



CIBC PRIVATE WEALTH

# VineBrook Homes, LLC

401(k) Retirement Plan

# Agenda

- I. CIBC Private Wealth
- II. How it works & why bother
- III. Investment options & considerations
- IV. Fidelity's tools & services
- V. Contact information

# CIBC Private Wealth

CIBC Private Wealth is an SEC Registered Investment Adviser providing comprehensive investment advisory services to assist our corporate and institutional clients in prudently managing their fiduciary responsibilities, while assisting employees in planning for their retirement.

## Investment Committee

- Manage governance process for plan oversight
- Conduct investment research
- Build an appropriate investment lineup
- On-going monitoring and reporting on plan investments

## Employees

- Group & Individual meetings (virtual & phone call)
- Savings goals and strategies
- Investment allocation and diversification
- Additional resource for planning outside of retirement

# VineBrook Homes, LLC Plan Highlights

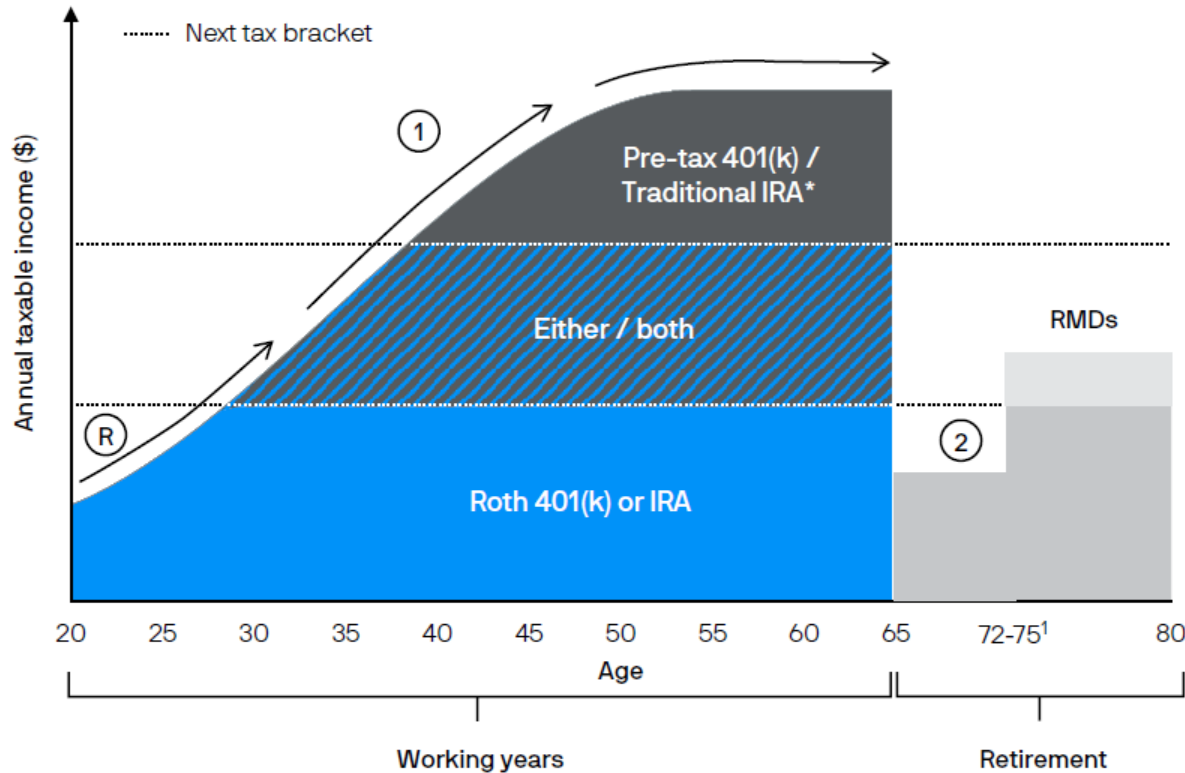
- You become eligible after attaining age 21 and completing 1 month of service
  - After meeting eligibility, employees will be automatically enrolled at a contribution rate of 5% Pre-tax
  - Employees can opt out of automatic enrollment by updating your contribution rate to 0% on Fidelity's participant website
- You may defer as much as 100% of your wages up to \$23,000 for 2024
  - If you are age 50 or over by 12-31-24, you may defer an additional \$7,500 catch-up contribution for 2024
- Plan allows for Pre-tax and/or Roth employee deferrals, and employee Rollovers
  - Changing deferrals can be made anytime and implemented as soon as administratively feasible
- VineBrook provides a Safe Harbor Match that is \$1 for \$1 on first 5% of employee compensation per pay period
  - I.e., you contribute 5% per pay period and VineBrook will provide a match of 5%
- Employee contributions + Safe Harbor Match contributions are 100% vested
- Maintain and update beneficiaries online

