2025
Plan Sponsor Review

September 8th, 2025

Location: Kings County Government Center

298150-0825

See important disclosures at the end of the presentation.

MissionSquare RETIREMENT

COUNTY OF KINGS
CALIFORNIA

Plan Review

MissionSquare RETIREMENT

Visual Analytics

Prepared For:

COUNTY OF KINGS,CA(S0240)

MissionSquare Retirement Update

MissionSquare
RETIREMENT

What's going on at MissionSquare?

We aim to stand out as a trusted partner—to not only provide workplace retirement plans but to **become a comprehensive resource** for building a secure financial future for investors and their families.

What's the vision for the next 5 years?

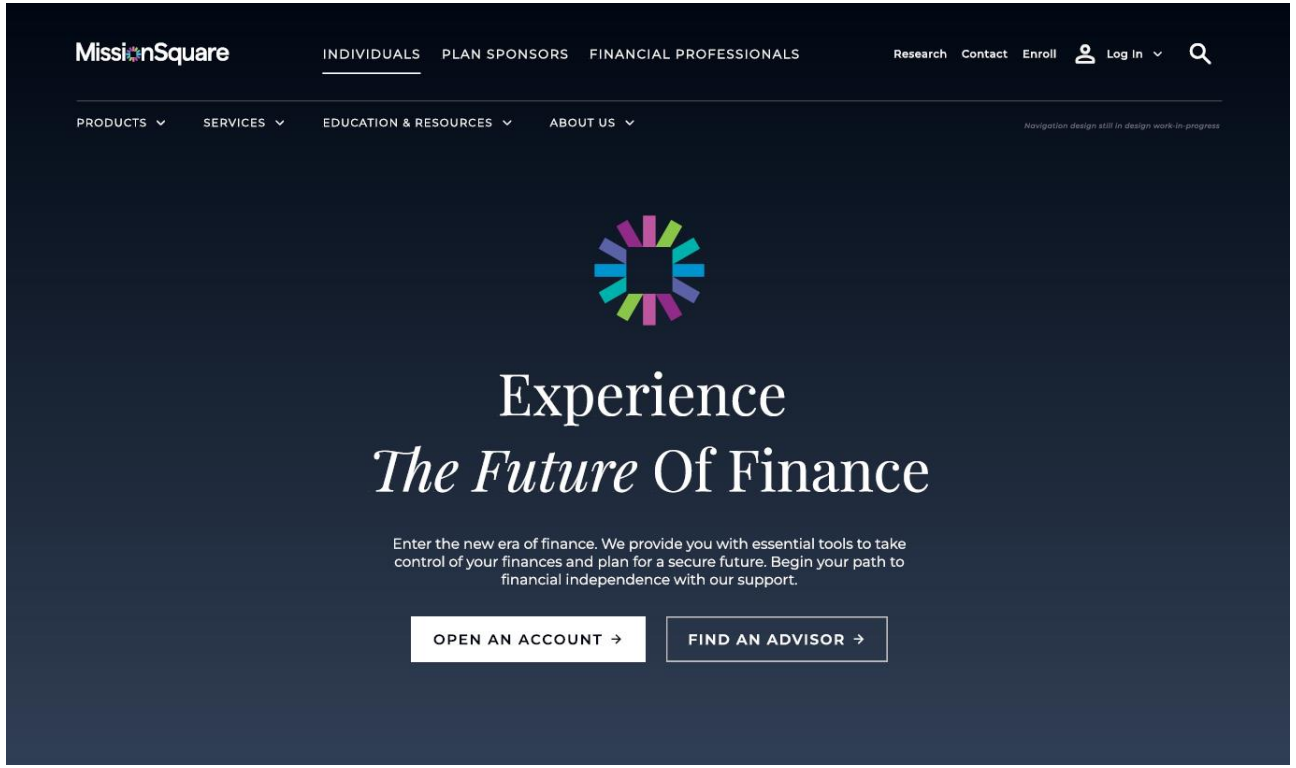
We are **broadening our set of capabilities** to deliver not just workplace retirement plans, but comprehensive wealth management services as well. This expansion will help individuals and families achieve their full range of financial goals and enables employers to support the overall financial wellness of their workforce.

