

The Just Right Advantage™ Program

Helping to remove barriers to achieving financial security in retirement



Voya's **Just Right Advantage™** program is focused on helping employers and organizations in undercapitalized, underserved and undersaved communities by supporting business growth and resiliency, and closing retirement savings gaps

Components of the program include:

- A fee credit to help remove barriers to establishing or retaining a retirement plan
- Plan features that support increased participation and savings
- Advisory services to help retirement savings stay on track
- Ongoing education, resources and tools for employers and employees

Just Right Advantage™ Providing support to help your employees save and better prepare for retirement

For plan sponsor use only. Not for use with participants.

PLAN | INVEST | PROTECT

VOYA
FINANCIAL

Just Right Advantage program details

Eligibility

The **Just Right Advantage Program** is available to **certified** minority-women-veteran-disability-LGBTQ owned businesses, and not-for-profit organizations supporting these communities.

Offering

A fee credit for eligible companies who establish a new plan or transfer their plan to Voya. One-time fee credit ranging from \$500 to \$5,000 that can be used to offset plan fees for recordkeeping and TPA services.

\$500 credit for start up plans

\$2,500 credit for transfer plans with less than \$25 million

\$5,000 credit for transfer plans with more than \$25 million

A retirement plan solution with best-in-class features:

Voya Map Select Product (Menu 5) will be used and include the following features:

- **Auto enroll** their employees to get them in the retirement savings game, and
- **Auto increase** plan participants to help them make up for retirement savings gaps, or
- Implement **advisory services*** to help employees stay on track

The Just Right Advantage program is also available to current, active Voya clients who meet the eligibility criteria.



More than half (57%) of minority business owners saw their revenue drop since the pandemic started, compared to 41% of white business owners

Source: Small Business Resilience Series Study conducted in 2021 by Block Advisors, a part of H&R Block

72% of minorities experience moderate to severe economic hardship due to inflation, compared to 52% to whites¹



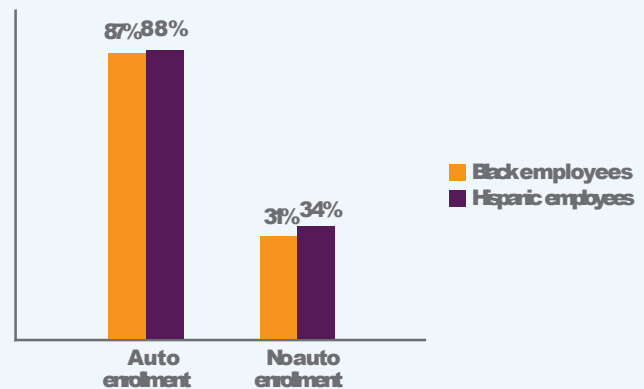
Additional value for start up plans

When combined with the provisions from the SECURE Act, small business owners (100 or fewer employees) can receive the following:

- A tax credit for 50 percent of their costs for starting a retirement plan (up to a \$5,000 tax credit each year for three years).
- Up to a \$500 tax credit for three years for automatically enrolling employees in a retirement plan.
- An increase in the cap under which they can automatically enroll workers in “safe harbor” retirement plans from 10 percent of wages to 15 percent - making it easier for small businesses to set up 401(k)s.



Auto features help close retirement plan participation gaps for underserved populations²



Education program

Ongoing education and guidance will also be available to deliver valuable insights and support for Just Right Advantage™ organizations and employees.

For employers - Educational articles, perspectives papers and webinars on a variety of workplace savings and benefits topics.

For employees - An educational program that provides tools and resources to help employees with financial wellness today so they can be better prepared for retirement and feel confident about their future. Key components include:

- Live and on-demand video education through Voya Learn,
- Online financial wellness tools,
- Personalized email communications encouraging the next best action a participant should take, and
- Diversity, equity and inclusion campaigns to celebrate our differences and encourage positive outcomes.



“My role at Voya is an extension of my personal goals to help close the wealth gap and help underserved communities build generational wealth. The pandemic exposed the deficit in access to funding and resources that minority business owners have long faced, with inflation and market volatility creating new challenges. Just Right Advantage helps address these deficits and close wealth gaps.”

Jay Washington
Head of diverse market segment,
Voya Financial

Contact your Voya Representative to learn more or visit VoyaJustRightAdvantage.com.

Just Right Advantage™

Providing support to help your employees save and better prepare for retirement



Voya Financial earned this recertification based on ratings provided by more than 1,700 of its employees in a survey administered by the Great Place to Work® Institute. Companies do pay a fee to the Great Place to Work Institute to conduct certification surveys.