Please refer to the VineBrook Homes, LLC 401(k) Summary Plan Description for more details



# Evaluate Roth at Different Life Stages

Changes in lifetime taxable income  
Hypothetical wage curve



\*If eligible to make a deductible contribution (based on your MAGI = Modified Adjusted Gross Income).  
<sup>1</sup>SECURE 2.0 increased the starting age for RMD (Required Minimum Distributions) from 72 to 75 over the next 10 years. See slide 11 for more details. The illustration reflects savings options into Traditional and Roth IRA accounts, as well as into pre-tax and Roth 401(k) accounts. RMDs are typically due no later than April 1 following the year the owner turns their distribution age (72-75) and are calculated every year based on the year-end retirement account value and the owner/plan participant's life expectancy using the IRS Uniform or Joint Life Expectancy Table. If the employer contributions are pre-tax, they are subject to tax upon distribution. The above example is for illustrative purposes only.  
 Source: J.P. Morgan Asset Management.

## Tax diversification

Managing taxes over a lifetime requires balancing your current and future tax pictures. Make income tax diversification a priority to have more flexibility and control in retirement.

**Rule (R):** Contributing to a Roth early in your career and shifting as your income increases.

**1. Roth 401(k) contributions** in peak earning years if wealth is concentrated in tax-deferred accounts.

**2. Proactive Roth conversions** in lower income retirement years if RMDs<sup>1</sup> are likely to push you into a higher bracket.

**J.P.Morgan**  
ASSET MANAGEMENT



# Benefits of Saving

## Dollar Cost Average into the market

- Money goes in every pay period automatically

## Power of compounding

- Start contributing early to take advantage of compounding investment returns
- Long-term perspective to investing

## Diversification of taxes (Pre-tax, Roth, or Both)

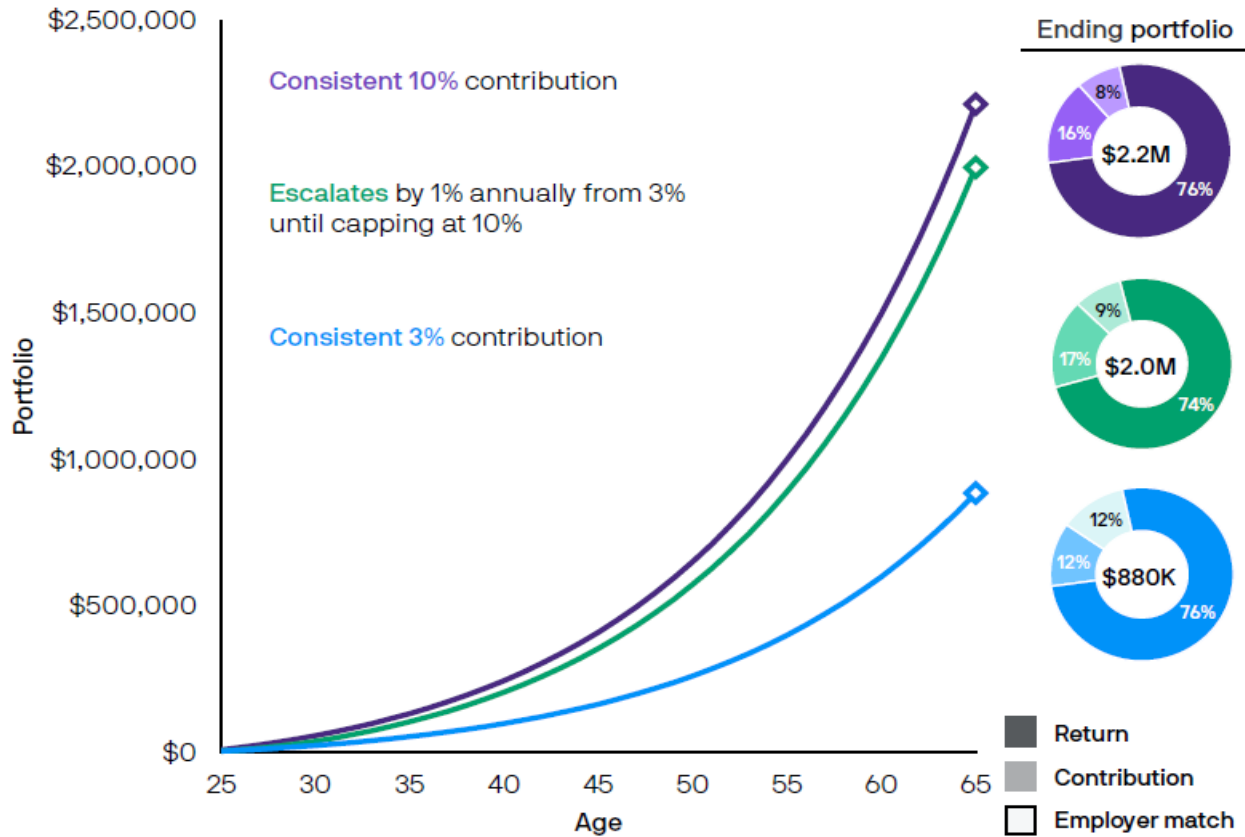
- Pre-tax contributions lower your taxable income in the year you make them
- Roth contributions are taxed in the year you make them, but potential earnings grow tax free

