

Your retirement plan (refined)

Prepared for
HBA-Fargo





**Committed to
those we serve**





Numbers that mean something

**21 million
customers**

\$98.3 billion
assets under management

8th largest
Insurance company nationally
Based on total 2019 life insurance
business in force*

**6,500
associates
and reps**

Securian Financial is a
Fortune 500
Company**

Mutual holding company structure

Not publicly traded: we are “owned” by our clients, not stockholders

Securian Financial data as of 12/31/2020

*A.M. Best's Statistical Study, *U.S. Total Life*, July 20, 2020. Based on 2019 total life insurance in force for Minnesota Life Insurance Group.

**2020 Fortune 500 Companies List, May 2020. Fortune 500 companies account for two-thirds of the United States gross domestic product. The rankings are limited to publicly traded companies, farmer-owned cooperatives and mutual insurers headquartered in the United States.



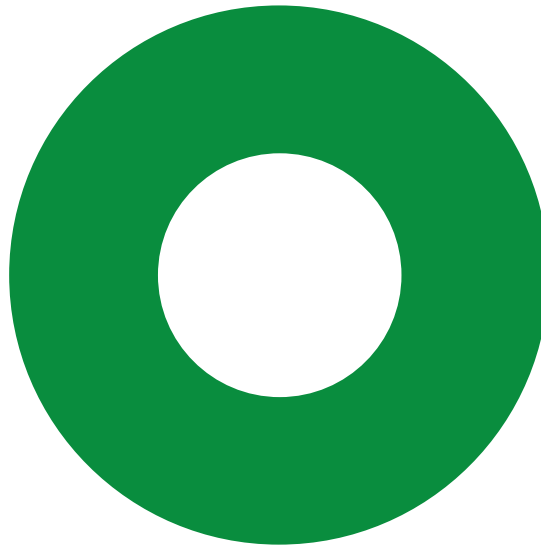
Client recognition of great service

2020 PLANSPONSOR DC survey: plan assets less than \$5M

83%

**Net recommendation
score**

(Survey average 78.2%)



20

**Best-in-class
awards**





Industry recognition of excellence

CEFEX Service Provider Excellence Certification

Implies Securian Financial is well positioned to serve retirement plan fiduciaries and earn the public's trust. (2014-2021)

DALBAR

#1 online enrollment experience (2020)

#2 mobile enrollment experience (2020)

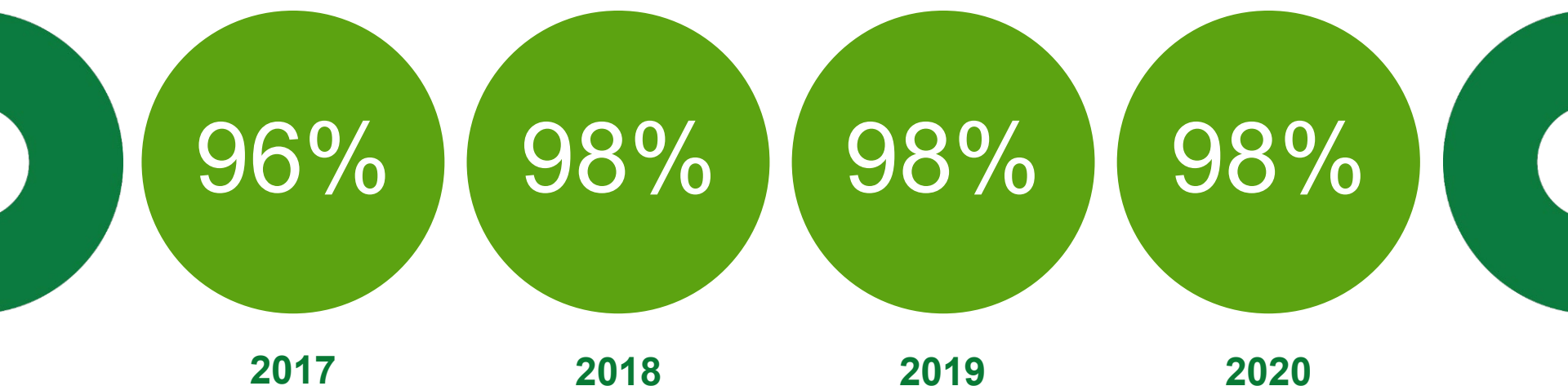
#4 defined contribution statement (2021)