How do you plan to achieve this vision?

Throughout this remarkable journey, one thing has remained constant: our unwavering commitment to personalized service and genuine connection. As we look ahead to the next fifty years, our commitment to our core tenets remains steadfast, but we know our customers want us to do more with them. This includes…

- Retirement plan administration
- Financial planning and advisory services
- Educational resources
- Tools for financial wellness
- IRA accounts
- Emergency savings
- High yield savings

Advancing the MissionSquare Digital Experience



- Modern and elegant participant experience
- Redesigned and intuitive participant registration, new account opening, and account management functions
- Integration of MissionSquare Personal Wealth financial planning and wealth management solutions
- Targeted MissionSquare Research Institute, MissionSquare Investments and industry research material
- Enhanced aggregation and performance views

Plan Education and Outreach

Trends for Your Plan (YTD – 6/30/2025)

Education	**240** RPS Consultations	**145** Onsite Consultations	**86** Virtual Consultations	**11** CFP® Professional Consultations
Participation and Savings	**44%** Increase in Enrollments	**40%** Increase in Plan Contributions	**33%** Increase in Participant Contributions	
Participant Surveys	**125** Reponses	**4.95** Average Score	**89** Net Promoter Score	

Our CFP® professionals conduct in-depth webinars on financial management skills and provide one-on-one financial planning meetings. Our Financial Planning Services are complimentary for participants with balances of $100,000 or more. If a participant has less than $100,000, they can still receive a plan but could be charged a fee of up to $175. Our financial planning webinars, conducted by CFP® professionals, are available to all employees.

Participant Engagement

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Promote National Campaigns with Ease

Leverage ready-to-use tools to promote national campaigns to your employees.

Key Elements:

- Direct access to comprehensive resources for each campaign.
- Simplify your outreach with ready-to-use emails and flyers.
- Drive higher engagement and participation in national campaigns.
- Inspire participants to take action toward a secure financial future.

Sample Content: Focus on Your Future

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Stay the Course: Market Volatility Is Normal

When the stock and bond markets are experiencing significant volatility, remember that volatility is likely to lessen when viewed over longer time periods. The challenge is that the longer you own higher-risk investments, the greater the chance of experiencing a severe market downturn at some point – and trying to time when those dips (and recoveries) might occur is exceedingly difficult.

Avoiding stocks may not provide enough growth potential and protection from inflation over time. But avoiding more conservative fixed-income investments might expose you to too much risk. In addition to your time horizon and comfort level with risk, there are other factors to consider.

How dependent will you be on your investments in retirement? How much flexibility do you have to adjust your spending or draw down other income sources if your portfolio performance suffers? Finding the right mix of different types of investments, based on your individual goals and needs, is key.

Stocks overall have historically outperformed other major asset classes over the long term but typically with greater volatility, especially over shorter time periods.

The chart below shows the highest and lowest performance since 1926 for different portfolios over rolling 1-, 5-, 10-, and 20-year periods. For example, over 1-year periods, stocks have ranged from a 163% gain to a 68% loss. Over 20-year periods, they have advanced as much as 18% and have never posted a negative return.

Volatility vs. Return:[1,2] 1926–2024 Rolling Period Returns
(One-Year Example: February 1945–January 1946, March 1945–February 1946, etc.)

Source: Morningstar Direct
The chart above uses the range of returns for various time horizons since 1926 to show that shorter time periods experience more fluctuation in returns than longer time periods. For example: An investment matching the performance of the S&P 500 Index held for a one-year period ranged from a 163% gain to a 68% loss. While holding the same investment for a twenty-year period returned as much as 18% per year and never less than 1%. Past performance, as shown, is no guarantee of future results and returns over one year are annualized. See additional disclosures on following page.

