



Retirement Plan Proposal

Leawood Chamber of Commerce

Retirement & Investment Solutions

CBIZ and Retirement & Investment Solutions – Who We Are

CBIZ, Inc. (NYSE:CBZ) is a publicly traded, leading professional services advisor to middle market businesses and organizations nationwide. With unmatched industry knowledge and expertise in accounting, tax, advisory, benefits, insurance and technology, CBIZ delivers forward-thinking insights and actionable solutions to help you anticipate next steps and accelerate growth.

Two **CBIZ Investment Advisory Services** teams have been named to the **2026 Barron's Top 100 Institutional Consulting Teams list** (*Retirement Plan Consulting* (#10) and *Institutional* (#39)). CBIZ IAS was included in the **2025 Best Financial Advisory Firm** list compiled by USA Today.

Rankings and recognition by unaffiliated third parties may not be representative of a CBIZ Investment Advisory Services' client experience and should not be construed as a guarantee of a certain level of results. Neither CBIZ IAS nor its advisors pays a fee to the third party in exchange for the rating. The rankings for Barron's Top Institutional Consulting Teams are compiled based on a set of data supplied by the advisers. Barron's verifies this data and applies their rankings formula to generate a ranking based on assets, revenue, and quality of practice.

USA TODAY'S "Best Financial Advisory Firms" ranks 500 registered investment advisory firms in the U.S. based on the short-term and long-term growth of their assets under management as well as the number of recommendations they received via an independent survey administered by Statista to over 30,000 clients, industry experts, and constituents. 2025 ranking based on data as of February 13, 2025.

Barron's TOP 10

RPC Team – 2026 Institutional
Consulting Teams list¹

**Best Financial
Advisory Firms**

Winner²

¹ Barron's 2026 Institutional Consulting Teams

² USA Today – April 2025

About Retirement & Investment Solutions

The Retirement & Investment Solutions practice of CBIZ provides a broad range of *actuarial, advisory, and administration services* to thousands of institutional and private clients.

70+

Advisors

30+

Actuaries

90+

Administrators

WHO WE SERVE

Defined Contribution Plans | Defined Benefit Plans
Endowments | Foundations | Nonqualified Plans
Corporate Liquidity Accounts | Individuals | Trusts

A National Retirement Provider...

30+

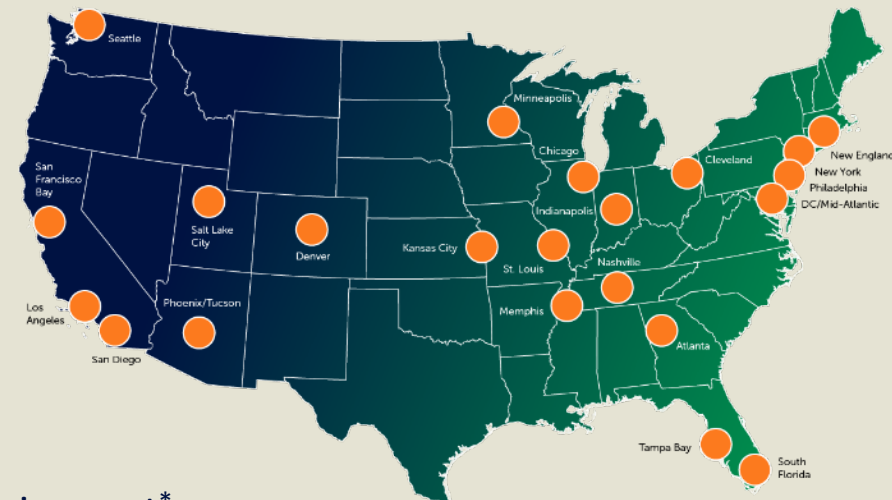
Offices

400+

Team Members

\$83B+

*Assets Under Advisement**



With International Capabilities

70+

Countries



INTERNATIONAL BENEFITS NETWORK **

*As of December 31, 2025, CBIZ Investment Advisory Services, LLC has assets under advisement in excess of \$83 billion.

