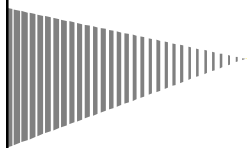


# Estate Planning Basics

PBUCC



## EY tools and resources



### EY Navigate™ Planner Line (EYNPL)

- 1.877.927.1047
- Call Monday – Friday; 9 AM – 8 PM ET
- Unbiased confidential financial guidance at no cost to you



### EY Navigate™ Digital

- [pbucc.eynavigate.com](http://pbucc.eynavigate.com)
- Articles, calculators, tools and resources
- App available for download



### EY Navigate™ Group Learning

- Register on EY Navigate Digital to attend live monthly sessions
- View replays on EY Navigate Digital

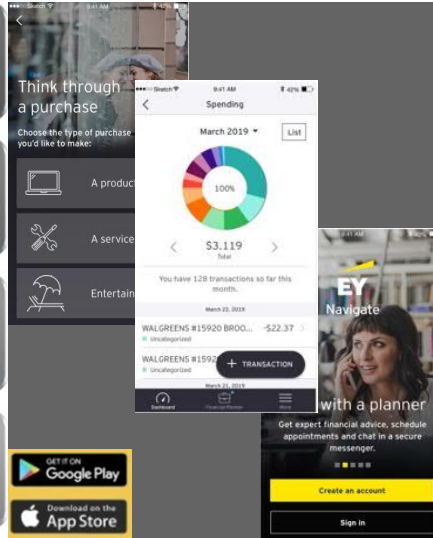
## EY Navigate™ Digital App just released!

Now available for download on Google Play and the Apple Store

Easy access to personalized financial planning

Add your financial accounts to track and organize spending

Connect with a financial planner for professional and customized guidance



Page 3



## Personal action plan

Action Step	When	Done
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>
		<input type="checkbox"/>

### Action Step

- Create your own personal action plan throughout this presentation

Page 4



## How much do I know about estate planning?

---

True	False	
	✓	Estate planning is only important for the wealthy
	✓	Estate planning is only for people who are old
	✓	Joint ownership of property makes estate planning unimportant
	✓	Spouses automatically inherit everything

## What can estate planning do for me?

---

Help distribute property according to my wishes

Ease the burden on survivors

Help take care of survivors' needs

Specify wishes for medical treatment and handling personal affairs

Manage gifting and help minimize estate taxes

## What is an estate?

---

An estate consists of everything you own, as well as money or assets in your name

Do you have a:

- Home?
- Retirement plan?
- Life insurance policy?
- Bank account?

*If the answer is "yes" to any of the above, then you have an estate*

## What can estate planning do for you?

---

Help to distribute property according to your wishes

Help to take care of survivors' needs

Specify wishes for medical treatment and handling personal affairs

Manage gifting to loved ones and charities during life and after death

Help to minimize estate taxes

## Estate planning begins with a will

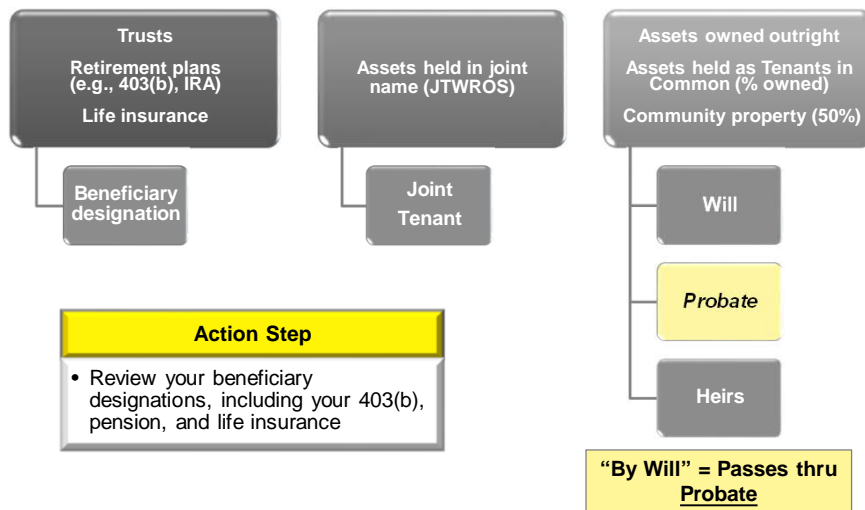
### What does a will do?

