



NNAHRA
NATIONAL NATIVE AMERICAN HUMAN RESOURCES ASSOCIATION

27th Annual Conference

September 25-27, 2023

Gila River Resorts & Casinos

Setting up Yourself and your Tribal Organization for Retirement Success.

**EXPLORING THE PATH TO FINANCIAL SECURITY AND RETIREMENT
SUCCESS**

Lisa Loughry
Executive Vice President, National Accounts

August, 2023

NATIONAL ACCOUNTS

Introduction



Welcome everyone to the presentation on
“Setting up Yourself and Your Tribal
Organization for Retirement Success”

NATIONAL ACCOUNTS

Our Team

Lisa M. Loughry is the Executive Vice President of National Accounts.

She is responsible for growing and maintaining Mutual of America's National Accounts operations, including a significant focus on six major markets across the U.S. Loughry joined Mutual of America in 2014 and has 15 years of experience in the financial services industry.



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Meet Lea

Lea Starr is Vice President of the Dallas Regional Office.

She is responsible for the operations of the Dallas Region. Lea joined Mutual of America in 1989 and has 34 years of experience in the financial services industry. Lea is a Tribal Member of the Peoria Tribe of Indians of Oklahoma.

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Meet Jacob

Jacob Qualls CRPS® - Account Executive.

Jacob joined Mutual of America in 2013. He has completed FINRA Series 6, Series 7, and Series 63 requirements and holds applicable insurance licenses in Washington, Idaho, Montana, Oregon, and Alaska. Mr. Qualls is responsible for providing the day-to-day delivery of client services including consulting, plan design, fiduciary plan reviews and employee education.



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Meet Lorilee

Lorilee J. Morsette is the Vice President of Tribal Markets. Lorilee is responsible for overseeing one of the six markets within national accounts. She is responsible for working with all Tribes across the country. Lorilee is a member of the Suquamish Tribe, Chippewa and Cree.

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Agenda



Introduction

Our Team

Overview of Mutual of America

Introduction to Retirement Readiness

Best Practices for Selecting Retirement Plan Providers

Understanding the “All in: Costs of a Retirement Plan

Due Diligence Plan Fiduciary Reviews

Diversify Portfolios to Enhance Retirement Success

Achieving Higher Participation Rates in Retirement Plans

Understanding Plan Provisions and Benefits

Overcoming Barriers to Retirement Savings

Preparing for Retirement: Steps and Strategies

Q&A Session

Conclusion

Available Resources and Next Steps to Further Support

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Overview of Mutual of America Financial Group (MOA)



About Mutual of
America



Company Mission



Services Offered



Flexibility



Non-profit Experience



Personal, on-site
service

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Introduction to Retirement Readiness

Early and
consistent
savings

Well-diversified
investment
portfolio

Adequate
retirement
savings

Clear retirement
goals

Effective
financial
planning

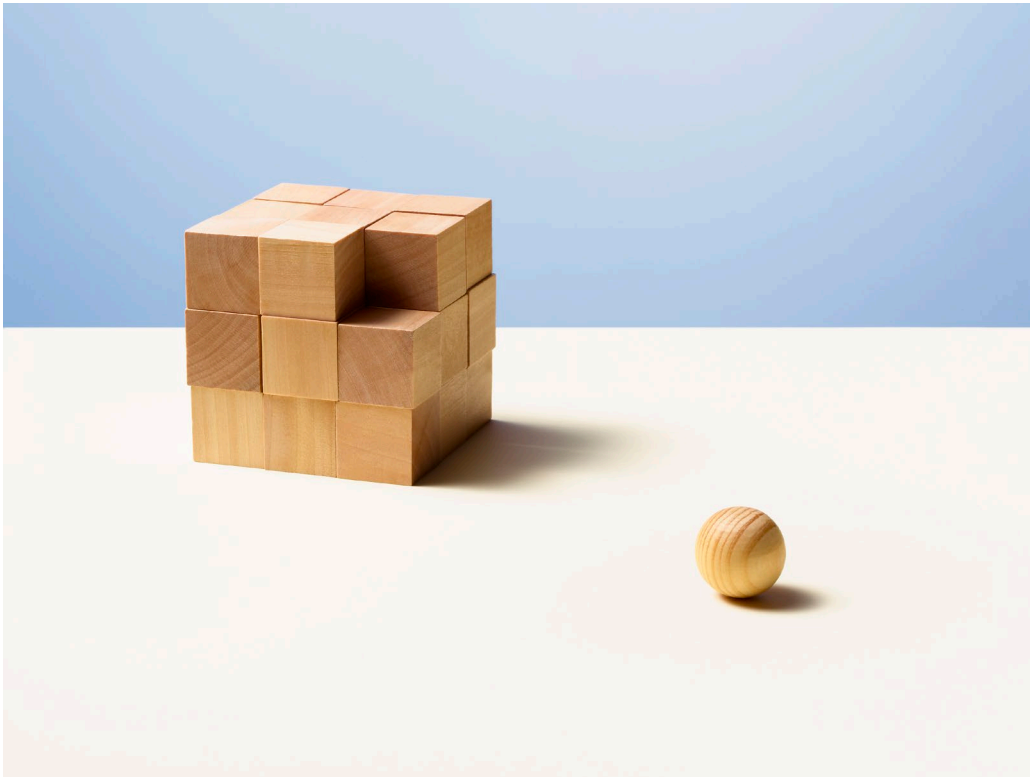
Employee
benefits and
retirement plans

Knowledge and
education

Flexibility and
adaptability

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Best Practices for Selecting Retirement Plan Providers