To learn more, contact your MissionSquare representative and visit our Retirement Education Center for additional resources.

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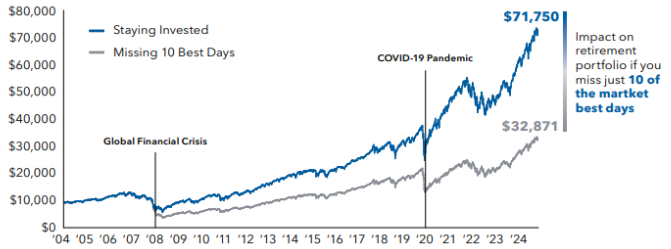
Market Timing vs. Time in the Market

It is tempting to move money out of stocks when share prices are declining. However, as the chart shows, missing just 10 of the market's best days over a 20-year period could dramatically lower the value of a retirement portfolio. This highlights the importance of remaining invested for the long term, rather than trying to "time" the market.

The chart below shows how missing a relatively small number of days over two decades can dramatically reduce a portfolio's performance. Over the long term, it's the time you're invested in the market – not timing the market – that matters most.

Return of $10,000 Investment



Source: Morningstar Direct.
For illustrative purposes only. Past performance, as shown, is no guarantee of future results.
Measures performance of S&P 500 stock index from December 31, 2004 closing price through December 31, 2024.
Important: This illustration regarding the likelihood of various investment outcomes is hypothetical in nature, does not reflect actual investment results and is not a guarantee of future results. Results may vary with use and over time, reflecting any changed circumstances, assumptions, or variables upon which the information is based. Projections involve known and unknown risks, uncertainties, and other factors which may cause actual results to differ materially and substantially from any future results or performance expressed or implied by the projections for any reason. Projections in no way represent a guarantee that a particular result will be produced or achieved. The projections do not represent actual securities or client performance and cannot determine which securities to buy or sell, or if your investment strategy is appropriate.

To learn more, contact your MissionSquare representative and visit our Retirement Education Center for additional resources.

MissionSquare Retirement 777 N. Capitol Street, NE, Washington, DC 20002-4240
(800) 669-7400 www.missionsq.org

156524-0325-W1471

National Retirement Security Month Campaign

This October, we will invite your employees to explore the **Retirement Adventure Zone** – a fun, interactive campaign encouraging them to take the next steps toward saving – at any life stage.

Campaign materials include:

- Microsite
- Weekly email campaign
- Printable flyer
- Email for eligible employees
- Banners on participant-facing websites

Legislative Updates

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SECURE 2.0 Readiness Update

Multi-Year Project

2023

- 107 RMD to age 73
- 302 Reduction in RMD penalty
- 329 330 Public safety officer – expanded definitions
- 306 **Elimination of "First Day of Month" rule**
- 328 Public safety officer insurance premium (repeal of direct payment)

2024

- 110 **Student loan repayment match (can receive match, Plan Sponsor verify repayment source)**
- 325 Exclude Roth balances for RMD
- 331 **Federally declared disaster withdrawal**
- 312 **Self certification for emergency withdrawals**

2025

- 115 **$1,000 emergency withdrawal**
- 314 **Domestic abuse victim withdrawal**
- 604 **Optional treatment of match as Roth**
- 109 **Higher catch-up 60–63**
- 334 **Long term care contract distributions**

2026+

- 603 Roth catch-up mandate
- 102 103 Saver's Match and Promotion of Saver's Match
- 501 Amendments required generally by the end of 2029 for governmental plans
- 107 RMD age 75 beginning 2033

The provisions in **bold** require action from you.

