

## RPB Enrollment Meeting Script

Slide Content	Presenter's Script
 <p>Invested in your future</p> <p>RPB</p> <h1>Welcome to RPB</h1> <p>A retirement plan that works as hard as you do</p>	<p>Hi, everyone.</p> <p>Thanks so much for joining me today. I'm very excited to announce that the synagogue is now offering a retirement plan to all of you through a plan provider called RPB.</p> <ul style="list-style-type: none"><li>• Some of you may already be participating in RPB's plan, in which case, consider this a refresher.</li><li>• Some of you currently have the congregation's old plan, [plan name].</li><li>• And, for some of you, having a retirement plan through the congregation will be completely new.</li></ul>
 <p>Agenda</p> <ul style="list-style-type: none"><li>• What is RPB?</li><li>• Retirement Plan<ul style="list-style-type: none"><li>• How it works</li><li>• Considerations &amp; Decisions</li></ul></li><li>• Insurance Options</li><li>• Resources &amp; Next Steps</li></ul> <p>RPB</p>	<p>This presentation is meant to inform all of you about your retirement planning options through the congregation.</p> <p>Today, we're going to talk about:</p> <ul style="list-style-type: none"><li>• What RPB is</li><li>• Details about its retirement plan</li><li>• The insurance options it offers</li><li>• And resources available to you, as well as next steps for your enrollment</li></ul> <p>Then, at the end of this meeting, you can sign up, or schedule some time to speak with me one-on-one if you have any questions.</p>

### What is RPB?

- 75+ years old
- Created to support employees working for Reform Movement congregations
- Works only and always in the best interest of Reform Movement employees and their congregations
- No shareholders. No profit goals. No products to push.



RPB was created over 75 years ago by the Reform Movement to ensure that clergy members would be able to retire comfortably by providing them with a retirement plan.

Today, RPB provides a high quality retirement Plan and insurance options to any Reform Movement employee who meets the basic criteria and wants to be in the Plan.

So, unlike other retirement plans or financial institutions, RPB is focused specifically on the needs of employees of the Reform movement and is guided by Jewish values.

It's important to remember that RPB *works only and always in the best interest of Reform Movement employees and their congregations. They have no shareholders to please, no profit goals to reach, and no products to push.*



**Please pay particular attention to this next part, because it's easy to get confused.**

**RPB is the plan sponsor and administrator of the retirement plan.**

**Fidelity provides recordkeeping services for the Plan.**

- Day-to-day management of plan operations
- Curated investment options
- Excellent customer service
- Retirement planning conference and webinars

- Account records and statements
- Free financial planning advice
- Educational materials

What does that mean?

That means you get the best of both worlds:

From RPB you get:

- A plan guided by Jewish Values, with high quality, carefully selected investment options
- Excellent service from their New York-based team
- An annual retirement planning conference and helpful webinars throughout the year.

Through Fidelity—one of the largest providers of recordkeeping services for retirement plans—you get:

- Online account statements
- Free access to financial planners and educational materials.

**MyRPB for Participants Portal**

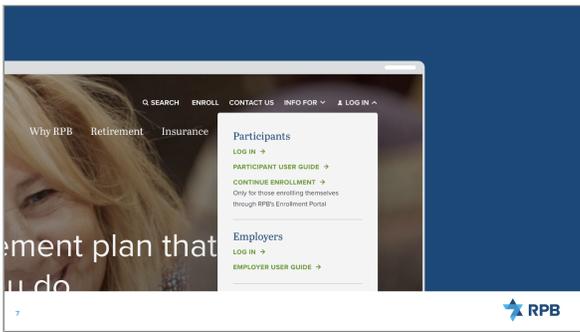
- Update beneficiaries
- Check contribution information
- View insurance coverage
- Read RPB updates and news
- Access Fidelity NetBenefits website
- Manage your personal details

**Fidelity NetBenefits**

- View account balance and statements
- Manage investments
- Online retirement planning tools

There's one more thing for you to understand here:

- You can manage the entirety of your RPB benefits through the MyRPB for Participants online portal.
- From there, you can access the Fidelity NetBenefits, where you can manage your investment account.