- A will makes your wishes legal and helps your heirs handle your estate during a difficult time

### What can you do with a will?

- Document who will receive your property when you die
- Name guardians for your children should both you and your spouse/partner die
- Appoint an executor

## What controls distribution of property?



## What is probate?

---

Processing of your will by a special court designated to probate wills

Court approves your executor or names a representative if no will exists

Judge supervises the distribution of assets and payment of debts

## Pros and cons of probate

---

### Pros

- Court determines the validity of the will
- Allows the will to be challenged
- Court supervision of distribution of assets, valuation of assets and payments of creditor claims
- Executor must report to the court and heirs

### Cons

- Costs\*
  - Typically 2%-10% of the probate estate
    - Court costs
    - Attorney fees
    - Executor fees
    - Appraisal fees
    - Publication costs
    - Bond premiums
- Time\*
  - Typically 6 - 12 months
- Loss of privacy

*\*Source: Forefield Inc., 2020*

## Avoiding probate

---

Own assets jointly

Name beneficiaries

Create a living trust

Gift assets while still alive

## Naming guardians

---

Day-to-day guardian should be:

- Equipped to rear children and provide a nurturing home life
- Financially capable of supporting your children
- Willing to accept the responsibility

Financial guardians should be:

- Financially astute
- Ethical and trustworthy

You may wish to assign both responsibilities to one individual or nominate two separate individuals

## Executor

Carries out all the wishes stated in your will

Gets copies of the death certificate

Prepares a listing of the estate's assets and determines their value

Files papers in court and with tax authorities

Notifies insurance companies and banks

Pays debts and taxes

Distributes assets as stated in your will

## After your will is prepared

### Pick a safe place to keep your will

- Do not keep your will in your own safe deposit box. Usually, state law requires that safe deposit boxes be sealed when the renter dies
- Consider using your spouse's safe deposit box in a "cross-box arrangement" or in the safe deposit box of your executor

### Make copies of your will

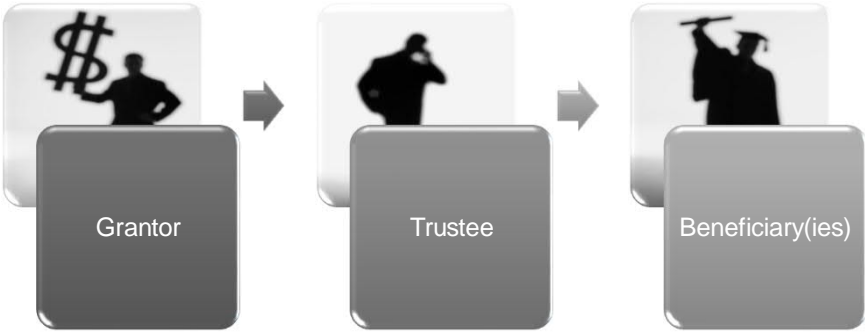
- Place a copy of your will in your home, office, or in your own safe deposit box

### Set a date for review

- You should review your will at least once every 3-5 years or in the case of:
  - Marriage/divorce
  - Birth/death
  - Relocation (change in state of residency)
  - Law change



# How does a trust work?



# Revocable vs. Irrevocable trusts

	Revocable	Irrevocable
Able to change or revoke?	Yes	No
Avoid probate?	Yes	Yes
Lower estate taxes?	No	Yes
Lower income taxes?	No	Maybe
Make completed gifts?	No	Yes

## What can estate planning do for you?

---

Help to distribute property according to your wishes

Help to take care of survivors' needs

Specify wishes for medical treatment and handling personal affairs

Manage gifting to loved ones and charities during life and after death

Help to minimize estate taxes

## Durable power of attorney (POA)

---

Grants another the power to act on your behalf regarding non-health related matters if you become incapacitated

Helps reduce physical, psychological and financial burdens on your family

## Living will and health care power of attorney

### Why you should have both:

A living will allows you to identify specific services that you do or don't want administered in the event you need life support. However, a living will can't cover every circumstance.

