Target Date Retirement Fund - Class R6 02630T340	-7.55%	-5.60%	-18.15%	5.17%	8.36%	-22.63%	07/13/09
RFCTX	American Funds 2040 Target Date Retirement Fund - Class R6 02630T357	-7.86%	-5.59%	-19.58%	5.34%	8.57%	-24.23%	07/27/09
RFHTX	American Funds 2045 Target Date Retirement Fund - Class R6 02630T365	-7.98%	-5.59%	-20.21%	5.36%	8.63%	-24.88%	07/13/09
RFITX	American Funds 2050 Target Date Retirement Fund - Class R6 02630T373	-8.02%	-5.53%	-21.00%	5.31%	8.62%	-25.51%	07/13/09
RFKTX	American Funds 2055 Target Date Retirement Fund - Class R6 02630T217	-8.13%	-5.48%	-21.59%	5.15%	8.53%	-26.02%	02/01/10



Your HJA ADP 401(k) Plan Investments

Ticker 	Name 	1 Mo	Last QTR End	1 Yr	5 Yr	10 Yr	YTD	Inception Date
RFUTX	American Funds 2060 Target Date Retirement Fund - Class R6 02631C320	-8.07%	-5.44%	-21.77%	5.11%	N/A	-26.12%	03/27/15
RFVTX	American Funds 2065 Target Date Retirement Fund - Class R6 02631V591	-8.11%	-5.39%	-21.76%	N/A	N/A	-26.14%	03/27/20
BRHYX	BlackRock High Yield Bond Portfolio - Class K 09260B614	-3.90%	-0.32%	-13.09%	1.84%	4.23%	-13.89%	11/19/98
COFYX	Columbia Contrarian Core Fund - Institutional 3 Class 19766M709	-9.50%	-5.67%	-16.97%	8.36%	N/A	-23.36%	11/08/12
CEKYX	Columbia Emerging Markets Fund - Institutional 3 Class 19766M824	-12.25%	-12.04%	-41.58%	-3.06%	N/A	-38.10%	11/08/12



Your HJA ADP 401(k) Plan Investments

Ticker 	Name 	1 Mo	Last QTR End	1 Yr	5 Yr	10 Yr	YTD	Inception Date
FIKRX	Fidelity Advisor Limited Term Bond Fund - Class Z 315807446	-1.96%	-1.88%	-7.90%	N/A	N/A	-7.20%	10/02/18
FPADX	Fidelity Emerging Markets Index Fund 316146331	-11.38%	-12.26%	-28.13%	-2.06%	1.02%	-27.21%	09/08/11
FSPSX	Fidelity International Index Fund 315911727	-9.45%	-10.27%	-25.19%	-0.84%	3.75%	-27.49%	09/08/11
BDBKX	iShares Russell 2000 Small-Cap Index Fund - Class K 09253F887	-9.60%	-2.19%	-23.45%	3.59%	8.60%	-25.05%	03/31/11
JSNWX	John Hancock Income Fund - Class R6 410227813	-3.84%	-2.44%	-12.81%	0.35%	1.94%	-12.85%	09/01/11

Your HJA ADP 401(k) Plan Investments

Ticker 	Name 	1 Mo	Last QTR End	1 Yr	5 Yr	10 Yr	YTD	Inception Date
OIEJX	JPMorgan Equity Income Fund - Class R6 46636U876	-7.40%	-4.66%	-5.35%	8.03%	10.68%	-12.96%	01/31/12
PTRQX	PGIM Total Return Bond Fund - Class R6 74440B884	-4.82%	-4.57%	-16.51%	-0.14%	1.74%	-16.77%	12/27/10
FLYRX	Pioneer Floating Rate Fund - Class Y 72387S308	-3.00%	0.42%	-4.50%	1.89%	2.74%	-5.06%	02/14/07
PDIFX	Principal Diversified International Fund - Class R6 74257B811	-8.25%	-7.84%	-25.70%	N/A	N/A	-28.71%	03/01/19
PGRSX	Principal Global Real Estate Securities Fund - Class R6 742537624	-11.74%	-11.08%	-23.70%	0.84%	N/A	-30.39%	11/25/14

