



**LAUNCH 401k**  
MAKING 401K EASY AND AFFORDABLE

A modern solution for small businesses seeking a low-cost 401k

Simple | Low Cost | Fiduciary Oversight | Employee-Friendly

# What is Launch401k?

Launch401k is a modern solution for small businesses (up to 250 eligible employees) seeking a low-cost 401k benefit that is easy to set up and operate and simplifies employee retirement saving. Launch401k is a Pooled Employer Plan (PEP) that allows unrelated small businesses to band together under one plan, creating economies of scale for a robust yet cost effective retirement plan solution.

## Simple

We manage most of the day-to-day plan processes without distracting you or your team. This reduces your time by leveraging our 25+ years of industry experience to pro-actively do the work for you.

## Low Cost

Launch401k is more affordable than most 401k products. It leverages lower-cost investment structures, reduces administrative complexity, and utilizes technology to automate processes.

## We Do It for You

We become the legal plan administrator<sup>1</sup> of your plan, so you don't have to. Launch401k includes built-in, accountable plan fiduciaries that accept legal responsibility for managing the plan, reducing risk and liability.

## Employee-Friendly

Employees are automatically enrolled in the plan and provided easy-to-understand investment options. Our intuitive technology makes enrollment and account management easy.



The financial professional serves as the plan's relationship manager and coach, spearheading enrollment and education.

<sup>1</sup>Pooled Plan Providers (PPPs) are required to serve as a PEP's named fiduciary, plan administrator and perform all associated administrative duties.

## Ideal Candidates



Small, start up plan seeking low-cost option



Larger plans looking to avoid expensive audit



No dedicated HR staff



Wish to reduce plan risks



Need to free time for other tasks

# Streamline with Payroll Pilot™

To fulfill our fiduciary responsibility and simplify plan processing, you gain access to Payroll Pilot™ which includes the following features:



## Payroll Integration

Save time and streamline contribution and data submission by integrating your 401k and payroll provider.



## Payroll Monitoring

Prevent penalties and interest from late 401k deposits with our late payroll reminders tailored to your preferences.



## Payroll Validation

Ensure participant elections are implemented accurately – over 23 data integrity rules catch common data issues.

## Payroll Pilot 360° and 180° integration providers

360° Integration: Where data flows in both directions between the payroll firm and JULY.



A complete list of 360° providers including ADP Run and ADP Workforce Now can be found by visiting [julyservices.com/payroll-pilot](http://julyservices.com/payroll-pilot).

180° Integration: Where data flows automatically from the payroll firm to JULY, but only in one direction.



A complete list of 180° providers can be found by visiting [julyservices.com/payroll-pilot](http://julyservices.com/payroll-pilot).

Payroll integration is provided by a direct connection with the payroll provider or via third party such as Payroll Integrations or Pay(k)onnect.

# Investments

The investment lineup is built and maintained by Expand Financial, an experienced 3(38) investment fiduciary. Participants can select their own investments from the core lineup or opt into a variety of professionally managed account solutions\*.



## Investment Menu Maintained by Experts

An experienced 3(38) investment fiduciary, builds and maintains the investment lineup.



## Low-Cost Investment Menu

Low cost investments with no revenue sharing keep investment expenses reasonable.



## Do-it-for-me Options

Makes investing easy – no need to research investments, select funds, or make decisions.



## Reduce Fiduciary Risk

Best practices include written Investment Policy Statement and quarterly monitoring and reports.



## Managed Investment Strategies\*

Asset allocation options include Tactical, Strategic and ESG (Environmental, Social and Governance) Models.



## Diversified Investments

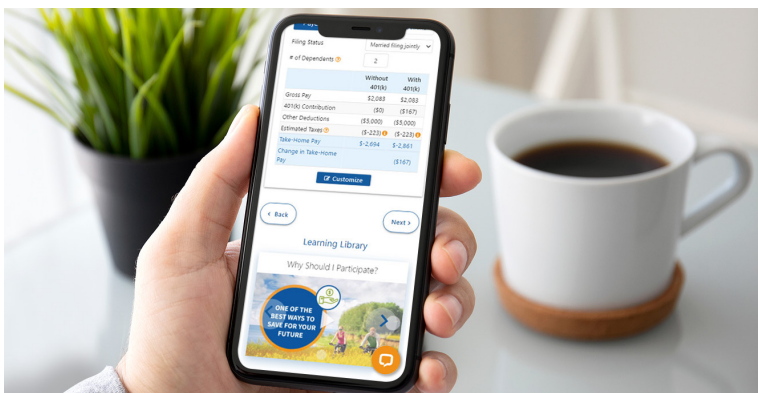
Covers all major investment asset categories, positioning participants for success.

\* Available to plans with Series 65 licensed advisors.

# Tools & Technology

Our services are driven by industry-leading technology and include the tools and support needed to make plan setup and management a snap.