A health care POA grants another the power to make medical decisions on your behalf if you become incapacitated. This helps ensure your wishes, beyond what is specifically defined in the living will, are carried out.

*Note: The effects and availability of these documents vary under state law*

## Letter of instructions



A non-legal document that generally accompanies your will

Expresses your thoughts and directions regarding what is in the will (or about other things)

- Burial wishes
- Explanation of your actions
- Advise your executor and/or beneficiaries
- Nature and location of information your executor may need (document locator)

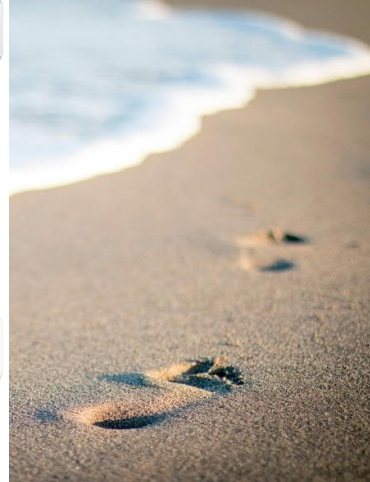
## Letter of instructions – Document locator

### Location of:

- Will and trust documents
- Deeds and titles
- Insurance policies
- Birth and marriage certificates
- Military discharge papers
- Bank account numbers
- User IDs and passwords

### Contact information of:

- Attorney
- Accountant
- Life insurance agent



## Estate planning documents

### During life

- Financial power of attorney
- Health care power of attorney
- Living will
- Trusts
- Asset titling

### At death

- Will
- Trusts
- Beneficiary designations
- Letter of instructions
- Document locator

#### Action Step

- Meet with an estate lawyer to update or draft important documents

## What can estate planning do for me?

Help to distribute property according to your wishes

Help to take care of survivors' needs

Specify wishes for medical treatment and handling personal affairs

Manage gifting to loved ones and charities during life and after death

Help to minimize estate taxes

## Gifts to loved ones - 2021

Can currently give up to \$15,000 per year per recipient without paying gift tax

Married people can currently give up to \$30,000 by gift-splitting

Your gift tax credit currently pays tax on taxable gifts up to the \$11,700,000 lifetime gift exclusion

### Note

- The gift tax does not apply when you directly pay for another person's medical or education expenses, or for gifts to a spouse or charity

## Reducing taxes through gifts

### Gifts to loved ones during life can:

- Reduce your income tax (when gifting income-producing property)
- Reduce the size of your estate after your death

### Gifts to charities can:

- Reduce your income tax during your life
- Reduce the size of your estate after your death

#### Caution!

- Before making a gift (even to your children), be certain you and your spouse will not need the assets

## What can estate planning do for you?

Help to distribute property according to your wishes

Help to take care of survivors' needs

Specify wishes for medical treatment and handling personal affairs

Manage gifting to loved ones and charities during life and after death

Help to minimize estate taxes

## What is included in your estate?



Page 29

EY

## How is your estate calculated?

	Josh	Amy	Joint	Total
403(b)	\$400,000	\$300,000	-	\$700,000
IRA	\$200,000	\$300,000	-	\$500,000
Mutual Funds	-	-	\$100,000	\$100,000
House (Net)	-	-	\$300,000	\$300,000
Life Insurance	\$200,000	\$200,000	-	\$400,000
<b>Total Assets</b>	<b>\$800,000</b>	<b>\$800,000</b>	<b>\$400,000</b>	<b>\$2,000,000</b>
50% of Joint Assets	\$200,000	\$200,000	←	-
<b>Gross Individual Estates</b>	<b>\$1,000,000</b>	<b>\$1,000,000</b>	-	-

Page 30

EY

## Will your estate owe federal estate tax?

---

Calendar Year	Estate Tax Exemption	Highest Estate Tax Rate
2020	\$11.58 million	40%
2021	\$11.7 million	40%
2022 +	Adjusted for inflation	40%

