



Benefits of Joining the APTA 401(k) Plan

A Retirement Solution for Physical Therapy Practices of All Sizes

American Physical Therapy Association 401(k) Plan



APTA
401(k) Plan



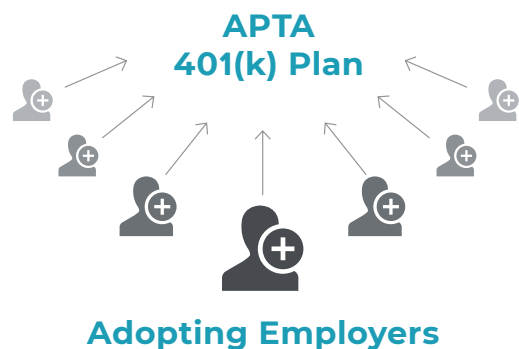
Joining the American Physical Therapy Association 401(k) Plan Has its Advantages

A strong retirement benefit program can help physical therapy practices of all sizes gain a competitive edge to attract and retain talent — but it can also mean added costs and responsibilities.

The APTA 401(k) Plan may be an attractive option for practices seeking to ease the administrative burden, fiduciary risk, and expense of offering a quality retirement plan.

How Does the Plan Work?

- APTA sponsors the plan, and the practice becomes an adopter, helping to off-load liability and burdensome administration, giving back valuable time and resources to practice owners and administrators.
- APTA is the “lead” plan and serves as the plan administrator and fiduciary.
- “Adopting employers” elect to join the plan.
- Practices can convert an existing plan or start a new one.
- Practices can select their own individual plan options that fit their unique workplace culture and retirement objectives.



What Are the Benefits?

1

Administrative relief, as the Multiple Employer Plan sponsor and a professional service team take over the majority.

2

Reduced liability, as fiduciary support and most responsibilities are assumed by professional plan administrators.

3

Retention of customized plan features is an option for many employers.

4

Professional support with investment selection and performance oversight.

5

Access resources, such as participant communications and plan education support.

6

Time savings for your practice by off-loading many plan-related tasks.

7

Potential cost savings compared with operating a single employer plan.

Save Time and Reduce Your Fiduciary Responsibility

Eliminate Filing Form 5500

You no longer need to complete a Form 5500. A service provider on the plan files one form covering all adopting employers.

Free Yourself of Audit Responsibilities

Your practice can off-load the required audit, which will be handled at the plan sponsor level.

Increase Your Negotiating Power

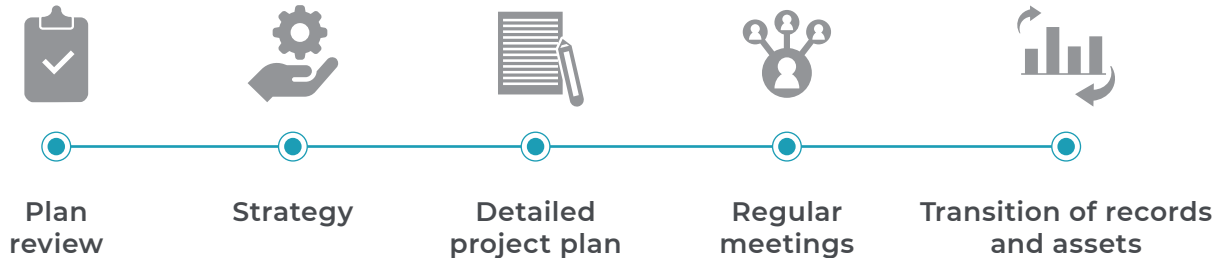
By aggregating assets under a single plan, practice owners may achieve economies of scale typically enjoyed by much larger plans. This has the power to lower investment and administrative fees and improve service levels for participants.

Simple Adoption and Plan Transition

As part of our commitment to provide excellent service, APTA's service providers, Virtus Capital and Transamerica, will assist you in a smooth adoption and transition process to help you get started on the right foot.

Led by an experienced, dedicated team, all transitions begin with a thorough plan review, followed by a customized transition strategy designed specifically for your practice. The service team will keep you in the loop with regular transition meetings and document the process from start to finish with a detailed project plan.

APTA's service providers support adopting employers with all the key participant communications needed, including an announcement email and newsletter summarizing the details participants need to know, required legal notices, and more.



