



Flexible Plan Design for Pooled Employer Plans

We understand that no two employers are alike. Our plan design flexibility supports your needs and objectives while helping drive better employee outcomes.

Plan feature	Available options	Notes
Eligibility	Determined by employer	Flexible age and service requirements. Must be the same across all employee groups. Due to universal availability requirement, immediate eligibility and no age requirement for deferrals within 403(b) plans.
		Service requirement with an hours-worked requirement is limited to 1 year of service and 1,000 hours only
		Dual eligibility allowed for match and profit sharing. Safe harbor contributions must always follow deferral eligibility.
		Service requirement of 2 months or more for The Standard to be responsible for providing enrollment notification to newly eligible participants. Due to immediate eligibility requirement for deferrals within 403(b) plans, enrollment alert notification not provided by The Standard.
		Service requirement based on number of days worked (e.g., 90 days) is not permitted
		Service requirement of less than 1 year with an hour's requirement (e.g., 3 months of service and 250 hours) is not permitted
Vesting	Determined by employer	Same for all sources (e.g., profit sharing & match)
Service crediting method	Determined by employer	Actual hours, equivalency, and elapsed time available. Actual hours must be used for employer allocation conditions.
Matching contributions	Determined by employer	Document provides discretionary matching options
		Same formula for all eligible employees
Safe harbor contributions	Determined by employer	All safe harbor options available Optional for each participating employer
Employer non-elective/profit sharing contributions	Determined by employer	All profit sharing options available, including class allocation/cross tested methods
Automatic enrollment	Determined by employer. Must use The Standard's contribution rate management service and we will manage automatic enrollments.	ACA, EACA, QACA options all available
		Auto enrollment rate cannot be a dollar amount or Roth

Plan feature	Available options	Notes	
Excluded classes	Limits to excluded class options	May exclude union, non-resident aliens, Puerto Rican residents, and/or leased employees. No other excluded classes or part-time/temporary/seasonal exclusion. Additional excluded classes are available and supported in 403(b) plans. Due to universal availability in 403(b) plans, some excluded classes are only permitted for employer match or non-elective contributions.	
Commence/modify deferral elections	Determined by Pooled Plan Provider	Must use next pay period for commence/modify frequency	Commence/modify deferral elections
ADP/ACP testing methodology	Determined by employer	Current or prior year testing available	ADP/ACP testing methodology
Loan provisions	Determined by employer. The Standard will manage all loan provisions and plan participant loan requests online using the participant website.	Loan provision will include: <ul style="list-style-type: none"> • \$1,000 minimum • The Standard manages the loan rate • Allow 1 general loan and 1 residential loan • Refinances and re-amortizations allowed • The Standard's Group Annuity platform: Participants can choose to repay new loans either through ACH or payroll deductions • The Standard's NAV platform: Participants can choose to pay new loans through payroll deductions • Maximum of two new loans allowed per year • Loans are available for any reason (not restricted to hardship reasons) • Loans are available from all sources 	
Available sources	Employer contributions determined by employer Pre-tax and Roth(k) deferrals are required	Available sources: <ul style="list-style-type: none"> • 401(k) pre-tax • Roth(k) • Employer match • Employer profit sharing/non-elective • Safe harbor – match and non-elective • Rollovers • Catch-up contributions allowed 	<ul style="list-style-type: none"> • Prevailing wage available (if applicable) • No after-tax available • Qualified organizational catch-up (also known as special 403(b) catch-up or 15 year catch-up) are not permitted
Prevailing wage	Available	If employer has prevailing wage: <ul style="list-style-type: none"> • Requires immediate eligibility with no eligibility service requirements • Automatic enrollment is not available as an election 	
Self-directed accounts	Determined by employer	Optional. Must use The Standard's self-directed account service if elected. Not permitted within The Standard's NAV platform.	
Normal retirement age	Determined by Pooled Plan Provider	Age 65	
Distribution options	Determined by Pooled Plan Provider. The Standard will manage all distributions for participating employers.	Available distribution options include: <ul style="list-style-type: none"> • Hardships – 100% vested sources • In service at age 59½ – 100% vested sources • Lump-sum, installments, partial withdrawals 	

Plan feature	Available options	Notes
Roth conversions	Determined by Pooled Plan Provider	Roth conversions required
Forfeiture usage	Determined by Pooled Plan Provider	Used to reduce expenses and employer contributions
Compensation	Determined by Pooled Plan Provider	Same definition of compensation for all sources
		K-1 compensation allowed for sole proprietors and partnerships
		The Standard must review and approve any compensation exclusions
Force-out provision	Determined by Pooled Plan Provider	Will utilize a \$7,000 force-out provision. The Standard will manage all force-outs.

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This document provides a summary of key plan provisions. Additional plan provisions may be applicable and will be discussed at the time of implementation.

The Standard is the marketing name for StanCorp Financial Group, Inc., and its subsidiaries. Standard Retirement Services, Inc. provides financial recordkeeping and plan administrative services. Standard Retirement Services, Inc. is a subsidiary of StanCorp Financial Group, Inc.