Rollins College Retirement Plan

Transition Infosessions

January 2020
Agenda

- HOW DID WE GET HERE?
- HOW DOES THIS IMPACT YOU?
- MEET VOYA
- WHAT’S NEXT?
Retirement Plan Advisory Committee

Jennifer Addleman*
Director, Benefits & Wellbeing

Sharon Agee
Instructor of Accounting, CLA

Steve Booker
AVP & Director, Financial Aid

Sharon Carnahan
Executive Director, CDC & Student Research Center and Professor of Psychology

Matt Hawks*
AVP, HR and Risk Management

Halil Kiymaz
Professor, Crummer

Ed Kania*
Vice President and Treasurer

Maria Martinez
Retired Staff Representative

Lauren Mickler*
Asst. Director Benefits & Wellbeing

Deborah Prosser
Director, Olin Library

J. Clay Singleton
Retired Faculty Representative

Jay Zajan
Property Accountant, Finance

*Ex-Officio

Rick Harris*
Principal, Cerity Partners
How did we get here?

November 2018
- Fiduciary best practice
- Performance
- Survey
- Request for Information (RFI)

July 2019
- 7 proposals
- 3 finalists (AIG, TIAA, Voya)
- Voya site visit
- Unanimous choice - Voya

December 2019
- Implementation kick off
- Plan analysis
- Communications strategy
- Information sessions

REVIEW OF CURRENT PLAN RECORDKEEPER
RFP FOR PLAN RECORDKEEPER
IMPLEMENTATION OF NEW RECORDKEEPER

RFP KEY CRITERIA
- Open investment platform to accommodate Rollins fund line up
- Minimize conflict of interest
- Reasonable fees and expenses
- Exceptional plan sponsor administrative services
- Excellent service and education provided to plan participants
How will this change impact you?

What’s staying the same?

- Rollins Retirement Plan and Plan rules
- Oversight by Rollins Retirement Plan Advisory Committee
- Rollins contributions (7% + 4.5% match)
- Rollins Retirement Plan funds
- Expectation of high quality education and service
- Monthly opportunity for one-on-ones

What’s changing?

- Plan recordkeeper to Voya
- Upgraded model portfolios
- New participant web portal with enhanced features
- New customer service phone number
- Enhanced on-site advisor services
- Reduced Plan fees
What funds are available in the Plan?

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<td>T. Rowe Price Growth Stock</td>
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<td>Vanguard Small Cap Value Index</td>
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<td>Standard Stable Asset Fund II</td>
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<th>SELF-DIRECTED OPTION</th>
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The Rollins College Retirement Plan Transition

We are a different kind of company
Our Mission – Simple and Clear

To make a secure financial future possible – one person, one family, one institution at a time
Built for retirement

5.1 million
Plan participants
As of 12/31/18

25 years
average client retention for Tax-Exempt Markets
As of 12/31/18

Top 3
retirement plan provider
PLANSPONSOR DC Survey, 2018

Innovation with a purpose

myOrangeMoney®

Users contribute 27% more Than non-users

Digital solutions- Data includes retirement plan sponsored business as of 12/31/2018, 7.1% vs. 9.0%

Unique culture
Voya has a passion for serving the special needs community through Voya Cares

1 in 4 Americans

an estimated 61.4 million people — report having a disability

1 in 5 Americans
- nearly 66 million
  - assist with caregiving

105 million people have friends and family with disabilities

Only 56% of caregivers speak to their supervisors about their responsibilities

Family caregivers spend up to 32 hours per week coordinating care

21% of caregivers have taken a loan, hardship and/or early withdrawal from retirement accounts

9 out of 10 caregivers receive little or no financial support

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Commitment to Higher Education

52 years 1,508
Experience Higher Education plans

27 years
Average higher education client tenure

Unique Focus

- Behavioral finance research
- Data security and usage
- Alignment of interests
In good company

MIA

MIAMI

UNIVERSITY OF CENTRAL FLORIDA

Mount Holyoke

Smith College

Curry College

SUNY The State University of New York

BAPTIST HEALTH CARE

ART INSTITUTE OF CHICAGO

SAIC School of the Art Institute of Chicago

CUPA-HR DISTINGUISHED PARTNER

CUPA-HR CORPORATE ADVISORY PARTNER

PLAN | INVEST | PROTECT
Your Voya Team

Eddie Corbett
On-site Education Advisor

Kellie Desrosiers
Strategic Relationship Manager

Keista Ransom
On-site Education Team

Maria Wilder
On-site Education Team

Vern and Val Voya
Fox Day Consultants

Participant Services

Call Center
Customer Care Specialists

Account Consolidation Team
Cheryl Fetzner, Rollover Specialist
Personal service throughout the year

Eddie Corbett
Local On-site Advisor
Winter Park Office

Group Education Meetings and Ability to Schedule One-on-One Meetings on Campus and at our Local Office
Tools at your fingertips

Custom Retirement Plan Web site and Toll-Free Line

- Plan updates and important messages
- Schedule advisor appointments
Tools at your fingertips

- Estimated Income in Retirement
- Social Security Benefits modeling
- In-Plan Advice – Online and Toll-Free Access
- Healthcare in Retirement Expense Modeling

Important: The illustrations or other information generated by the calculators are hypothetical in nature, do not reflect actual investment results, and are not guarantees of future results. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual situation.

PLAN I INVEST I PROTECT
## Milestones

**DECISION & ANNOUNCEMENT**
- Committee decision: December
- Notification to Voya & Transamerica: December
- Announcement to faculty, staff, retirees & terminated employees: December

**STRATEGY & IMPLEMENTATION**
- Implementation kick-off: December
- Information sessions: January 27/28
- Benefits Expo: February 6
- Transition Newsletter: April
- On-site meetings: April

**TRANSITION & GO LIVE**
- Call Center available for general questions: April
- Transamerica assets transfer: May
- Call Center available for plan questions: May
- Website tools available: May
- On-site advisor support: May

**ONGOING SUPPORT & EDUCATION**
- Monthly on-site advisor meetings
- Voya Learn: online on-demand training sessions
- Text messaging
- eStatements
We are excited about our new partnership!

Fiat Lux