It's important that you always enter through the RPB portal, so that you don't miss any important information about your entire account.

You can log in to the MyRPB for Participants portal in the top right corner of the RPB website, [rpb.org](http://rpb.org).



Let's dig deeper into the retirement plan.

Who is eligible to join RPB?

All Reform Movement employees who:

- Are at least 18 years of age, and
- Work at least 18 hours per week at a URJ congregation
- And are (or become) a member of one of the Reform Movement professional organizations (CCAR, NATA, ARJE, ECE-RJ, PEP-RJ, ATID), *only if* the organization requires membership based on their job.

NOTE: If you are eligible for the American Conference of Canonical Retirement Plans, you are not eligible for the RPB Plan.



If you're in this room, you are eligible for RPB. However, some of you will be required to join the Reform Movement professional organization associated with your role.



RPB helps you save for retirement by offering what's called a 403(b) defined contribution plan.

Here's how these plans work. If you participate in the Plan, a certain amount of money—which you specify—will be taken out of your paycheck each month and put into a retirement account where it will be invested in the investments you've selected from the choices offered by the Plan.



Over time, the goal is for your account to grow.

### 403(b) Defined Contribution Retirement Plan



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Then, when you eventually retire, you'll withdraw that money to live on.

So the first thing you'll need to do is decide how much you want to contribute from your paycheck.

### Considerations & Decisions

Do I invest pre-tax or post tax?

**PRE-TAX**  
Money deducted from your paycheck before taxes are taken out. You pay taxes on the money—and the gains—when you withdraw it.



**POST-TAX ("Roth")**  
Money deducted from your paycheck after taxes. You don't pay taxes on the money—or the gains—when you withdraw it.

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You'll also need to decide whether you want to pay taxes on your contributions before you invest it or when you withdraw it.

You can choose to make both types of contributions.

Considerations & Decisions

Do I invest pre-tax or post tax?

TIP 1  
Will your tax rate be:  
Higher now? → Choose pre-tax  
Higher later? → Choose post-tax (Roth)

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To help you make this decision Fidelity recommends considering two things:

**1. Tax rates**

- If you believe your tax rate will be significantly higher in retirement than it is now, a post-tax (Roth) account may make sense.
- If you believe your tax rate will be significantly lower in retirement than it is now, a traditional pre-tax account may be more appropriate.
- You can also choose to make both types of contributions, if you aren't sure about your current and future tax rates.
- Speak with your accountant or tax advisor, if you have one, for more insight.

Considerations & Decisions

Who can contribute to your RPB retirement account?



YOU



YOUR EMPLOYER

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**[THIS SLIDE IS ONLY FOR EMPLOYERS WHO CONTRIBUTE. DELETE IF YOU DON'T]**

[Speaker explains what match/contribution the synagogue makes]

Considerations & Decisions

When should I start investing?

- Start saving as early in your career as possible.
- Increase your contributions over time.

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Financial experts suggest you consider these two things when deciding when to start saving for retirement:

- 1) Start saving as early in your career as possible.
- 2) Increase your contributions over time.

### Considerations & Decisions

When should I start investing?

	Rosa	Amy
Starting Age	25	35
Annual Contribution	\$6,000	\$6,000
Annual Rate of Return	6%	6%
Account Balance at Age 70	\$1,440,592	\$757,609

Disclaimer: This does not take any taxes, fees, or inflation into account, and therefore is not a likely scenario for any investor.

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Let's look at a hypothetical example of two people starting their retirement accounts 10 years apart. You can see what a difference starting early and annual compounding can make. Rosa ends up with almost *twice* as much money as Amy, just by starting 10 years earlier.

