



# Cortland County Community Action Program, Inc.

## Participant Communications

*August 20, 2025*

167 Sully's Trail, Suite 300, Pittsford, NY 14534

[www.highprobabilityadvisors.com](http://www.highprobabilityadvisors.com)

585.485.0135



# Topics

- Introducing The Logical Retirement Solution® and Service Providers
- 401(k) Plan Basics - Plan Changes & Improvements
  - Discover the Improvements to Your 401(k)
  - Notable Plan Features
- Blackout Period Timeline Discussion
- 401(k) Loans – How It Works
- Your Plan’s Three-Tier Menu:
  - “My Target Date Investment”
  - “Help Me Choose”
  - “Choose Myself”
- Retirement Savings
  - The importance of saving for retirement and budgeting
  - The importance of sticking with your plan
- Enrolling on the American Trust iJoin Portal
- Questions & Answers

# HPA Background

**High Probability Advisors provides investment solutions to clients who need effective, efficient stewardship of their long-term assets and liabilities.**

## **Experienced**

- Executive Team averaging over 30 years in the investment industry:
  - Navigated through a wide range of market environments
  - Served a wide variety of retirement, institutional and high net worth clients

## **Innovative**

- Disciplined, evidence-based strategies
- Focused research and thought leadership on timely investment topics
- The Logical Retirement Solution<sup>®</sup> - Pooled Employer Plan

**Our business goal: To employ academically-supported strategies and forward-looking services that provide each client with a high probability of successfully meeting their specific goals in asset and liability management.**

# AmericanTCS Background

**AmericanTCS is one of the largest providers in the retirement plan industry, offering recordkeeping, TPA, custody & trading, and fiduciary services.**

## **FiduciaryxChange**

- A long history of serving as the Named Fiduciary and 3(16) Administrator for single employer and multiple employer retirement plans
- One of the largest Pooled Plan Providers nationally serving over 25 different Pooled Employer Plans

## **American Trust**

- With \$125 Billion in assets under custody and/or administration for over 300,000 retirement plans, American Trust is a leading provider of technology enabled financial solutions for participants

**AmericanTCS delivers high-touch fiduciary & administrative services to its retirement plan clients and their participants supported through automation, in-depth reporting, and workflow efficiencies.**

Source: AmericanTCS

# The Logical Retirement Solution®

| Retirement Plan Services             | High Probability Advisors | American Trust |
|--------------------------------------|---------------------------|----------------|
| Investment Decisions & Due Diligence | ✓                         |                |
| Life Cycle Models                    | ✓                         |                |
| Participant Education Support        | ✓                         |                |
| Pooled Plan Provider                 |                           | ✓              |
| Recordkeeping                        |                           | ✓              |
| Participant/Employer Websites        |                           | ✓              |
| Online Participant Education/Tools   |                           | ✓              |
| Plan Administration Support          |                           | ✓              |

# 401(k) Plan Basics

- **What is a 401(k) plan?** A 401(k) plan is a retirement savings account that allows you to contribute a portion of your pay to long-term investments.
- **Why contribute to a 401(k) plan?** Beyond the benefit of taking control of funding your own retirement, the growth of your investments are sheltered from taxes until you withdraw money in retirement.
- **How much can I contribute?** The maximum employee deferral amount in 2025 is \$23,500, with Catch-Up Contributions (Over 50) of \$7,500.
  - **Super Catch-Up:** Employees aged 60-63 can contribute an additional \$11,250
- **May I take out the money prior to retirement?** With few exceptions (e.g., death or disability), you must leave your money in a retirement plan or IRA Rollover at least until age 59½. Early withdrawals are typically subject to a 10% penalty by the IRS.



# Discover the Improvements to Your 401(k) Plan

***Employer Matching Contributions:*** When eligible, you will receive a 100% employer match up to 2% and 50% match on the next 3% of your pay contributed to the Plan

**\*CAPCO is implementing a higher match rate to enhance the Plan and incentivize retirement savings!**

# Discover the Improvements to Your 401(k) Plan

***Timing of Employer Match:*** You will receive your employer match at each payroll period

**\*Match previously received at end of year if employed**

# Discover the Improvements to Your 401(k) Plan

*Low-Cost, High-Quality, Straightforward  
Investment Options*

**\*Investments will be automatically be mapped from the old plan**

# Notable Plan Features

- **Eligibility:**
  - **Employee Deferrals:** Age 18
  - **Employer Match:** Age 18, after 1 year of service with 1,000 hours
- **Entry Dates:**
  - **Employee & Employer Contributions:** First day of each month after reaching the above eligibility requirements
- **Employer Matching Contribution:** Employer will match 100% of the first 2% deferred, and 50% on the next 3% deferred, a total of 3.5%!
- **Maximum Employee Deferral Amount 2025:** \$23,500 and Catch-Up Contributions (Over 50): \$7,500
  - **Super Catch-Up:** Employees aged 60-63 can contribute an additional \$11,250
- **Low Costs, High-Quality Investment Options**

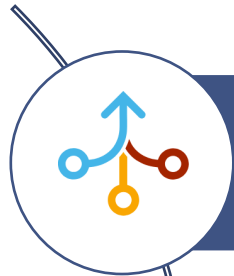


# Summary of Notable Changes Made

| Notable Changes Made     | Old 401(k)                                     | <u>NEW 401(k)</u>   |
|--------------------------|--|---|
| Recordkeeper:            | Mutual of America                              | American Trust  |
| Retirement Plan Advisor  | Mutual of America                              | High Probability Advisors - Jake Cooper                   |
| Employer Match:          | 100% match between 2%-3% deferred, total of 1% | 100% match up to 2%, 50% match on next 3%, total of 3.5%! |
| Timing of Employer Match | Receive the match if employed at end of year   | Receive the match each payroll period                     |
| Employer Contribution:   | Fixed 2%                                       | N/A   |
| Hardship Withdrawals:    | No hardship withdrawals allowed                | Hardship withdrawal <u>allowed for qualified purposes</u> |
| Loans:                   | Refinancing of loans allowed                   | No refinancing of loans                                   |

# What Should I Do With My Old Retirement Account?

- If the following conditions are present, you may want to rollover your old employer's retirement account to this Plan.



Do you want to consolidate your retirement accounts into one Plan?



Are the costs in your old retirement account higher than this Plan?



Would your retirement account benefit from a low-cost investment menu built off industry best practices?

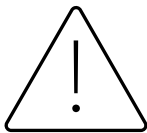
# What is the Timeline for this Transition?