Importance of selecting the right retirement plan provider



Reputation and track record of providers



Range of diversity of investment options



User experience and technology offerings



Commitment to participant education and resources



Pricing structure and fees

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Understanding the “All in” Costs of a Retirement Plan

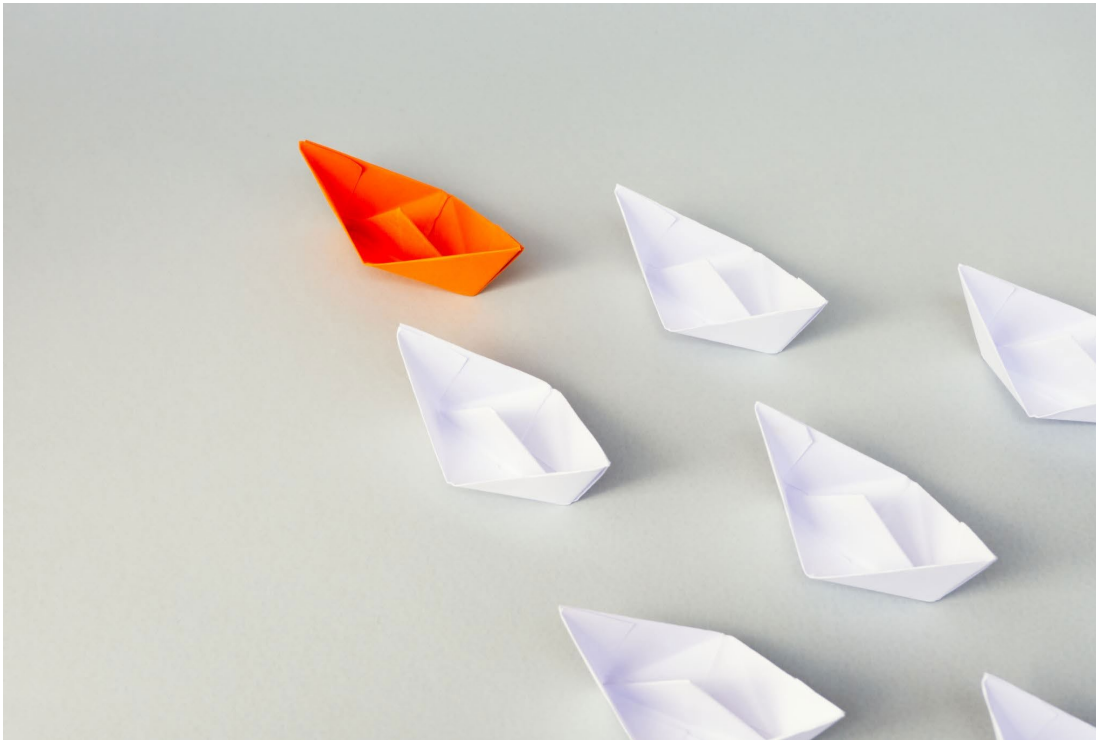
Key concepts include:

- “All in” costs
- Components of the overall cost
- Administrative fees
- Investment management fees
- Custodial or trustee fees
- Participation communication and education costs
- Tips to understand and evaluate costs



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Due Diligence Plan Fiduciary Reviews



Establish clear criteria



Conduct thorough
background checks



Request references and
testimonials



Evaluate fiduciary
services and capabilities



Review fiduciary
agreements and
contracts



Regularly monitor
fiduciaries

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Key Concepts:

- Benefits of Diversification
 - Risk Reduction
 - More Consistent Returns
- Strategies for Diversifying Investments
 - Asset Allocation
 - Sector or Industry Diversification
- Guidelines for a Well-diversified Retirement Portfolio
 - Define Investment Goals and Risk Tolerance
 - Seeking Guidance if Needed
 - Regular Review and Adjustments

Diversify Portfolios to Enhance Retirement Success



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Achieving Higher Participation Rates in Retirement Plans



Significance of High Participation Rates

- Increased Retirement Preparedness
- Enhanced Plan Effectiveness
- Better Plan Outcomes



Strategies for Increasing Participation Rates

- Automatic Enrollment
- Simplified Enrollment Process
- Enhance Employer Match and Contribution
- Utilize Employee Education and Communication



Importance of Employee Education and Communication

- Enhance Financial Literacy
- Clear and Consistent Communication
- Personalized Guidance

