



Presentation of Retirement
Advisory Services

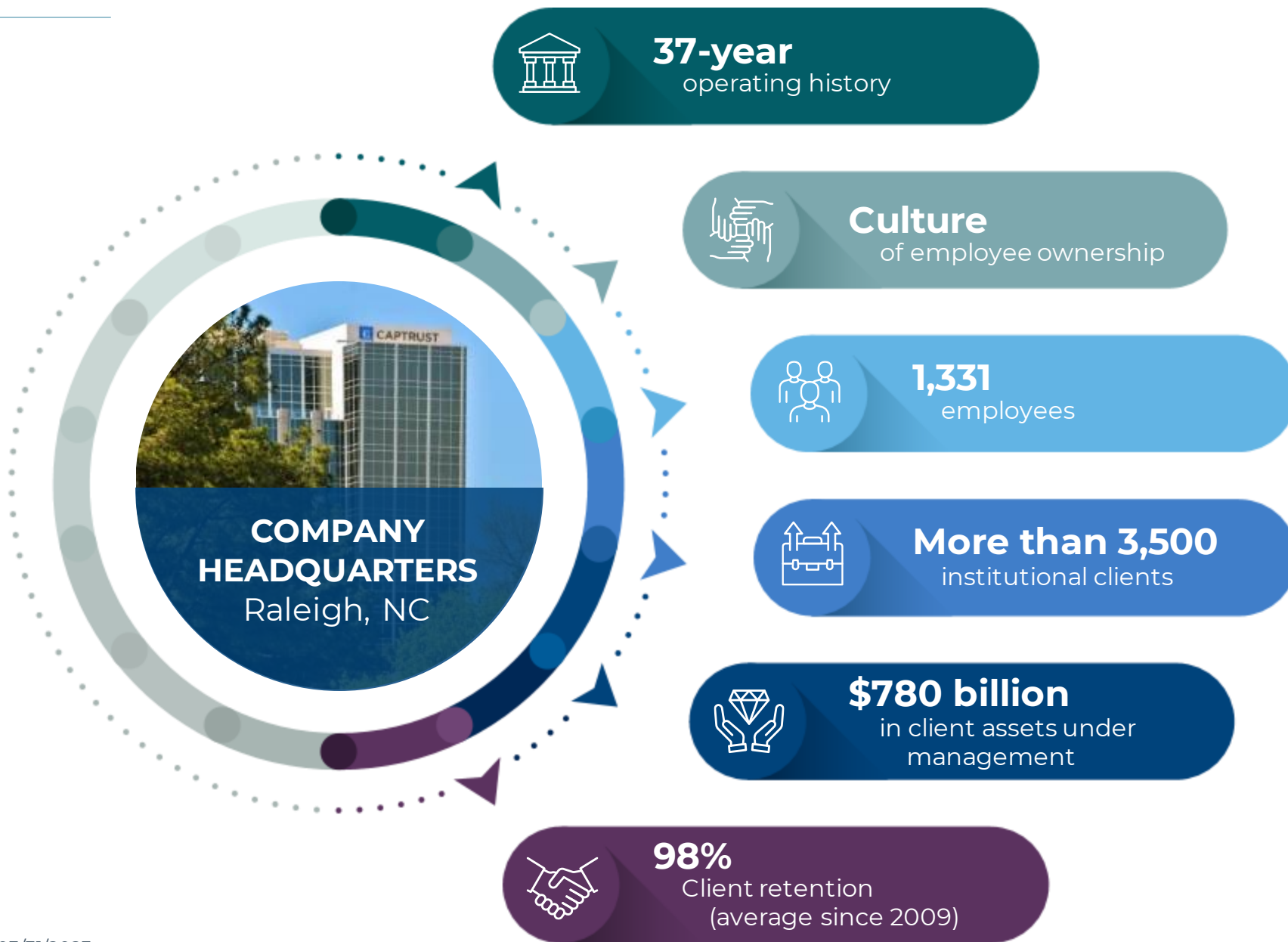
COMPANY OVERVIEW

Date

Advisor Name

Advisor Title

ABOUT CAPTRUST



Data as of 03/31/2023

HOW WE CAN HELP

We provide investment advisory services to retirement plan fiduciaries, endowments and foundations, and wealth planning services to executives, business owners, and families.