## Additional tools to reduce estate taxes

---

Direct payments for tuition or medical bills

Charitable deduction

- Unlimited transfers to charity free of estate and gift taxes

Marital deduction

- Unlimited transfers to U.S. citizen spouse free of estate and gift taxes

Unified credit

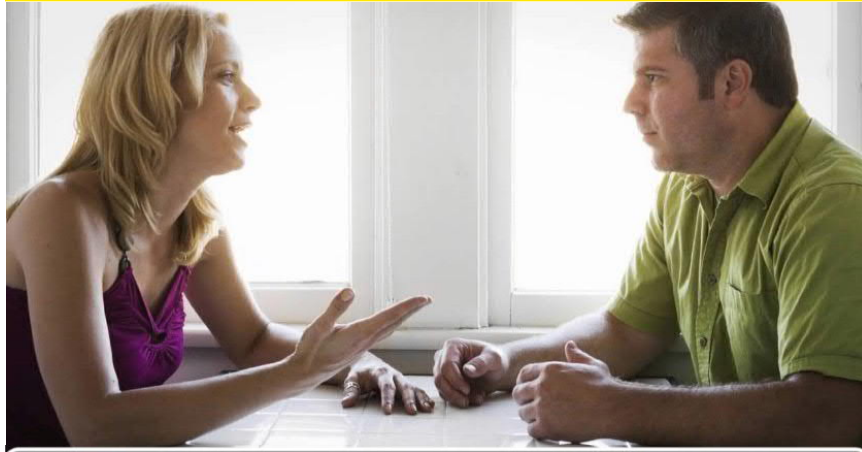
- 2021 credit can shelter a \$11,700,000 estate
- The credit can be used to shelter the estate at death and/or taxable gifts during life

Portability of Unused Exclusion between spouses

- With a little planning, married couples can pass up to \$23,400,000 to heirs free of estate taxes



## What are your goals for your survivors?



Have the insurance conversation “If I die..., If you die...”

Page 33

EY

## Finding the right lawyer

Seek a lawyer specializing in estates

Should act as a legal counselor and educator

Consider the fees based upon your needs

Can they communicate on your level?

Search for an estate lawyer

- [lawyers.com](http://lawyers.com)
- [search-attorneys.com](http://search-attorneys.com)
- [estateplanning.com](http://estateplanning.com)

Page 34

EY

## When should I review my estate plan?

Marriage/divorce

Birth/death (spouse, beneficiary, executor, etc.)

Relocation

Law change

Periodically (e.g., every 3-5 years)

## What 3 actions will you commit to taking following this workshop?

A

• Consider and discuss your estate goals

B

• Review your estate documents

C

• Review and update beneficiary designations

D

• Gather information about your assets and debts

E

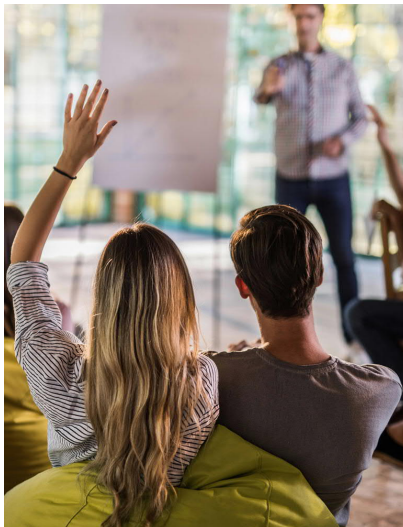
• Meet with an estate lawyer to implement your plan

F

• Visit EY Navigate Digital and call the EYNPL

# EY Navigate – Next steps

## Workshop evaluation & EY Navigate website links



Text “Wksp PBUCC” to 609-644-9622 and you will receive a:

- 1. Link to the workshop evaluation\*
- 2. Link to the EY Navigate Digital website to build on the knowledge you gained today

\*To complete question #1, use the “workshop number” provided by the presenter, if available

# Questions?





APPENDIX

PBUCC  
Estate Planning Basics  
Workshop

Appendix	Description	Page
A	EY Disclosure Statement and Form ADV Part 2A .....	1
B	Personal Action Plan .....	11

*Page intentionally left blank*

**NOTICE TO ELIGIBLE PARTICIPANTS**

Dear Eligible Participant:

Ernst & Young LLP (“EY”) has been engaged to provide financial wellness services to you through this program. We expect that you will find EY’s services to be valuable, but we think it is also important that you understand the scope of these services. The following explains what financial wellness services can and cannot do for you, particularly as regards investment planning.

