



# Head Start Retirement Program



**RETIREMENT PROGRAM**

PLAN  
INVEST  
PROTECT

**VOYA**<sup>®</sup>  
FINANCIAL

# Head Start Retirement Plan

A Packaged Retirement Solution is a group retirement program that multiple unrelated employers can join. With the Head Start Retirement Plan Packaged Retirement Solution, you can look forward to potential cost savings and other benefits when compared to operating a single employer plan on your own.

## Voya has more than four decades of experience

working with multiple employer solutions, both in corporate and non-profit markets, that include Multiple Employer Plans (MEPs), Pooled Employer Plans (PEPs), and other customized multi-employer plan arrangements accounting for approximately:



## Proudly serving various types of multiple employer solutions, including but not limited to:



## Who's who?

Recordkeeper



Group Plan Systems

TPA-3(16) Services



The Fraser Group



Voya Institutional Trust Company



<sup>1</sup> Voya internal data as of 12/31/22.



### 3(38) Investment Fiduciary

- Written acceptance of fiduciary status
- Develop fund lineup to leverage mega-plan priced investments
- Maintain investment policy statement (IPS)
- Provide ongoing monitoring of fund lineup and modify as prudently necessary



### Administrative Support

- In coordination with Voya, provide participant notice fulfillment services
- Interpret and provide plan documents
- Ensure plan document is in compliance with IRS and Department of Labor requirements
- Complete required compliance testing services

#### OPTIONAL

- 3(16) essential plan services
- Sign and file the 5500 as the plan administrator
- Approve loans and distributions



### Holistic Participant Experience

- Simplified enrollment experience that encourages higher savings rates
- Award-winning<sup>2</sup>, online, interactive educational experience with myOrangeMoney<sup>®</sup>
- Data driven insights help create deeper and more meaningful connection
- Personalized, targeted and actionable messaging across multiple touchpoints
- Voya Cares<sup>®</sup> special needs planning program
- Connect online, via IM or over the phone using an integrated call center
- Commitment to security with Voya's S.A.F.E.<sup>®</sup> Guarantee

<sup>2</sup> Recipient of the DALBAR 2022 Communications Seal—representing excellence in financial services communications—for our participant website and mobile app.

# Participating employer services keep the plan running smoothly

In addition to all the services you would expect from a recordkeeper such as, daily valuation, implementation, reporting, loan modeling, trust and custody services Voya brings unique advantages.

## Plan sponsor website

“One stop” functionality to an array of reporting tools; this site provides you with secure access to plan and participant level information to effectively manage and monitor your plan. Each participating employer will receive:



### Plan health

Visualize your employees’ retirement readiness in real time; deep dive into segments of your employee population to uncover behaviors, trends and actionable insight



### Plan review

Understand your plan trends, benchmarks and overall performance regarding client health, plan activity and investment review



### Request management center

Submit and track administrative requests, tasks and stay connected to the Voya team simply and efficiently

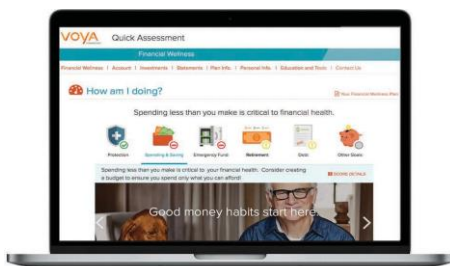
## Automatic plan services

We believe in making the right choice the easy choice, so we offer automatic enrollment processing and automatic deferral rate escalation backed by science to drive participant results.

## Financial wellness

The Group Plan Systems may choose to offer additional Voya solutions to help your employees achieve holistic financial wellness, including:

- Managed Accounts
- Self directed brokerage accounts
- Health Savings Accounts
- Student loan support



Employee engagement



Financial confidence



Employees  
on track

# Easy and effective participant experience

Through personalized communications, Voya reaches participants with the right message, at the right time, in their preferred media.

