



BUILDING A PARTNERSHIP

WR NECA 401k PLAN

FOR PLAN SPONSOR OR FINANCIAL PROFESSIONAL USE ONLY.

Trusted leader. Proven innovator.

- ▶ **Provider of choice** for more than **88,000 qualified, nonqualified and pension plans**¹
- ▶ **#1 recommended retirement provider** by financial professionals²
- ▶ Entrusted with over **\$1.9 trillion** in savings of over **19 million individuals**³
- ▶ The **fastest growing** retirement provider³
- ▶ A **visible brand leader**, sparking money conversations that matter



¹ As of September 30, 2025. Assets under administration (AUA) refers to the assets administered by Empower. AUA does not reflect the financial stability or strength of a company.
² 2024 PLANADVISER Retirement Plan Adviser Survey as of February 2025.
³ Participant growth data from 2025 PLANSORSPOR DC Recordkeeper Survey (data as of December 31, 2024), 2020 PLANSORSPOR DC Recordkeeping Survey (data as of December 31, 2019) and 2015 PLANSORSPOR DC Recordkeeping Survey (data as of December 31, 2014) for historical calculations.
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Our Client Commitment

Relevant Brands



Iconic Brands



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YOUR PLAN SPONSOR EXPERIENCE

What is the WR NECA MEP 401k Plan:

Multiple Employer Plan (MEP)

- Provide a retirement vehicle for non bargained members/ employees only
- Reduce tasks for contractors/ chapters to maintain inhouse retirement plans
- Provide another benefit for NECA contractors and affiliates

What is the WR NECA MEP 401k Plan:

Current Plan assets approximately \$62,000,000 with 53 different adopting companies and chapters

Available to Contractors, Chapters, JATCs and LMCCs

Flexible Plan Features include safe harbor and ROTH 401k and customizable plan design

No annual audit or individual 5500 responsibility at the adopter level

Reduced Administrative responsibility internally at adopter level

The Plan fulfills the increasing state mandates to offer retirement plans

Hands on employee education and financial planning assistance
October 15th deadline to set up a new plan for 2026



MEP Full-Service Support



Enrollment, vesting, and participant services	Duty of plan administrator	NECA MEP
Track eligibility	✓	✓
Track and verify participant beneficiary information	✓	✓
Receive and manage participant online and phone inquiries	✓	✓
Compliance		
Maintain plan document, ¹ generate mandatory amendments required by law changes, restate plan document as needed	✓	✓
Interpret plan document ²	✓	✓
Prepare and deliver required participant notices and other disclosures ³	✓	✓
Prepare signature-ready Form 5500 and applicable schedules	✓	✓
Electronically sign Form 5500	✓	✓
File Form 5500	✓	✓
Participant distributions⁵		
Receive, approve, and monitor participant loans	✓	✓
Receive hardship withdrawals and review and approve (when appropriate) requests using safe harbor criteria ⁶	✓	✓
Approve qualified domestic relations orders (QDROs) ⁶	✓	✓
Receive and approve retirement and termination distributions	✓	✓
Contributions and deposits		
Approve and process incoming rollovers	✓	✓
Monitor contribution deposits to help ensure timeliness	✓	✓

A proven process for investing in service





Financial advice — when and how people need it

In partnership with your advisor, Empower offers fiduciary services for all participant engagement

- Retirement planning
- Rollover and distribution options
- Investment strategies
- Retirement income withdrawal strategies

More people are looking for help:

- 41%** of people are not confident they will have enough money to last their lifetime¹
- 88%** want a personalized financial plan²
- 91%** want unbiased advice through their retirement plan²

★ **67%** of plans offer advice and continues to grow³

1 EBRI Retirement Confidence Survey, 2023.
2 Empower, "Empowering America's Financial Journey"TM, 2023.
3 Empower Advisory Group, LLC data as of December 31, 2024.
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Advisory services are provided for a fee by Empower Advisory Group, LLC (EAG). EAG is a registered investment adviser with the Securities and Exchange Commission (SEC) and an indirect subsidiary of Empower Annuity Insurance Company of America. Registration does not imply a certain level of skill or training. Investing involves risk. Past performance is not indicative of future returns. You may lose money. Advisory fees are calculated based upon the amount of assets being managed (as detailed further in the Empower Advisory Group, LLC Form ADV).