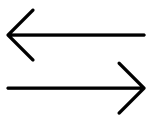
**August 20, 2025 – High Probability Advisors will be hosting a 401(k) education session at the All-Staff Training Day!**



**Late August, 2025 - You will receive a “blackout notice”**



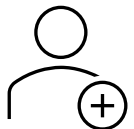
**Late September, 2025 – The blackout period begins, access to make changes to your 401(k) ends**



**October 1<sup>st</sup>, 2025 – Plan assets are “liquidated” at Mutual of America and transfer of assets begins**



**Mid to Late October, 2025 – American Trust is live, and you can enroll on the new website**



**Mid to Late October, 2025 – High Probability Advisors will be hosting an enrollment meeting**

# 401(k) Loans – How it Works

## Maximum Loan Amount:

- *The lesser of:*
  - 50% of your account balance
  - Or \$50,000

## Minimum Loan Amount:

- \$1,000

## Repayment Terms:

- Maximum of 5 years
- 10 years, if for the purchase of a principal residence

## Other Terms

- Only one loan can be outstanding at any given time.
- The Interest rate on the loans is the prime rate plus 1%. Currently, this would be 8.5%.
- Payments are made through payroll deductions.
- Please contact HPA for other terms that may impact your ability to take a loan or the amount of the loan.

## The Good:

- If you are in desperate need for money and have no other alternatives, you can take a loan from your 401(k) balance and repay it over time.

## The Bad:

- You are required to begin repaying this loan back to your 401(k) with interest through payroll deductions.
- There are additional fees charged to your 401(k) for taking out a loan.

## The Ugly:

- Your 401(k) loan repayments can impact your ability to save for retirement.
- Your 401(k) will miss out on compounding growth in the stock market as funds were withdrawn.
- If you are unable to repay the loan or are terminated and do not repay the loan, it will be considered a “distribution”, and you will have a taxable event with a penalty if under 59½.

# Your Plan's Three-Tier Investment Menu

## “My Target Date Investment” Lifecycle Menu

- **Target Date Models:** Asset allocation will be based upon time horizon for each portfolio:
  - HPA Target Date Retirement
  - HPA Target Date 2025
  - HPA Target Date 2030
  - ...
  - HPA Target Date 2070

## “Help Me Choose” Risk Based Menu

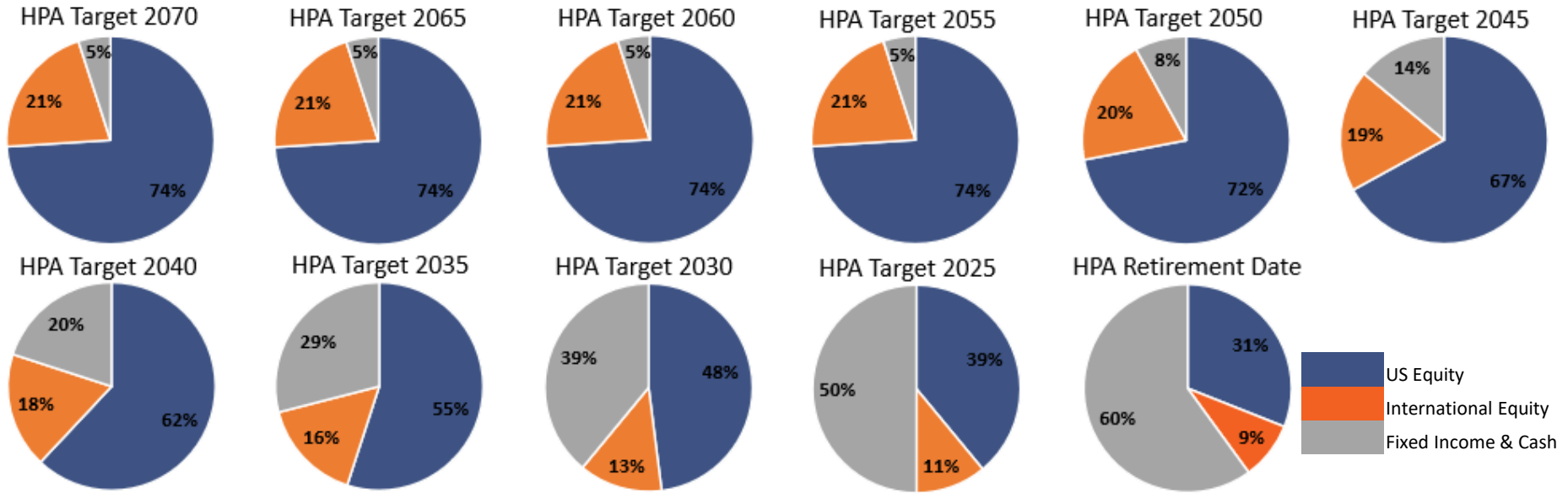
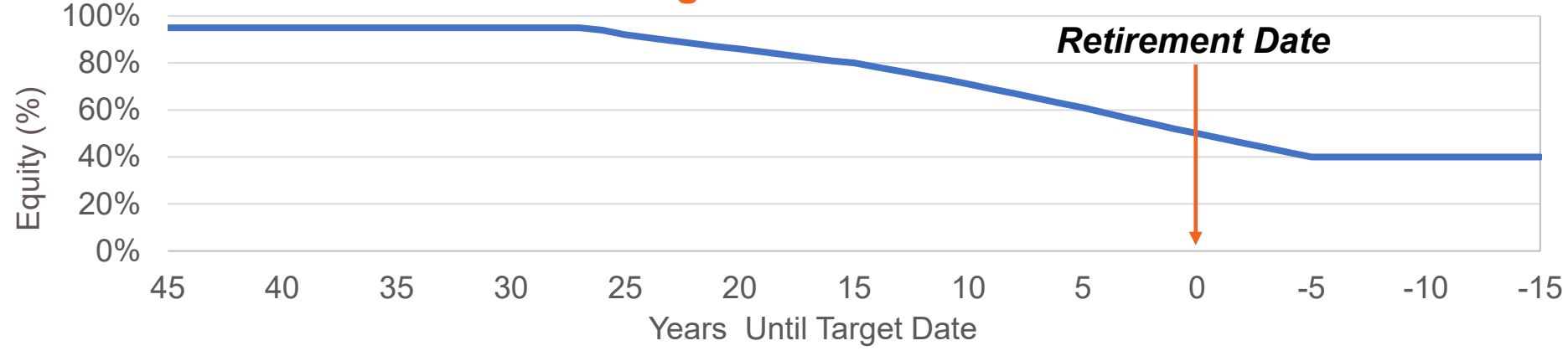
- **Risk-Based Models:** Asset allocation will be based upon targeted risk level:
  - HPA Conservative
  - HPA Moderate-Conservative
  - HPA Moderate
  - HPA Moderate-Aggressive
  - HPA Aggressive