**General Financial Planning Considerations**

Here are points to understand regarding your personal financial planning and your participation in financial wellness services:

- EY has prepared certain financial planning materials and is providing other services for your personal use as an eligible participant; such materials may not be shared publicly.
- The financial education program includes historical financial information and well-accepted financial planning strategies. It may also include information on Social Security benefits and your sponsoring organizations benefit plans. This information is based on sources that EY believes to be reliable. However, EY cannot guarantee its accuracy.
- Past performance, which may be referenced in the program, is not a guarantee or even necessarily an indication of future results.
- The financial planning materials you receive will not change or affect your rights under your sponsoring organization’s benefit plans. In all cases, the benefit plan documents will govern.
- As you plan your financial future, you will need to make assumptions about future financial trends (such as inflation and rates of return), laws and regulations, and apply these to your particular circumstances. Your results can be significantly affected by even small changes in your assumptions, your individual circumstances or laws and regulations, as well as the extent to which your assumptions ultimately vary from actual financial conditions. You may need to reevaluate your financial planning strategy and your decisions from time to time to determine if any changes have occurred that would necessitate amendments to your assumptions or plan.
- A financial education program provides only some of the resources for assisting you in preparing your financial planning strategies. Financial education does not provide accounting, tax or legal advice and does not involve recommendation of specific investments.
- You need to decide on your own whether to consult with a financial advisor or other professional regarding your personal circumstances. If you do, please be aware, you may incur additional costs.
- In providing financial education, EY may help you decide on your asset allocation or help you make informed assumptions about rates of return and other investment issues. While EY will help you understand what you need to do, you are responsible for making and acting on these decisions. EY cannot provide you with all information that may be relevant nor can any materials provided address every possible scenario in connection with such decisions.
- Neither EY nor your employer will make any financial planning decisions for you or assume any responsibility for decisions you make.
- EY may provide audit or other accounting services to the investments or service providers discussed. The provision of other services will not be a determining factor whether to discuss or recommend an investment or service provider.

**Privacy of Information Provided to EY**

In the event EY collects nonpublic personal information about you from you or other sources authorized by you, EY will not disclose such information to third parties, except as permitted by law or as otherwise authorized by you. EY maintains physical, electronic, and procedural safeguards to guard your nonpublic personal information.

**Further Considerations**

All services are provided “as is,” and there are no warranties of any kind or nature, whether express or implied, including but not limited to warranties of merchantability or fitness for a particular purpose or use. In addition, neither EY nor its affiliates nor any of their partners, officers, directors or employees shall be liable to you for any services performed or omitted or for any errors of judgment, or for consequential, incidental, indirect, punitive or special damages in connection with providing the services described above. Federal securities laws impose liabilities under certain circumstances on certain persons, even those who act in good faith, and therefore nothing in this notice constitutes a waiver or limitation of any rights that you may have under these laws.

If you should have any kind of claim or dispute with EY as a result of this program, these will be resolved in accordance with EY’s Alternative Dispute Resolution Procedures (“Procedures”) in effect on the date of this notice. You may receive a copy of the Procedures by requesting them from the Compliance officer of EY, at the following address:

200 Plaza Drive  
Suite 2222  
Secaucus, NJ 07094

\* \* \* \* \*

If, after considering the issues discussed above, you do not want to participate in financial education and counseling in conjunction with this program, please contact your sponsoring organization, as soon as possible.