## VineBrook Homes, LLC Contributions!

- VB matches 100% of your contributions up to 5% and you are 100% vested!

# The Benefits of Contribution Escalation

Account growth from contributions, employer match and investment returns



## Model assumptions

Start age: 25

Retirement age: 65

Starting salary: \$50,000

Wage growth: 2.5%

Assumed annual employer match: 100% of employee contribution up to 5%

Investment return: 7.0%

Individual is assumed to retire at the end of age 65. Growth of portfolio is tax deferred; ending portfolio may be subject to tax. The above example is for illustrative purposes only and not indicative of any investment.

Source: J.P. Morgan Asset Management, Long-Term Capital Market Assumptions.

**J.P.Morgan**  
ASSET MANAGEMENT



# 401(k) Investment Options

## Domestic

Large Value	Large Blend	Large Growth
American Funds American Mutual	Fidelity S&P 500 Index	T. Rowe Price Blue Chip Growth
Mid Value	Mid Blend	Mid Growth
MFS Mid Value	Fidelity Mid Cap Index	Carillion Eagle Mid Cap Growth
Small Value	Small Blend	Small Growth
DFA US Small Cap Value	Fidelity Small Cap Index	Janus Henderson Triton

## International

Large Blend	Large Growth	Emerging Markets
Fidelity International Index	American Funds EuroPac Growth	DFA Emerging Markets

## Fixed Income

Intermediate Core	Fidelity US Bond Index
Intermediate Core Plus	Fidelity Total Bond
Nontraditional	BlackRock Strategic Income Opps
Bank Loan	Eaton Vance Floating Rate
Money Market	Fidelity Gov't Money Market

## Target Dates

Income – 2065 +	Fidelity Freedom Index Target Dates
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## Blended / Alternative