CEFEX is an independent, global assessment and certification organization providing comprehensive assessments as measures of risk and trust-worthiness of investment fiduciaries and service providers. A CEFEX assessment includes reviews of an organization's practices by an independent Accredited Investment Fiduciary Analyst (AIFA™). The assessment is documented by the AIFA and subject to review by the CEFEX Registration Committee comprised of independent fiduciary experts. A CEFEX registration is an independent recognition of a Service Provider's conformity to the ASPPA Retirement Plan Service Provider Standard of Practice. It demonstrates that a Service Provider demonstrates adherence to the industry's best practices and is positioned to earn its clients' trust. The Scope of the Registration is "Recordkeeping and Third- Party Administration services for 401k, profit sharing, money purchase and defined benefit plans". "The Standard of Practice is published by CEFEX and the American Society of Pension Professionals and Actuaries (ASPPA). Learn more about CEFEX at [cefex.org](https://www.cefex.org).



Successful long-term client relationships

Securian retirement plans retention 2017-2020





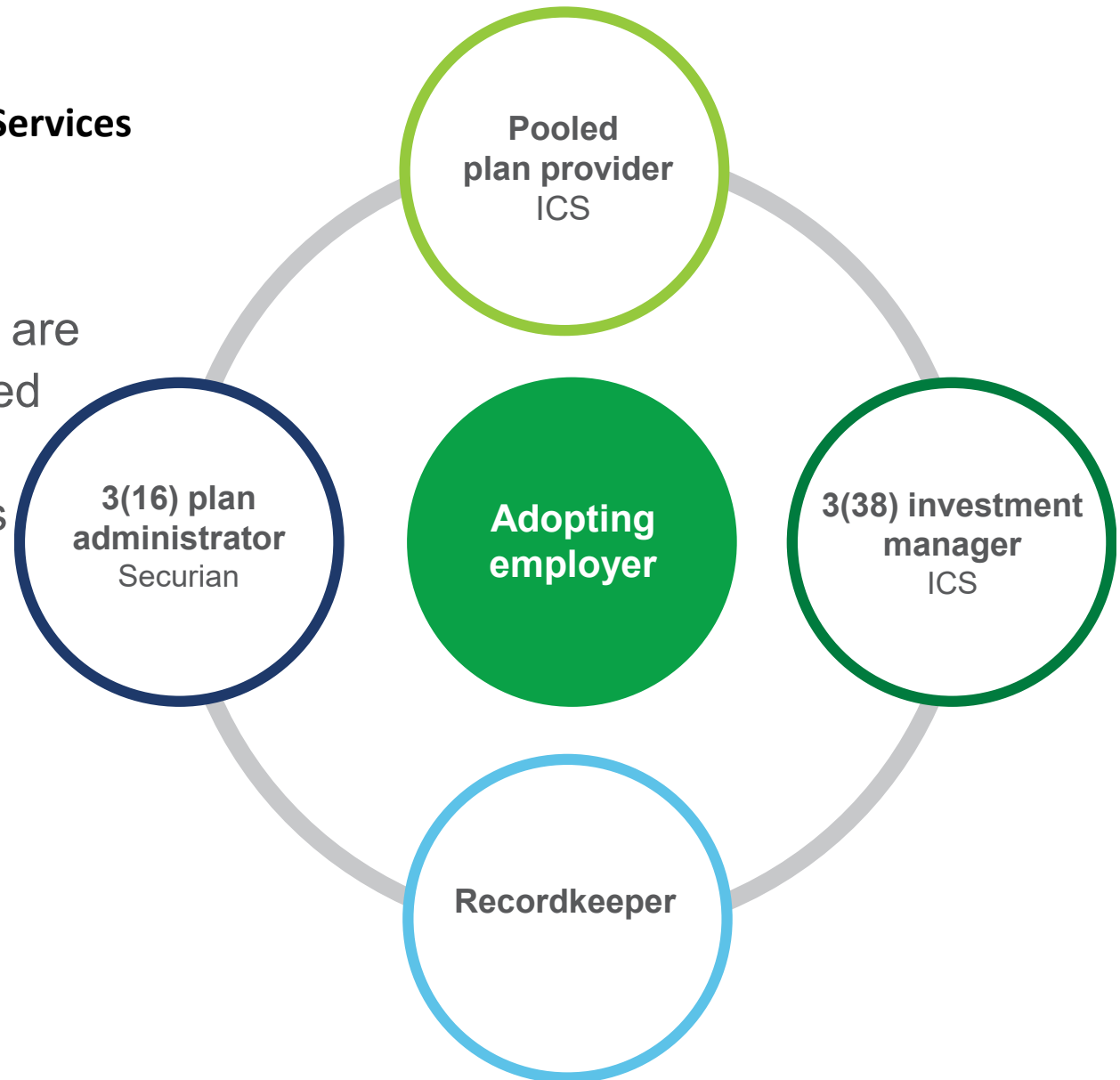
Administrative outsourcing strategies



Investment Consulting Services

Pooled Employer Plan

Administrative and investment services are seamlessly integrated to minimize the adopting employer's involvement.





Customized solutions put your needs first

Plan design based on your specific goals, budget and employee demographics supports your objectives and positive employee outcomes.

Flexible plan design features

- Discretionary match and profit sharing
- Auto enrollment
- Eligibility
- Vesting
- Safe harbor
- Loans
- And more...





Streamlined plan design

Standard plan features that help create efficiency

Standard features

- Normal retirement age = 65
- Roth conversions allowed
- Rollovers allowed
- 401(k) pre-tax and Roth(k) available
- Standard distribution options
- Must use one compensation definition
- Force out/cash out provision for small balances - \$5,000





Administrative outsourcing simplifies plan management

Working with us saves you time.

Loan payments from employee bank account via ACH	No involvement for you and employees can continue loan payments even after they terminate