## “Choose Myself” Core Menu

- **Asset Class Based Options:** Low-cost funds representing distinct, non-overlapping asset class building blocks for construction of a diversified portfolio:
  - Fidelity® 500 Index
  - Vanguard Value Index Adm
  - Vanguard Growth Index Adm
  - Fidelity® Mid Cap Index
  - Fidelity® Small Cap Index
  - Fidelity® International Index
  - Fidelity® Emerging Markets Index
  - Fidelity® US Bond Index
  - Vanguard Short-Term Treasury Index Adm
  - Vanguard Money Market Reserve Federal

# HPA TD Allocations & Glide Path

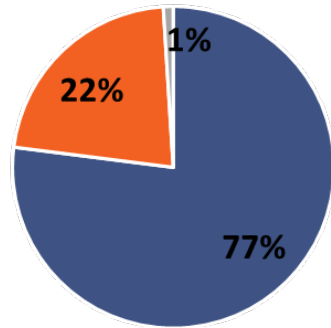
HPA Target Date Glide Path



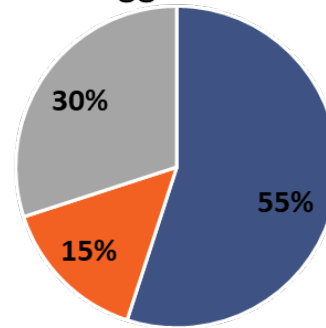
Model Allocations as of January 2025  
Weights are rounded to equal 100%, actual weights may vary

# HPA Risk Model Allocations

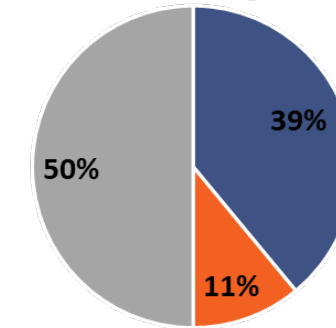
Aggressive Target Risk



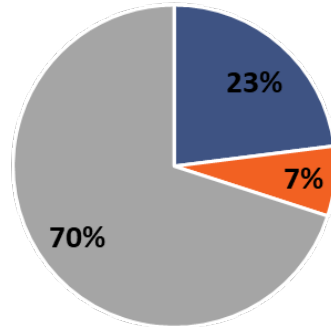
Moderate Aggressive Target Risk



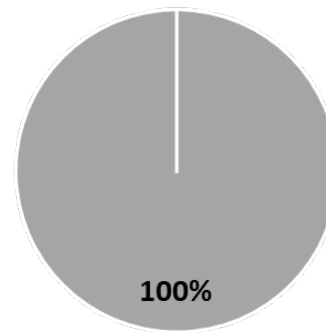
Moderate Target Risk



Moderate Conservative Target Risk



Conservative Target Risk



Model Allocations as of January 2025  
Weights are rounded to equal 100%, actual weights may vary



# Retirement Savings



**Social Security Income is**  
**40% of pre-retirement income**  
**for beneficiaries on average**

Source: Social Security Administration, accessed February 2025, <https://www.ssa.gov/benefits/retirement/learn.html>

# Why You Should Participate

## 401(k) Plan Savings Example

|                                   | Not Saving | Saving 5% |
|-----------------------------------|------------|-----------|
| <b>Weekly Pay Before Taxes</b>    | \$100      | \$100     |
| <b>Tax-Rate</b>                   | 25%        | 25%       |
| <b>Employee Plan Contribution</b> | \$0        | \$5       |
| <b>Employer Contribution</b>      | \$0        | \$3.50    |
| <b>Take Home Pay</b>              | \$75       | \$71.25   |
| <b>Savings in Plan</b>            | \$0        | \$8.50    |

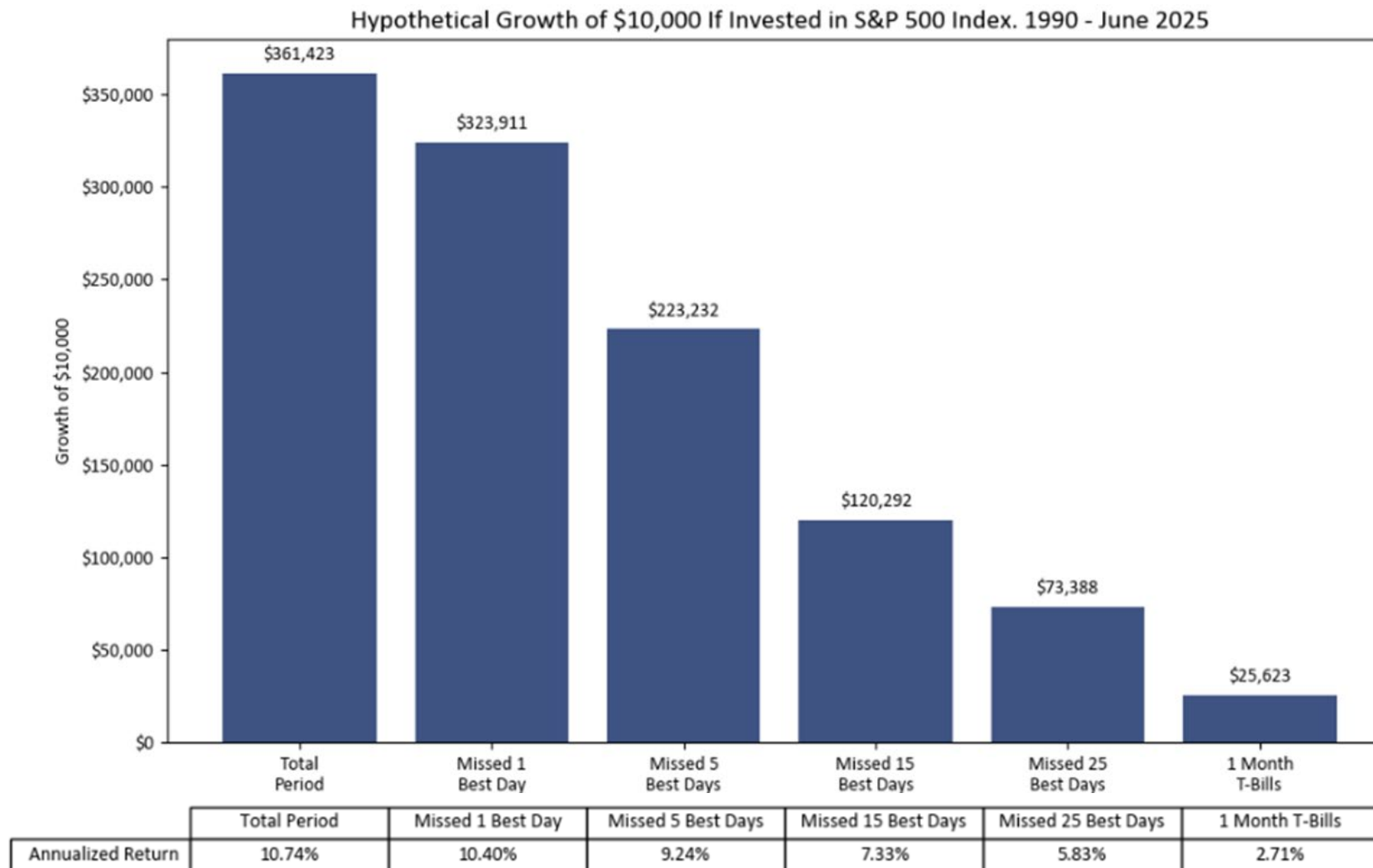
# The Importance of Staying “On Plan”