Experts in Your Corner

Within APTA's 401(k) Plan, professional services firms are hired to take on certain fiduciary and administrative roles on your behalf. These providers are legally obligated to carry out plan responsibilities with the highest degree of prudence, good faith, honesty, integrity, service, and undivided loyalty to the retirement plan participants. Support team members include:

Plan Administrator 3(16)

The plan administrator performs all functions necessary to keep your plan compliant and is responsible for the plan's day-to-day operations, such as authorizing benefit payments, processing participant distributions, and signing and filing Form 5500.

Third-Party Administrator

As part of its critically important role, the third-party administrator will help with plan design to ensure that your selected plan provisions meet the needs of your organization. It also provides ongoing compliance services, such as completing mandatory testing and administration needs for your plan. And, of course, your third-party administrator is always available to answer questions and to support you locally.

Investment Manager 3(38)

The named 3(38) fiduciary is responsible for selecting and monitoring the funds in the investment lineup in accordance with the Investment Policy Statement for the plan.

Transamerica Is an Industry Leader

L	E	A	D	E	R
Leading Experts	Experienced Partners	Affordable Solutions	Dedicated Support	Enhanced Outcomes	Recordkeeping Specialists
Advocate for pooled solutions at national level for over 20 years .	Pooled plan arrangement experience with 406 plan sponsors and 15,513 adopting employers.*	Flexible options of all plan types: MEPs, PEPs, and Group of Plans.	Consultative services to help clients and partners develop strategies to achieve organizational goals.	Proven record of improving participants' retirement readiness.	Time-tested system developed specifically for pooled plans to track individual plans and at the aggregate level.

*As of March 30, 2024

Experienced and Unique Recordkeeping Technology

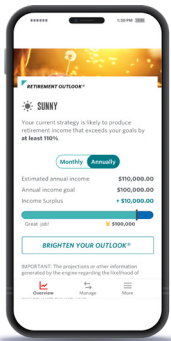
Transamerica's unique recordkeeping technology has been time-tested and enhanced over the past two decades. Along with plan-level reporting for the plan sponsor, adopting employers can run reports for their individual plans.

The Transamerica Platform

- Administration reports: extensive library for sponsors and adopters.
- Plan reporting at the individual adopting-employer level.
- Flexible provisions include vesting, eligibility, employer contributions, matching contributions, and more.
- Plan administration support.
- Eligibility tracking.
- Online access available for each adopting employer.
- Participant education through Transamerica's Financial Wellness Center, access to retirement professionals, webinars, and a suite of materials on the participant website.

Driving Brighter Outcomes for Private Practice Owners and Their Employees

The participant experience is designed to help your employees understand if their savings and investment strategy is in line with their retirement goals. It starts with enrollment and continues with personalized communications, digital tools, educational resources, and professional support that can help participants improve their retirement readiness. Transamerica's comprehensive participant engagement program includes:



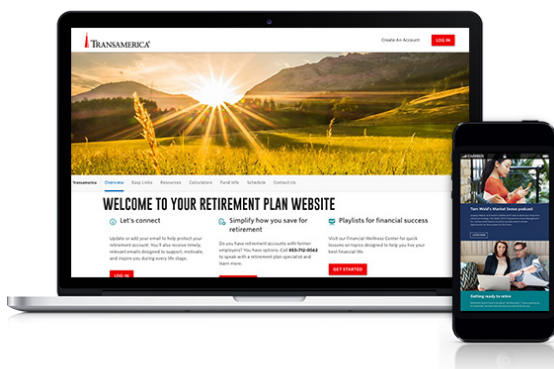
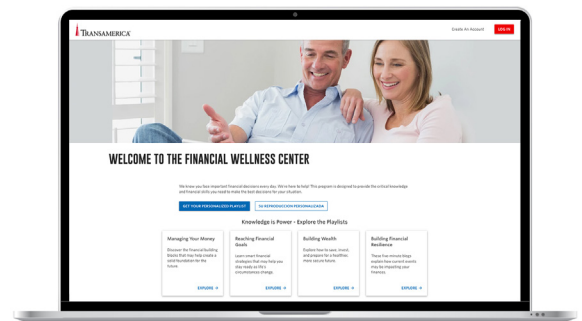
Your Retirement Outlook®

An easy-to-understand forecast generated by the sophisticated calculation engine provided by Morningstar. It shows participants how likely their current savings and investment strategy is to produce the income they're seeking in retirement – and allows them to take steps to improve their chances of achieving their goals. Your Retirement Outlook is featured prominently on the participant website, mobile app, and quarterly statements.

