



 CastleRock

  
CastleRock  
PEP

INDEPENDENT GUIDE

TRUSTED PARTNER

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# State Mandated Retirement Plans

**As of June 30, 2024**

20 states have enacted new programs for private sector workers.

17 of these states are auto-IRA program states.

**Does your state have a plan?**

California  
Colorado  
Connecticut  
Delaware  
Hawaii  
Illinois

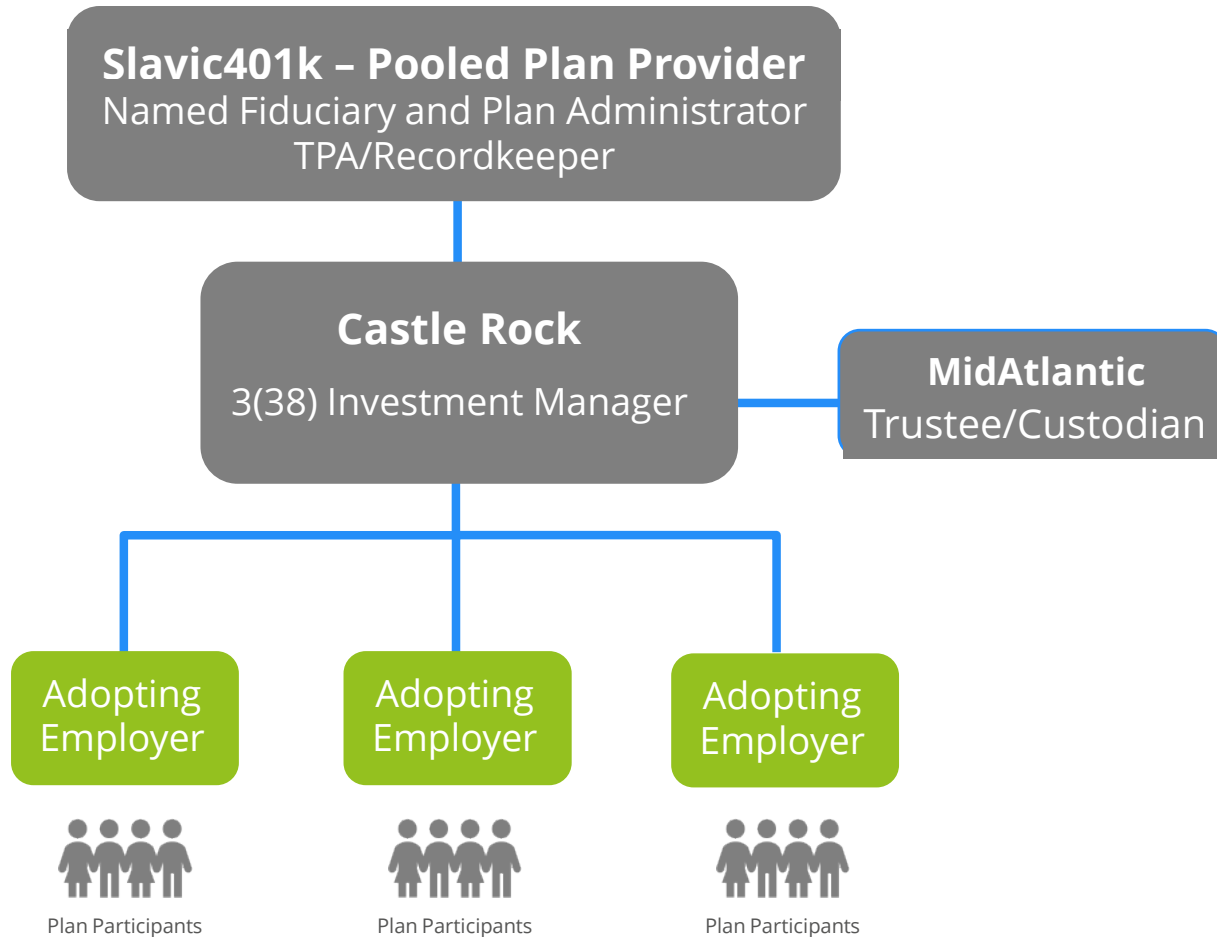
**Does your state have a plan?**

Maine  
Maryland  
Massachusetts (voluntary)  
Minnesota  
Nevada  
New Jersey  
New Mexico (voluntary)

**Does your state have a plan?**

New York  
Oregon  
Rhode Island  
Virginia  
Vermont  
Washington

# What is a Pooled Employer Plan?



The SECURE Act allowed pooled plan providers to start operating pooled employer plans (“PEPs”) beginning on January 1, 2021.

PEPs allow employers that don't share a commonality of ownership or industry to participate in a retirement plan that is independently sponsored by a pooled plan provider.