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Understanding Plan Provisions and Benefits

Eligibility Requirements

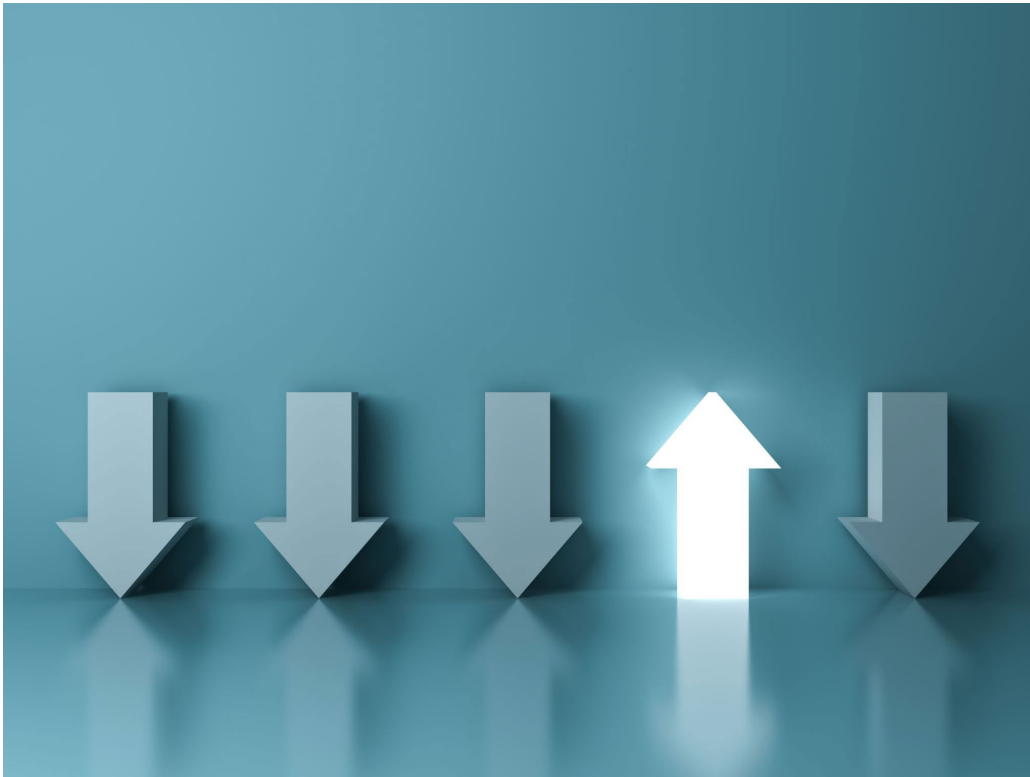
Contribution Options

Vesting Schedules

Distribution Options

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Overcoming Barriers to Retirement Savings



Lack of Financial Knowledge

Limited Income and Cash Flow

Debt and Financial Obligations

Procrastination and Lack of Priority

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Preparing for Retirement: Steps and Strategies



Set Retirement Goals



Create a Budget



Save Consistently



Diversify
Investments



Maximize Employer
Contributions



Evaluate Retirement
Readiness



Develop a
Withdrawal Strategy

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Conclusion



Understanding Retirement Plan Provision and Benefits

Key Plan Provisions include Eligibility Requirements etc.

Tips for Maximizing Plan Benefits

Common Barriers to Retirement Savings

Strategies to Overcome these Barriers

Resources and Tools

Steps for Preparing for Retirement

Importance of Prioritizing Retirement Planning

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Q & A Session



QUESTIONS



COMMENTS

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Available Resources and Next Steps to Further Support

- Mutual of America Retirement Services and Investments: Helping your employees plan and prepare for a financially secure future. Get started by visiting the Retirement Services and Investments at: <https://www.mutualofamerica.com/>
- Resource Center: We have resources and articles that can give you valuable insights into financial wellness. Learn more by visiting: <https://www.mutualofamerica.com/insights-and-tools/resource-center>
- Investing 101: What You Need to Know. Saving for retirement is a journey, and regardless of how far down that path you are, it is never too late to boost your investment knowledge. Learn about how Mutual of America can help you start your journey by visiting: <https://www.mutualofamerica.com/insights-and-tools/resource-center/investing-101-what-you-need-to-know>
- Put Your Tribal Entity's Retirement Plans in Experienced Hands. Mutual of America is proud to help meet the retirement goals of Tribal communities and entities across the country. To learn more about what we offer visit us at: <https://www.mutualofamerica.com/employers/solutions/tribal>
- Client Stories. Hear why clients turn to Mutual of America for their retirement needs and investment needs. Listen to what our clients are saying by going to: <https://www.mutualofamerica.com/about-us/testimonials>
- Contact Mutual of America: For any questions or concerns regarding your retirement plan or the resources mentioned above, please contact Mutual of America's customer service team. Call us at: (800) 468-3785. or visit us at: <https://www.mutualofamerica.com>