Terminated employee tracking	Locating and updating completed by Securian with fees charged to employee account
Enhanced distribution services*	Securian reviews, approves and processes certain distribution types including QDROs and hardship determinations, meaning you don't have to get involved
Required notice delivery service**	Saves you time and ensures required notices are provided on a timely basis

*Minimum \$5 million plan assets required unless ERISA 3(16) service elected, then no minimum required

**\$2.00 fee applies per required notice mailing



Participant experience





Financial Wellness 360®

Employers elect the components best suited for their employees.

Personalized financial education by Enrich™

Online experience offering interactive courses along with tools and content from financial experts to help create individualized financial strategies.

Retirement readiness resources

Self-service resources, including retirement income projection tool, videos, calculators, newsletters, annual educational campaigns and more.



Legal, financial and grief assistance through LifeWorks

Professional assistance with legal matters, will preparation, financial situations or coping with loss. Services provided via web/mobile resources and one-on-one consultation.

Student loan assistance through BenefitEd™*

Enhanced benefit option featuring employer contributions toward employee student loans and/or offering a 529 plan.

These financial wellness services are available by Enrich, LifeWorks and BenefitEd, and all such services and products are the sole responsibility of Enrich, LifeWorks and BenefitEd. Enrich, LifeWorks and BenefitEd are not affiliated with Securian Financial, Minnesota Life Insurance Company or Securian Life Insurance Company, and the services are not part of your contract with Minnesota Life or Securian Life. Securian Financial has made these services available to its plan sponsor clients as a convenience and such availability does not constitute an endorsement of the products and services. *Fee applies and is dependent on the number of enrolled participants in the program.



Online access: Anytime. Anywhere. Any device.

Participant website and app available in English and Spanish.

**Text: RPdemo1
To: 70774**





Seamless plan conversions



Seamless conversion and implementation

Securian-driven process results in exceptional service.