*The current environment continues to create hardships for many workers. However, retirement success requires not just having a savings plan but also sticking with that plan to the extent possible.*

| Skipping Plan Contributions | Age Retirement Assets Last Until |
|-----------------------------|----------------------------------|
| Base Scenario*              | 100 Years Old                    |
| Miss 1 Year at Age 55       | -2 Years                         |
| Miss 1 Year at Age 40       | -3 Years                         |
| Miss 1 Year at Age 25       | -4 Years                         |
| Miss 2 Years at Age 55      | -4 Years                         |
| Miss 2 Years at Age 40      | -5 Years                         |
| Miss 2 Years at Age 25      | -7 Years                         |

\*Assumes 3% wage inflation, 10% deferral, 50% final salary replacement, 6.0% pre-retirement return & 5.5% post-retirement return

# Missing out on the best days can be costly

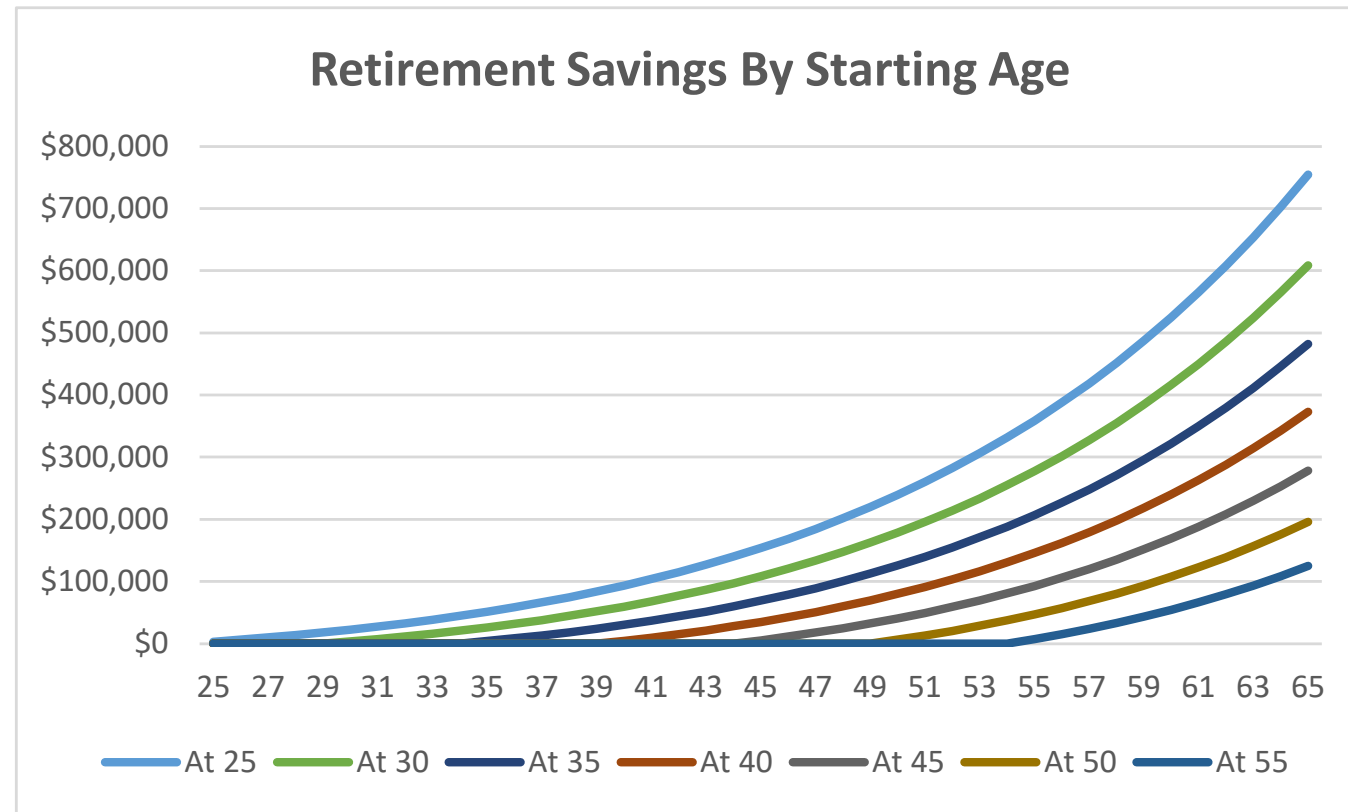


Source: S&P Dow Jones Indices LLC, and HPA

“One-Month US T- Bills” is the IA SBBI US 30 Day TBill TR USD, provided by Ibbotson Associates via Morningstar Direct. Data is calculated off rounded daily index values.

# The Importance of Saving AND Starting Early

*Saving for retirement may not seem like your highest priority today, but investing part of today's wages for the future is crucial to your long-term retirement success*



\*Assumes \$30,000 starting comp, 3% wage inflation, 10% deferral, 50% final salary replacement, 6.0% pre-retirement return & 5.5% post-retirement return

# The Power of Saving 1% More Each Year



**Jim**

25

\$65k

42

**Extra savings by  
retirement with +1%**

**\$268,665**

Weekly contribution

Less Than \$13

**John**

35

\$90k

32

**\$162,078**

Less than \$18

**Jane**

45

\$105k

22

**\$74,823**

Less than \$21

**Jules**

55

\$110k

12

**\$25,059**

Less than \$22

*\*Assumes extra 1% savings are made monthly, return of 7%, retirement age of 67, and salary growth of 4% per year. Original analysis provided by Empower.*



# Enrollment Guide



# Website Tools

- **iJoin Website**

- iJoin Enroll makes joining the Plan easy
- Retirement planning resources, including “Your Retirement Snapshot” and “Improve Your Path to Success”
- Background information on plan investment options
- Review and make changes to investments, contribution rates and beneficiaries

- **Employee Access by Mobile App or Phone**

- Mobile access to quickly and easily view your account on the go via the Plan’s website or mobile app “WorkSaveRetire”
- View account activity, view balances by investment, contribution information, progress towards goals, etc.