To determine the 2022 Fortune’s Best Workplaces in Financial Services and Insurance list, Great Place to Work® analyzed the survey responses of over 176,000 employees from Great Place to Work-Certified™ companies in the financial services and insurance industry in the U.S. Company rankings are derived from 75 employee experience questions within the Great Place to Work Trust Index™ survey. Great Place to Work determines its lists using its proprietary For All™ methodology to evaluate and certify thousands of organizations in America’s largest ongoing annual workforce study, based on over 1 million survey responses and data from companies representing more than 6.1 million employees. To be considered, companies had to meet the Great Place to Work-Certified standard.

The Disability Equality Index® (DEI) is a national, transparent benchmarking tool that offers businesses an opportunity to self-report their disability inclusion policies and practices. It was developed by two national leaders, American Association of People with Disabilities and Disability:IN, in consultation with the appointed DEI Advisory Committee, a diverse group of experts in business, policy, and disability advocacy. The 2022 DEI measured culture and leadership; enterprise-wide accessibility; employment practices (benefits, recruitment, employment, education, retention and advancement, and accommodations); community engagement; and supplier diversity. In 2022, Voya Financial was one of 335 participating companies scoring 80% or higher.



¹ Study conducted by the Research, Policy and Impact Center (June, 2022).

² Based on Voya plan participant data from six plan sponsor clients representing over 163,000 employees across diverse industries. The employee population studied was a slightly more diverse workforce than overall U.S. labor force average.

*** IMPORTANT: The projections or other information generated by Morningstar® Retirement Manager™ regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results (including investment results) and are not guarantees of future results. Results may vary with each use and over time.**

Morningstar® Retirement Manager™ is offered by Morningstar, Inc. and is intended for citizens or legal residents of the United States or its territories. The investment advice delivered through Morningstar Retirement Manager is provided by Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc. Morningstar Investment Management’s advisory service relates solely to the investment options offered under the plan. Retirement plan funding products offered through Voya Financial Partners, LLC (member SIPC) or other broker dealers with which it has selling agreements. Voya Financial provides Morningstar Investment Management with the plan’s investment options and information about participants but the decisions regarding the advice provided are made by Morningstar Investment Management. Voya and its companies are not affiliated with Morningstar Investment Management, LLC or its affiliates, and receive no fee or other direct financial benefits from Morningstar Investment Management in connection with the use of its services. An administrative fee will apply depending on the service selected. The Morningstar name and logo are registered marks of Morningstar, Inc.

In 2022, Voya Financial was one of 136 companies recognized by Ethisphere® as one of the 2022 World’s Most Ethical Companies. The World’s Most Ethical Company assessment is based upon Ethisphere’s Ethics Quotient® framework, which offers a quantitative way to assess a company’s performance in an objective, consistent and standardized way. The information collected provides a comprehensive sampling of definitive criteria of core competencies, rather than all aspects of corporate governance, risk, sustainability, compliance and ethics. Scores are generated in five key categories: ethics and compliance program (35%), corporate citizenship and responsibility (20%), culture of ethics (20%), governance (15%) and leadership, innovation and reputation (10%) and provided to all companies who participate in the process. While Voya’s Senior Vice President of Corporate and Organizational Development sits on Ethisphere’s Equity and Social Justice Initiative Advisory Council, he plays no role in the selection process for the World’s Most Ethical Company award, but this fact has been disclosed to the extent it may be perceived as a possible conflict of interest. There is a processing fee of \$3,500 USD to participate. There is also a licensing fee for use of the logo.

Voya is one of 380 companies accepted to the 2022 Bloomberg Gender-Equality Index, which represents organizations from 50 industries with headquarters in 44 countries and regions. To qualify for the index, Voya disclosed details of its policies and practices with respect to how the company promotes gender equality across four separate areas – company statistics, policies, community engagement and products and services. Voya and other companies included in the 2022 Gender-Equality Index scored above a globally-established threshold, based on the extent of disclosures and the achievement of best-in-class statistics and policies.

The Corporate Equality Index (CEI), administered by the Human Rights Campaign Foundation, evaluates LGBTQ-related policies and practices, including nondiscrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs, and public engagement with the LGBTQ community. Voya’s efforts in satisfying all of the CEI’s criteria earns it a “100 percent” ranking and the designation as a Best Place to Work for LGBTQ Equality.

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.

212907 1768701_1122 © 2022 Voya Services Company. All Rights reserved. CN2612705_1224

PLAN | INVEST | PROTECT

Voya.com