Roth Catch-Up Contribution Mandate

- Applies to plan-based Roth accounts within a 401(k), 403(b), or governmental 457(b) plan
- Applies to age-50 catch-up contributions and age 60 to 63 catch-up contributions
- Employees with Social Security wages in prior year that were **above** the Roth Mandate threshold ($145,000 currently) **must** designate catch-up contributions as Roth
- Employees with SS wages below $145,001 can still make **pretax** catch-up contributions, if employer does not adopt Roth
- Employers cannot require all catch-up contributions to be Roth

Age 60 to 63 "Super" Catch-Up

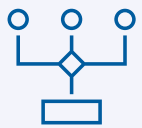
Effective in 2025

Available for 401(k), 403(b) and governmental 457(b) plans

Age 60 to 63 catch-up is optional—plans could offer only age 50 catch-up contributions

As of 2026, plans on 457(b) model document with age 50 catch-up will default to allow age 60-63 catch-up—Employers can opt out

How To Adopt – Changing Plan Provisions



Obtain approval from your board/governing body, as needed. Consult your payroll provider if contribution types will change.

Send the Request for SECURE 2.0 or Other Changes Checklist to MissionSquare Plan Services via Secure Messaging.

Sign and return the documents to MissionSquare Plan Services. A Retirement Plan Account Manager will contact you to help make necessary changes to the payroll file to reflect changes to contribution sources, etc.

Request for SECURE 2.0 Plan Changes Checklist

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Request for SECURE 2.0 and Other Plan Changes Checklist

To begin the process of making changes to your plan, please check the boxes next to the provisions you wish to add, and submit the completed checklist to MissionSquare Plan Services via Secure Messaging.

We request to add the following checked optional provisions to:

PLAN NAME: PLAN NUMBER: EFFECTIVE: MM/DD/YYYY

- ☐ **Roth Contributions (457(b), 403(b), 401(k) plans only)**
  The plan will allow in-plan Roth conversions:
  ☐ Yes (default) ☐ No
  Designated Roth accounts will be available as a source for loans under the plan:
  ☐ Yes ☐ No (default)
  Note: If your plan does not permit Roth contributions, employees earning above $145,000 (Social Security wages) in 2025 may be ineligible to make age 50 or age 60-63 catch-up contributions starting in 2026.
- ☐ **Age 60-63 Catch-Up**
- ☐ **Qualified Federally Declared Disaster Relief Distribution**
- ☐ **Emergency Expense Withdrawals for (up to $1,000)***
- ☐ **Self-Certification for Unforeseeable Emergency Withdrawals (Available for 457(b) Plans)**
  Is plan sponsor approval required:
  ☐ Yes ☐ No (default)
- ☐ **Self-Certification for Hardship Withdrawals (Available in 403(b) and 401(k) Plans)**
  Is plan sponsor approval required:
  ☐ Yes ☐ No (default)
- ☐ **Penalty-free Withdrawals for Individuals In Case of Domestic Abuse***
- ☐ **Eliminate the "first day of the month" requirement for 457(b) plans (changes and enrollments will be effective immediately or as soon as administratively feasible)**
- ☐ **Treatment of Student Loan Payments as Elective Deferrals for Purposes of Matching Contribution**
- ☐ **In-Service Distribution at Age 59.5**
- ☐ **Qualified Birth and Adoption Distribution**
- ☐ **MissionSquare Retirement IncomeAdvantage In-Service Portability**
- ☐ **Other:**
  (Discuss with your MissionSquare contact before completing this item).

*Estimated availability after 3/31/2025.

Requestor: Provide your information in the fields below and submit the completed checklist using Secure Messaging. Please review the Secure Messaging User Guide for more information.

We will contact you within 3-5 business days if more information is needed; otherwise MissionSquare Plan Services will prepare and send any necessary documents to the plan sponsor contact who is authorized to execute those documents. To update your plan's contacts, please use the Plan Contact & Access Form available on the Plan Sponsor website. Documents are typically sent within 7 business days of the request unless there are unanswered questions. This timing might be greater if the volume is high. An email notification will be sent when the recordkeeping changes are complete.