# Getting Started

The screenshot shows the American Trust Retirement website. At the top, a dark blue navigation bar contains the text "GO TO AMERICAN TRUST WEALTH" and a red "ACCOUNT ACCESS" button. Below this is a white navigation bar with the American Trust Retirement logo and menu items: "WHO WE SERVE", "SOLUTIONS", "NEWS & INSIGHTS", "ABOUT US", and "LET'S TALK". The main content area features a large hero image of a person with arms raised on a mountain peak. To the left of the hero image is a text block: "Helping Financial Intermediaries Improve Outcomes for Retirement Plan Participants" and "We are here to curate solutions to meet the needs of the advisor, the plan sponsor and the participant." Below the hero image is a "Client Account Access" section. At the bottom, there is an "Access My Account" section with five circular icons and corresponding "ACCOUNT ACCESS" buttons: "Plan Participants", "Plan Sponsors", "Plan Advisors", "TPAs", and "Wealth Management".

GO TO AMERICAN TRUST WEALTH

ACCOUNT ACCESS

AMERICAN TRUST RETIREMENT

WHO WE SERVE SOLUTIONS NEWS & INSIGHTS ABOUT US LET'S TALK

Helping Financial Intermediaries Improve Outcomes for Retirement Plan Participants

We are here to curate solutions to meet the needs of the advisor, the plan sponsor and the participant.

AMERICAN TRUST RETIREMENT

Client Account Access

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Plan Advisors

TPAs

Wealth Management

ACCOUNT ACCESS

ACCOUNT ACCESS

ACCOUNT ACCESS

ACCOUNT ACCESS

ACCOUNT ACCESS

[www.AmericanTrust.com](http://www.AmericanTrust.com)  
Click Account Access

Click Account Access  
Under Plan Participants

# Getting Started



PLAN PARTICIPANT  
**Account Access**

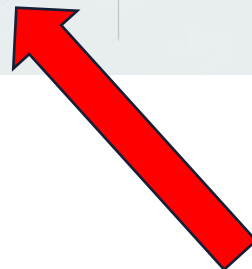
Our team of friendly and professional customer service representatives are available Monday - Friday from 8 a.m. to 8 p.m. ET at [\(866\) 680-7000](tel:8666807000).

Plan Participant Login

Self-Directed Brokerage  
Fidelity

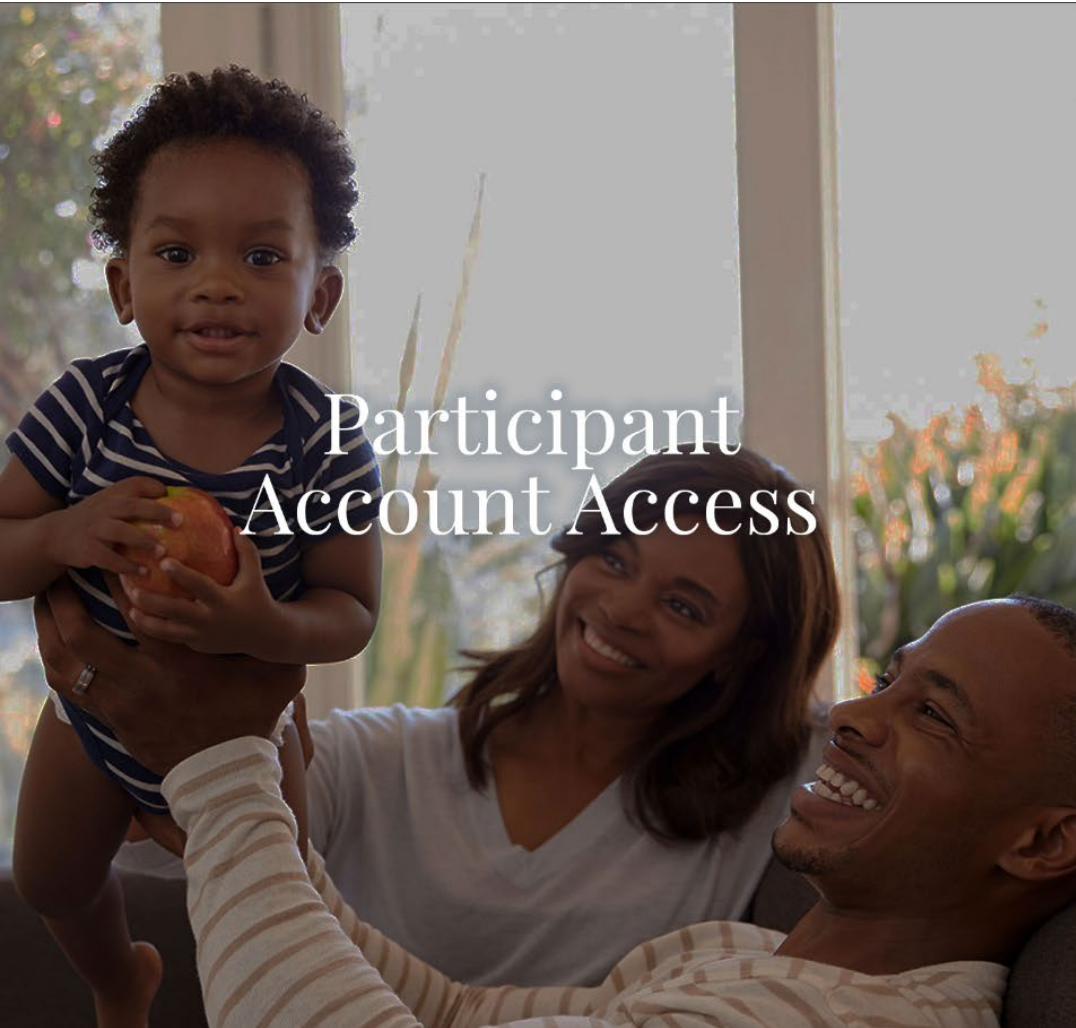
LOGIN

LOGIN



Click Plan Participant Login

# Getting Started



[English](#) / [Español](#)



USERNAME

← Social Security #

PASSWORD

← Last 4 of your SSN

Please provide Password.

[Forgot password?](#)

[Need Help?](#)

[Download the Mobile App](#)

[Sign In](#)

# Enrollment Process

Hello, Ben



We're HPA, the financial advisors for your company's retirement plan.

Welcome to a personalized enrollment experience that will help you make the most of your savings strategy.

Please click the button below to get started.

**LET'S GET STARTED!**

I DON'T WANT TO ENROLL

By proceeding you agree to these [terms of service](#)

### Your Personal Information

Please confirm or update your personal information.

First Name  
Ben

Last Name  
Bedosky

Date of Birth  
January 1, 1980

What is your current marital status?  
Married

State of Residency \*  
New York

Personal Email Required

Cell Phone Optional

BACK CONTINUE



### Your Income & Savings

Please include information that will help us personalize your retirement picture.

