

SECURE 2.0 Act Mandatory Automatic Enrollment Beginning January 1, 2025

Advanstaff, Inc. 401(k) Plan and Trust

 **SLAVIC 401K**

Introduction

- The SECURE Act- Setting Every Community Up for Retirement Enhancement Act of 2019 (“SECURE 1.0”) introduced a number of tax credits designed to encourage small employers to sponsor retirement plans and to incentivize retirement savings by their employees.
- The SECURE Act 2.0, which was included in Consolidated Appropriations Act of 2022, clarified and enhanced some of these credits.
- New 401(k) plans effective 2023 or later must adopt an Eligible Automatic Contribution Arrangement unless qualify for exemption.



This information is being provided for educational purposes only. It should not be construed as providing legal or investment advice and is not designed to be complete in all material respects.





MANDATORY AUTOMATIC ENROLLMENT:

Starting on January 1, 2025, your employer is required to automatically enroll you in the 401(k) plan to make contributions at a rate of 3% of your per pay period compensation.

Your contribution rate will automatically increase by 1% per year until your automatic contribution rate reaches 10%. The contribution will be on a pre-tax basis.



1. How does the Plan's automatic enrollment feature affect me?

If you are eligible to participate in the Plan but have not elected to contribute or to not contribute to the Plan, you will be enrolled in the Plan automatically.

If you already elected to contribute to the Plan or to not contribute, your contribution level will not be affected by the automatic enrollment.



1. Continued.

This means if you elected to contribute at any rate of compensation, regardless of whether that contribution is made on a pre-tax or Roth basis, and even if the rate is less than 3% on January 1, 2025, you will not be automatically enrolled. Likewise, if you elected to contribute to your 401(k) plan in the past but have affirmatively elected to stop contributing and have an effective contribution rate of 0% as of January 1, 2025, you will not be automatically enrolled.



2. If I'm enrolled in the Plan automatically, how much will be taken from my pay and contributed to the Plan?

Starting in January 2025, 3% of your pay will be automatically taken from each of your paychecks on a pre-tax basis and contributed to the Plan. This automatic contribution amount will increase by 1% every year until your automatic contribution amount reaches 10%.



3. How will my Plan account be invested?

The Plan lets you invest your account in a number of different funds. Unless you choose your investment fund or funds, your Plan account will be invested in the Plan's default investment option. You may elect different investment options for your account at any time.



4. Can I change the amount of my contributions?

You can always change the amount you want to contribute to the Plan that better meets your needs.

If you know now that you do not want to contribute to the Plan (and you haven't already elected not to contribute), you will want to Opt-out from being automatically enrolled. By opting out you will avoid any automatic contributions.



To Opt-out:

Go to www.slavic401k.com and select Enroll/Opt-out, then select the link at the bottom of the page for “AUTOMATIC ENROLLMENT OPT OUT” and follow the steps to opt-out until you receive a confirmation e-mail.

You have the right to opt out, and right to withdraw deferrals within 90 days of automatic enrollment



What is a 401(k) plan & what are the benefits?

Enrolling in your retirement plan can help shape your future

- Retirement savings plan offered through your employer
- Allows you to save now for retirement
- Tax advantages you won't find in other types of savings plans
- Flexible and convenient way to save

Traditional 401(k)