There's a disclaimer here: This does not take any taxes, fees, or inflation into account and therefore the exact numbers are not a likely scenario for any investor, but it helps to demonstrate the point.

Many people cannot afford to contribute the IRS's maximum 403(b) contribution limit, currently \$20,500 for those under 50 or \$27,000 for those age 50 and over. That's why it's important to increase your contributions over time when your income or available money increases.

### Considerations & Decisions

What happens to my RPB retirement account if I leave my job?



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So what happens to your RPB account if you change jobs?

If you move to another qualified employer connected to the Reform Movement, then your account moves with you.

If you take a job outside of the Reform Movement, you have a few options:

- First, you can keep your RPB account, but you can no longer contribute money to it.
- Second, you can roll your money out of your RPB account and into another retirement plan.

Considerations & Decisions

What are my investment options?



**Tier 1: Target Allocation Funds**  
For those who want a simplified approach to investing

**Tier 2: Self-Directed Funds**  
For those who feel confident building their own customized portfolio

**Tier 3: Socially Responsible Funds**  
For those who want to align their investments with their values

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RPB offers three tiers of investment with different funds within each tier.

Tier 1 is for those who want a simplified approach to investing. It has five funds, but if you choose Tier 1, you may only need one of these funds to achieve your financial goals at any point in time. That's because each fund is already diversified. As your time horizon and/or risk tolerance changes, you may need to make adjustments.

Tier 2 is for those who feel confident building their own customized portfolio or have a financial advisor to do it for them. This tier has 8 Vanguard index funds and one RPB stable value fund. Please note that using this Tier requires you choose your funds and then monitor and adjust the mix over time.

Tier 3 is RPB's socially responsible fund. It is for those who want to align their investments with their values.

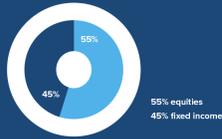
The one fund in this tier, the RPB Reform Jewish Values Stock Fund, invests in domestic and international stocks of companies that align with the values of Reform Judaism.

**Remember when selecting your investments:**

- **You can invest in any mix of funds across the tiers.**
- **However, if you invest in Tier 1, you likely only need 1 fund to meet your current financial goals. These funds are designed to be a complete portfolio by themselves.**
- **And, you can always make changes in the future.**

### Considerations & Decisions

What am I invested in when I first enroll, and how can I change it?



Tier 1  
RPB Growth and Income Fund



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**When I enroll you in RPB, you will be automatically invested in the Tier 1 Growth and Income Fund.**

**However, you *MUST* review the Plan's investment choices and decide if you want to move your money to one or more of the other available funds.**

**To do this, log into your MyRPB portal. Then use the portal to change your investments to the fund or funds that best fit your goals, risk tolerance, and time horizon.**

**NOTE: If you're moving over to RPB from our other existing plan, you can start contributing and adjusting your investments *before* your money from the other plan is moved over.**

## Insurance Options

In addition to your retirement plan, RPB offers several types of insurance at low or no cost to you.

### Life Insurance and AD&D Insurance

Protect your family's financial future.



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As an RPB retirement plan participant, you'll be automatically enrolled in FREE basic term life insurance *and* in accidental death and dismemberment coverage IF you contribute at least 10% of your compensation to your retirement plan annually.

**[If the congregation contributes to employee's accounts]**  
Employer contributions count toward the 10%.

That means that if you die or are very seriously injured, your family, or whomever you designate, will receive a certain amount of money.

With basic term life insurance you'll receive the amount of your yearly compensation up to \$50,000.

Once you qualify for the basic term life insurance, you can choose to purchase optional term life insurance which will give you additional coverage. Call RPB directly to purchase additional coverage.

### Long Term Disability Insurance

Protect yourself from the unexpected.