Confirm or Update Annual Salary  
\$0.00 Required

Where do you plan to live in retirement?  
New York

Do you have a balance in any savings accounts outside of this plan, such as a bank account, IRA or 401(k)?  
No  Yes

BACK CONTINUE



### Other Retirement Savings

Pre-Tax Savings Accounts:  
401(k), 403(b), 457, Traditional I...  
\$0.00

Roth Savings Accounts:  
Roth 401K, Roth IRA...  
\$0.00

Post-Tax Savings Accounts:  
Brokerage Accounts, Post-Tax 4...  
\$0.00

Other Monthly Income:  
Pension, Rental Property or Oth...  
\$0.00

Enter balances for your own personal accounts or accounts you hold jointly with someone else. These values are for projection purposes only. If you're unsure of the amounts you can still continue and enter them later, if desired.

BACK CONTINUE



### Investment Options

Please select how you would like to choose your investments.

**My Target Date Investment**  
[HPA PEP Target Retirement 2045 Strategy](#)  
This option is part of the plan's target date series and matches your expected years to retirement. For a more tailored approach, consider a different option below.  
**CHOOSE TARGET DATE**

**Help Me Choose**  
Suited To Your Risk Profile  
Answering a brief questionnaire will construct a suitable portfolio for you based on your investment style and tolerance to market downturns.  
**HELP ME CHOOSE**

**Choose Myself**  
Enter Your Own Fund Choices  
Construct a customized portfolio based on your personal investment objectives and preferences.  
**CHOOSE MYSELF**



## Your Retirement Snapshot

Ben, your current investment election is displayed below.

This investment election and your current contribution rate is projected to provide the following income at retirement age. In the next step you can modify other factors to see how they impact your projection.

### Your Investment Election

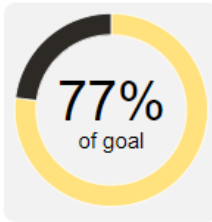
[HPA PEP Target Retirement 2045 Strategy](#)

**Estimated Return: 2.0%**

This is an estimate of long term portfolio growth generated using forecasting data for your actual fund selections or similar fund selections. This is only an estimate and is not a guaranteed indicator of future portfolio performance.

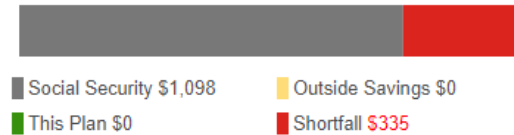
[CHANGE INVESTMENT](#)

### Your Projected Retirement Income



Needed at age 67:  
**\$1,433/mo.**  
Current estimate:  
**\$1,098/mo.**  
(not guaranteed)

#### Monthly Income Sources



### Current Contribution Rates

0% Pre-Tax | 0% Post-Tax (Roth)

Social Security \$1,098 | Outside Savings \$0  
This Plan \$0 | Shortfall \$335

[BACK](#)

[CONTINUE](#)

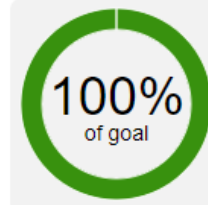
The match optimizer encourages participants to take full advantage of the company match, as applicable

iJoin provides immediate visual feedback which allows the participant to see, in real-time, the impact that different contribution rates will have on their retirement income goal



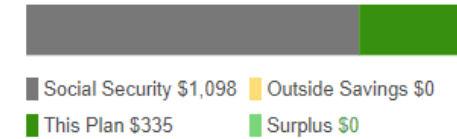
## Improve Your Path To Success

### Your Projected Retirement Income



Needed at age 67:  
**\$1,433/mo.**  
Strategy estimate:  
**\$1,433/mo.**  
(not guaranteed)

#### Monthly Income Sources



[Quick Tips](#) [Advanced Options](#)

### Increase Your Contribution Rates

Pre-Tax:  0%   
Post-Tax (Roth):  17%   
Contribution Type: Percentage  Fixed Dollar

### Consider Adjusting These

Amount Needed: (per month in retirement) \$ 1,433.00  
Retirement Age:  67

**\$131** estimated impact to current bi-weekly paycheck

✓ **Employer Match Optimized!**  
Maintain this contribution rate throughout an entire year to receive the maximum employer match (if eligible).

#### Selected Investment Portfolio:

[HPA PEP Target Retirement 2045 Strategy](#)

**Estimated Return: 2.0%** (not guaranteed)

[CHANGE INVESTMENT](#)

[BACK](#)

[CONTINUE](#)

[Click Here If You Don't Want to Enroll](#)

# At least one primary beneficiary is required

## Beneficiaries

Please name up to 4 primary beneficiaries and up to 5 contingent beneficiaries.

Contingent beneficiaries only receive benefits if the funds cannot be allocated to a primary beneficiary.

### Primary Beneficiaries

(1 Required)

+ ADD PRIMARY BENEFICIARY



+ ADD PRIMARY BENEFICIARY

+ ADD PRIMARY BENEFICIARY

+ ADD PRIMARY BENEFICIARY

Total: 0%

### Contingent Beneficiaries

(0 Required)

+ ADD CONTINGENT BENEFICIARY

+ ADD CONTINGENT BENEFICIARY

+ ADD CONTINGENT BENEFICIARY

+ ADD CONTINGENT BENEFICIARY

+ ADD CONTINGENT BENEFICIARY

Total: 0%

BACK

The total allocation to each set of primary and contingent beneficiaries must equal 100%, respectively.

NEXT



## Authorize Strategy

Please review and confirm the information below before authorizing your new savings strategy.

Contribution Rate(s)

0% Pre-Tax

17% Post-Tax (Roth)

By clicking Authorize, you will be making a percentage-based contribution each pay period that will automatically adjust with increases or decreases to your salary.

[Click here](#) if you would like to convert this to a fixed dollar contribution.

