

# Plan Sponsor Update

WHAT'S AHEAD FOR PARTICIPANT COMMUNICATION

OCTOBER 2024

This update includes the results of the recent board member election and an enhancement to the annual notice distribution process. Learn more about our upcoming communication curriculum for the final quarter of 2024. Your participants can look forward to education on setting and achieving financial goals and preparing for future needs. Plus, see how users are engaging with our new and improved Financial Wellness Education site.

## CO-OP 401(K) PLAN FIDUCIARY BOARD UPDATE

Congratulations to John Duchscherer (District 2), Brad Gjermo (District 6) and James Munroe (District 7) for being re-elected to the Board. Their new terms start on January 1, 2025, and will run through December 31, 2027.

## Annual Required Notice Distribution

Great news! Starting with the required plan notices for the 2025 plan year, Milliman will distribute the following notices (if applicable) directly to your participants on your behalf:

- Qualified Default Investment Alternative (QDIA) Notice
- Fee Disclosure Notice
- Automatic Enrollment Notice (ACA, EACA, or QACA)
- Safe Harbor Notice

Per the DOL Electronic Disclosure rules, these notices will be emailed to all participants with an email address on file that are eligible for electronic disclosure. The notices will be mailed to any participant without an email address on file, as well as to those who have opted out of electronic disclosure.

## Q4 Personalized Nudges and Administrative Reminders

Milliman's targeted communications are focused on setting goals and planning ahead for a secure future.

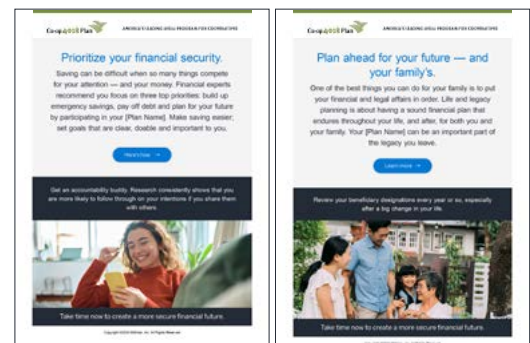
### Q4: Planning for the Future

In November, Milliman will send the following personalized nudges.

- **Under age 50:** Prioritizing Financial Goals
- **Age 50 and over:** Legacy Planning

We are awaiting the announcement of the 2025 IRS annual contribution limits. In December, Milliman will send an administrative reminder with these limits so participants who want to maximize their savings can plan ahead for the new year.

View the complete 2024 Financial Wellness calendar [here](#).



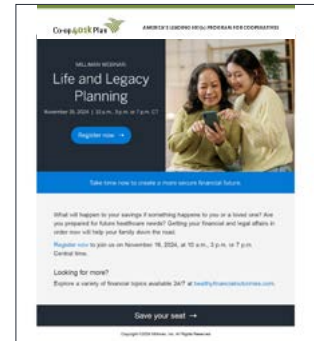
Under Age 50: Prioritizing Financial Goals

Age 50 and Over: Legacy Planning

# Upcoming Financial Wellness Webinar

Join us on November 19 for our final live webinar of 2024, “Life and Legacy Planning.” What will happen to your savings if something happens to you or a loved one? The discussion will center around planning for future healthcare needs and other financial considerations that can help your family down the road.

We will send email invitations two weeks prior to the event. Click [here](#) for a promotional flyer.



November Invitation

## New and Improved Financial Wellness Education Site

User engagement — what we're seeing so far on [healthyfinancialoutcomes.com](https://healthyfinancialoutcomes.com)



- We're starting to see trends in page popularity and views since our relaunch in June 2024.
- Participants driven to the Financial Wellness Education site via email stayed on the linked page for an average of 1 to 2 minutes — even longer on topics regarding budgeting in retirement and withdrawal strategies.
- Viewers are following to the next recommended guide.