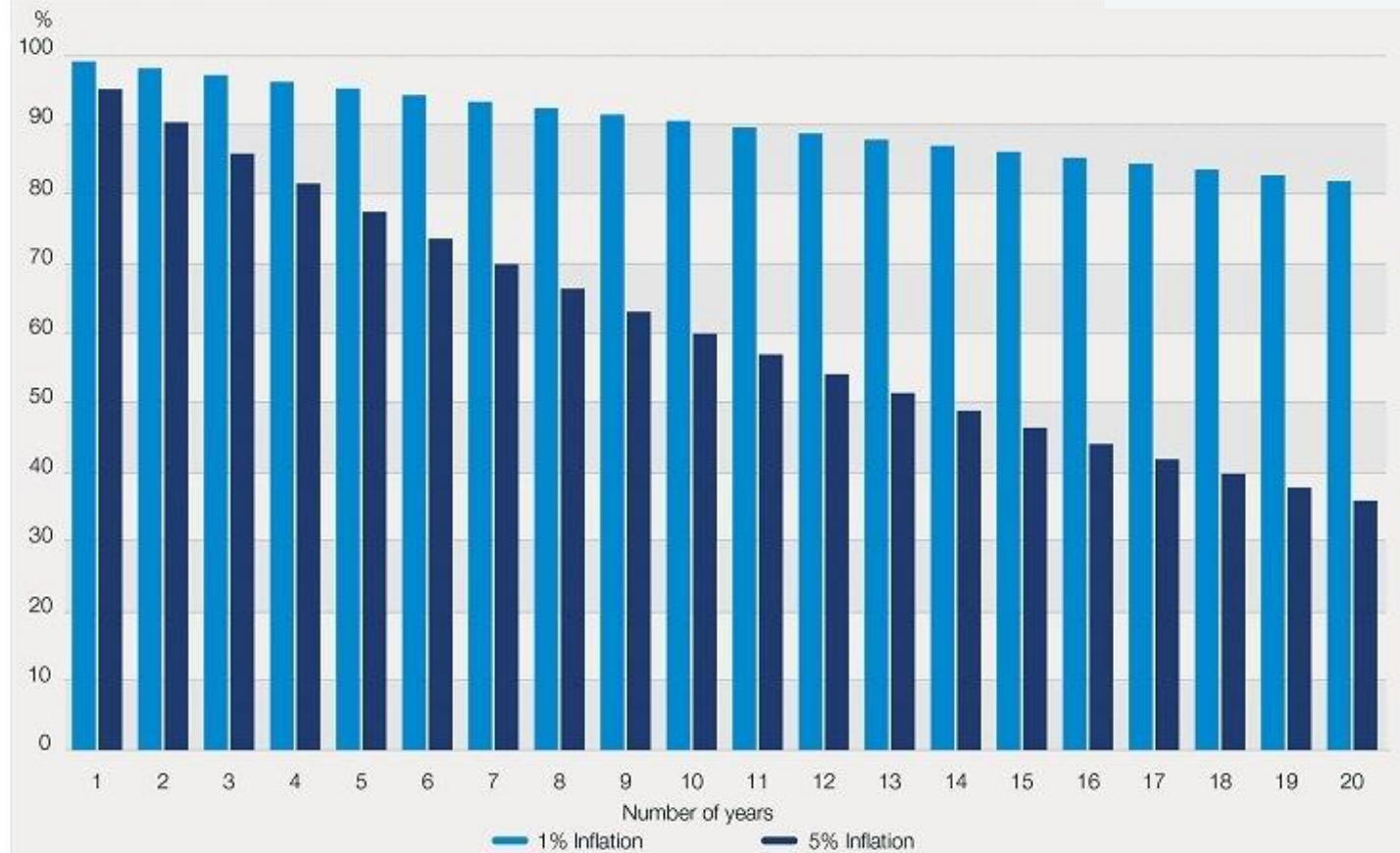
Your HJA ADP 401(k) Plan Investments

Ticker 	Name 	1 Mo	Last QTR End	1 Yr	5 Yr	10 Yr	YTD	Inception Date
VIMAX	Vanguard Mid-Cap Index Fund - Admiral Class 922908645	-9.87%	-4.14%	-19.48%	6.64%	10.45%	-25.43%	11/12/01
TBCIX	T Rowe Price Blue Chip Growth Fund - Class I 77954Q403	-10.46%	-4.69%	-34.74%	7.22%	N/A	-37.35%	12/17/15
PRVIX	T Rowe Price Small Cap Value Fund - Class I 77957Q301	-8.90%	-2.98%	-18.43%	4.94%	N/A	-22.05%	08/28/15
VFIAX	Vanguard 500 Index Fund - Admiral Class 922908710	-9.21%	-4.89%	-15.51%	9.20%	11.66%	-23.89%	11/13/00
VMFXX	Vanguard Federal Money Market Fund - Investor Class 922906300	0.19%	0.50%	0.67%	1.06%	0.62%	0.67%	07/13/81
VWETX	Vanguard Long Term Investment Grade Fund - Admiral Class 922031778	-8.74%	-8.87%	-27.47%	-1.08%	1.98%	-28.41%	02/12/01

Why Invest?

When inflation rises, your purchasing power goes down. If inflation outpaces the interest you earn on your bank account, it will feel like losing money. Your balance might be increasing, but not enough to keep up with higher prices.