Financial Wellness Center

Designed to enhance financial literacy, the Transamerica educational experience offers self-paced lessons on relevant financial topics, such as debt management and buying a home. It's available to all employees regardless of whether they're enrolled in the retirement plan.

Whether it's welcoming participants to the plan or making them aware of the educational tools and resources available, Transamerica provides onboarding support to set them up for long-term success.



Easy-to-Navigate Participant Website

Your employees can enroll, make salary deferral changes, rebalance their asset allocation, update personal information, review their retirement forecast, and manage their retirement plan account anytime, anywhere. With online reporting of their account activities, your employees can monitor their progress toward a funded retirement 24/7. The Transamerica convenient mobile app also gives participants access to their current account information through most mobile devices.

The participant experience is integrated with Transamerica's reporting capabilities, so you always have the ability to track the retirement readiness of your employees.



APTA 401(k) Plan Team



With more than 85 years of experience helping people prepare for retirement, Transamerica is one of the most recognized, trusted names in financial services. As a pioneer in multiple employer plan solutions, they equip plan sponsors with the tools, resources, and professional support to help their employees pursue a healthier, more secure future.



Virtus Capital is a premier investment advisory and retirement plan consultant for employer-sponsored plans. Their independent fiduciary firm delivers decision-makers and participants expert, objective advice to meet their individual goals and financial objectives. Virtus stands for strength, honor, and trust – these are their founding and guiding principles that drive their passion for helping their valued clients reach their vision of financial success.



They are a leading third-party administrator offering a full spectrum of creative plan design, strategic consulting, IRS and Department of Labor regulatory compliance services, an actuarial practice, and end-to-end plan administration for every plan. Not to mention, a technologically advanced national organization with the heart and soul of a hands-on business partner. Together, we're making a difference in the lives of millions.



Investnet Retirement Solutions delivers a complete retirement practice suite of solutions. They help plan sponsors fill the gaps and complement your team, enhancing your plan's support. Managing a plan's investments and focusing on participants' outcomes is key to your company's success. Their team of investment professionals is eager to help you deliver high-quality outcomes to your plan.

The Virtus Capital team would love the opportunity to speak with you about the challenges and areas of opportunity that we can help you with.

Get in Touch to Learn More:



Contact: Jonathan Greenwich, CPFA



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Email: jgreenwich@virtuscap.com



APTA
401(k) Plan

While a multiple employer plan (MEP) arrangement offers adopting employers the ability to delegate fiduciary functions to the MEP provider, employers should be aware that they still retain fiduciary responsibility for selecting and monitoring the MEP provider. Adopting employers of a MEP must share a commonality – a connection among the adopting employers such as a trade, professional organization, or PEO – and the MEP is treated as a single plan. A violation of the qualification rules by an adopting employer would not affect the qualified status of the plan as a whole (known as the “one-bad-apple” rule or the “unified plan” rule) provided the plan document addresses how to spin-off a non-compliant employer.

Before adopting any plan, you should carefully consider all of the benefits, risks, and costs associated with a plan. Information regarding retirement plans is general and is not intended as legal or tax advice. Retirement plans are complex, and the federal and state laws or regulations on which they are based vary for each type of plan and are subject to change. In addition, some products, investment vehicles, and services may not be available or appropriate in all workplace retirement plans. Plan sponsors and plan administrators may wish to seek the advice of legal counsel or a tax professional to address their specific situations.

Important: The projections or other information generated by the engine (which produces Your Retirement Outlook®) regarding the likelihood of various investment outcomes are hypothetical, do not reflect actual investment results, and are not guarantees of future results. Results derived from the tool may vary with each use and over time.

All cost savings mentioned are estimates and may vary depending on TPA, advisor, or attorney fees.

Transamerica is sponsoring financial education programs developed by EVERFI, a third-party unaffiliated with Transamerica that is responsible for the content of the financial education program.

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