Personalized process

Your conversion manager works closely with you to handle the details and communicate throughout the process

Identifying improvement opportunities

An ERISA consultant performs an in-depth analysis to ensure plan compliance and identify areas for enhanced effectiveness

Dedicated data exchange specialist

A data exchange specialist works directly with you to help determine the best transmission method for your plan

Completing the process

Your conversion manager ensures a smooth transition to your Securian servicing team



**Personalized
and customized
transition process**



Seamless payroll 360 integration saves you time



- Securian, payroll provider manage most plan data exchange activities
- No manual processing
- Fast, efficient, secure data sharing
- Minimizes possibility of errors



We make plan transition easy

**100% satisfaction with
plan establishment
experience**



Pricing





Flexible pricing based on your situation

Develop a pricing model for each plan

Taking into consideration estimated future plan contributions, current assets and the number of employees with an account balance

Plans receive pricing reductions as assets grow and cross disclosed breakpoints

Ensures the plan receives the best possible cost initially based on its size and characteristics, as well as retains an appropriate cost level as the plan grows

Periodically review pricing components

Determine if lower costs are available, even if a plan hasn't crossed an asset threshold

Ability to balance costs

Between employers and employees as needed





**Shared success
creates enduring
relationships**

❁ You are
our focus



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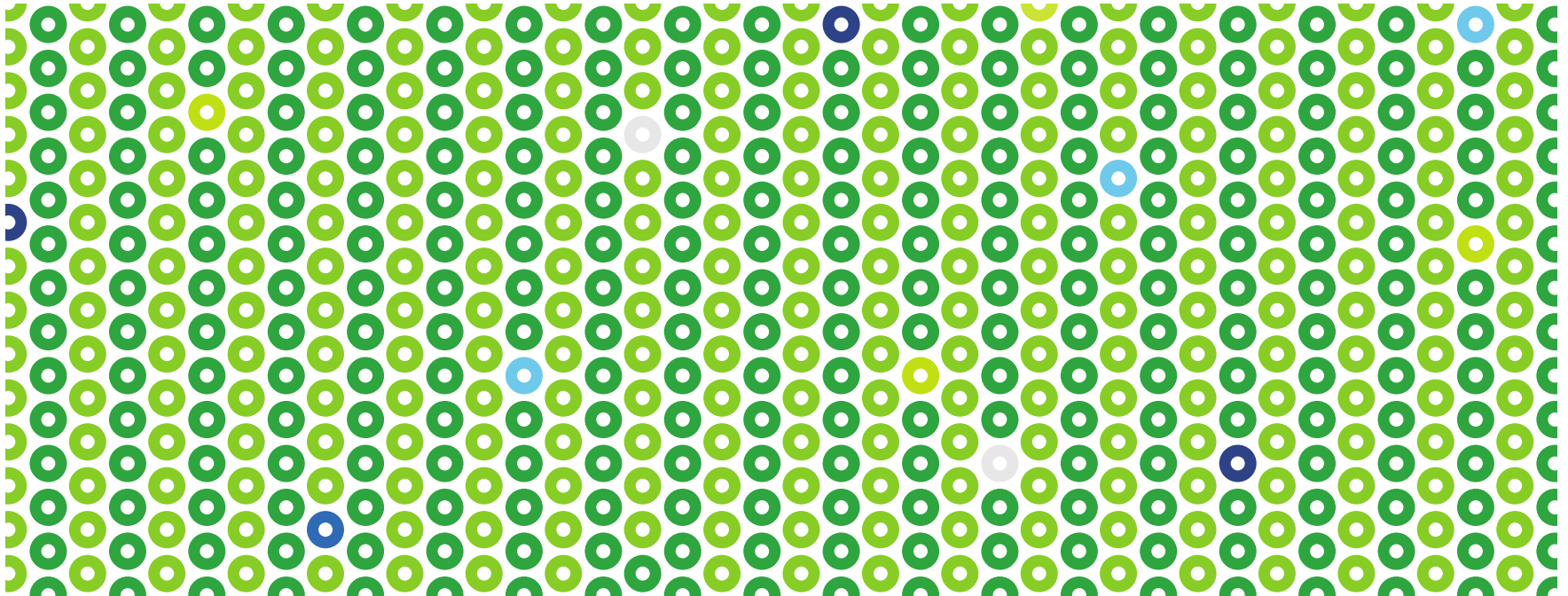


100%
overall
experience
satisfaction

Securian Plan Sponsor Satisfaction Survey as of 7/31/21.
Satisfaction rating for clients with over \$5 million in assets



Thank you





Disclosures

Up to three fixed income investment options can be selected for Model Portfolios and TargetAge allocations. When using more than one fixed income option, they must be of varying risk levels.