Contributions are made on
a before-tax basis

Withdrawals are
subject to taxation

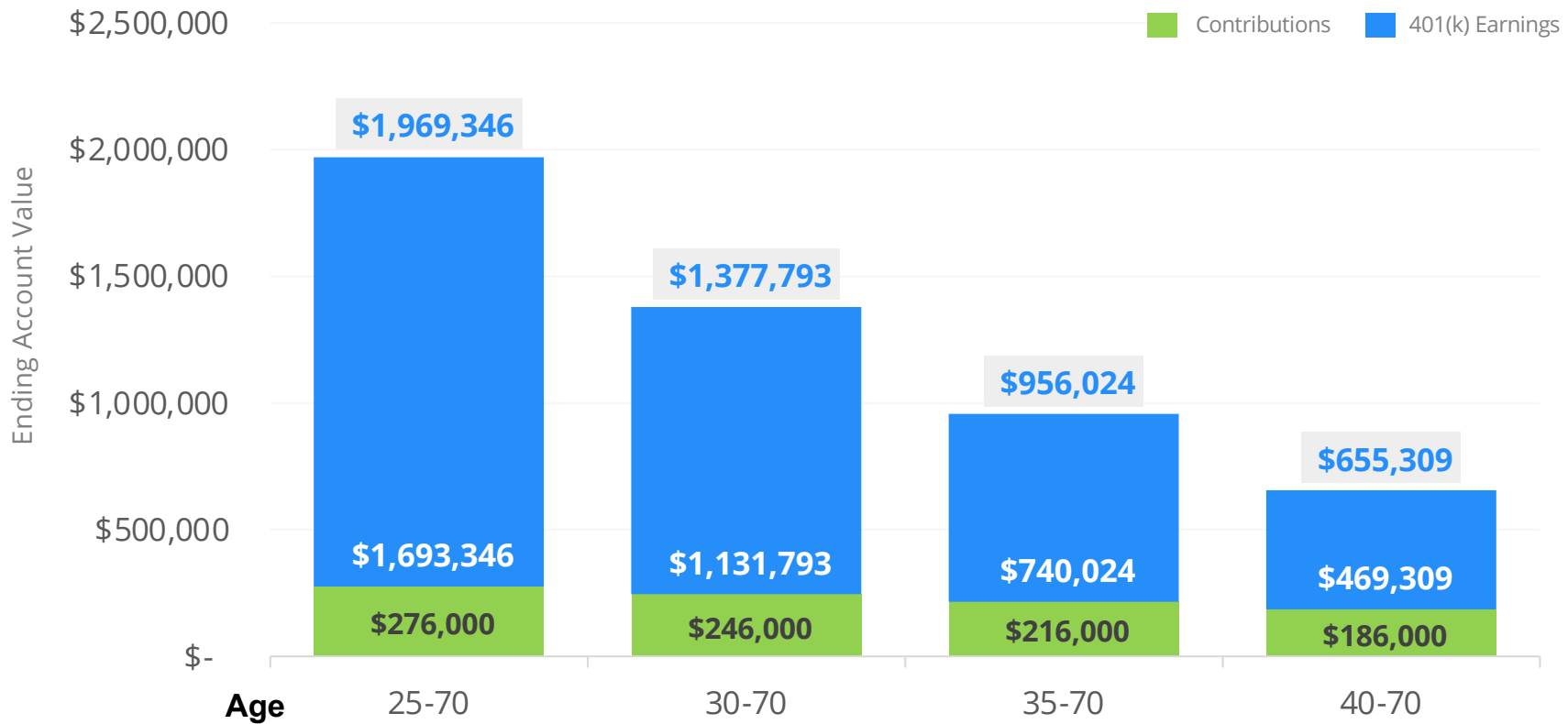
2025 IRS Contribution Limit
\$23,500 or \$31,000 if 50 years or older

Roth 401(k)