Supporting participants on their path to financial wellness

Financial stability

- Budgeting tools
- Credit and debt management tools
- Emergency savings account

Financial confidence

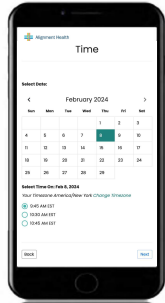
- Best-interest advice
- Consumer-directed healthcare solutions
- College savings and student debt tools

Financial security

- Tax filing and planning strategies
- Wills and estate planning solutions
- Retirement income planning solutions


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The 1:1 attention your employees are seeking



Personalized. Confidential. Secure.

- Savings recommendations.
- Maximizing plan benefits.
- Investment strategy and advice.
- Budgeting and debt paydown help.
- Holistic retirement planning.



9.2/10 satisfaction score¹

Testimonials may not be representative of the experience of other individuals and are not a guarantee of future performance or success.

Convenient online scheduler

1 All participant education satisfaction information from the NPS survey data for plans, which have been on a single recordkeeping system for at least one year in the large, mega, and not-for-profit segments provided as of April 30, 2023, or in the government segment, provided as of May 1, 2023.
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Previous Provider Pricing (GAC) vs WR NECA 401k @ Empower (NAV)

- Plans 200K under – Pricing remained the same most often in the record keeper switch to Empower
- Plans 200K – 500K – Average Savings of 26%
- Plans 500k – 2.5M – Average Savings of 52%
- Plans 2.5M+ - Average Savings of 60%

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New Plan Comparison – current record keeper vs WR NECA 401k plan @ Empower

Current Plan:

- Assets - \$6.5M
- Annual Contributions – \$100k
- Participants – 10

1. Current – 1.34% plan provider
2. Empower - .51% proposed fee

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Contact our office for additional information or proposals

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On August 1, 2022, Empower announced that it is changing the names of various companies within its corporate group to align the names with the Empower brand. For more information regarding the name changes, please visit www.empower.com/name-change.

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The Lifetime Income Score represents an estimate of the percentage of current income that an individual might need to replace from savings in order to fund retirement expenses. This income estimate is based on the individual's amount of current savings as well as future contributions to savings (as provided by participants in the survey) and includes investments in retirement plans, IRAs, taxable accounts, and variable annuities; cash value of life insurance; and income from defined benefit pension plans. It also includes future wage growth from a participant's present age to the retirement age of 65 (1% greater than the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W)) as well as an estimate for future Social Security benefits.

The calculations also take into account mortality rates for a variety of commonly diagnosed health conditions, including high blood pressure, high cholesterol, type 2 diabetes, cancer of any type, and cardiovascular disease of any type apart from high blood pressure. In addition, the model also takes into account the consistent use of tobacco on a household basis.

The Lifetime Income Score estimate is derived from the present-value discounting of the future cash flows associated with an individual's retirement savings and expenses. It incorporates the uncertainty around investment returns (consistent with historical return volatility) as well as the mortality uncertainty that creates a retirement horizon of indeterminate length. Specifically, the Lifetime Income Score procedure begins with the selection of a present-value discount rate based on the individual's current retirement asset allocation (stocks, bonds, and cash). A rate is determined from historical returns such that 90% of the empirical observations of the returns associated with the asset allocation are greater than the selected discount rate. This rate is then used for all discounting of the survival probability-weighted cash flows to derive a present value of a retirement plan.

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Alternative spending levels in retirement are examined in conjunction with the discounting process until the present value of cash flows is exactly zero. The spending level that generates a zero-retirement plan present value (i.e., an income level that is consistent with a 90% confidence in funding retirement) is the income estimate selected as the basis for the Lifetime Income Score. Such an income level is considered to have a "sustainable" spending level and to be an appropriate benchmark for retirement planning. It is not a prediction, and results may be higher or lower based on actual market returns.

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