**CBIZ Benefits & Insurance Services is a member of the International Benefits Network.

What is a Pooled Employer Plan (PEP)?

- Introduced in the Secure Act 1.0 (2019), PEPs enable multiple employers to join a single defined contribution plan like a 401(k).
- Unlike traditional Multiple Employer Plans (MEPs), PEPs do not require participating employers to share common factors such as industry or geography.

A PEP lets multiple employers share one professionally managed 401(k) plan, greatly reducing administrative burden and fiduciary responsibility.

PEP BENEFITS:

- **Fiduciary Outsourcing** – Transfer key responsibilities to experienced professionals, including plan oversight, compliance, and investment management.
- **Audit Relief** – By participating in a pooled structure, employers can reduce the burden and disruption of annual plan audits.
- **Scalable Plan Design** – Access institutional-quality governance and investment oversight without the complexity or cost of a standalone large-plan structure.
- **Cost Savings** – Eliminate annual audit costs and cut administrative expenses through shared economies of scale.

How the CBIZ Retirement Advantage PEP *Delivers Value*

While many pooled employer plans focus on convenience, the CBIZ Retirement Advantage PEP is built on a strong foundation of *clear fiduciary accountability, integrated services, and institutional-quality governance*.

- **Fiduciary-led by design:** Unlike providers that position retirement plans as an extension of payroll, CBIZ leads with governance, placing fiduciary responsibility in the hands of dedicated specialists.
- **Integrated 3(16) and 3(38) expertise:** CBIZ aligns plan administration and investment management under one coordinated structure, reducing handoffs, minimizing errors, and improving execution.
- **Institutional governance for the mid-market:** Our model delivers the level of oversight and discipline typically associated with large-plan providers, adapted for growing organizations.
- **A more accountable model:** Clearly defined roles across plan administration, investments, and recordkeeping create greater transparency and strong oversight.



CBIZ Retirement Advantage PEP: *Benefits for Adopting Employers*



Clear Fiduciary Delegation

CBIZ serves in key fiduciary roles, including ERISA 3(16) plan administration and 3(38) investment management. Responsibilities are clearly defined and actively managed.

A Fully Coordinated Structure

Administration, investments, and recordkeeping operate within a single, aligned framework resulting in a more efficient process.

Audit and Compliance Confidence

The pooled structure consolidates audit requirements at the plan level, reducing the burden on participating employers while maintaining rigorous oversight and compliance standards.

Institutional Governance Without the Overhead

Access disciplined investment oversight, formal governance processes, and experienced fiduciary management — capabilities typically reserved for larger plans.

CBIZ Retirement Advantage PEP: *Benefits for Advisors*

WHY WORK WITH CBIZ

The CBIZ Retirement Advantage PEP is designed as a true extension of your practice, giving you a scalable way to deliver high-quality retirement plan solutions without increasing administrative burden or operational complexity.

A Fiduciary Framework You Can Stand Behind

CBIZ assumes defined fiduciary responsibilities through ERISA 3(16) plan administration and 3(38) investment management. This clear delegation helps reduce liability concerns and gives you confidence in the governance structure.

A Fully Integrated Service Model

Unlike fragmented retirement solutions that rely on multiple vendors, CBIZ combines plan administration, investment oversight, and recordkeeping coordination within a unified framework.

Scalable Delivery Without Added Complexity

The PEP model allows you to serve more clients without building out additional internal infrastructure. Whether you're currently supporting a handful of clients or expanding your retirement offering, the structure is designed to scale with you.

Designed to Reduce Advisor Overhead

By centralizing plan management within the PEP structure, CBIZ reduces the day-to-day administrative lift typically associated with retirement plans. That means fewer service interruptions, fewer client escalations, and more time focused on growth.