**DISCLOSURE STATEMENT**

**Ernst & Young LLP  
Ernst & Young Investment Advisers LLP  
Employee Financial Services**

**07/10/2020**

**Please note that this disclosure statement provides a summary of the investment advisory services provided by Ernst & Young LLP. Please note that a full copy of Form ADV Part 2 can be located at this link**

**[www.adviserinfo.sec.gov/IAPD/Content/Search/iapd\\_Search.aspx](http://www.adviserinfo.sec.gov/IAPD/Content/Search/iapd_Search.aspx)**<sup>1</sup>

**Form ADV Part 2A**

Ernst & Young LLP (“EY”), under the supervision of Ernst & Young Investment Advisers LLP (“EYIA”), provides Employee Financial Services (“EFS”), including investment education and counseling services to employees, members of associations, unions or other large groups (“Participants”) pursuant to engagements by corporate employers, pension plan trustees, or other entities formed for the benefit of such Participants (“Sponsors”). Such services are provided through EFS, a functional specialty within the firm’s Tax Department. EYIA is registered with the Securities and Exchange Commission as an investment adviser under the Investment Advisers Act of 1940 (“Advisers Act”) and maintains its main office at 200 Plaza Drive, Suite 2222, Secaucus, NJ 07094 (telephone: 800-273-0588).

**Employee Financial Services (“EFS”)**

**Employee Financial Services** provides financial wellness services that educates participants with different learning styles and approaches to financial planning, including via interaction with EY financial planners as well as digital tools. The service offers the convenience of different learning methods and tools (telephone counseling, web-based and mobile tools, group learning, and interaction through social media) providing participants the opportunity to “try out” all the available learning styles to select their preferred one or a combination that best meets their needs. (Please note: these services can be bundled together or sold separately.)

- **Telephone-based financial planning** provides:
  - Unlimited toll-free access to experienced, credentialed and objective EY financial planners
  - EY financial planners who are trained on sponsoring organizations’ benefit plans and programs
  - EY financial planners who provide information and guidance across all areas of financial planning. Common topics include: employer-provided benefit plans, cash flow and debt management, investment planning, education funding, etc.
  - Personalized reports are available on a variety of topics including retirement, asset allocation, cash flow, net worth, education funding, insurance planning, and debt management

---

<sup>1</sup> From this webpage follow these steps to view the most current Form ADV: a) select Firm, b) enter CRD #110921, c) click **Ernst & Young Investment Advisers LLP**, d) Part 2 Brochure link is below.

- **Financial planning website** offers:
  - A unique and interactive planning experience that grows as the participant's needs and knowledge level expand
  - Robust resources, including calculators and videos
  - EY financial planner communication through messaging
  - Chat feature for help
  - Single sign on which allows users to access the EFS website from client sites without further login
  - Connection of financial accounts to facilitate information-sharing with EY financial planners (this feature will not be available to clients with independence restrictions)
  - Access to a user dashboard which provides participants with the ability to view their personal financial situation, including their aggregation of financial account information if applicable
  - Mobile app to allow users to obtain financial education and communicate with EY financial planners
  
- **Group learning:**
  - Group learning that informs participants about their benefits and comprehensive financial planning. This learning can be delivered as live workshops, live webinars and/or recorded sessions.
  - A list of action items that apply to a participant's personal situation
  
- **Organization support:**
  - Dedicated EY project manager(s), including periodic service reviews
  - Periodic engagement reports highlighting participant activity
  - Integration of services with other benefit providers to create a cohesive program
  - Assist client with developing communication materials to promote service

As part of the personal financial advisory services EY may prepare personal asset allocation targets (based on modern portfolio theory and using EY's own or other approved financial planning tools) for such Participants after obtaining and evaluating information concerning their individual circumstances provided by each Participant either in conversation with an EY financial planner and/or by completing a questionnaire.

**EY does not recommend, and should not be deemed to have recommended, any particular investment as an appropriate investment for the Participants and discussions of various investments should not be construed as such a recommendation.**

EY's advisory services also may be offered by a Sponsor to Participants in tandem with the personal advisory services of another registered investment adviser designated by the Sponsor that is not affiliated with EY ("Other Adviser"). In some EFS engagements, the Sponsor contemplates that EY will refer individual Participants to the Other Adviser for specific recommendations and/or implementation of the Participant's investment decisions. Such referrals by EY do not constitute a recommendation of the Other Adviser by EY to Participants, and, in such cases, EY does not perform any quantitative or qualitative screening procedures with respect to the Other Adviser.

EY, in certain circumstances, is contracted solely to help train employees of financial institutions seeking to offer financial and tax planning services to clients. Such services do not involve EY providing advice directly to the clients of such financial institutions, but rather entails training a financial institution's counselors on financial and tax planning topics and such other support as is mutually agreed upon by EY and the financial institution.