INSTITUTIONS



RETIREMENT PLAN SPONSORS



ENDOWMENTS & FOUNDATIONS



RELIGIOUS ORGANIZATIONS

INDIVIDUALS



INDIVIDUAL INVESTORS & FAMILIES



RETIREMENT PLAN PARTICIPANTS



EXECUTIVES & BUSINESS OWNERS



PROFESSIONAL ATHLETES

COMPREHENSIVE RETIREMENT ADVICE AND SOLUTIONS



Institutional Advisory Services

As retirement specialists, we have expertise across the full spectrum of qualified and nonqualified retirement plans that can help you leverage and integrate to create a more effective total retirement solution for all your employees.

Defined Contribution

401(k) Plans
403(b) Plans
Profit Sharing Programs
Money Purchase Plans

- Fiduciary advisory and risk management
 - Investment advisory services
 - Investment management services
 - Provider analysis and fee benchmarking
 - Participant advisory services
-

Defined Benefit

Traditional Plans
Cash Balance Plans
Target Benefit Plans

- LDI strategy consulting
 - Risk management consulting
 - Provider search and selection
 - Investment advisory services
 - Investment management services
-

Nonqualified Deferred Compensation

Deferred Compensation Plans
401(k) Excess Plans
Restoration Plans

- Due diligence review of existing plans
- Vendor fee and service benchmarking
- Analysis of funding strategy
- Investment advisory services
- Investment management services

OUR CLIENTS



Representative clients were selected to illustrate the broad diversity of the firm's client base by type, size, and/or industry. This list should not be construed as an endorsement, reference, or comment from representative clients regarding the quality-of-service CAPTRUST provides.

CAPTRUST NAMED LARGEST RIA FOR SEVENTH YEAR



In July 2022, CAPTRUST was named the largest registered investment advisor (RIA) by *Financial Advisor* magazine, based on 2021 assets. This is the seventh year in a row that CAPTRUST has taken the top spot on the list, among firms with more than \$1 billion in assets.

*Source: *Financial Advisor* magazine, 2016-2022. Category: Assets \$1 billion and over

OUR UNIQUE VALUE PROPOSITION



With 37 years of continuous focus, learning, and reinvestment, we have developed compelling resources and expertise that we can translate into effective advice for our clients.

Data as of 12/31/2022

Unique Perspective

- Depth of resources
- Industry leverage
- Access to vendors, optimized pricing, and benchmarking information

Aligned Interests

- Objective and unbiased investment advisors
- 100% of revenue is derived from client advisory services
- Retirement specialists
- Dedicated subject matter experts by practice

Proven Results

- 3,500+ due diligence calls annually and 350+ on-site interviews
- 565 service/fee benchmarking projects conducted in 2022
- More than 4.7 million institutional plan participants across all 50 states

PROVIDING RETIREMENT ADVICE IS OUR BUSINESS

By design, we are completely aligned with you and motivated to produce better results.

- Our role as fiduciary ensures that we provide objective, unbiased advice because we are fundamentally motivated to help you fulfill your fiduciary role.
- We focus exclusively on the best interests of our clients.

Our depth of resources, industry leverage, and unique perspective enable us to deliver effective solutions across the retirement continuum.

- Drawing on years of experience from serving a broad and diverse clientele, we have developed a unique perspective that drives our advice and solutions.
- Our market leadership enables us to provide our clients with the influence and leverage to negotiate better provider services and pricing.

We measure our success in the fulfillment of our company mission:

- To enrich the lives of our clients, colleagues, and communities through sound financial advice, integrity, and a commitment to service beyond expectation.
- We support more than 201 charities for children in need through our in-house employee-operated foundation, the CAPTRUST Community Foundation.



Our formula for success is anchored in our ability to produce successful results for our clients.

KEEPING CLIENTS UP TO DATE

In today's environment, plan sponsors need to stay in the know. CAPTRUST provides industry-leading experts' thoughts, opinions, and recommendations and communicates important updates and thought leadership in a multitude of ways.



Investment Strategy

Written by CAPTRUST Chief Investment Officer and published quarterly, Investment Strategy captures the latest developments in the global capital markets and explains the likely impact of current events on the market's direction.



Fiduciary Updates

Written by CAPTRUST's Drew McCorkle—and with best practice implications for retirement plan sponsors—this quarterly deliverable highlights recent court cases and other topics of note for qualified plan sponsors.



Topical Webinars

CAPTRUST subject matter experts host quarterly webinars on topics of interest to plan sponsors. In recent quarters, topics have included the implications of rising rates for plan sponsors, employee financial wellness, and discretionary plan management.



Topical Articles and Videos

Videos and articles developed by CAPTRUST that speak to trends and the changing defined contribution landscape. Recent topics have included QDIA, strategies for attracting and retaining talent, and diversity, equity, and inclusion best practices.