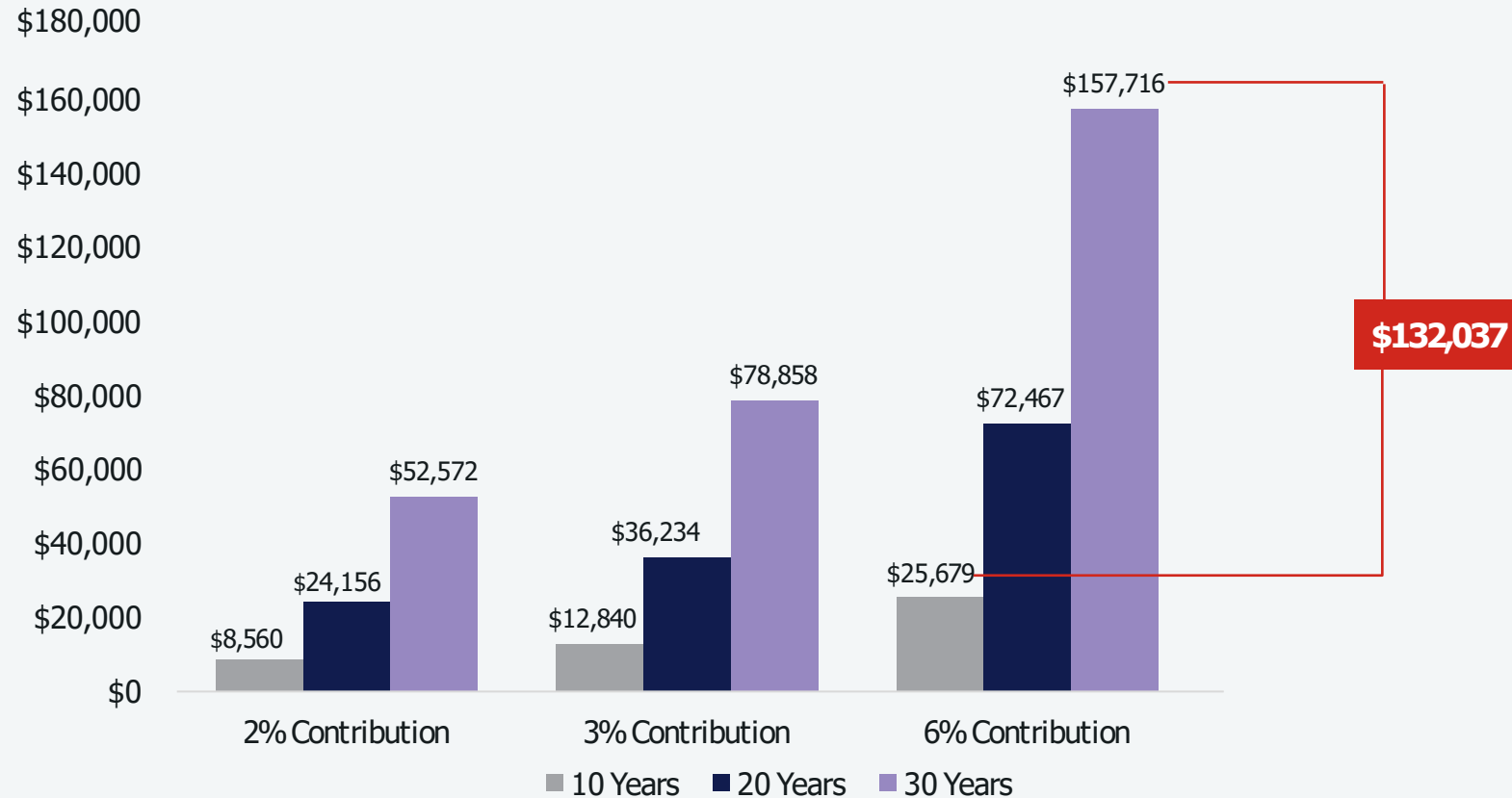
How inflation erodes the value of money



Source: Bank of England UK CPI data. Data correct as at 22/11/16. For information purposes only. This material is not intended to provide advice of any kind. Information herein is believed to be reliable but Schroders does not warrant its completeness or accuracy.

Small Amounts Add Up Over Time

Saving a little more can boost your savings.



For illustrative purposes only. This example assumes a bi-weekly salary of \$1,200, a starting 401(k) account balance of \$0, a 6% average annual effective rate of return compounded daily, and reinvestment of earnings over 30 years. Results are not meant to represent past or future performance of any specific investment vehicle. Investment return and principal value will fluctuate and when redeemed, the investment may be worth more or less than its original cost. All investing involves risk, including the possible loss of principal.

Economic Overview

Q3 2022



Summary Q3 2022

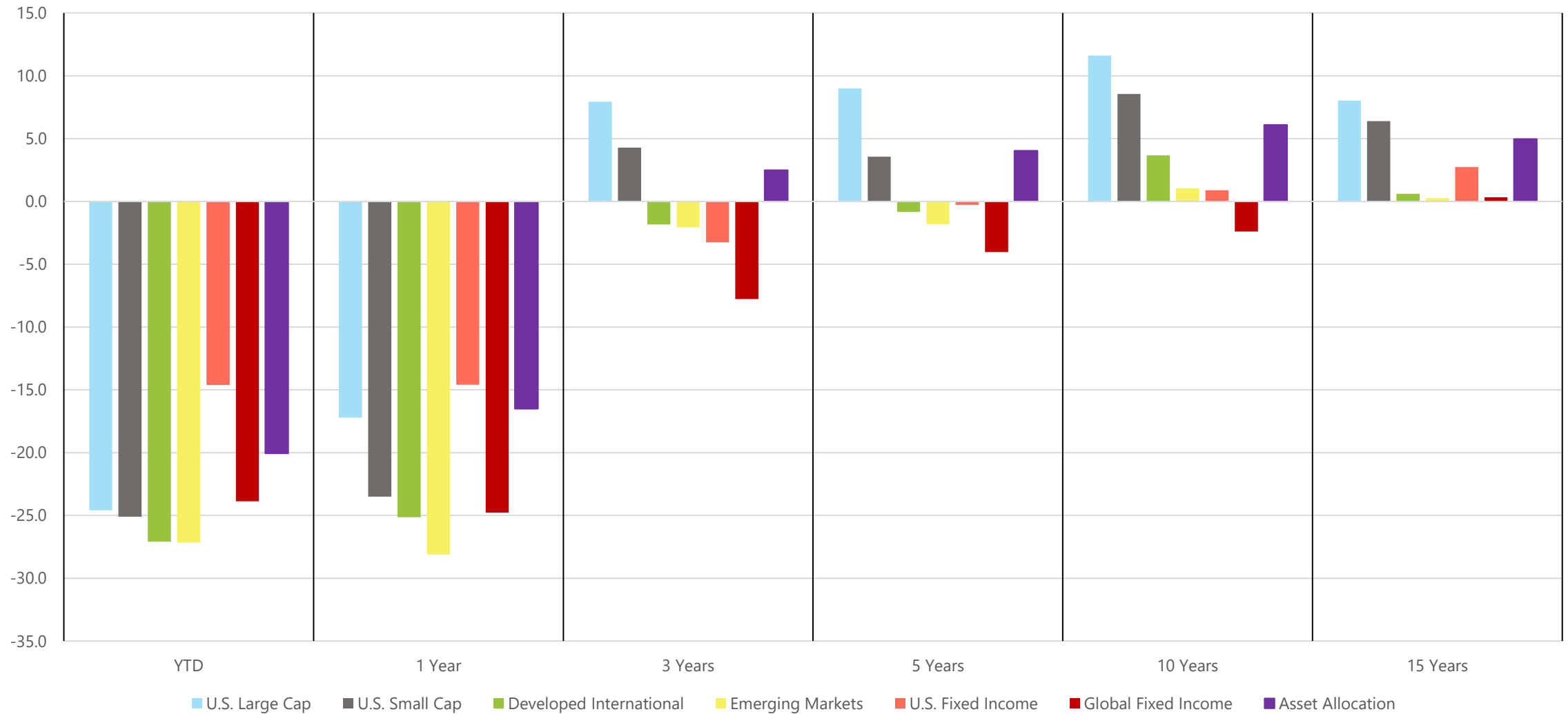
Noteworthy items

- Oil prices begin downward spiral; gasoline follows suit
- Equity markets react as recessionary fears abound amid stable economic backdrop
- Unemployment rate near 40-year low; participation rate increases
- Inflation moderates slightly
- Fed continues with aggressive monetary tightening to fight inflation
- 30-year mortgage rates near 7.0 percent