FULL NAME: LAST, FIRST, MI (REQUESTOR'S INFORMATION) TITLE:

EMAIL ADDRESS:

Questions? Contact MissionSquare Plan Services for employer support at (800) 326-7272 or log in to your account to use Secure Messaging.

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(800) 326-7272 **www.missionsq.org**

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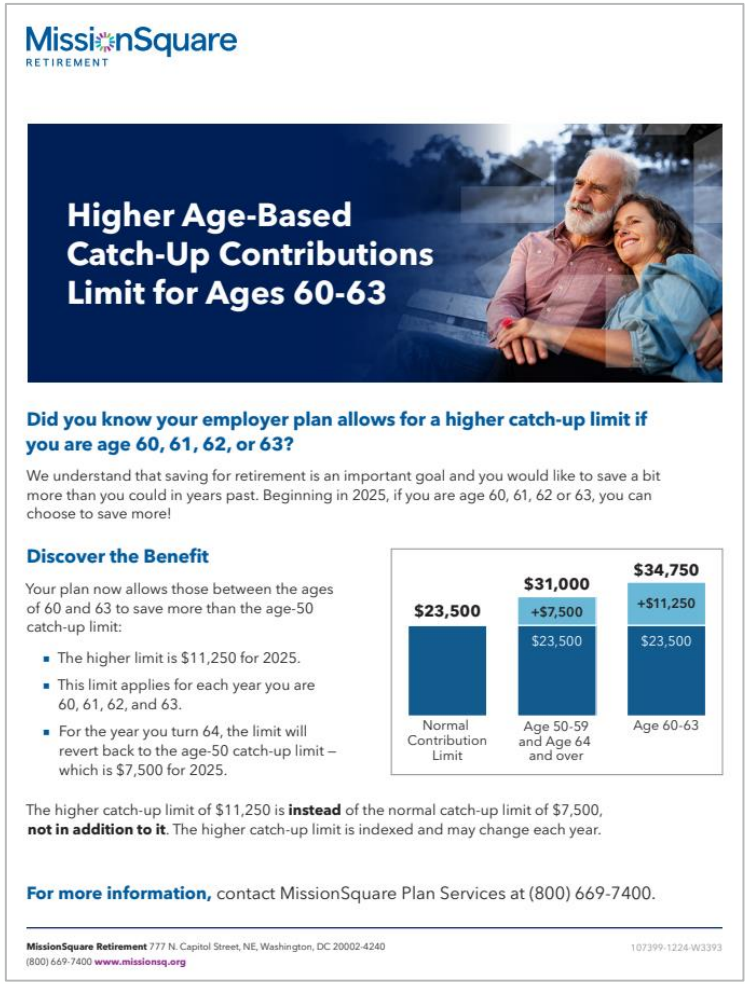
Resources to Support Your Employees

As new provisions are adopted, we've created overview flyers to highlight their benefits. Please share these with your employees as you update your plan.



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Higher Age-Based Catch-Up Contributions Limit for Ages 60-63

Did you know your employer plan allows for a higher catch-up limit if you are age 60, 61, 62, or 63?

We understand that saving for retirement is an important goal and you would like to save a bit more than you could in years past. Beginning in 2025, if you are age 60, 61, 62 or 63, you can choose to save more!

Discover the Benefit

Your plan now allows those between the ages of 60 and 63 to save more than the age-50 catch-up limit:

- The higher limit is $11,250 for 2025.
- This limit applies for each year you are 60, 61, 62, and 63.
- For the year you turn 64, the limit will revert back to the age-50 catch-up limit – which is $7,500 for 2025.

The higher catch-up limit of $11,250 is **instead** of the normal catch-up limit of $7,500, **not in addition to it**. The higher catch-up limit is indexed and may change each year.

For more information, contact MissionSquare Plan Services at (800) 669-7400.

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Qualified Disaster Recovery Distribution

Did you know your employer plan allows for Qualified Disaster Recovery Distributions?