Contributions are made
using after-tax money

Qualified withdrawals
are tax-free

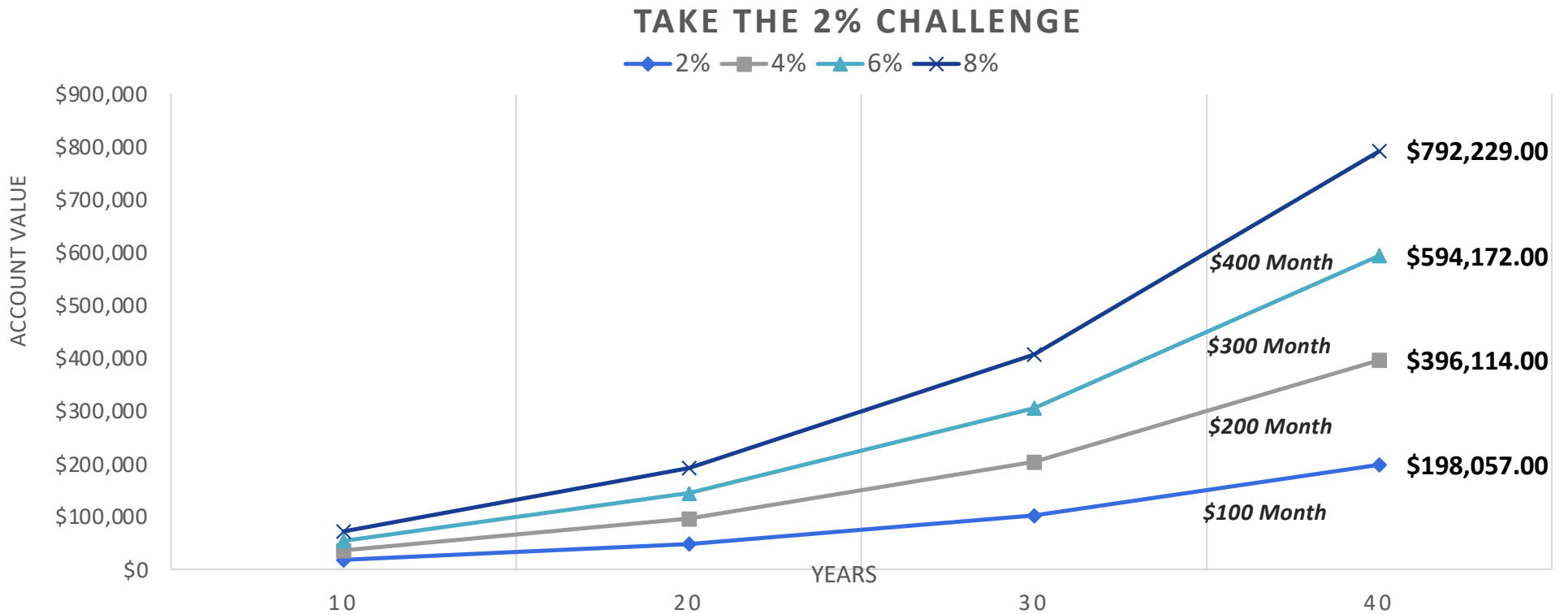
401(k) Savings Growth



Start and End Age of Making \$6,000 401(k) Annual Contribution with 7% interest



A Little Goes A Long Way



*** This graph assumes a \$60,000 annual salary and a 6% annual return in a tax-deferred account.**

These hypothetical examples are not indicative of any product or performance and do not reflect any expense associated with investing. Taxes will be due upon distribution. It is possible to lose money investing in securities.

//classification/confidential



How To Choose Investments

Do It Yourself (Self-Directed)

- Choose from a diverse selection of low costing index based investments ranging from money market to international stock

Let us do it for you

- Pre-allocated models (Aggressive, Moderate, Conservative)
- Utilize the Bespoke Portfolio Service that creates a completely customized retirement path, just for you
- Vanguard Target Date Funds based on projected retirement year

Pre-Allocated Portfolios

PRE-ALLOCATED PORTFOLIO		
Conservative This portfolio is designed to generate <i>lower</i> but more <i>stable returns</i> .	Moderate This portfolio is designed to provide a <i>balance of risk and return</i> .	Aggressive This portfolio is designed to generate a <i>high rate of return</i> .
Risk Level Low	Risk Level Medium	Risk Level High
Best For Investors with a retirement horizon under 10 years	Best For Investors with a 10-20 year retirement horizon	Best For Investors with a retirement horizon over 20 years

The pre-allocated risk-based portfolios are managed by Slavic Mutual Funds Management Corp. (SMF), an ERISA 3(38) Fiduciary Advisor. Additional management fee of 0.35% applies.