Themes

- Markets
- Housing
- Inflation
- Employment
- Economic activity

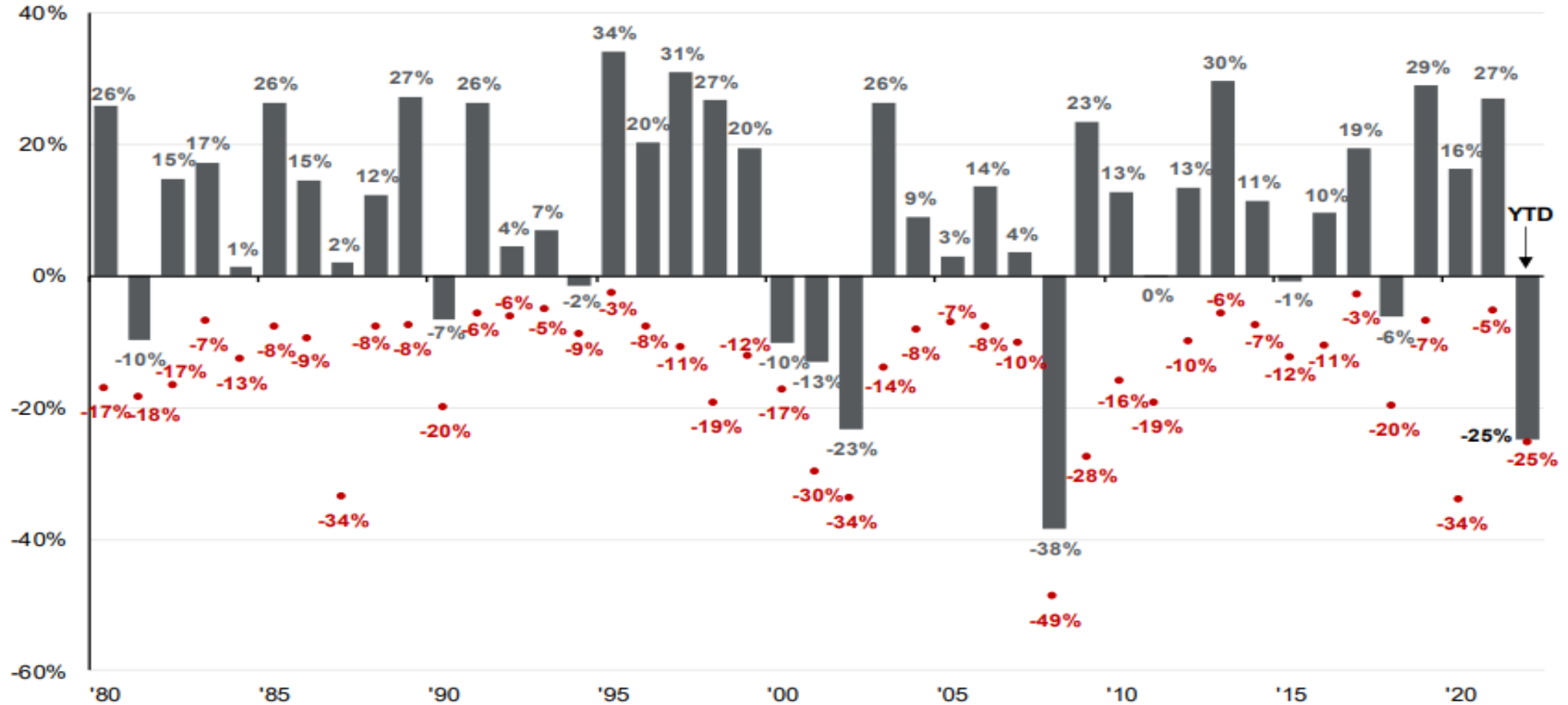
Investment Returns



Annual Returns and Intra-Year Declines

S&P intra-year declines vs. calendar year returns

Despite average intra-year drops of 14.0%, annual returns were positive in 32 of 42 years



Conclusions

- Stocks retreat to 2022 lows; bonds follow suit
- Economic expansion continues as recessionary fears loom
- Inflationary pressures moderating
- Mortgage rates approach 7 percent, sending buyers to the sidelines
- Fed maintains aggressive monetary policy in effort to curb inflation
- Manufacturing and services remain in stable growth territory
- Forecasts are for a continued economy recovery, yet headwinds growing

The background features a complex financial chart with a grid of dashed lines. A prominent candlestick chart is visible, showing price fluctuations. A solid line, likely a moving average, is overlaid on the data. The overall color palette is a mix of dark blue, grey, and yellow, with a semi-transparent white text box in the center.

HOW TO HANDLE MARKET VOLATILITY

Stay focused

U.S. market downturns and recoveries since 2000

Downturn	% Loss		Recovery	
25 months	-44.7	Sept 2000 – Sept 2002	Oct 2002 – Oct 2006	49 months
16 months	-50.9	Nov 2007 – Feb 2009	March 2009 – March 2012	37 months
3 months	-13.5	Oct 2018 – Dec 2018	Jan 2019 – Apr 2019	4 months
3 months	-19.6	Dec 2019 – Mar 2020	Apr 2020 – June 2020	3 months

Dollar-Cost Averaging



Dollar-cost averaging refers to the practice of systematically investing equal amounts, spaced out over regular intervals, regardless of price.



The goal of dollar-cost averaging is to reduce the overall impact of volatility on the price of the target asset; as the price will likely vary each time one of the periodic investments is made, the investment is not as highly subject to volatility.




Dollar-cost averaging aims to avoid making the mistake of making one lump-sum investment that is poorly timed regarding asset pricing.

Emotional Roller Coaster of Investing



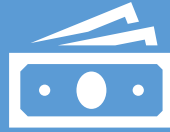
This hypothetical scenario is for illustrative purposes only and is not a prediction of future market conditions.