Real Estate	Fidelity Real Estate
World Large Stock	Pax Global Environmental Mkts

Black = Actively Managed

Blue = Index Funds

Green = ESG/Socially Responsible





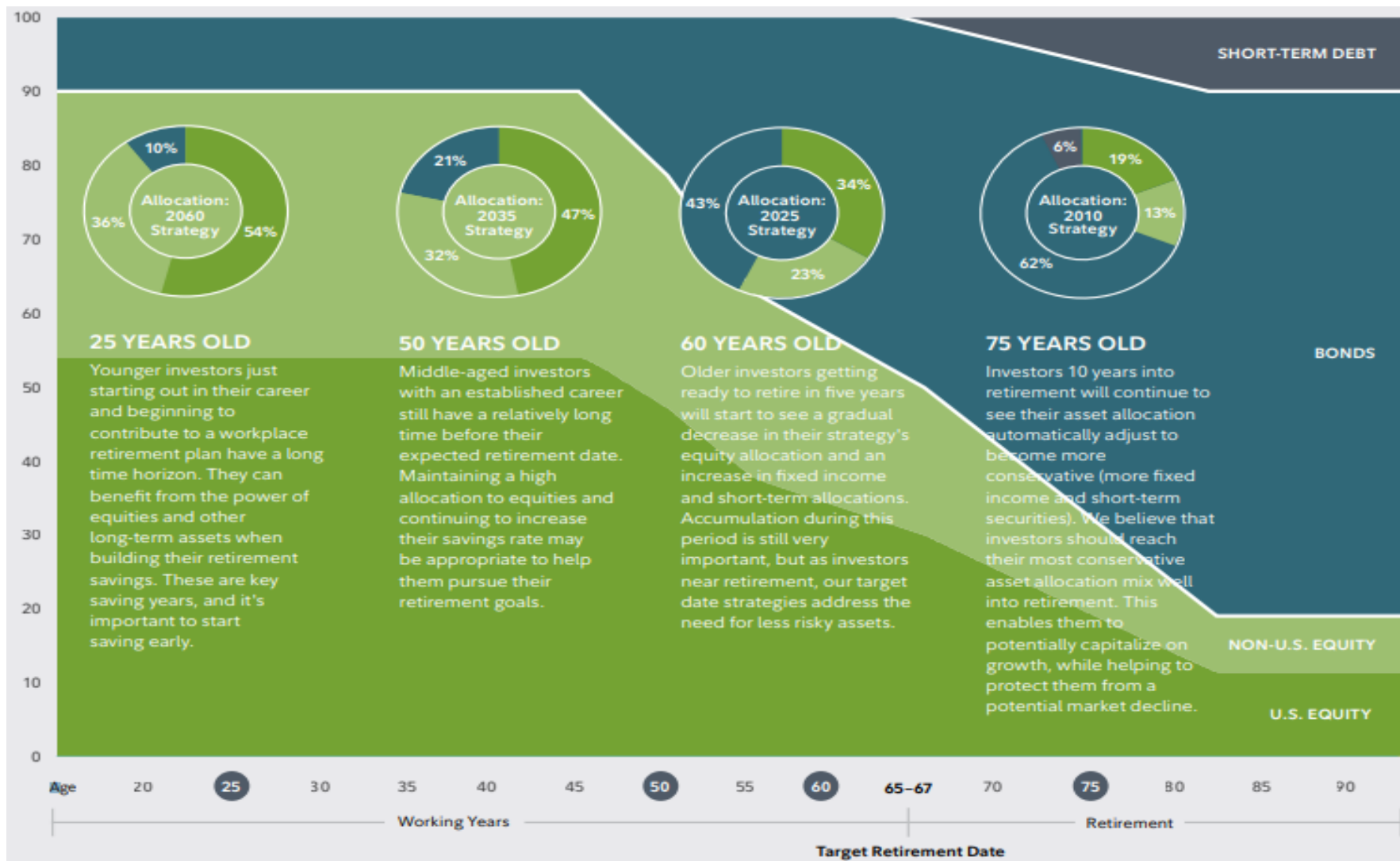
# Qualified Default Investment Alternative

Target date investments are generally designed for investors expecting to retire around the year indicated in each investment's name. The investments are managed to gradually become more conservative over time. The investment risks of each target date investment change over time as its asset allocation changes. They are subject to the volatility of the financial markets, including equity and fixed income investments in the U.S. and abroad and may be subject to risk associated with investing in high yield, small cap and foreign securities. Principal invested is not guaranteed at any time, including at or after their target dates.