Market Thoughts

Market Thoughts is a bulletin published four to six times a year to address current events and market developments. Past topics have included the impact of the presidential elections, Brexit, and passage of Tax Cuts and Jobs Act on the capital markets.



Plan Sponsor eBriefs

Plan Sponsor eBriefs provide real-time updates about legal and regulatory topics of interest to plan sponsors. Typically, we publish four to six eBriefs a year on topics such as plan contribution limits, new fiduciary regulation, and updates to IRA rules.



Advice and Wellness

In conjunction with our financial wellness and advice program, employees can schedule an advice desk meeting or access a range of tools, calculators, articles, market updates, topical videos, and webinars intended to drive employee financial wellness via captrustadvice.com.



Revamping Retirement Podcast

Hosted by Jennifer Doss and Scott Matheson, this monthly podcast breaks down the opportunities and challenges facing plan sponsors and fiduciaries to provide actionable insights and best practices.

OUR COMMITMENT TO OUR COMMUNITIES



We have a profound responsibility to share our success. We contribute time, money, and energy to our communities and assist those in need, particularly underprivileged children.

The goal of the foundation is to support the appreciation of our communities by encouraging our teammates to contribute time and resources to local and national charities serving the needs of children.



**Over \$4.9 Million
Donated Since
Inception**

CHARITY OF CHOICE RECIPIENTS



Data as of 12/31/2022

YOUR SUCCESS IS OUR SUCCESS

Our goal is to create successful results for our clients.



The Main Ingredient

Because 100% of our revenue is derived from client advisory services, your success is our success.



No Golf Ball Rule

We are committed to the independence required for complete objectivity. Since our inception it has been our policy to never accept so much as a golf ball from industry vendors. NO trips, NO meals, and NO pay to play.



Promises Kept

Our client retention rate reflects our commitment to providing excellent advice and solutions and, most importantly, keeping our promises.



CAPTRUST Employees

Drawing on years of experience from serving a broad and highly diverse clientele, we have developed a unique perspective that drives our advice and solutions.



Market Muscle

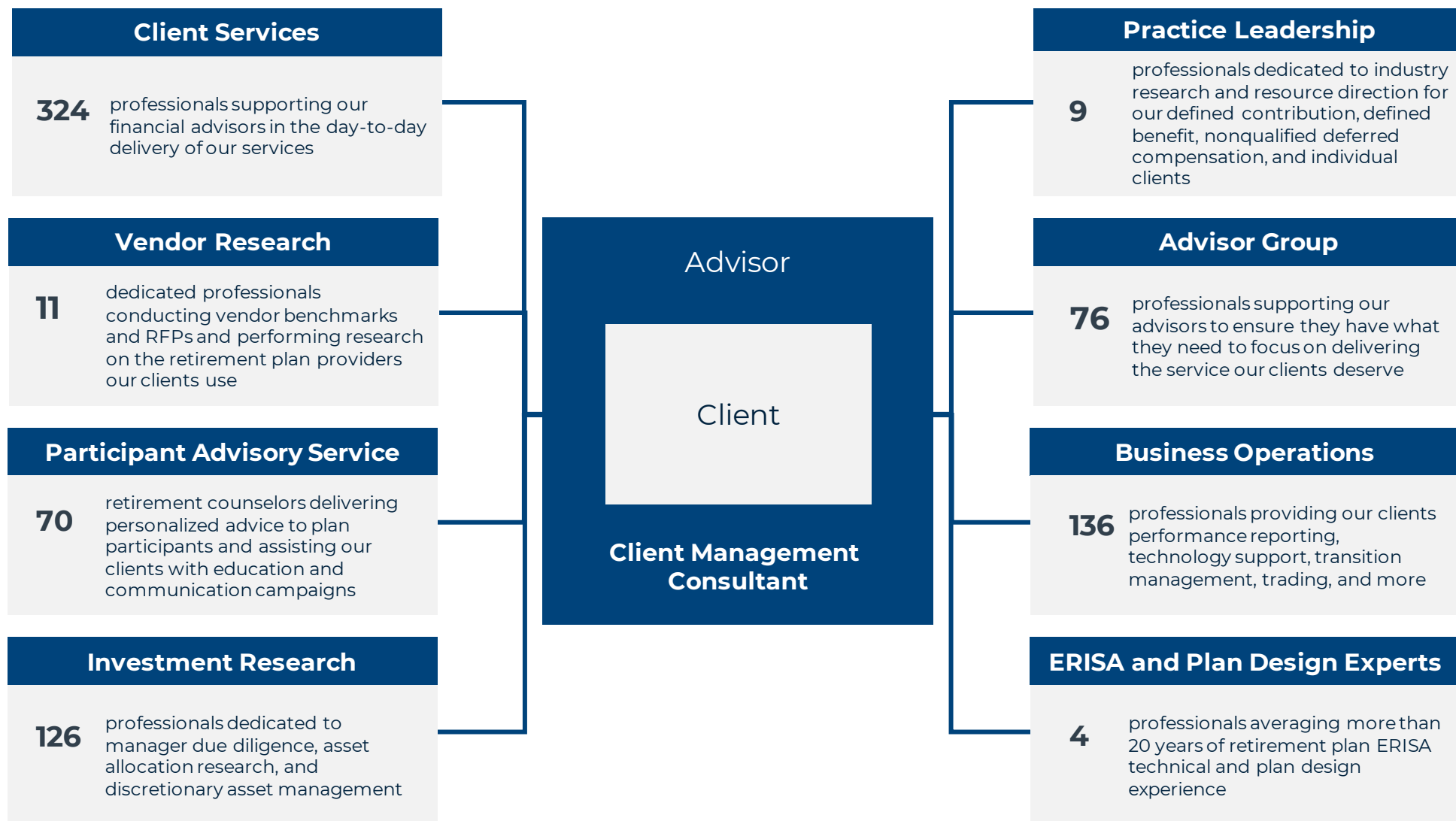
As a leading retirement advisory firm, we have the leverage to gain significant advantages for our clients, including first-person access to investment managers and a strong position to negotiate better fees and services.