Easing the Administrative Burden

EMPLOYER RESPONSIBILITIES WITH A STANDALONE PLAN

- | | |
|--|---|
| ☐ 402(g) limit reporting | ☐ Find change notification |
| ☐ 404(a)(5) notice distribution | ☐ Hardship withdrawal determination |
| ☐ 404 (c) notice distribution | ☐ Loan approval and documentation |
| ☐ 408(b)(2) notice distribution | ☐ Lost earning calculations |
| ☐ Oversight of annual discrimination and coverage testing | ☐ Participant enrollment assistance |
| ☐ Audit completion support | ☐ Payroll file aggregation across multiple divisions |
| ☐ Audit firm hiring and monitoring | ☐ Plan design review |
| ☐ Auto enrollment notice distribution | ☐ Plan document interpretation |
| ☐ Beneficiary designation form maintenance | ☐ Oversight and maintenance of plan document preparation and archiving |
| ☐ Beneficiary determinations | ☐ Plan irregularity identification and correction |
| ☐ Blackout notice distribution | ☐ QDIA notice distribution |
| ☐ Census review | ☐ QDRO determinations and documentation |
| ☐ Correct distributions | ☐ Quarterly investment reviews |
| ☐ Death benefit approval | ☐ Deferral rate change monitoring and documentation |
| ☐ Distribution approval | ☐ Required minimum distribution processing |
| ☐ Dealing with the DOL and IRS to resolve issues | ☐ Safe Harbor notice distribution |
| ☐ Eligibility calculations | ☐ Oversight of SAR creation and distribution |
| ☐ Eligibility notifications | ☐ SMM notice distribution |
| ☐ Monitoring your own employer contributions | ☐ Oversight of SPD creation and distribution |
| ☐ ERISA bond review' | ☐ Obtain spousal consent approvals for distributions |
| ☐ Validating your own error corrections | ☐ Termination date verification |
| ☐ Fiduciary insurance coverage review | ☐ Termination withdrawal approval |
| ☐ Force-out processing | ☐ Directed trustee duties |
| ☐ Form 5330 preparation, signing and filing | ☐ Vesting verification and tracking |
| ☐ Form 5500 accuracy, signing and filing | ☐ Year-end data collection and review for accuracy |
| ☐ Form 8955 preparation, signing and filing | |

EMPLOYER RESPONSIBILITIES WITH A PEP

- ✓ Ensure accuracy of payroll files and data
- ✓ Approve year-end data
- ✓ Monitor PPP





How CBIZ Can Help



Leawood Chamber of Commerce - Detailed Expense Comparison

Plan Demographics

Plan Assets

\$0

Eligible Participants

TBD

Pooled Employer Plan

Recordkeeper TPA Fiduciary Advisor Pooled Plan Provider	Empower CBIZ CBIZ American TCS
Participant Paid Fees	
Annual Per Participant Recordkeeping	\$45
Annual Participant Recordkeeping Asset Based	0.20%
Annual CBIZ Investment Advisory Services Asset Based ⁽¹⁾	0.50%
Annual Pooled Plan Provider Asset Based	0.07%
Investment Expense to Fund Managers	Varies
Total Participant Paid Fees	<u>0.77% + \$45 per ppt.</u>
Sponsor Paid Fees	
Recordkeeping Annual Plan Sponsor Fixed (Includes Trustee Fee)	\$2,250
CBIZ Annual Investment Advisory Services Fixed ⁽¹⁾	\$2,000
Annual Plan Sponsor Third Party Administrative (Includes 3(16) Services) ⁽²⁾	\$2,000 + \$45 per ppt. + \$250
Annual Pooled Plan Provider Base Fee	\$600
First 3 Years - Net Sponsor Paid Expense	
Net	<u>\$4,850 + CBIZ TPA Fees</u>
One-Time Installation Fee	
Sponsor Paid Fees	
CBIZ Implementation / Setup Fee	\$1,500
Net	<u>\$1,500</u>
Investment Summary	
Average Investment Expense of Target Date Series	0.35%
Average Investment Expense of Line Up	0.38%
Optional CBIZ Services	
Virtual Education Session	\$500 Each Session
Virtual Education Day	\$1,100 Each Day
On-Site Education Day	\$2,200 Each Day

(1) The items contained herein represent a sample of services that could be provided if CBIZ Investment Advisory Services, LLC is engaged and do not constitute investment advice or a recommendation.