Fund Name	Fund DOB Range
Fidelity Freedom Index Income	Prior to 1937
Fidelity Freedom Index 2005	01/01/1938 - 12/31/1942
Fidelity Freedom Index 2010	01/01/1943 - 12/31/1947
Fidelity Freedom Index 2015	01/01/1948 - 12/31/1952
Fidelity Freedom Index 2020	01/01/1953 - 12/31/1957
Fidelity Freedom Index 2025	01/01/1958 - 12/31/1962
Fidelity Freedom Index 2030	01/01/1963 - 12/31/1967
Fidelity Freedom Index 2035	01/01/1968 - 12/31/1972
Fidelity Freedom Index 2040	01/01/1973 - 12/31/1977
Fidelity Freedom Index 2045	01/01/1978 - 12/31/1982
Fidelity Freedom Index 2050	01/01/1983 - 12/31/1987
Fidelity Freedom Index 2055	01/01/1988 - 12/31/1992
Fidelity Freedom Index 2060	01/01/1993 - 12/31/1997
Fidelity Freedom Index 2065 +	After 1998



# A Lifetime Investment Approach in a Single Strategy



Portfolios assume a retirement age of 65-67 years old.

Age examples shown are for illustrative purposes only and do not reflect the full line of strategies. Allocation percentages may not add up to 100% due to rounding and/or cash balances. Illustrative strategic asset allocation as of 8/1/2021. The glide path depicted represents an updated asset allocation strategy, with the transition expected to be completed by Q3 2022.

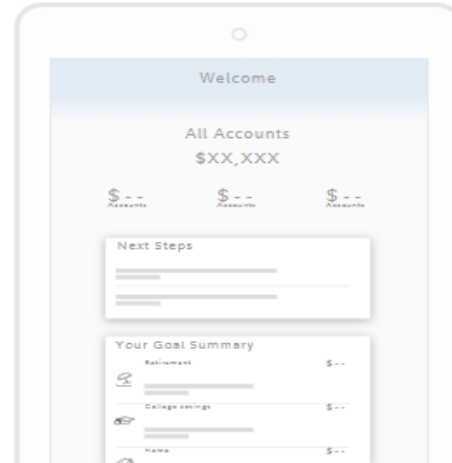


# Fidelity Planning and Guidance Center

Say hello to our new planning experience!

Access your full financial summary and view your recommended next steps to help you make progress toward your goals.

[Access your summary](#)

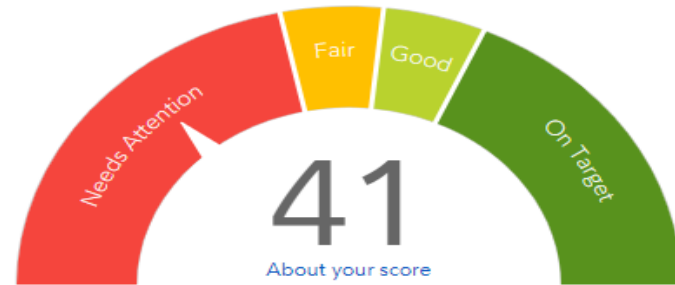


## RETIREMENT GOAL

Looks like your plan could use some attention. We can help

Fortunately, time is on your side and you have options when it comes to improving your outlook, including increasing the amount you save. Review an analysis of your plan and explore the options that may be available to you.

[Review your analysis](#)



## INVESTMENT STRATEGY

Have you considered getting an investment strategy for this goal?

[Get an Investment Strategy](#)

Source: Fidelity NetBenefits®



# Next Steps

## 1. Manage your account with Fidelity

- You may enroll through [www.netbenefits.com](http://www.netbenefits.com) or by calling a Fidelity Representative at 1-800-835-5097
- If you already have an existing Fidelity account, you will use the same userid and password
- Download the NetBenefits® App for your cell phone or tablet

## 2. Select your contribution amount: pre-tax, Roth, or both

- You can save up to \$23,000 (\$30,500 if age 50 or over by 12-31-24)

## 3. Select your investments

- You may choose from the menu of funds to create your own diversified portfolio or choose a target date fund
  - If you do not enroll during this time, your savings will be invested into the target dates fund that correlates with your Date of Birth.

## 4. Update Beneficiary Designation(s)

- Designate Primary and Contingent beneficiaries for your money!