Data as of 03/31/2023



CAPTRUST'S CENTRALIZED MODEL






CAPTRUST's centralized model is designed to surround our clients with our deep bench of the resources they need to optimize their retirement plan(s).



Data as of 03/31/2023



THE FIVE PILLARS OF A SUCCESSFUL INSTITUTIONAL RETIREMENT PLAN

					
	Fiduciary Process	Plan Design	Vendor Management	Investment Management	Participant Engagement
Key Objectives	<ul style="list-style-type: none"> Develop, follow, and document a consistent series of prudent processes to satisfy our fiduciary obligations to our employees Ensure that our retirement committee remains informed of prevailing regulatory considerations and market trends 	<ul style="list-style-type: none"> Ensure that retirement programs are aligned with the organization's policies and business goals Ensure that plan features and strategies are aligned with our participant demographics Ensure that the plan remains competitive with other companies that may compete for our employees 	<ul style="list-style-type: none"> Provide timely and accurate account reporting and processing Ensure that we retain effective and user-friendly resources for the management of our plans Maintain compliance with prevailing regulatory requirements Ensure that the plan is paying fair and reasonable fees for the services provided 	<ul style="list-style-type: none"> Provide an attractive menu of investment options and account management programs to enable our employees to prudently invest their retirement savings Allow for the diverse financial needs and sophistication of our employees Maintain a diverse but reasonable number of core menu options 	<ul style="list-style-type: none"> Provide the information, resources, and advice to help our employees effectively plan, save, and invest for their retirements Provide a very attractive and highly competitive benefit plan to employees
Best Practices	<ul style="list-style-type: none"> Formal investment policy statement (IPS) Evaluate investment oversight advisory services 3(21) or 3(38) Document fee payment policy Fiduciary training 	<ul style="list-style-type: none"> Peer review key plan features: eligibility, matching, and vesting policies Evaluate automatic features for enrollment and deferral increases Evaluate re-enrollment Evaluate optional testing methods Evaluate Roth feature 	<ul style="list-style-type: none"> Fee benchmarking for service providers 404(c) compliance 408(b)(2) compliance 	<ul style="list-style-type: none"> Evaluate risk- versus age-based asset allocation strategies Evaluate model portfolios versus managed accounts Select qualified default investment alternatives (QDIA) Evaluate active and passive investing strategies 	<ul style="list-style-type: none"> Allow multiple options for personalized advice Conduct targeted outreach campaigns Conduct demographic analysis Conduct participant satisfaction surveys Provide multiple forms of participant communications

INCLUSION AND DIVERSITY AT CAPTRUST

We are committed to not only growing diversity in our employee base, but we are equally focused on growing those diverse colleagues into leadership roles where they can bring their unique and diverse perspectives to firm leadership and can positively influence the direction of the firm.