Bespoke Portfolio



Award-Winning

2019 Winner of the FIS Impact Award



Innovative

Bespoke Portfolio Service is a revolutionary new investing tool



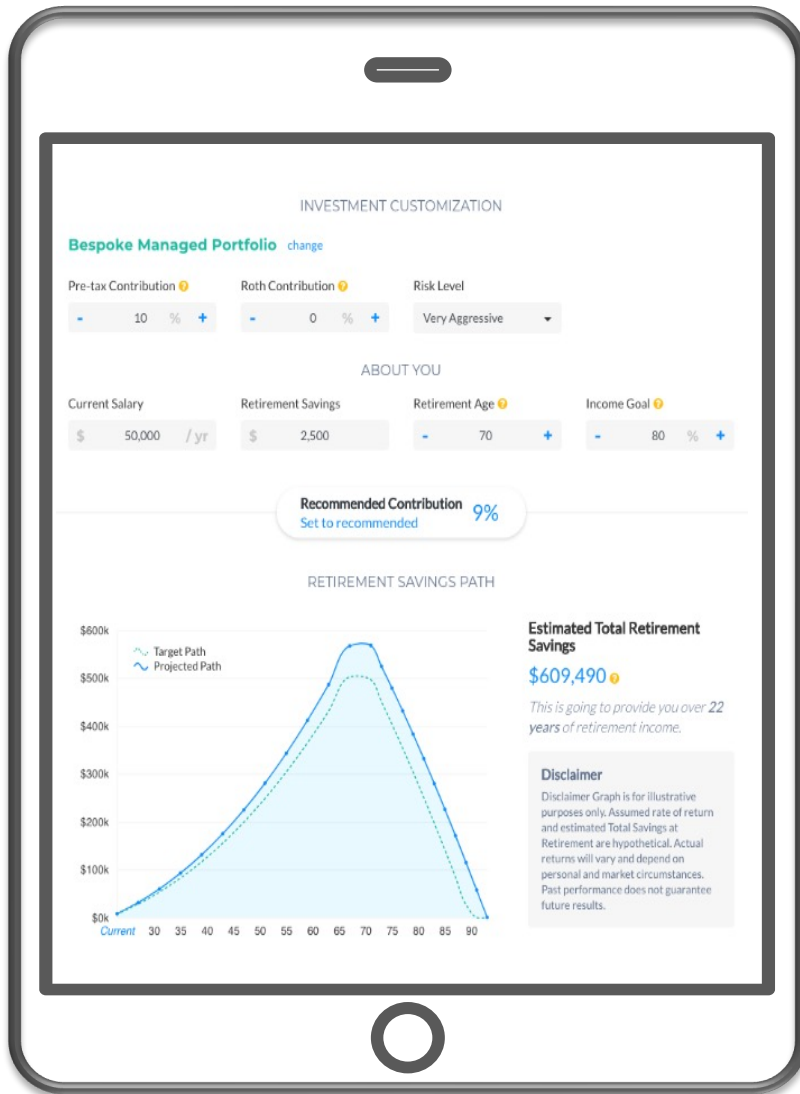
Mobile

Bespoke is built for the busy, growing workforce so you can access on any digital device



Low Cost

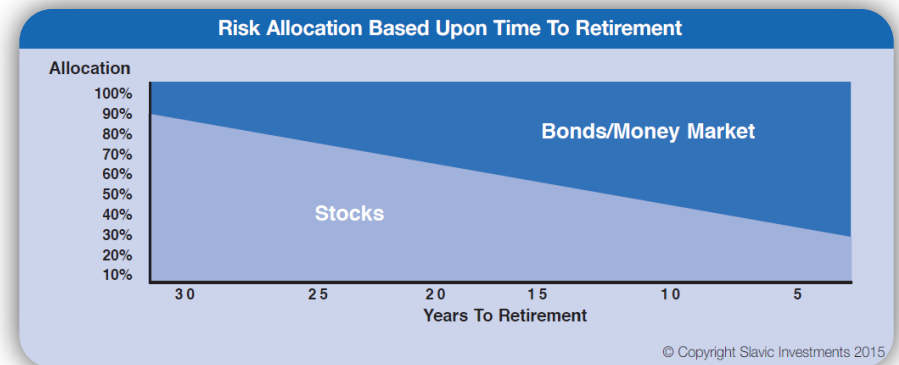
The average expense ratio of a Bespoke portfolio is less than .05%. Additional management fee of 0.35% or less applies.



Vanguard Target Date Funds

<u>Current Age</u>	<u>Recommended Target Date Fund</u>
Born on or before 1947	Target Retirement Income
Born on or between 1948-1952	Target Date 2015
Born on or between 1953-1957	Target Date 2020
Born on or between 1958-1962	Target Date 2025
Born on or between 1963-1967	Target Date 2030
Born on or between 1968-1972	Target Date 2035
Born on or between 1973-1977	Target Date 2040
Born on or between 1978-1982	Target Date 2045
Born on or between 1983-1987	Target Date 2050
Born on or between 1988-1993	Target Date 2055
Born on or between 1994-1999	Target Date 2060
Born on or after 2000	Target Date 2065

The funds provide broad diversification while incrementally decreasing exposure to equities and increasing exposure to bonds as each fund's target retirement date approaches. The funds continue to adjust for approximately seven years after that date until their allocations match that of the Target Retirement Income Fund.





1

Visit www.slavic401k.com and click on “Enroll” to enroll online in less than 10 minutes.



2

If you don't have access to a computer, call (800) 356-3009 and a representative will be happy to assist you



3

Start saving for your retirement!