(2) Beginning on the first anniversary of the effective date of the plan, and continuing each year thereafter, CBIZ Administration Costs will be increased automatically by 3%, following notice not less than 60 days prior.



CBIZ Pooled Employer Plan Lineup

Performance as of 6/30/2026

Fund Name	Ticker/ISA SEC ID	Category	Expense	Return			
Stable Value / Money Market				1 Yr	3 Yr	5Yr	10Yr
Emp InsPlus-Putnam Stable Value SA IS SP	PPSV\$027\$	US VA Sub Stable Value	0.27%	4.05%	3.87%	3.31%	2.80%
Bond				1 Yr	3 Yr	5Yr	10Yr
Federated Hermes Total Return Bond R6	FTRLX	US Fund Intermediate Core-Plus Bond	0.38%	4.29%	3.70%	0.56%	2.50%
American Century Diversified Bond R6	ADDVX	US Fund Intermediate Core Bond	0.35%	4.63%	3.62%	0.32%	1.73%
PGIM High Yield R6	PHYQX	US Fund High Yield Bond	0.38%	7.30%	8.79%	4.25%	6.22%
Target Date / Allocation							
American Funds 2010 Trgt Date Retire R6	RFTTX	US Fund Target-Date 2000-2010	0.28%	10.28%	9.09%	5.31%	6.35%
American Funds 2015 Trgt Date Retire R6	RFJTX	US Fund Target-Date 2015	0.30%	10.62%	9.43%	5.42%	6.68%
American Funds 2020 Trgt Date Retire R6	RRCTX	US Fund Target-Date 2020	0.30%	11.29%	9.94%	5.67%	7.13%
American Funds 2025 Trgt Date Retire R6	RFDTX	US Fund Target-Date 2025	0.31%	11.60%	10.34%	5.76%	7.86%
American Funds 2030 Trgt Date Retire R6	RFETX	US Fund Target-Date 2030	0.33%	13.12%	11.54%	6.40%	8.90%
American Funds 2035 Trgt Date Retire R6	RFFTX	US Fund Target-Date 2035	0.34%	14.63%	12.98%	7.20%	10.10%
American Funds 2040 Trgt Date Retire R6	RFGTX	US Fund Target-Date 2040	0.36%	17.42%	14.73%	8.14%	10.91%
American Funds 2045 Trgt Date Retire R6	RFHTX	US Fund Target-Date 2045	0.37%	18.26%	15.20%	8.32%	11.13%
American Funds 2050 Trgt Date Retire R6	RFITX	US Fund Target-Date 2050	0.37%	18.37%	15.32%	8.25%	11.18%
American Funds 2055 Trgt Date Retire R6	RFKTX	US Fund Target-Date 2055	0.38%	18.89%	15.50%	8.23%	11.16%
American Funds 2060 Trgt Date Retire R6	RFUTX	US Fund Target-Date 2060	0.39%	18.96%	15.54%	8.21%	11.14%
American Funds 2065 Trgt Date Retire R6	RFVTX	US Fund Target-Date 2065+	0.39%	18.97%	15.52%	8.21%	-
American Funds 2070 Trgt Date Retire R6	RFBFX	US Fund Target-Date 2065+	0.39%	19.08%	-	-	-
Large Cap							
Putnam Large Cap Value R6	PEQSX	US Fund Large Value	0.52%	18.59%	18.13%	13.31%	13.61%
Fidelity 500 Index	FXAIX	US Fund Large Blend	0.02%	17.79%	18.30%	12.05%	14.15%
Emp InsPlus-JPMorgan Large Cap Growth IS SP	P4CR\$036\$	US VA Sub Large Growth	0.36%	13.50%	20.27%	11.01%	18.28%
Mid Cap							
MFS Mid Cap Value R6	MVCKX	US Fund Mid-Cap Value	0.61%	10.49%	11.31%	7.92%	9.86%
Fidelity Mid Cap Index	FSMDX	US Fund Mid-Cap Blend	0.03%	15.99%	13.33%	7.26%	10.90%
Invesco Discovery Mid Cap Growth R6	OEGIX	US Fund Mid-Cap Growth	0.67%	26.39%	14.13%	4.97%	12.49%
Small Cap							
DFA US Targeted Value I	DFFVX	US Fund Small Value	0.29%	24.29%	14.28%	9.78%	11.12%
Fidelity Small Cap Index	FSSNX	US Fund Small Blend	0.03%	25.87%	13.18%	3.87%	10.01%
AB Small Cap Growth Z	QUAZX	US Fund Small Growth	0.78%	19.28%	9.39%	-1.31%	12.18%
International / Global							
Hartford International Value R6	HILUX	US Fund Foreign Large Value	0.80%	33.33%	20.34%	14.20%	11.29%
Fidelity International Index	FSPSX	US Fund Foreign Large Blend	0.04%	23.40%	14.60%	8.59%	8.82%
Emp InsPlus-MFS International Growth Equity IS SP	P4AO\$055\$	US VA Sub Foreign Large Growth	0.54%	11.96%	10.50%	6.48%	0.00%
Fidelity Emerging Markets K	FKEMX	US Fund Diversified Emerging Mkts	0.74%	34.02%	14.76%	3.46%	10.15%

