



Retirement Plan Services

OVERVIEW

Helping your employees prepare for retirement is one of the most valued benefits you can offer. At CIBC, we understand the important role retirement planning plays in your overall benefits package. We work with employers like you to ensure you can provide these offerings in an efficient and compliant manner in a way that encourages and simplifies employee participation.

We provide consulting, advisory and trustee service to qualified and nonqualified retirement plans. Whether you are looking to create a new plan or are seeking review of an existing plan, our team of professionals brings insight, understanding and creativity to address your specific needs.

The first step is to understand your business.

- Do you have a plan in place already or are you looking to create one?
- Who are your employees and what matters to them?
- Is a qualified or nonqualified plan option right for your employee base?
- What is your company's growth strategy?

Next we work with you to identify your objectives.

- Are you looking to provide for all of your employees?
- Are tax benefits important to you?
- Are cost savings an important consideration?
- Are you looking to reduce your fiduciary liability?
- Is a competitive retirement program key to attracting and retaining employees?

Once we understand your business and your objectives, we can create an optimal plan or update your existing plan to meet your needs. From plan design to investment review to plan communication, we can structure a program that is a valued benefit to your employees.

WHY CIBC?

CIBC works with companies like yours to provide a variety of financial solutions, including retirement plan services. Our team has extensive expertise in providing technical consulting, qualified and unqualified plan design, fiduciary investment advisory services and trustee services. Additionally, we have provided trust and asset management services since our founding in 1991, giving our clients the peace of mind knowing that we act in an impartial and objective manner in trust administration. Let us build the retirement plan solution that is right for you and your company.

OUR TEAM

Our Corporate and Institutional Services team, part of our private wealth group, has specialized expertise in the qualified plans space. We work with plan sponsors and provide consulting, investment advisory and fiduciary services to their plans. We deliver the tools you need and the guidance you deserve.

ABOUT CIBC

CIBC, through CIBC Bank USA, provides U.S. clients with tailored commercial, wealth management, personal and small business financial solutions as well as cross-border banking services to clients with North American operations. CIBC is a 150-year-old Toronto-based, global financial institution with our U.S. headquarters in Chicago. We have 46 strategically located offices in 18 states with specialty banking businesses that serve clients from coast to coast.

Talk to our Retirement Plan Services team today to get started.

Learn more at <https://us.cibc.com/en/commercial/corporate-retirement.html>

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Retirement Plan Services

ADVISORY SERIES

**WE PUT OUR EXPERTISE TO WORK TO CREATE INVESTMENT SOLUTIONS
ALIGNED WITH YOUR PLAN OBJECTIVES.**

ADVISORY SERVICES

- As your plan's investment fiduciary, we create investment solutions aligned with your plan objectives. We will help you determine the best approach for investment recommendations and decisions:
 - If you choose to make all investment decisions for the plan, we can act as a 3(21) directed investment advisor and fiduciary.
 - If you prefer to delegate investment decisions, we provide 3(38) investment fiduciary and advisory services.
- An Investment Policy Statement (IPS) is your documented roadmap when making investment decisions. We will develop your IPS based on the agreed upon objectives and fund offerings. We review the IPS at least annually and modify as warranted by market conditions and updates to investment objectives.
- We provide investment selection and monitoring, including a detailed fee analysis to help the plan sponsor determine the reasonableness of cost and the appropriate investment line-up.
- We will deliver quarterly reporting and monitoring to ensure investment options are performing against benchmarks and stated IPS objectives.

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CONSULTING SERVICES

WE OFFER A RANGE OF CONSULTING SERVICES TO HELP YOU CREATE, UPDATE AND MANAGE YOUR RETIREMENT PLAN.

Plan design - 401k, 403(b), 457(b), Profit Sharing, and Pension Plans

- We help plan sponsors design or modify an existing plan to maximize the benefits of sponsoring a retirement plan to the company and its employees.

Executive deferred compensation programs

- When a qualified retirement plan such as a 401k does not meet the needs of key employees, we can help you create an executive deferred compensation plan for a select group of highly compensated employees.

Business Succession Planning - ESOP Company

- If you are looking to transition your business and create greater personal liquidity, an Employee Stock Ownership Plan is an option for your company.
- An ESOP gives employees a vested interest in the success of the company.
- We can guide companies through ESOP planning and execution.

IRS Audit Representation

- We take responsibility for responding to IRS audit inquiries regarding the plan with the goal of helping protect plan fiduciaries from potential penalties.

Audit Support

- We work closely with your company to respond to U.S. Department of Labor audits and assist you through the process.

Once Compliance - IRS Voluntary Correction Programs

- While the intent is always to have a compliant plan, occasionally operational failures or other break downs occur. The IRS provides a Voluntary Correction Program that can limit your exposure to potential liabilities. We work on behalf of your company to prepare all the necessary documents and submit your corrective action plan to the IRS.