# Retirement Plan Contacts

## Fidelity

**Online Access**  
[www.netbenefits.com](http://www.netbenefits.com)

**Phone Assistance**  
Participant Services Consultant  
1-800-835-5097  
Mon – Fri 8:30am to 8:30 pm ET

## CIBC Private Wealth

**Brian Lopez, AIF®, CPFA**  
p. (617) 959 - 1183  
[Brian.lopez@cibc.com](mailto:Brian.lopez@cibc.com)

**Ryan Joyce, AIF®, CPFA**  
p. (617) 470 - 3677  
[Ryan.joyce1@cibc.com](mailto:Ryan.joyce1@cibc.com)

## Internal Resources

**Cindy Mitzel**  
p. (855) 513 – 5678 x. 1160  
[cynthia.mitzel@vinebrookhomes.com](mailto:cynthia.mitzel@vinebrookhomes.com)

**Connie Zins**  
p. (937) 689 - 4111  
[constance.zins@VineBrookHomes.com](mailto:constance.zins@VineBrookHomes.com)

# CIBC Private Wealth Team



## Ryan Joyce , AIF®, CPFA®

### Senior Vice President

Ryan is a relationship manager in CIBC Private Wealth's Boston office, with over 10 years of industry experience. In this role, he collaborates with CIBC's team of experts to implement the full breadth of services and solutions based on the specific needs of each client. In addition, Ryan specializes in counseling companies, non-profits, and executives on critical topics including investment advisory oversight, expense analysis and fiduciary governance as it relates to their retirement programs.

Prior to joining CIBC, Ryan served in senior roles at SVB Private, Boston Private Wealth, and Sentinel Benefits & Financial Group, where he acquired extensive knowledge to develop powerful and lasting relationships with businesses, families, and individuals. Outside of the office, much of his free time is spent with his family and friends. He and his wife, Pamela, reside in Weston with their three young children.

Ryan has a passion for supporting non-profit organizations and serves as member of the Board of Trustees for the Phoenix Charter Academy Network.

Ryan earned a Bachelor of Arts degree in American History and human development from Connecticut College. He also holds an Accredited Investment Fiduciary designation and a Certified Plan Fiduciary Advisor credential. Representing CIBC National Trust Company and CIBC Private Wealth Advisors, Inc.



## Brian Lopez , AIF®, CPFA®

### Managing Director

Brian is a business development officer at CIBC Private Wealth Management with over 25 years of industry experience. In this role, he is responsible for introducing clients to CIBC's full breadth of services and proposing solutions based on the unique needs of each client. Brian specializes in counseling companies and executives on critical topics including investment advisory oversight, expense analysis and risk assessment as it relates to their retirement programs.

Prior to joining CIBC, Brian served in senior roles at SVB, Boston Private, Sentinel Benefits & Financial Group and Fidelity Investments, where he acquired extensive investment knowledge and collaborated with dedicated teams to develop powerful, and lasting relationships with businesses, families and individuals.

Brian holds a Master of Business Administration from Bentley University and a Bachelor of Arts degree from the University of Massachusetts at Amherst, Isenberg School of Management.

He also holds an Accredited Investment Fiduciary designation and a Certified Plan Fiduciary Advisor credential. Representing CIBC National Trust Company and CIBC Private Wealth Advisors, Inc.



# Pre-tax vs Roth Contributions

	Traditional 401(k) deferrals	Roth 401(k) deferrals
<b>Contributions</b>	Funded with pre-tax dollars.	Funded with after-tax dollars.
<b>2024 contribution limits</b>	\$23,000 (\$30,500 if age 50 or older).	\$23,000 (\$30,500 if age 50 or older). If participant makes a combination of Roth 401(k) and traditional pre-tax deferrals, the total amount contributed cannot exceed the contribution limit.
<b>Income restrictions</b>	No.	No.
<b>Investment earnings</b>	Tax-deferred earnings.	Tax-free earnings.
<b>Taxes</b>	Pay taxes on contributions and earnings later. Reduces current income taxes.	Pay taxes on contributions now. Qualified withdrawals are tax-free.
<b>Tax-free distributions</b>	Not available.	<p><b><u>Two conditions must be met:</u></b></p> <p>Distribution must be a “qualified distribution” — attainment of age 59½, death or being disabled AND</p> <p>Special 5 year rule — contributions must remain in the plan for 5 years of the first Roth 401(k) contribution to receive the tax-free advantage.</p>
<b>Required minimum distribution</b>	At age 73.	Do not apply.

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