# Benefits of a Pooled Employer Plan

- Cost savings
- Ease of administration
- Reduced fiduciary risk
- Scalable for small and micro plans
- Individual plan design for each employer
- Bundled outsourcing of:
  - Trustee responsibilities
  - Annual regulatory filing
  - Plan discrimination testing
  - Plan document maintenance
  - Investment selection and monitoring
  - Processing of loans and distributions
  - Delivery of participant regulatory disclosures



# Castle Rock PEP vs State Plans

Traits	Castle Rock PEP	State Plans
Investment Options	Professionally Managed	Government Selected
Employer Match	Employer Option	None!
2024 Employee Contribution Limits	\$23,000	\$7,000
Annual Limit Employee + Employer	\$69,000	\$7,000
Age 50+ Catch-up Contribution	\$7,500	\$1,000
Employer Contribution Tax Credits	\$1,000 per employee	None!
Plan Costs as Business Deductions	Your Choice	None!



# Employer Tax Credits

## From SECURE Act of 2019:

**Employer qualification:** Adopt Automatic Enrollment

**Employer tax credit:** \$500 for three years

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**Employer qualification:** Annual Plan Startup Costs

**Employer tax credit:** 50%, up to \$250 per employee, min. \$500, max. \$5,000

## From SECURE 2.0:

**Employer qualification:** Have <50 employees

**Employee qualification:** Earns <\$100,000

**Employer tax credit:** Tax credit for employer matching contribution up to \$1,000 per employee with phase out schedule.

**Year 1 - 100%, Year 2 - 100%, Year 3 - 75%, Year 4 - 50%, Year 5 – 25%**



# Example- Employer Tax Credits for 3 Employees

Adopt Castle Rock PEP with an effective date of 1/1/2025 and add:

Automatic Enrollment

• **Employer tax credit:** \$500 for three years

Employer Match (ex. 100% on the first 1% deferred and 50% on the next 5% deferred)

• **Employer tax credit:** Tax credit up to \$1,000 per employee earning < \$100,000

Annual Plan Startup Costs

• **Employer tax credit:** 50%, up to \$250 per employee, min. \$500, max. \$5,000

Tax Credits = Startup Cost (\$500) + Auto Enroll (\$500) + Employer Contribution (\$3,000)

Employer Tax Credit Year 1 = \$4,000





# Why Castle Rock PEP?

- Independent
- Woman-owned
- Established 2006
- SEC Registered Investment Adviser
- Retirement Plan Specialist
- Fiduciary – Client Focused
- Community Driven
- Accessibility Focused
- Personalized Financial Wellness





# Personalized Financial Advice

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All participants have access to group and individualized advice.

## Educational Opportunities:

- Monthly Educational Webinars
- One-on-One Financial Advice Sessions
- Custom videos to explain tough topics
- PEP Participants:
  - [Enroll](#) in complimentary financial planning software
  - Check out this [video introduction](#).



**Nashville, TN**  
*365 Data Center*

**Scottsdale, AZ**  
*Call Center & Operations Center*

**Boca Raton, FL**  
*Headquarters & 365  
Data Center*

**Lviv, Ukraine**  
*Software Development*

**Manipur, India**  
*Processing*

## GLOBAL FOOTPRINT & REDUNDANCY

### WHY did Castle Rock Choose Slavic401k?

- Pooled Employer Plan Specialists
- Established 1995
- PEO Industry Market Leader
- Over \$10 Billion Under Administration

Investment Name	Ticker	Net Exp Ratio
<b>Cash Equivalent</b>		
Vanguard Federal Money Market	VMFXX	0.11%
<b>Bonds</b>		
American Funds Bond Fund of Amer R6	RFBGX	0.22%
Fidelity Inflation-Prot Bd Index	FIPDX	0.05%
Dodge & Cox Global Bond I	DODLX	0.52%
American Funds American High-Inc R6	RITGX	0.30%
<b>US Stocks</b>		
American Funds American Balanced R6	RLBGX	0.25%
Fidelity 500 Index	FXAIX	0.02%
Vanguard Mid Cap Index Admiral	VIMAX	0.05%
DFA Small Cap I	DFSTX	0.27%
<b>International Stocks</b>		
MFS Instl International Equity	MIEIX	0.69%
DFA International Small Company I	DFISX	0.39%
GQG Partners Emerging Markets Equity R6	GQGRX	0.98%
<b>Sector Equity</b>		
Cohen & Steers Instl Realty Shares	CSRIX	0.76%
Vanguard Materials Index Admiral	VMIAX	0.10%
<b>Default Investments</b>		
Vanguard Target Retirement Funds		0.08%



# Cost Overview

<b>Annual Asset Based Charges- Paid by Employees or Employer</b>		
	<b>Slavic401k</b>	<b>Castle Rock</b>
Plan Assets	Recordkeeping & Administration	Investment Management
\$0 - \$250,000	0.70%	0.25%
\$250,001 - \$500,000	0.65%	0.20%
\$500,001 - \$1,000,000	0.50%	0.18%
\$1,000,001 - \$2,000,000	0.40%	0.15%
\$2,000,001 - \$5,000,000	0.30%	0.12%
Over \$5,000,000	0.25%	0.10%
<b>Annual Participant Charges - Paid by Employees or Employer</b>		
Annual Administration Fee	\$35	
Over 50 Participants	\$30	
Over 100 Participants	\$25	



# Contact Us Today

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- Set up your company's plan in just 15 minutes!
- Have questions? Schedule a meeting [HERE!](#)





WOMEN<sup>®</sup>  
OWNED



## Thank You

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