It's Easy to Enroll



Benefits of Consolidating Accounts

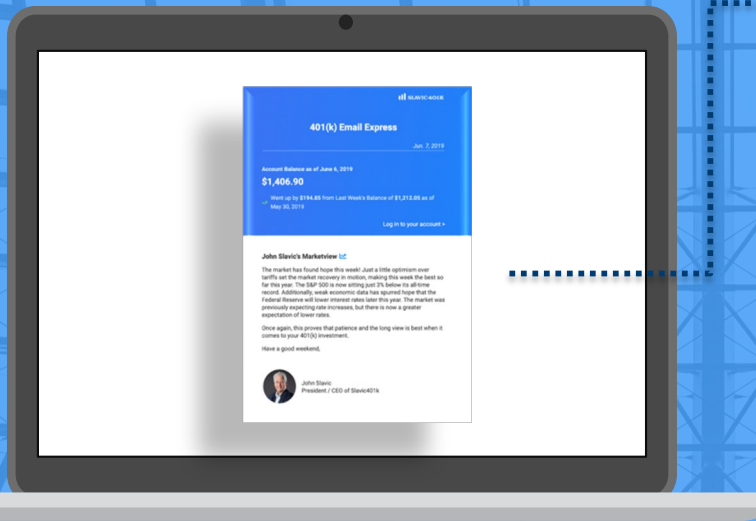
Rollover retirement plan assets from previous jobs:



- Manage retirement savings more easily and efficiently
- Ensure you're carrying the appropriate level of risk
- Get a better handle on your overall savings progress

To rollover your retirement account:

- Contact your prior employer to initiate the rollover
- Contact Slavic401k Retirement Savings Plan customer support at (844) 737-3343

Email Express



401(k) Email Express

Jun. 3, 2022

Account Balance as of June 2, 2022
\$94,273.96

[Log in to your account >](#)


John Slavic's Marketview

The market recovered by about 3.0% this week. As you are well aware, the concern over inflation continues to be its central focus. The Federal Reserve's resolve to fight inflation, has prompted much of the selling over the past two months. Comments by various Fed Board members eased some of the concern, leading to this brief recovery.

Today's jobs report revealed 390,000 jobs being created with the unemployment rate staying at 3.6%. The market is initially down on this news because of the underlying wage inflation concern. It's important to remember that this report looks backwards; several leading companies, including Tesla, have announced hiring freezes or even layoffs. If the very hot job market begins to cool, the inflationary concern will likely cool off as well.

The US economic future, and accordingly, the market's future remains unclear. Consequently, we might still have volatile days ahead, but steadiness in your contributions into your account is the antidote to uncertainty.

Have a good weekend,



John Slavic
President / CEO of Slavic401k

Get Help When You Need It

Get help with your account decisions, including education on fund selection



Call (800) 356-3009 to speak with an advisor representative 8am-8pm EST

There are no additional charges for account education

SECURE Act 2.0 Resources

Information, including our newsletters and webinar presentations, can be found on our website: [Slavic401k.com](https://slavic401k.com)
Support Center > Insights & Guides > Category: Compliance



https://slavic401k.com/resources_category/compliance



THANKS!



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www.slavic401k.com





Important Disclosures

The assets held and/or traded in your account are subject to risk. Investment performance of any kind is not guaranteed.

Past performance is not indicative of future result. Different types of investments involve varying degrees of risk, and there can be no assurance that the future performance of any specific investment or investment strategy, will be profitable, equal any corresponding historical performance level(s), or be suitable for your portfolio.

Your risk tolerance is a reflection of your ability and willingness to lose some or all the assets in your portfolio in exchange for greater potential returns. Investors are advised to carefully consider their investment objectives and risk tolerance and the charges and expenses of a mutual fund. Mutual funds are sold by prospectus and can be obtained online at www.slavic401k.com or by calling 800-356-3009. Please read the prospectus carefully before investing or sending money.

It is your responsibility to ensure that the information you provide to us is complete and accurate. It is also your responsibility to notify us if any information we have about you is inaccurate or becomes inaccurate, including information about your investment goals or risk tolerance.

For more information on Bespoke Portfolio Service or one of Slavic's managed portfolio options, please refer to our Form ADV at the Investment Adviser Public Disclosure website address <http://www.adviserinfo.sec.gov/>.