We understand how challenging it can be to navigate the aftermath of a natural disaster. When homes are damaged, lives are disrupted, and uncertainty is looming, it's easy to feel overwhelmed. To support you during this difficult time, your plan offers a disaster relief distribution to eligible employees.

Discover the Benefit:

Qualified plan participants impacted by federally declared disasters are automatically eligible to receive distributions of up to $22,000 from the first day of a qualified disaster's incident period until the date that is 179 days after the latest of:

- The date of enactment;
- The first incident date; or
- The day that the disaster declaration is issued.

During this period, participants are eligible for a qualified disaster recovery distribution if the participant (1) has a principal place of abode in a qualified disaster area during the relevant disaster and (2) sustains an economic loss by reason of the disaster.

If you have been impacted by a federally declared disaster and wish to request a distribution, please contact MissionSquare Participant Services at (800) 669-7400 and request a Qualified Disaster Recovery Distribution withdrawal form.

For more information, contact MissionSquare Participant Services at (800) 669-7400.

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Questions?

Disclosures

- MissionSquare's Security Guarantee is public information. All of your MissionSquare Retirement administered accounts are covered under the MissionSquare Retirement Security Guarantee. The guarantee does not cover other accounts that are owned by participants and held at other institutions, unauthorized activity by an employer or plan sponsor representative with access to your account, or your own fraudulent acts and omissions. If you intentionally or negligently grant authority to or share your MissionSquare Retirement account information or access credentials with any other persons or entities, their activity will be considered authorized by you and therefore not covered by the guarantee. If you have a claim, we will ask for your cooperation with our investigation and we may ask you to take certain actions such as filing a police report or providing an affidavit. The guarantee does not cover legal expenses, taxes, or lost opportunity costs. MissionSquare Retirement will determine the amount and form of any reimbursement provided under the guarantee in its sole discretion. MissionSquare Retirement reserves the right to modify or withdraw this guarantee at any time.
- Be sure to provide MissionSquare with a secure address, email address, and phone number to receive information from us regarding your account. Should your contact information change, be sure to update it in your account with us, including bank account information.
- Check your MissionSquare account frequently and notify MissionSquare immediately at (800) 669-7400 of any discrepancies or suspicious activity. Promptly and thoroughly review all mail, email, and other communications from MissionSquare and respond to us as requested. If MissionSquare sends you a communication notifying you of a discrepancy or suspicious activity on your account, be sure to respond immediately.
- Exercise caution with suspicious communications. MissionSquare will never request you to provide account information, your Social Security number, or access credentials through unsolicited calls or emails.
- Make sure your account is as secure as possible by creating unique and strong passwords while also safeguarding your account information and online access credentials. Also ensure your devices are up-to-date with current security technology such as anti-spyware and antivirus software.
- MissionSquare Retirement provides plan sponsors fund information to assist them in meeting their fiduciary responsibility in managing the plan. The plan sponsor retains the obligation to prudently select and monitor investment options available to plan participants under their plans. Further, this presentation may not be reproduced or redistributed in any manner without permission.

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- Past performance is not indicative of future results. It is not possible to invest directly in an index. The performance of an index is not an exact representation of any particular investment.
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2. Be sure to provide MissionSquare with a secure address, email address, and phone number to receive information from us regarding your account. Should your contact information change, be sure to update it in your account with us, including bank account information.

3. Check your MissionSquare account frequently and notify MissionSquare immediately at (800) 669-7400 of any discrepancies or suspicious activity. Promptly and thoroughly review all mail, email, and other communications from MissionSquare and respond to us as requested. If MissionSquare sends you a communication notifying you of a discrepancy or suspicious activity on your account, be sure to respond immediately.

4. Exercise caution with suspicious communications. MissionSquare will never request you to provide account information, your Social Security number, or access credentials through unsolicited calls or emails.

5. Make sure your account is as secure as possible by creating unique and strong passwords while also safeguarding your account information and online access credentials. Also ensure your devices are up to date with current security technology such as anti-spyware and antivirus software.