



**JOIN
OUR
PLAN**



SAVE TOGETHER

Boys & Girls Clubs of America Master Retirement Plans

GREAT FUTURES START [HERE.](#)



**BOYS & GIRLS CLUBS
OF AMERICA**

Welcome

We appreciate the Boys & Girls Clubs' ongoing dedication and commitment to enriching the lives of young people across America. The selfless service and deep hearts of each Club and every staff member are what we value at Milliman. Your Great Future is important to BGCA and part of our commitment to you is to make sure we have a competitive and effective Retirement Program.

The BGCA's Retirement Program features:

- Best-in-class investment options.
- Shared fiduciary responsibility.
- Competitive pricing.
- Responsive service representatives.
- Fully automated recordkeeping.
- Effective education for participants.

We Have a Solution

The BGCA Retirement Committee, consisting of Club professionals and BGCA National staff, in partnership with Charles Schwab Trust Company, Fiduciant Advisors and Milliman, offers a full service retirement program with all the features typically only available to large corporate entities. Best of all, Milliman, as the Plans' recordkeeper, will handle the majority of the day-to-day plan administration, thus lifting the burden off the Club staff.

Best-in-Class Investments

The BGCA Master Retirement Plans offer best-in-class investment options at low expense levels. Club members realize better investment returns, and the BGCA Retirement Committee along with Fiduciant Advisors provides ongoing monitoring of the program's investment options' performance.

Shared Fiduciary Responsibility

Providing a competitive retirement program to your Club staff members is a core value within BGCA. However, as the Plan Sponsor, you have fiduciary responsibilities to the participants.

- Plan fees must be fair and understandable.
- Fund performance and expense ratios should be competitive.
- The Plan should be administered properly to stay in compliance.

The BGCA Retirement Committee shares this responsibility with you and is supported in its fiduciary investment role by Fiduciant Advisors, who is independent and serves as a co-fiduciary in this regard.

Custom Branding

It is important that the Club staff members realize that the retirement program is a benefit provided by the Club. Therefore, all of the participant communication materials are branded to represent BGCA. In addition, when appropriate, each Club's materials are customized to that Club's plan.

Participant Success

Through personalized communication, we help participants track their progress toward reaching their retirement goals. The education program includes:

- An introductory newsletter that meets Sarbanes-Oxley notice requirements.
- An enrollment kit that includes any required notices.
- A targeted communication program to help Club members make informed decisions.
- An interactive website with planning, educational and transactional capabilities.
- Live and recorded educational webinars.
- A mobile app with transactional functionality.
- A Call Center with representatives available by phone or webchat, Monday through Friday from 8 a.m. to 8 p.m. Eastern time.

Fully Bundled Solution

- Dedicated team.
 - One point of contact to serve your Club.
 - Website specific to your Club's plan information and activity.
 - All plan administration performed by the same firm, Milliman.
-

Plan Design Choices

Under the BGCA Master Retirement Plans you have two options:

- A Safe Harbor 401(k) plan, which allows Clubs and/or participants to contribute on a pre-tax or Roth after-tax basis.
- A 401(a) plan, which only allows Club contributions made on behalf of the participants.

Both plans have a menu of features to allow you to design a retirement program which will best fit the needs of your Club staff members. Milliman's consultants are ready to help you along the way.

Turn-Key Implementation

Milliman will guide and manage the entire implementation program from start to finish. You will benefit from Milliman's expertise and client-oriented service for a streamlined, efficient conversion or implementation.

Program Cost

Your Club will achieve economies of scale by combining the market power of the Master Retirement Plans for investments, participant education and program administration. Your clout in the investment marketplace is much greater as a group than as individual Clubs. Likewise, by working together educational materials and services can be higher quality and more comprehensive at an affordable price.

The Boys & Girls Clubs Retirement Committee is sharing your fiduciary responsibility by providing oversight and ongoing monitoring of the plan's service and success.

Milliman, Inc.

Milliman is one of the largest independent providers of comprehensive retirement plan services in the United States. Its corporate structure promotes a culture that encourages personnel to be innovative, creative, service-oriented and client-focused. Milliman provides retirement services for more than 4,000 retirement plans representing 2 million participants.

Charles Schwab Trust Company

With Charles Schwab, your retirement plan assets are being held by an experienced financial industry leader that has been delivering comprehensive trust and custody services for retirement plans since 1992. As a directed trustee, Schwab provides safekeeping and accounting of all plan assets, as well as consolidated trust reports to Milliman to assist in the completion of the annual government reporting requirements.

Fiducient Advisors

Founded in 1995, Fiducient provides strategic, client-centric investment consulting solutions for retirement plan sponsors, nonprofit organizations, financial institutions and private clients.



**INSPIRE.
HOPE.
LEAD.
CHANGE.
FUTURE.
BENEFIT.**

Program Features

Both retirement plan programs offer options for:

- Eligibility for participation.
- Vesting schedules.
- Timing for the deposit of employer contributions.

In addition, both programs offer the same selection of best-in-class investment options and allow participants to direct the investment of their retirement account.

The BGCA 401(k) Safe Harbor Master Plan and Trust

Feature 1	The Plan can allow for participant pre-tax and Roth after-tax employee contributions.
Feature 2	The Plan is intended to meet the safe harbor provisions of Code Section 401(k)(12). Therefore, the Club will be required to choose between 1) a Safe Harbor Contribution of 3% to all eligible participants for each plan year or 2) a Safe Harbor Match Contribution to all employees who make elective deferrals. The match is \$1 for \$1 on the first 3% of pay saved and 50¢ per \$1 on the next 2% of pay saved, for a total 4% match. These contributions may be made each payroll period or as of the last day of each plan year.
Feature 3	The Club can automatically enroll employees in the Plan at a set contribution rate. It can also automatically increase participant contribution rates each year up to a set deferral percentage. These automatic features make it easier for participants to increase retirement savings.
Feature 4	For each contribution period, as selected, the Club may make a matching contribution at their discretion.
Feature 5	In addition to the Safe Harbor and discretionary matching contribution, the Club may decide to make a discretionary nonelective employer contribution.
Feature 6	The Plan may elect to accept participant rollover contributions.
Feature 7	The Plan may elect to allow participant loans. Loans may only be taken from the participant's employee contribution account. In addition, the Plan may allow for hardship and other in-service distributions.

The BGCA Master Pension Plan and Trust (401(a) Plan)

Feature 1	The Club may elect to make a contribution to eligible participants. The percentage must be at least 3%, but cannot exceed 25%.
Feature 2	Reduced administration: <ul style="list-style-type: none">• Quarterly data file.• Option for quarterly funding.• No impact on payroll file.

BEST-IN-CLASS AWARD

Milliman was named a PLANSPONSOR 2023 Best in Class defined contribution (DC) recordkeeper, ranking first in the large plan market. Since 2017, Milliman has earned 195 best-in-class awards for sponsor services and support, participant services, plan administration, and investments and fees.

