Bring new energy to your retirement plan

Offer your employees a world-class retirement savings experience that includes comprehensive administrative and investment support

BCSE/CEBN ASSOCIATION RETIREMENT PLAN

TriBridge Partners LLC

The Business Council for Sustainable Energy®

Clean Energy Business Network

Combining knowledge and experience for a plan that gets results

Join a partnership with a track record of success

For many organizations, providing a world-class retirement plan may seem out of reach. But with the BCSE/CEBN Association Retirement Plan, you can deliver a cost-effective, practical retirement solution created specifically for your organization. Access the expertise and experience of a leading retirement plan that can help you navigate an increasingly complex legal and regulatory environment while offering resources that can help your employees get the results they deserve.

Business Council for Sustainable Energy

Founded in 1992, the Business Council for Sustainable Energy (BCSE) is a coalition of companies and trade associations from the energy efficiency, natural gas and renewable energy sectors.

Clean Energy Business Network

The Clean Energy Business Network (CEBN) is a subsidiary of BCSE, serving as the small business voice for the clean energy economy.

Empower Retirement

At Empower, we help 12 million people[1] take control of their finances and pursue a more secure retirement. We make it possible by delivering a retirement savings experience based on values that put you and your employees first.

Innovative participant experience

Personalized, targeted communications

Simplified administration, plan design

Plan investment and fiduciary consulting

Participant advice and fiduciary guidance[2]

There is no guarantee provided by any party that participation in any of the advisory services will result in a profit.

1 As of January 4, 2021.

2 Online advice and the managed account service are part of the Empower Retirement Advisory Services suite of services offered by Advised Assets Group, LLC, a registered investment adviser.

A total package to help meet your and your employees' needs

The BCSE/CEBN Association Retirement Plan advantage

You have a unique opportunity to offer tremendous value to your employees — without the administrative headaches traditionally associated with running a retirement plan. Joining the BCSE/CEBN Association Retirement Plan allows you to save time, reduce costs and increase efficiencies while offering your long-term and committed employees a range of retirement savings resources that are proven to get results.

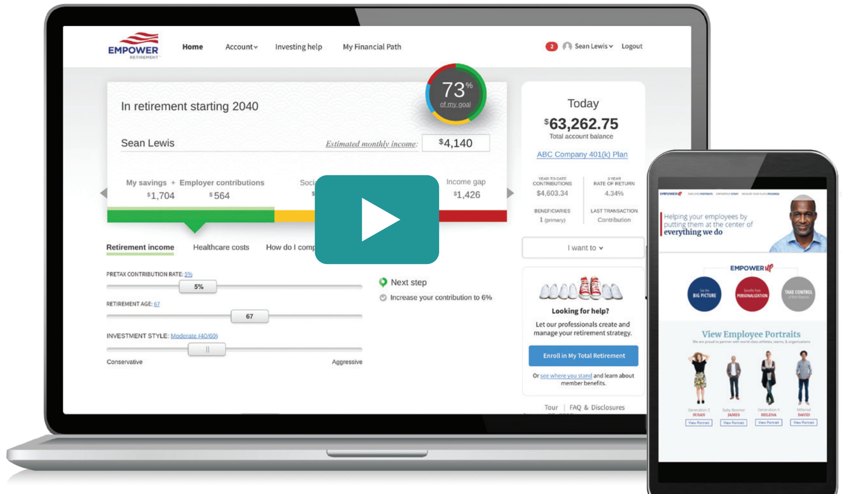
With the BCSE/CEBN Association Retirement Plan you can:

- Spend less time on retirement plan administration and more time focused on your organization's goals.
- Provide a competitive benefits package that can help you attract and retain top talent.
- Benefit from investment selection and fiduciary protection.
- Utilize a selection of portfolios from Natixis Investment Managers, focusing on investments that meet defined environmental, social and corporate governance standards.

And even though you become part of the BCSE/CEBN Association Retirement Plan, you maintain the flexibility to design the features that work best for your organization.

Empowering your employees to save smarter

Our ultimate goal is to help your employees replace — for life — the income they made while working. That's why our comprehensive participant experience provides a view of the entire retirement picture, including estimated retirement income, with a focus on engagement and actionable insights.



FOR ILLUSTRATIVE PURPOSES ONLY.

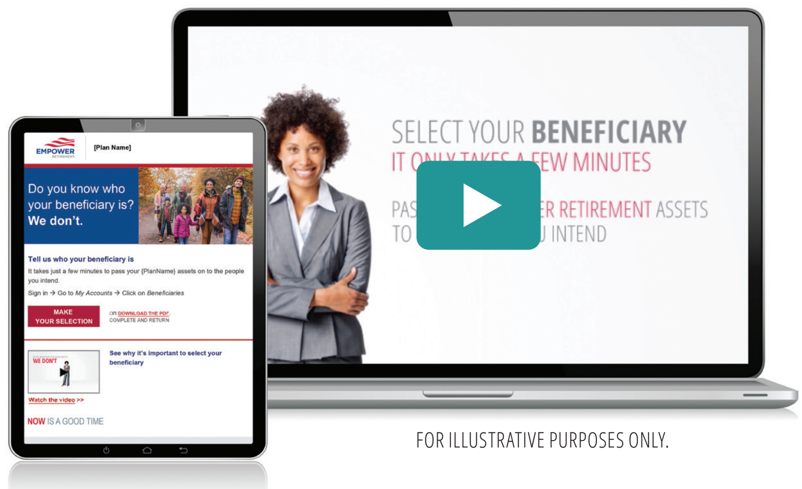
See the big picture

Your employees can easily log in and view what percentage of their estimated retirement income they are on track to replace and what their monthly income might look like — and instantly make adjustments that can change their projected future income. Your employees can:

- Enroll in seconds.
- View their projected retirement income.
- Compare their savings to others'.
- Estimate their retirement healthcare costs.
- Adjust their contributions.
- Rebalance their portfolios.
- Examine their financial wellness.
- Manage their health savings accounts (if applicable).
- Account for their outside assets.
- Get updates and confirmations.
- View information in Spanish at the touch of a button.