Investment Choices

100.00% HPA PEP Target Retirement 2045 Strategy >

Confirm Strategy

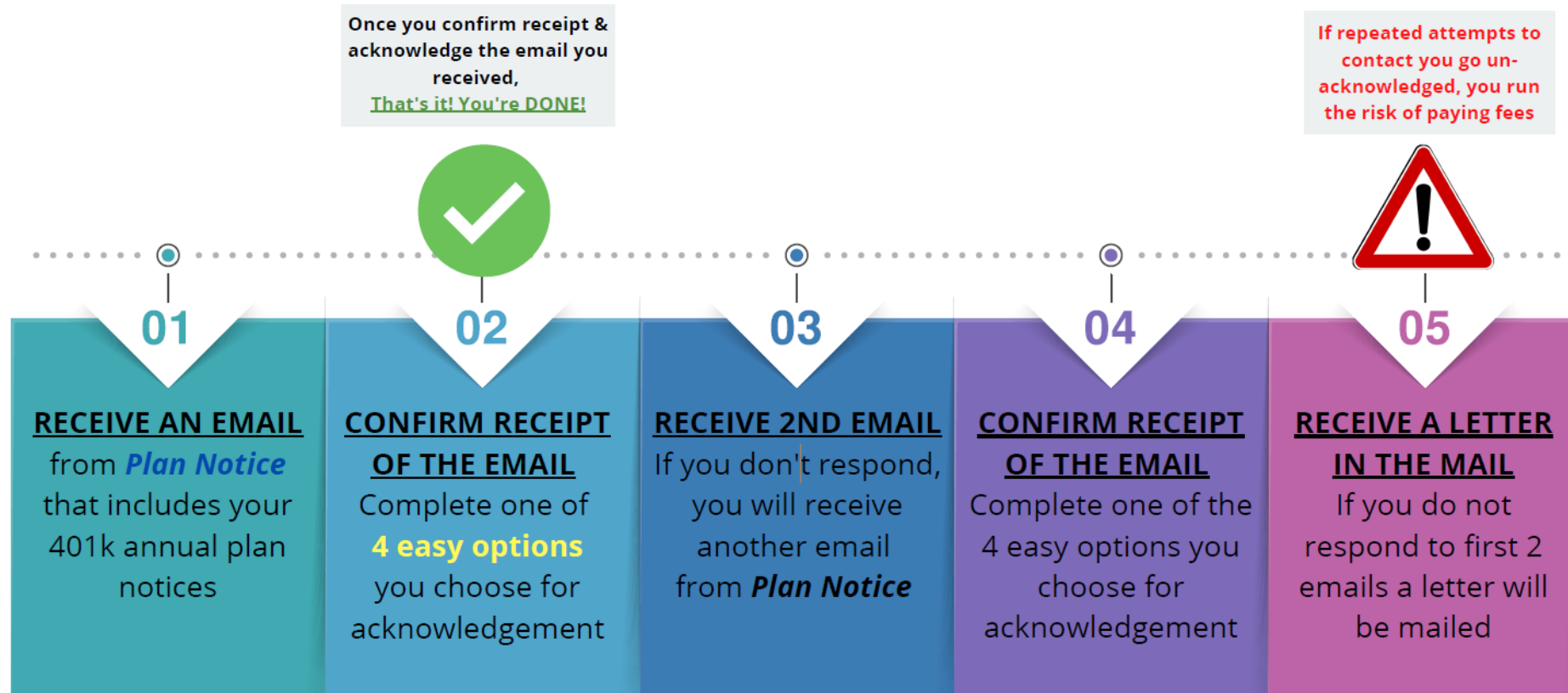
I agree to this savings strategy and [associated disclosures](#)

BACK

AUTHORIZE



# Plan Notice: Making sure you are in the loop



## To avoid the no response annual fee of \$95:

- add [plan@plannotice.com](mailto:plan@plannotice.com) to your email contact/approved sender list,
- keep an eye out for our annual email asking you to confirm or update your contact information, and
- follow the simple instructions in our emails to **verify you receive each notice** about updates to your plan.

# American Trust: Contacts

**Client Services: (866) 680-7000**

**Hours of operation: Monday through Friday 8:00 am – 8:00 pm EST**

**Client Services can help with the following questions\*:**

- ✓ Password Resets
- ✓ Web functionality
- ✓ Statement copies

*\* Contact HPA for questions regarding your plan's investment and savings option.*



Questions?



# High Probability Advisors: Contacts

**HPA Office Phone Number: (585) 485-0135**

## **Jake Cooper, CFP®**

- Primary relationship manager
- Email address: [jcooper@highprobabilityadvisors.com](mailto:jcooper@highprobabilityadvisors.com)

## **Support Team**

- Benjamin Bedosky: [bbedosky@highprobabilityadvisors.com](mailto:bbedosky@highprobabilityadvisors.com)
- Julie Reynolds: [jreynolds@highprobabilityadvisors.com](mailto:jreynolds@highprobabilityadvisors.com)
- Erik Schleicher: [eschleicher@highprobabilityadvisors.com](mailto:eschleicher@highprobabilityadvisors.com)
- Jeff Coons: [jcoons@highprobabilityadvisors.com](mailto:jcoons@highprobabilityadvisors.com)

**Recordkeeper: [www.AmericanTrust.com](http://www.AmericanTrust.com)**

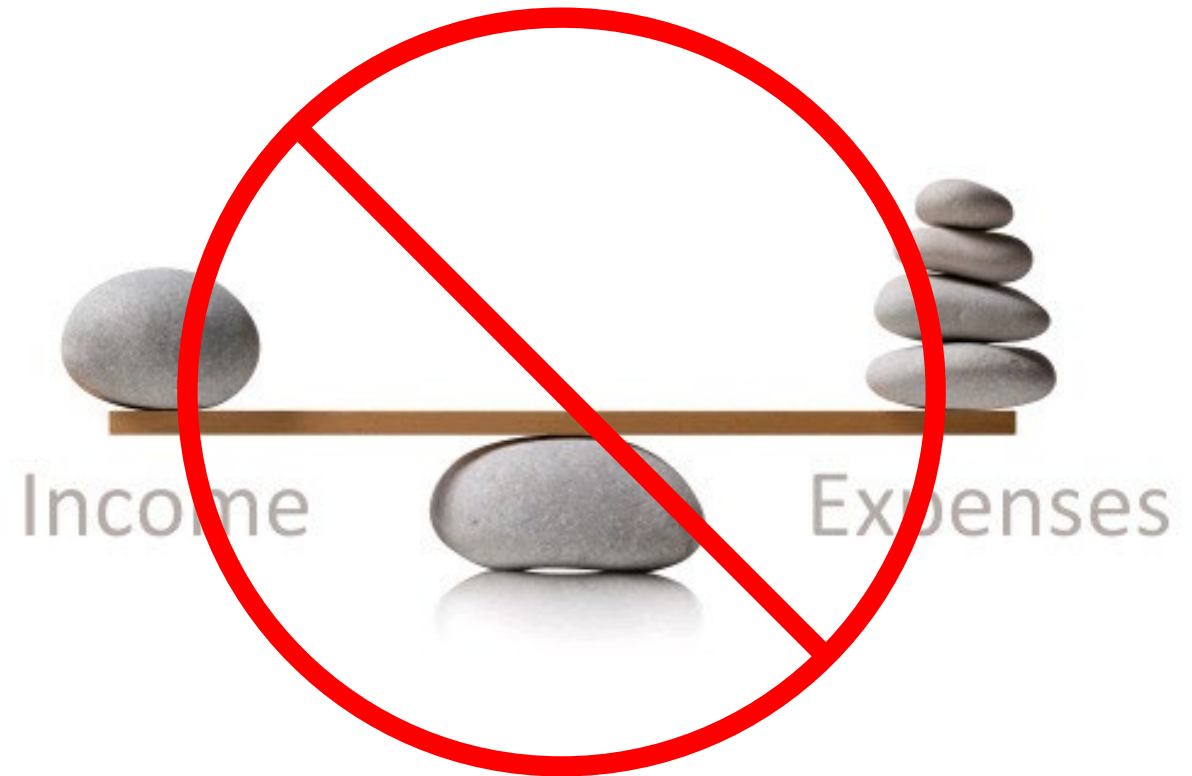


# Appendix



# Traditional Budgeting

- List Your Expenses
- Determine Your Income Sources
- Categorize & Prioritize Expenditures
  - Basic Needs (Housing, Bills, Cars)
  - Entertainment/Clothing Etc....
  - Servicing Debt
  - Saving for Your Future
- Balance Your Budget