The portfolios are built from the variable investment options in the plan, offered under a group variable annuity contract underwritten by Minnesota Life, which will gain or lose value depending on market conditions. Participants' account values could be less or more than their initial investments. If the portfolios include the Guaranteed Return Account or the General Account, special transfer provisions may apply that impact a participant's ability to transfer money into or out of these investments. If transfer restrictions apply, dollars will be invested as close to the selected portfolio as possible.

If the plan's participant default investment option is Target Age, then for participants who are under age 35 and do not provide investment direction, plan contributions and account balances will be allocated, and automatically rebalanced, according to the age 35-39 allocation until their first automatic reallocation date after reaching age 40.

If the plan's participant default investment option is Target Age, then for participants who are under age 31 and do not provide investment direction, plan contributions and account balances will be allocated, and automatically rebalanced, according to the age 31-33 allocation until their first automatic rebalance date after reaching age 34.

Target Age and Target Risk Portfolios, which are built from the plan's investment options, are based on generally accepted investment principles and consider an investor's life expectancy and risk preference respectively. These portfolios are not guaranteed and may increase or decrease in value. Neither asset allocation nor diversification guarantee against loss. They are methods used to manage risk. Investment transfer restrictions may impact the stated portfolio allocations. The specific plan investments used within the portfolios are subject to change at the discretion of the plan sponsor or due to the closing of an investment. Securian and the plan sponsor may change the allocation model or terminate the service at any time after providing written notice. Making investment allocation changes, transfers, or auto-rebalancing requests will automatically remove a person from Target Age or Target Risk. A person may cancel Target Age or Target Risk and make other investment changes at [Securian.com/retirement](https://securian.com/retirement) or by calling 1-800-233-2881. Target Age and Target Risk Portfolios should not be construed as investment advice. Target Age and Target Risk illustrate only some of the possible investment choices. Alternative investment allocations having similar risk and return characteristics can be created from the investment options available in the plan. In applying a particular asset allocation, a person should consider time

horizon, risk preference, other assets, income and investments (e.g., equity in a home, IRAs, savings accounts and interests in other qualified and non-qualified plans) in addition to any assets in the retirement savings plan. A financial advisor should be consulted for questions regarding personal financial situations.

Investments in small, mid or micro cap companies involve greater risks not associated with investing in more established companies, such as business risk, stock price fluctuations, increased sensitivity to changing economic conditions, less certain growth prospects and illiquidity.

Investment risks associated with international investing, in addition to other risks, may include currency fluctuations, political, social and economic instability and differences in accounting standards when investing in foreign markets.

Fixed income securities are subject to credit and interest rate risk and, as such, the net asset value of the fund generally will fall as interest rates rise.

Money Market investments are neither insured nor guaranteed by the Federal Deposit Insurance Corporation. Returns on the investment, which may be positive or negative, will fluctuate and may result in a loss.

The investment objectives, risks, charges and expenses should be considered carefully before investing. Investment return and principal value will fluctuate so that an investor's shares, when redeemed, may be worth more or less than originally invested.

Principal invested is not guaranteed at any time, including at or after the fund's specific target retirement date.

Target Pro Portfolios are based on generally accepted investment principles, leverage employee data already in the plan and are created and maintained by a plan's Registered Investment Advisor. The assets of each Target Pro Portfolio are held in a group variable annuity contract issued by Minnesota Life Insurance Company as selected by the plan sponsor. Securian Financial provides the administrative recordkeeping services for the portfolios and charges a fee for this service. Stadion Money Management, LLC. provides the Target Pro allocation services. Stadion Money Management, LLC. is not affiliated with Securian Financial Group or Minnesota Life Insurance Company.



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Securian Financial's qualified retirement plan products are offered through a group variable annuity contract issued by Minnesota Life Insurance Company, a Securian Financial Group subsidiary.

Securian Financial is the marketing name for Securian Financial Group Inc., and its subsidiaries. Minnesota Life Insurance Company is an affiliate of Securian Financial Group, Inc.

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[securian.com](https://www.securian.com)

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