(1) The items contained herein represent a sample of services that could be provided if CBIZ Investment Advisory Services, LLC is engaged and do not constitute investment advice or a recommendation.

(2) For institutional use only. Not intended for participant distribution.

(3) Mutual fund data pulled from Morningstar Advisor Workstation as of the date listed above. Performance/expense data displayed as " - " was not available.

Investment Lineup Average Performance				
Expense	1-year	3-year	5-year	10-year
0.38%	16.56%	12.68%	6.73%	9.24%

CBIZ Retirement Advantage PEP Fee Structure

Investment Advisory Services (IAS)

- Less than \$500k, \$2000 fixed fee billed to the employer

Plan Size	IAS Pricing
\$500,000	0.50%
\$1,000,000	0.35%
\$2,000,000	0.25%
\$3,000,000	0.20%
\$5,000,000	0.10%
\$20,000,000 +	0.05%

Empower - Recordkeeper

- Individually priced per adopting employer

Third Party Administration & 3(16) Services

- Annual Fee based on \$2,000 base plus \$45 per participant
- Set-up and onboarding of adopting employer: \$1,500
- Conversion/plan merger into PEP: \$2,000 or custom priced
- Transaction fees: \$75 for termination, \$125 for loans, in-service, hardship, RMD

American TCS - Pooled Plan Provider (PPP)

- Annual Base Fee: \$600

Asset Base Fee	Pricing
\$0-10m	0.07%
\$10-25m	0.06%
\$25-50m	0.05%
>\$50m	Custom

Our Values

Mission Statement

To provide exceptional advice and solutions that help our clients achieve their goals.



We do the right thing.



Our people matter.



We are dedicated to the success of our clients.



We expect to win.



We are OneCBIZ.

Vision Statement

To be recognized by our clients as the premier provider of accounting, insurance and other professional business services and by our team members as their employer of choice.

Why Clients Choose Us

CBIZ is firmly committed to your best interests – now and in the future.

Our approach enables us to meet you where you are and anticipate where you are going through a commitment to:



CONNECTIVITY

Our actuaries, advisors and administrators work closely with your plan's Committee to solve problems and deliver high-quality service to your stakeholders. You can expect proactive communication about financial market activity, compliance issues, emerging risks, and other important issues.



CREATIVITY

Your plan will benefit from the insight of senior-level professionals with a deep understanding of the industry. We complement this experience with progressive thinkers to bring a team with a different approach from the way things have always been done.



COMMITMENT

We are committed to understanding your goals and needs and responding with our best service, advice, and products. We pledge to provide quality, attentive, responsive service and treat you with the utmost care throughout our working relationship.



Thank you

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Investment advisory services provided through CBIZ Investment Advisory Services, LLC, a registered investment adviser and a wholly owned subsidiary of CBIZ, Inc.

Third party administration, actuarial, and other consulting services offered through CBIZ Benefits & Insurance Services, Inc.

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