The background features a collage of financial and business-related items. On the left, a calculator is partially visible with buttons for '6', '3', '+', and '='. In the center, there are several data visualization elements: a bar chart at the top with months from 'may' to 'dec' on the x-axis; a line graph below it with data points connected by lines; a large pie chart in the middle; and a table at the bottom with numerical values. A fountain pen is positioned diagonally across the bottom left. On the right side, there is a stack of US dollar bills and a circular compass rose. The entire scene is overlaid with a semi-transparent yellow filter.

FINANCIAL WELLNESS

125,058	154,568	95,054	124,500
125,487	56,845	97,511	125,000
124,000	110,000	99,011	154,000
150	150,000	99,216	95,000
	35,000	101,090	154,200
		101,684	110,000
		101,962	89,000
			50,000
			2,700

Research shows the benefits of Financial Education & Wellness



“One in four employees agree that the most desired employer benefit is a financial wellness benefit with access to unbiased counselors”(PWS, 2019).



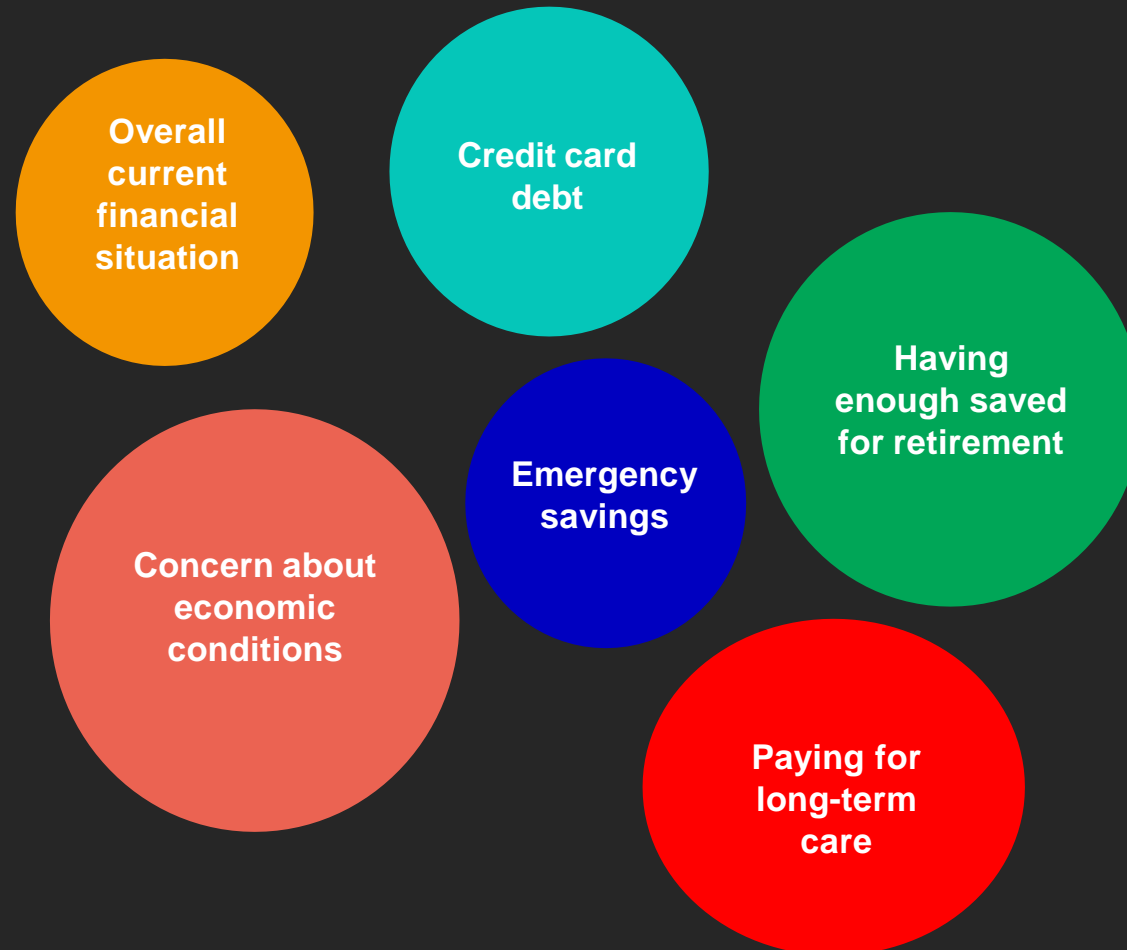
“The top reported benefits from a financial wellness program are preparing for retirement, help control spending, and pay off debt”(PWC, 2017).



“60% of respondents said they are not financially well and that they could benefit from better financial wellness”(Enrich, 2020).