LTD INSURANCE ANNUAL RATES

Waiting Period	Rates effective 12/1/22
90 Days	\$6.26/\$1,000 of coverage
180 Days	\$5.52/\$1,000 of coverage

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You can purchase long term disability insurance through RPB, which helps you cover costs if you're unable to work because of a serious illness, injury, or accident.

**[If the congregation does NOT offer LTD as a paid benefit]**  
The cost depends on the amount of time you choose to wait before your disability benefits kick in, as you can see here.

**[If the congregation offers LTD as a paid benefit]**  
The congregation includes LTD coverage for all our employees, so you don't have to worry about paying for coverage.

You can enroll in RPB's LTD insurance even if you are not a participant in the retirement plan.

**BUT** if you are a participant, and you should become disabled, RPB's LTD policy will also pay your employer contributions to your RPB retirement account while you're unable to work.

## Resources & Next Steps

Now I'm going to tell you where you can find all this information I just covered—and more.

I'm also going to cover some important next steps.

### Enrollment Resources

- [rpb.org](http://rpb.org)
- [rpb.org/enrollment](http://rpb.org/enrollment)
- [rpb.org/enrollment-guide](http://rpb.org/enrollment-guide)
- Plan Narrative
- Many resources also available in Spanish



Everything can be found on RPB's website, [rpb.org](http://rpb.org).

In particular, if you go to their enrollment resources page, you'll find links to everything you need, including some videos.

There are also brochures you can read, all of which are available in English and Spanish:

- The **Invested in Your Future** brochure gives you an overview of RPB.
- **Your RPB Enrollment Guide** explains the steps you need to take and the decisions you need to make to join the RPB retirement plan.
- And the **Investment Choice Guide** explains the Plan's investment choices in detail.

### Signing Up

1. Tell me you want to enroll.
2. Decide how much you want to contribute.
3. Fill out the Elective Deferral Form and give it to me.
4. Review your investment options.
5. Receive an email from RPB.
6. Log in to the MyRPB web portal.
7. Set up your beneficiaries and change your investments.
8. Tell me if you'd like to purchase LTD insurance offered.
9. Tell RPB if you'd like to purchase additional life insurance coverage (if you qualify).

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1. To sign up for the retirement plan and/or for LTD coverage if you don't already have it, the first thing you need to do is tell me that you want to join.
2. Then, once you decide how much you want to contribute from your paycheck,
3. Fill out this form [hold up/hand out form] and give it to me. (You only need to do this if you don't currently have a different retirement account through the us.)
4. After I set you up in RPB's system, you'll receive an email from RPB outlining next steps, shown here as 5, 6, and 7. Note that if you want to purchase the long term disability insurance offered, you come to me, not RPB.

### Support

Questions? RPB's participant services team is here to help!

**Robert Perry**  
Director of Participant  
and Employer Services  
646.884.9890  
rperry@rpb.org

**Nicole Daniel**  
Participant Account  
Associate  
646.884.9891  
ndaniel@rpb.org

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If you feel really lost at any point in the process, you can also contact RPB directly.

### Investment Resources

- Financial planning with Fidelity
- Annual retirement planning conference and monthly webinars with RPB



To speak to a  
representative  
in English  
800.228.6608

Hablar con un  
representante  
en Español  
800.587.5282

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Once you are enrolled in RPB, you will have access to a financial planner and educational resources at Fidelity. You can set up an appointment with a financial planner through the web portal. If you are going to change your investments, we recommend you talk to a financial planner first.

Keep an eye out for more information on RPB's annual retirement conference and periodic webinars on retirement planning strategies.

Today is a great day  
to start preparing for  
your financial future!

3 ACTION ITEMS



*Tell me you're  
interested in  
enrolling.*



*Start thinking about  
how much you'd  
like to contribute.*



*Start learning  
about your  
investment options.*

Again, your 3 action items from today are to:

1. Let me know if you're interested in enrolling and
2. Start thinking about how much you'd like to contribute.
3. Start learning about your investment options.