Personalized communications to create stronger connections

We speak to your employees in ways that matter to them. Our multichannel messaging is timely, relevant and tailored to your employees' needs so they are inspired to take action. This service is available to you at no additional cost and helps ensure that we get the right message to the right person at the right time.



FOR ILLUSTRATIVE PURPOSES ONLY.

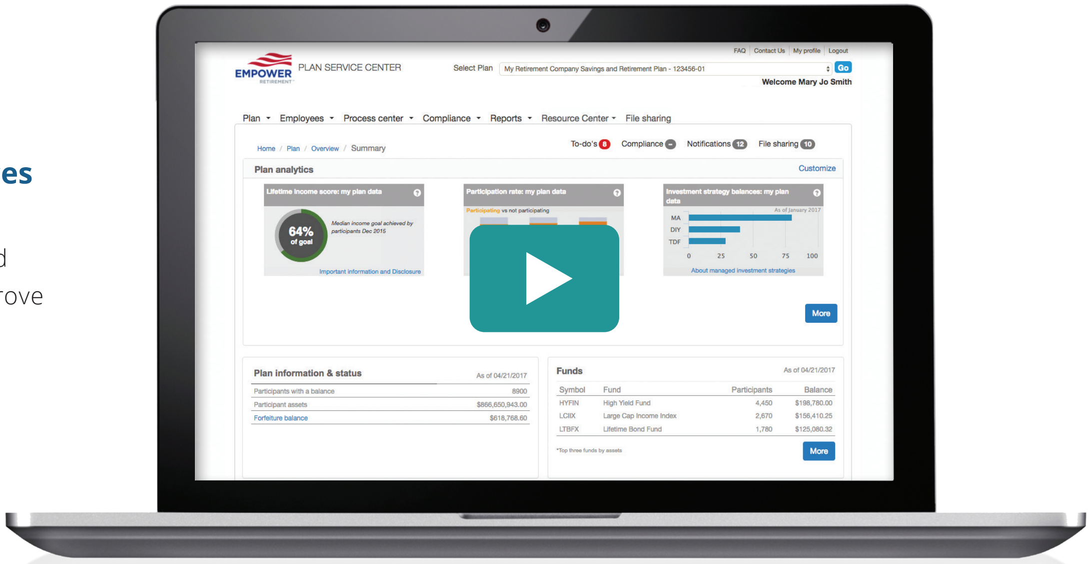
Making plan operations easier

The Empower MORE (make operational responsibilities easy) suite of services is designed to help you with many of your administrative tasks so you can remain focused on your top priorities.

- ☑ We help you manage your administrative and fiduciary responsibilities.
- ☑ We use data to ensure your employees receive required notices and educational communications.
- ☑ We enable you to keep track of your plan activity in real time to help improve plan design.

Comprehensive plan management resources

Our innovative technology platform provides tools and resources designed to improve plan results and reduce administrative tasks.



FOR ILLUSTRATIVE PURPOSES ONLY.

The **Lifetime Income Score**℠ is a powerful measure of your participants' retirement readiness. It allows you to segment audiences by age, tenure and geographic location to determine who may have the greatest need for increased education.

Plan analytics detail participation rates, deferral rates and average account balances so you can assess the health of your plan and work with us on plan enhancements.

On-demand reporting and testing allow you to measure success and identify areas of focus.

The **fiduciary archive** maintains complete records of all plan-related developments, providing protection to plan fiduciaries.

The **investment monitoring tool** provides important details on each fund held in the plan, including performance data and participant assets.

A **detailed participant overview** includes an account-emulation feature that allows you to see exactly what participants see. You can also view participants' interactions with the Empower service team.

Comprehensive fiduciary support

Independent investment and fiduciary consulting

LeafHouse Financial is an independent registered investment advisor that specializes in serving as a third-party fiduciary for qualified plans. Principals Todd Kading and Neal Weaver have more than 35 years of combined experience specific to ERISA plans, and both possess the coveted Registered Fiduciary™ designation.

LeafHouse can assist with:

- Independent investment selection, monitoring and replacement in accordance with a fully designed Investment Policy Statement.
- One-of-a-kind proprietary LeafHouse GPA® (Grade Point Average) reporting system, which applies custom designed criteria to investment grading.
- Unbiased, thoughtful and proactive investment recommendations.
- Investment lineup selection, monitoring and advice.

LEAFHOUSE FINANCIAL

Empower was rated no. 1 in "value for price" in a national survey of plan advisors[1]

The BCSE/CEBN Association Retirement Plan offers a cost-effective opportunity to access the knowledge and experience of a leading retirement plan with a proven track record of success. We handle the administrative heavy lifting, and we provide a world-class experience to your employees — so you can focus on running your organization.

For a detailed proposal, email Chris Schneider at chris.schneider@tribridgepartners.com, call 240-200-5432 or visit tribridgepartners.com

For general inquiries:

Business Council for Sustainable Energy: bcse@bcse.org

Clean Energy Business Network: cebn@cebn.org

Investments are not FDIC insured, are not guaranteed by Optum Bank® and may lose value.

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IMPORTANT: The projections or other information generated on the website by the investment analysis tool regarding the likelihood of various investment outcomes are hypothetical in nature, do not reflect actual investment results and are not guarantees of future results. The results may vary with each use and over time.

1 2020 PLANADVISER Retirement Plan Adviser Survey, October 2019.

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