By the Numbers

51%

of CAPTRUST employees are women and/or racially/ethnically diverse

44%

of CAPTRUST employees are women

16%

of CAPTRUST employees are racially or ethnically diverse

49%

of the CAPTRUST staff people managers are women and/or are racially or ethnically diverse

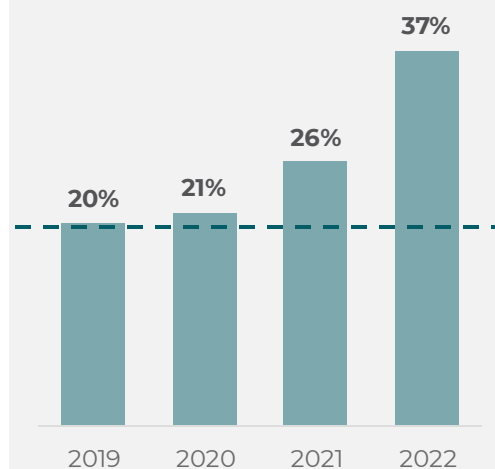
41%

of CAPTRUST directors and above are women and/or are racially or ethnically diverse

Promotions

Diverse and women colleagues are promoted at rates consistent with their non-diverse peers.

Diverse Organic Hires



26%

of CAPTRUST organic hires in the last four years are diverse (average)

20%

Annual diverse hiring goal

Shareholders

Becoming a shareholder at CAPTRUST is an integral part of our firm culture and keeps us all moving in a singular direction. We are proud to offer all employees the ability to become a shareholder after three years with the firm.

59%

of total employees are shareholders

41%

are women

9%

are racially or ethnically diverse

28%

are under 40

Data as of 01/01/2023



ACCESSING THE OPPORTUNITY

DEPTH, SCALE, AND ACCESS TO DELIVER

Our institutional footprint, dedicated research team, proprietary databases, and experienced investors provide a distinct advantage to our clients.

Experienced Team

135 research members
9 senior leaders
126 analysts

1,331 professionals
851 shareholders
75 offices

Deep Coverage

Equities
Fixed income
Multi-asset
Real estate

Alternatives, strategic opportunities
Private equity and private markets
Real assets

Research Driven

CAPTRUST Database
2,000+ covered
230+ firms
12,000+ total strategies followed

350+ annual portfolio manager meetings
127 annual due diligence calls
30+ onsite fund company visits

Active Investor

\$780 billion in assets under advisement

More than 20,000 institutional and private client relationships

The presentation is designed specifically for the client to whom it is addressed. This is not a solicitation or an offer to buy any security or instrument or to participate in any trading strategy. CAPTRUST does not render legal, accounting, or tax advice. This information has been compiled using most recent statistics available but is subject to change without notice. Data as of 03/31/2023



WHAT MAKES CAPTRUST DIFFERENT?

Aligned Interests and Operations

- Objective and unbiased fiduciary
- \$780 billion in client assets under advisement
- More than 3,500 institutional clients
- Culture of employee ownership
- 100% of revenue from client advisory services
- Dedicated subject matter experts by practice
- Give back to local communities we serve

Service Provider Expertise

- CAPTRUST saved new and existing clients over \$109,999,000* since 2010.
- 565 service/fee benchmarking projects conducted in 2022
- 90+ providers continuously monitored as part of our ongoing due diligence
- Understanding of platform options and service teams
- Process for assisting clients with recordkeeping mergers

CAPTRUST

Retirement Expertise

- Holistic service model focused on fiduciary process, plan design, investments, vendor management, and participant engagement
- Serve as a fiduciary for retirement planning and investment advice for plan participants
- Dedicated client service team members who average more than 20 years of industry experience

Investment Research Edge

- 135 professionals dedicated to investment research
- Multiple sophisticated manager database tools
- 3,500+ due diligence calls annually and 350+ on-site interviews
- Dedicated investment expertise in domestic and international equities, fixed income, capital preservation/stable value, target date funds, and environmental, social, and governance (ESG) investing

Data as of 03/31/2023

*Savings based on fund expense ratios, administration and/or advisory fees. This analysis is intended to illustrate the value-added services that CAPTRUST can provide. It is not meant to portray performance of any client account or to guarantee savings or performance in any way. Nor is it a comprehensive representation of the array of consulting services provided by CAPTRUST. Please review CAPTRUST's Disclosure Brochure for a complete list of advisory services.



CONTACT US

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For more information about our firm, please visit our website [captrust.com](https://www.captrust.com), or contact us toll-free at 800.216.0645.

As retirement specialists, we welcome the opportunity to design a customized program to ensure that you effectively meet your fiduciary obligations, efficiently manage your corporate assets, and successfully prepare your loyal employees for a comfortable retirement.