# Consider Reverse Budgeting

- Save First
  - Invest in Your Workplace Retirement Plan
  - Pay Off High Interest Debt
  - Save for Other Life Goals (Wedding, House, Education)
- Pay Bills for Basic Needs Second
  - Housing & Utilities
  - Transportation
  - Healthcare
  - Basic Clothing Etc....
- Remaining Is Your Entertainment Budget
- Reconciling & Compromising

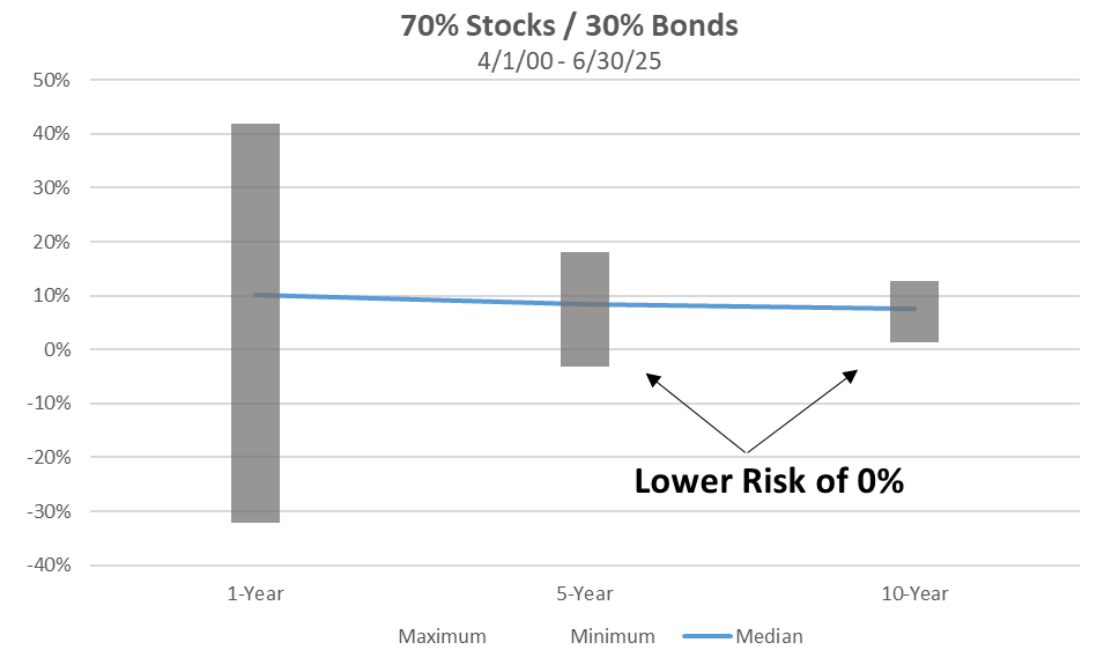
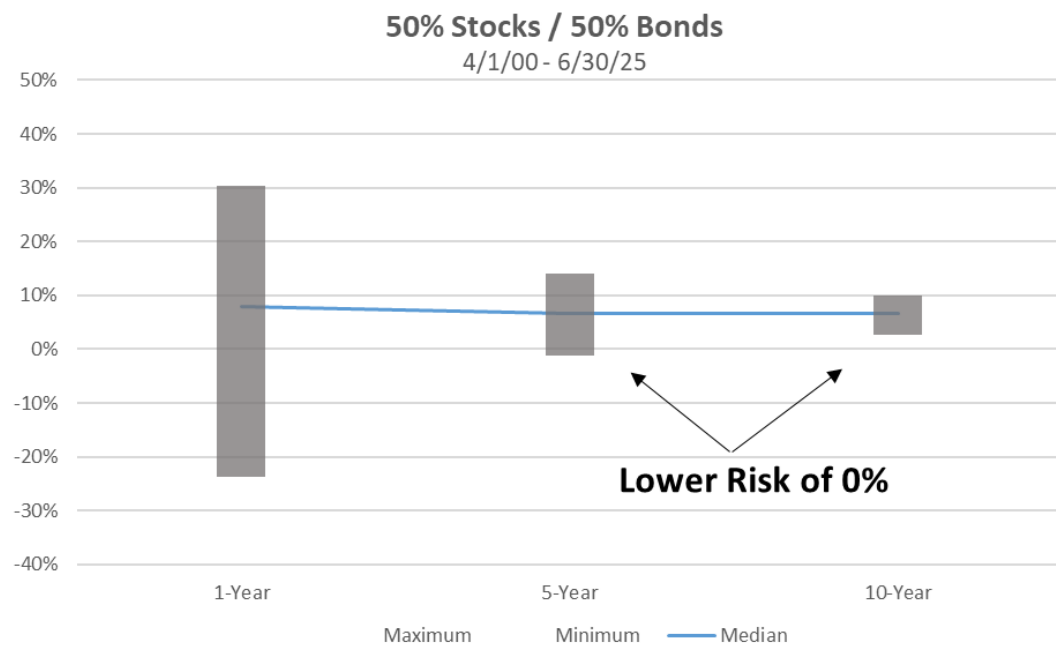
## Pay Yourself First



# Stay Focused on the Long-Term

*Market drops can be scary, but they are a reality for all retirement investors.*

- *The most important quality of a successful investor is to avoid panic and stay focused on the long-term.*
- *If we focus on the long-term, the ups & downs begin to smooth out*



Stocks are represented by the Russell 3000 Index and Bonds are represented by the Bloomberg Barclays Intermediate Government/Credit Index  
Source: Zephyr Analytics

# Disclosure

Past performance is not indicative of, and cannot ensure, future results. The performance results of the model portfolio reflect the reinvestment of capital gains, dividends and other earnings. The performance results of the model portfolios are presented net of the platform fee and internal fund fees. The platform fee represents the platform fee of all billable accounts (0.035%). The model portfolios are derived from the retroactive application of a model developed with the benefit of hindsight. High Probability Advisors began managing assets utilizing this model starting in August 2018; performance data before this date reflects performance before the firm began managing assets with this strategy. There are limitations inherent in model results; particularly, the results may not reflect the effect of material economic and market factors on the adviser's decision-making, if the firm had actually been managing clients' assets.