Top Stressors

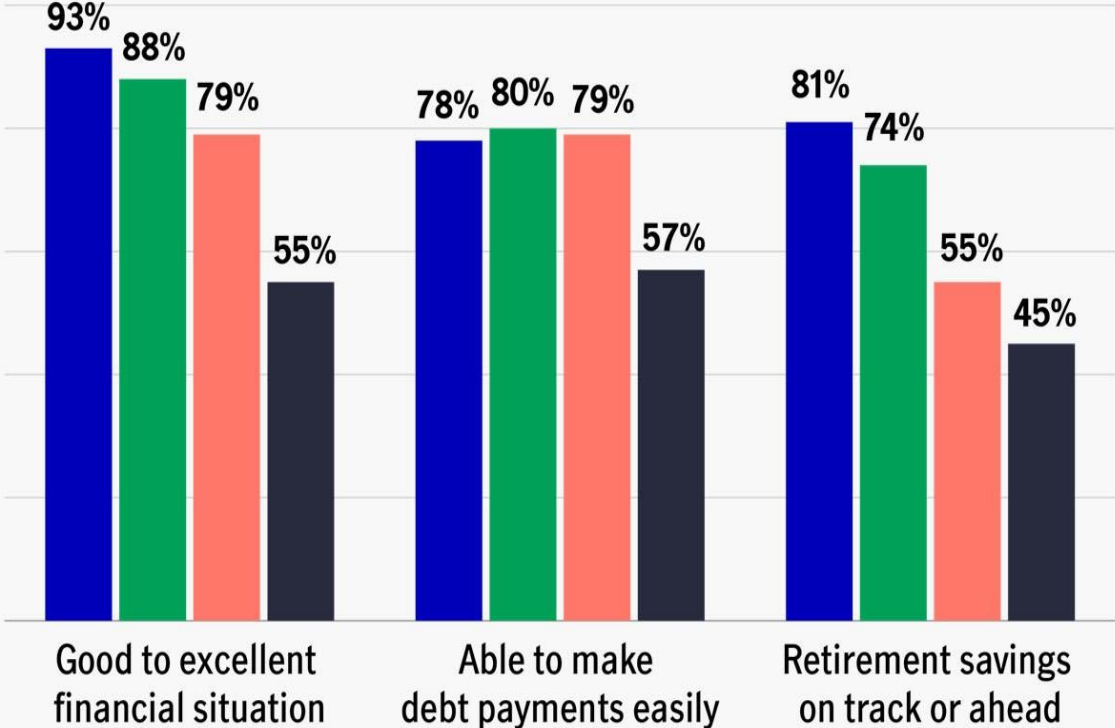
Despite some positive steps, financial worries remain



Effects of Financial Education

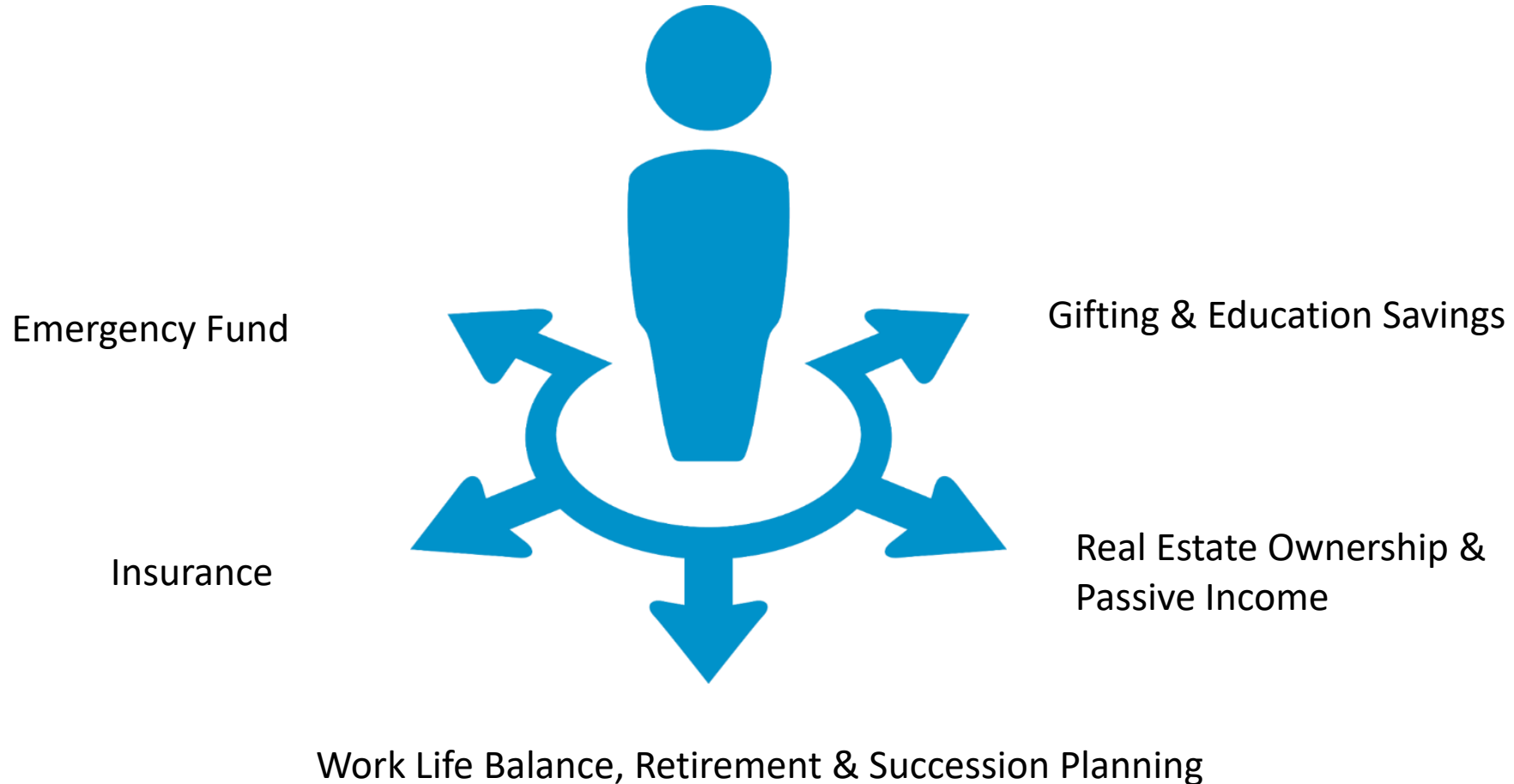
Supporting well-being

Workers who have more support have better financial situations, with one-on-one help having a big impact



- Financial advisor and financial wellness program
- Financial advisor only
- Financial wellness program only
- No financial advisor or financial wellness program

The Fundamentals of Financial Security



The Fundamentals of Financial Security



Emergency Fund:

3-6 Months of Expenses
12 Months of Expenses

Insurance

Disability,
Life Insurance: Term &
Permanent, Long-term Care
Key Person

Giftng & Education Savings

Philanthropic Giving
529 College Savings Account
UTMA/UGMA Minor Account

Real Estate Ownership & Passive Income

Commercial, Residential (Mixed use
property)
Post-Retirement Business Income
Royalties