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FIDUCIARY SERVICES AS A DIRECTED OR FULL TRUSTEE

The Employee Retirement Income Security Act of 1974 (“ERISA”) requires that the assets of a retirement plan must be held in a trust. The trustee of the plan can be an individual or a corporate entity. In either situation, the trustee will either act as a directed trustee or a discretionary trustee. Most qualified plans, especially 401(k) plans, retain the services of a corporate entity to act as a directed trustee.

DIRECTED TRUSTEE

At CIBC, our directed trustee services are governed by the direction of a named fiduciary - usually the business owner or key decision maker regarding the plan. As a directed trustee, we take on a fiduciary role to execute on the following responsibilities:

- To act solely in the interest of the plan participants and beneficiaries
- To act upon the direction of a named fiduciary
- To act in accordance with the terms of the plan and that are not contrary to ERISA

Although we take on a fiduciary role, decisions regarding the plan assets and transactions are the fiduciary responsibility of the named fiduciary or plan investment committee.

DISCRETIONARY TRUSTEE

As a discretionary trustee, not only does CIBC take on a fiduciary role, but also assumes responsibility for plan assets. We perform the following services:

- Assume full responsibility for all decisions regarding the investment of plan assets
- Take responsibility for the selection, monitoring and replacement of plan investments

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Retirement Plan Services

THE IMPACT OF LOWER FEES ON RETIREMENT ASSETS

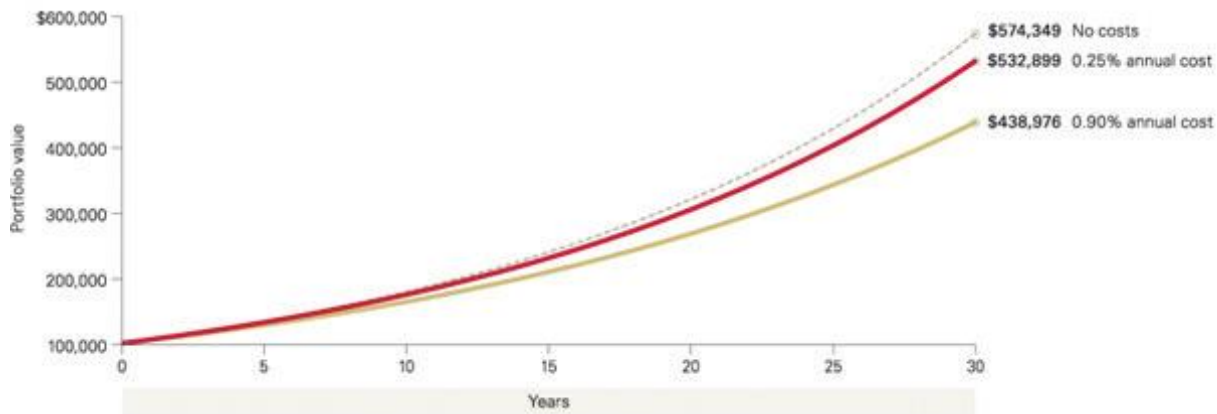
THE IMPORTANCE OF UNDERSTANDING RETIREMENT PLAN FEES

Government regulations make it mandatory for plan sponsors and employees be advised of all fees associated with the plan - both those paid from plan assets and those paid directly by participants. Why is it so important to understand fees? Because the impact on retirement income can be substantial. According to a study conducted by the US Government Accountability Office (GAO) in 2007, over a 20-year period, a 1 percent decrease in fees can increase a participant's account balance by 17 percent. What does this mean in real dollars? Over 20 years, assuming average investment fees of 1.5 percent and a return of 7 percent, a participant's account would grow to approximately \$58,400 compared to the same account with average investment fees of 0.5 percent growing to about \$70,500 for the same period.

The illustration below demonstrates how costs can affect long-term retirement growth. It reflects the impact of expenses over a 30-year horizon in which a \$100,000 account balance earns an average of 6 percent annually. In the low-cost scenario, the investor pays 0.25 percent of assets every year. In the high cost scenario, the investor pays 0.90 percent.

THE LONG-TERM IMPACT OF INVESTMENT COSTS ON PORTFOLIO BALANCES

Assuming a starting balance of \$100,000 and a yearly return of 6%, which is reinvested.



Note: The portfolio balances shown are hypothetical and do not reflect any particular investment. The final account balances do not reflect any taxes or penalties that might be due upon distribution. Source: Vanguard.

HOW CIBC CAN HELP

Our retirement plan services experts can help you see through the looking glass to understand plan fee structures. From there, we can help you create a plan that is right for you and your company.

** Trust services and investment products are not FDIC insured, not deposits or obligations of, or guaranteed by, CIBC and are subject to investment risk, including loss of principal (except for funds held on deposit at CIBC). CIBC does not provide tax or legal advice. Clients should consult their legal and/or tax advisors for advice and information applicable to their specific circumstances*