## Participant website



### myOrangeMoney\*

estimates balance and future contributions into potential future monthly retirement income and shows employees their current level of retirement readiness. 32% engagement, 15% took action, 20% deferral increase from those who engaged with myOrangeMoney<sup>1</sup>



### Financial wellness assessment

A brief set of questions, aligned with Voya's financial wellness pillars, provides users with a personalized summary of their results in real time.



### Interactive budget calculator

this bilingual tool helps engage employees in creating a personalized budget for emergency savings.



### Voya Learn

Voya's innovative educational platform that provides employees access to live and on-demand sessions 24/7—allows employees to learn at their own pace with fresh, relevant topics.



### Behaviorally optimized enrollment experience

Average savings rates of employees that use our enrollment website are 10% higher after implementing a series of science-based design changes. (average initial savings rate in 2016 was 6.6%, compared to 7.3% in 2022).



### Personalized communications

Voya's personalized email journeys help participants take the next best step for them. These journeys have a 25% higher open rate than the industry average.<sup>2</sup>



**27% who used our guidance tool** decided *not* to take out a loan after all

Our offering is only meaningful if we can prove that we are positively impacting outcomes  
**Results in numbers.**

<sup>1</sup> Source: Digital Engagement Tableau report. Voya Internal Data. 12/31/22

<sup>2</sup> [https://knowledgebase.constantcontact.com/articles/KnowledgeBase/5409-average-industry-rates?lang=en\\_US](https://knowledgebase.constantcontact.com/articles/KnowledgeBase/5409-average-industry-rates?lang=en_US)

\* Some of these services are dependent upon participating employers providing timely and accurate data to Voya



# Rely on Voya's experience to make a measurable difference for your organization and its employees

**With more than forty years' experience** recordkeeping various types of multiple employer solutions, Voya understands how to drive results while making the complex simple. Our innovative tools, services and reporting help employers understand plan utilization and measure success.

For employees, Voya strives to make the right choice the easy choice. Backed by behavioral science and insights garnered from working with six million plan participants, we understand how design of tools and services can make a big impact on retirement outcomes.



Contribution rates  
are **40% higher**  
with **Voya Enroll**<sup>1</sup>



## Contact a **Voya Representative**

or your advisor or call **866.481.3653 Option 4** to learn how to harness the power of Voya for your organization and your employees

<sup>1</sup> Voya internal data as of 12/31/22



For more information or additional details contact:



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**Call today to learn how to harness the power of Voya for your organization and your employees**



Group Plan Systems, Retirement Benefits Group and are not affiliated with the Voya® family of companies.

**DALBAR:** DALBAR's Communications Seal is recognition for firms' commitment to Excellence and is awarded to communications that excel in offering a superior experience while meeting the needs of the audiences they serve. Voya Retire earned DALBAR's 2022 Communications Seal of Excellence for eighth consecutive year. Voya ranked third out of the five highest scoring experiences in Dalbar's 2022 review of mobile retirement plan enrollment experiences on both mobile optimized sites and apps. In 2021, Voya's Participant Website was granted the 2021 DALBAR Seal of Communications Excellence for financial services communications, among 21 eligible companies at the time of Voya's award (Q1-2021). In 2021, Voya's Mobile Website was recognized with the Seal of Communication Excellence, among 41 award-eligible firms. Voya's Retirement Mobile App received the 2021 DALBAR Seal of Communications Excellence, among 35 award-eligible apps. Voya's Online Enrollment earned the 2021 Superior First Impression Seal, among 7 award-eligible firms. Voya Investment Management's 529 Plans were winners of the DALBAR 2021 Mutual Fund Service Award, along with 6 other award winners. Voya Investment Management has also been named a Mutual Fund Service Award winner along with 6 other award winners.

**Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value | Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency**

**\* IMPORTANT:** The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation.

Neither Voya® nor its affiliated companies or representatives provide tax or legal advice. Please consult a tax adviser or attorney before making a tax-related investment/insurance decision. Products and services offered through the Voya® family of companies.

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