- **Online Plan Setup** – You and your client answer short online questionnaires, and your plan goes live in 30 to 60 days.
- **Online Enrollment** – Employees are guided through the process with an intuitive system that takes the guesswork out of enrollment.
- **Plan Websites** – Employers and employees manage their plan via a modern, responsive website.
- **myFuture Retirement** – We offer a robust retirement readiness tool providing a customizable projected monthly income amount.



*July Business Services, its affiliates, and third-party vendors provide retirement readiness projections and financial calculators as interactive tools that estimate hypothetical investment outcomes-investment results and outcomes are NOT guaranteed and will vary.*

# Plan Design

Launch401k has been pre-configured with features to maximize employee retirement readiness, maximize HCE contributions and streamline administration.

## START

Includes these pre-configured plan design **features**.

- 1. 60 Day Eligibility** – Employees are eligible the first day of the month 60 days after hire date.
- 2. Auto Enroll** – 6% automatic enrollment with an annual 1% automatic increase. Employees can opt out at any time.
- 3. Safe Harbor Design** – Highly compensated employees can maximize salary deferrals. Requires company to fund match of 3.5% of compensation (100% up to the first 1% of compensation, plus 50% on the next 5%).
- 4. Profit Sharing** – Fund a discretionary profit sharing contribution.

## FLEX

Choose from the following flexible design options.

- 1. Eligibility** – Choose one of the following options:
  - 60 days after hire date
  - 3 months after hire date
  - 6 months after hire date
  - One year after hire date
  - One year and 1,000 hours
- 2. Auto Enroll** – 6% automatic enrollment with an optional annual 1% automatic increase. Employees can opt out at any time.
- 3. Safe Harbor or Non-Safe Harbor 401k** – Your plan design choice.
- 4. Employer Contribution** – Fund a discretionary employer matching or profit sharing contribution.

## ADVANCED

Choose from the following advanced design options.

- 1. Eligibility** – Choose one of the following options: 60 days after hire date, 3 months after hire date, 6 months after hire date, one year after hire date, one year and 1,000 hours
- 2. Auto Enroll** – Optional 6% automatic enrollment with an optional annual 1% automatic increase. Employees can opt out at any time.
- 3. Safe Harbor or Non-Safe Harbor 401k** – Your plan design choice.
- 4. Enhanced Profit Sharing** – Allows for owner and HCE contributions -up to \$76,500 each.
- 5. Pair with Cash Balance** – Further optimize owner and HCE savings opportunities.

## 3(16) Fiduciary Services

Launch401k's built-in, delegated 3(16) administrative fiduciary services include comprehensive plan management to reduce your workload<sup>1</sup> and minimize risks of errors and liability. Services include:

Prepare the Plan Document / Sign Amendments <sup>2</sup>	Oversee Plan Vendors / Approve Invoices <sup>3</sup>	Calculate / Track Plan Eligibility
Track Contributions / Manage Census Data	Mail Participant Materials / Notices <sup>4</sup>	Calculate Employer Contributions / Forfeitures
Prepare Annual Census File	Prepare / Sign Form 5500	Manage / Approve Distributions and Loans

<sup>1</sup>Launch401k requires the use of one of our integrated payroll partners. Alternatively, the employer can provide us with a comprehensive payroll file each pay period.

<sup>2</sup>The employer signs the initial joinder agreement to adopt the JULY Pooled Employer Plan. JULY adopts and signs all plan documents and amendments.

<sup>3</sup>Service includes selection and monitoring of IRA rollover provider.

<sup>4</sup>Service includes providing the plan sponsor initial enrollment materials and notices. Ongoing electronic materials and notice delivery to the plan sponsor for distribution is also included.

# Simple Steps to Get Started

Launch401k provides the support and features needed to allow you to best achieve your plan goals. The timeline below shows an overview of the steps required to set up a new plan.

Step	Details	Day
<b>Complete Online Setup</b>	JULY assists with completing online setup forms and electronically signing agreements.	1
<b>Kick-Off Call</b>	JULY schedules a call to coordinate the steps below.	3
<b>Enrollment</b>	JULY activates the online enrollment experience.	14
<b>Training</b>	JULY trains you on the plan website.	21
<b>Configure Payroll</b>	After participants make elections, JULY helps you configure payroll to begin making contributions.	30
<b>Deposit Contributions</b>	Process first payroll and fund contributions.	45
<b>Go-Live</b>	JULY provides participant instructions for web access and begins managing your plan.	50



Get started with  
Launch401k  
today!

Starting at \$360 +  
3.25 bps + \$18pp  
quarterly fee

*Amounts received from qualified plans (other than Roth 401(k) contributions) are generally taxed at ordinary income tax rates. Amounts received before age 59 1/2 may be subject to a 10% federal income tax penalty. July Business Services does not provide tax or legal advice. The information contained in this brochure is intended solely to provide general summary information and is not intended to serve as tax or legal advice. For tax or legal advice concerning your situation, please consult your professional tax advisor or attorney. All investments involve risk, including loss of principal with no guarantee of profits. Investors should carefully consider their objectives, risk tolerance, and time horizon before investing.*

## Learn More

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