Retirement & Succession Planning

Traditional & Roth IRA / SEP IRA
401(k) & Roth 401(k)



MASTER PLAN
Investment Group

Cashflow Template

Create a monthly personal cashflow tracker

- Use as a planning tool
 - Ensure income and expenditure match
 - Spotlight cash flow problems
 - Identify better use of income
- Use as a yardstick to measure progress
 - Analyze progress towards meeting specific goals

INCOME	AMOUNT
PAYCHECK 1	
PAYCHECK 2	
OTHER	
OTHER	
OTHER	
TOTAL	

EXPENSES	AMOUNT
ESSENTIALS	
HOUSING	
UTILITIES	
HEALTH CARE	
STUDENT LOANS	
INSTALLMENT LOANS	
CAR PAYMENTS	
FOOD AND GROCERIES	
REAL ESTATE TAXES	
AUTO MAINTENANCE AND GAS	
OTHER	
SAVINGS	
EMERGENCY FUND	
SAVING FOR COLLEGE	
SAVING FOR RETIREMENT	
SAVING FOR VACATIONS	
PERSONAL	
PERSONAL CARE	
ENTERTAINMENT	
VACATION	
RESTAURANTS	
OTHER	
TOTAL	

Your Financial Life Stage Needs...

Accumulation Stage I - Major Financial Planning Needs and Concerns below

- Budgeting
- Cash-flow management
- Under/Graduate student loan debt
- Personal loan debt management
- Investment taxation planning
- Investment strategies (non-retirement)
- First-time homeownership
- Investment property acquisition
- Retirement plan investment selection strategies
- Retirement plan account options (Roth)
- Saving for major expenses (i.e., wedding)
- Growing families
- Education saving (529, UTMA/UGMA)
- Insurance planning (Long-term care for parents)
- Estate planning (special needs planning)

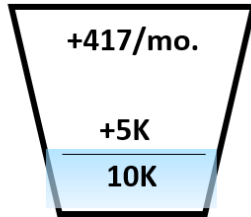
Accumulation Phase I

(High Yield Savings)
Short-Term Goals (0-2 years)

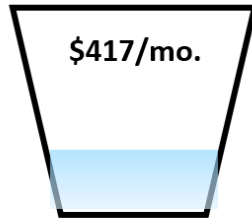
(½ Save ½ Invest)
Medium-Term Goals (3 -5 years)

(Invest Moderately - Aggressively)
Long-Term Goals (6+ years)

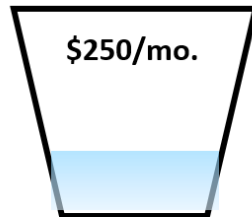
Emergency Fund
\$15,000
Total



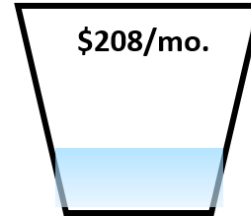
Travel
\$5,000/ Year
(12 months)



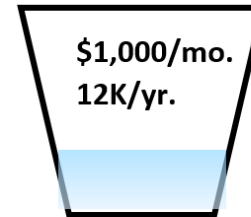
Miscellaneous
\$3,000/ Year
(12 months)



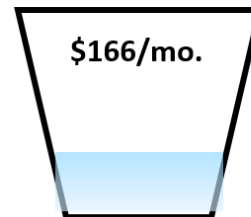
New Car
10K in 4 years
(48 months)



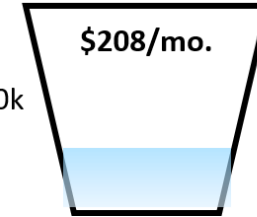
1st/2nd Home Down payment
300k @ 20% = 60K
5 Years
(60 months)



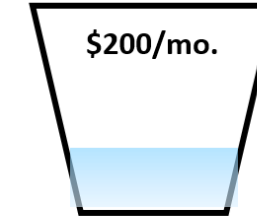
Personal Wedding
10K in 5 Years
(60 months)



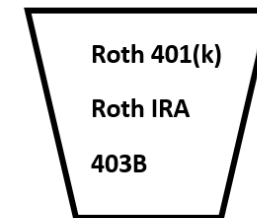
2nd Home
500k @ 10% = 50k
20 Years
(240 months)



College
15 years
2 years of Tuition
(180 months)



Retirement
15% Total
10% Personal
5% Employer



Your Financial Life Stage Needs...

Accumulation Stage II - Major Financial Planning Needs and Concerns below

- Retirement plan investment selection strategies
- Tax-free retirement income options (i.e., LIRP)
- Investment property management
- Insurance planning (incl. Long-term care)
- Inheritance
- Legacy planning
- Estate planning (special needs planning)
- Budgeting
- Cash-flow management
- Under/Graduate student loan debt
- Personal loan debt management
- Investment taxation planning
- Education saving (529, UTMA/UGMA)
- Investment strategies (non-retirement)

Accumulation Phase II

(High Yield Savings)

Short-Term Goals (0-2 years)

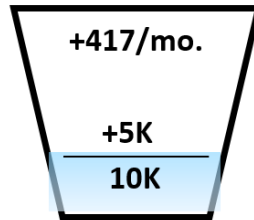
(½ Save ½ Invest)

Medium-Term Goals (3 -5 years)

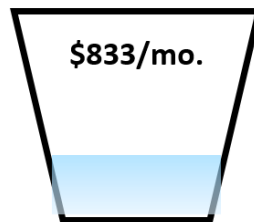
(Invest Moderately - Aggressively)

Long-Term Goals (6+ years)

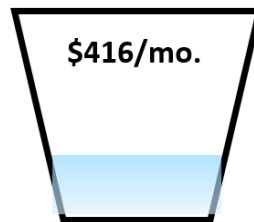
Emergency Fund
\$30,000
Total



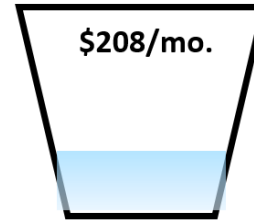
Travel
\$10,000/ Year
(12 months)



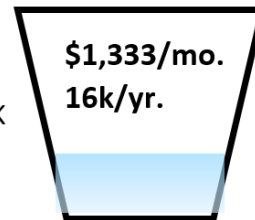
Miscellaneous
\$5,000/ Year
(12 months)



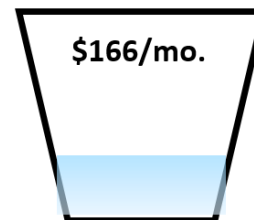
Specialty Car
\$10,000/ 4 years
(48 months)



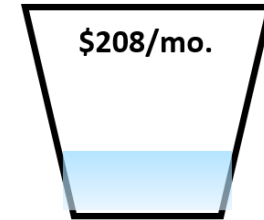
1st/2nd Home Down payment
\$400K @ 20% = 80K
5 Years
(60 months)



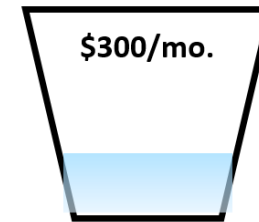
Children's Wedding
\$10,000/ 5 Years
(60 months)



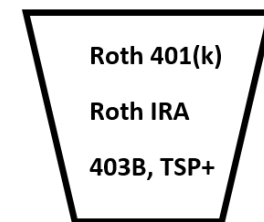
2nd Home
\$500K @ 10% =
\$50,000
20 Years



College
10 years
2 years of Tuition
(120 months)



Retirement
15% Total
10% Personal
5% Employer

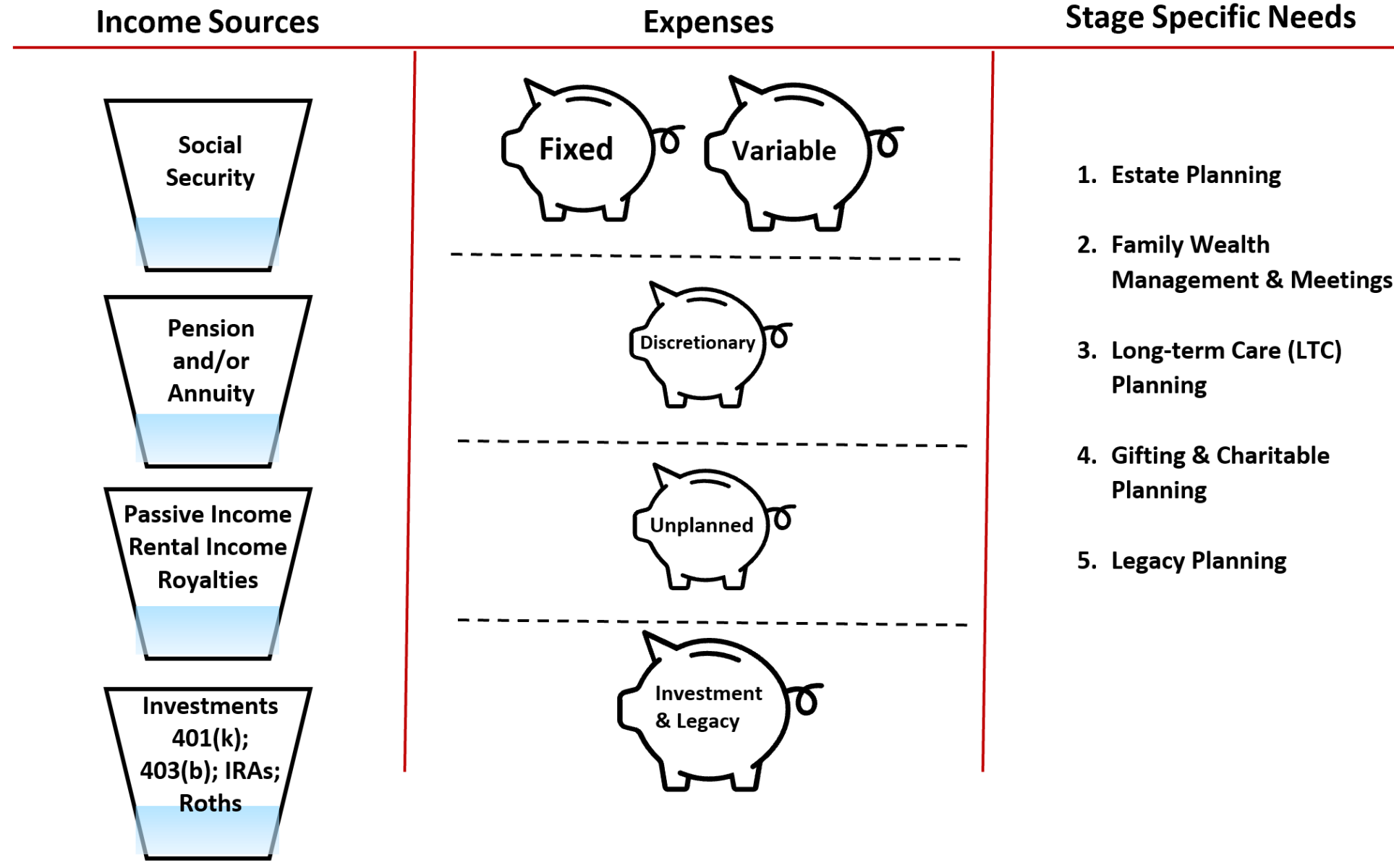


Your Financial Life Stage Needs...

Pre-Distribution/Distribution Stage – Major Financial Planning Needs and Concerns below (Ages 55+)

- Retirement account investment strategies (Including catch up contributions)
- Annuity / retirement income planning
- Retirement plan account consolidation
- Pre-retirement downsizing
- Required minimum distributions (RMD)
- Insurance and long-term care planning
- Social Security planning
- Estate and gift planning
- Caring for elderly family members
- Cash-flow management
- Investment strategies (non-retirement)
- Investment taxation planning
- Inheritance

Distribution Phase





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