**All Selections and Investments Are Made Solely by the Participant**

**EY's investment education and counseling does not include recommendations concerning the purchase or sale of particular investments or particular industry sectors. EY may provide counseling on the purchase or sale in the context of providing tax, compensation and benefits, or estate planning services, but that counseling does not reflect a view as to the intrinsic merits of the investment. All decisions to invest in or dispose of particular investments are made solely by the Participant in the exercise of his or her own discretion.**

**Fees**

Fees for EFS Services generally are negotiated between EY and the Sponsors of such groups on a case-by-case basis. They usually are based upon (i) a "per capita" eligible participant amount, (ii) a "usage by Participants" amount, (iii) the number of workshops designed and presented by EY, or (iv) other negotiated factors. EY's fees in such engagements are paid by the Sponsor. Participants may incur expenses for fees to any other investment adviser they may consult and will be responsible for transaction charges imposed by broker-dealers through or with whom they effect transactions for their accounts. Generally, EY's contracts with Sponsors for services to Participants are terminable by either party in accordance with a specified notice period. If such a contract is terminated at a time other than the end of the quarter, a pro rata portion of any quarterly or other fee paid in advance is refunded.

**Investment Advisers**

All personal investment advice, and most impersonal investment advice, typically is given only by EY Financial Planners. Financial Planners are persons who spend all or substantial portions of their time on financial planning. Typically, all of these professionals have at least a degree from a four-year college or university and must meet such other standards as EYIA may establish from time to time. Those standards may include participation in continuing education programs each year and maintaining what EY regards as significant involvement in financial counseling engagements. Moreover, financial planners must satisfy applicable State investment adviser representative registration requirements or pass the Series 65 Uniform Investment Adviser Exam of the Financial Industry Regulatory Authority ("FINRA"). In some instances, EY may retain consultants to assist in providing workshops and staffing the telephone-based financial planning service. Generally, consultants are subject to the same requirements as EY Financial Planners. However, consultants are not subject to the same public accounting independence requirements as EY Financial Planners and their continuing education programs differ in some respects.

**Monitoring, Reviews and Reports**

In the case of EFS engagements that extend beyond one year and involve the provision of personal advisory services to Participants, Participants are asked questions concerning any changes in their relevant individual circumstances. EY will take into account the changed circumstances of any Participant of which it has notice in the event that Participant seeks additional personal advisory services from EY.

**Miscellaneous**

Clients and prospective clients of EY also should be aware of the following additional information concerning EY and EYIA:

Custody of Securities or Funds. EY does not manage participant accounts on a discretionary basis and does not take custody of participant securities or participant funds.

Other Financial Industry Activities. As noted above, EYIA is responsible for supervising the investment advisory services provided by EY. EY and Ernst & Young (U.S.) are general partners of EYIA. In consideration of EYIA's supervising the rendering of investment planning services provided by EY, EY provides EYIA with office and filing space, staff and other assistance. All of EYIA's time is spent supervising the compliance and operations of the investment planning services provided by EY.

Other Business Activities. EY is a public accounting firm which spends substantially all of its time providing accounting, audit, tax, and business advisory services.

**Form ADV Part 2B Client Brochure Supplement**

**Ernst & Young Investment Advisers LLP (“EYIA”)**

200 Plaza Drive, Suite 2222, Secaucus, NJ 07094

07/10/2020

EYIA’s investment advice is provided by a team comprised of more than five Supervised Persons and EYIA has provided group supplementary information for the five supervised persons with the most significant responsibility for the day to day advice provided to clients:

(1) Name, (2) year of birth, (3) education and (4) business background for preceding five years:

1. Christopher Williams – Chair, EYIA Board
2. 1970
3. B.A. Political Science, Union College, Schenectady, NY; JD, Albany Law School, Albany, NY
4. 1998 to date, Ernst & Young LLP

1. Glenn H. Hascher, EYIA Board Member
2. 1961
3. B.S., Economics, Rutgers University, New Brunswick, NJ
4. November 1988 to date, Ernst & Young LLP

1. Robert J. Porter, EYIA Board Member
2. 1964
3. B.S., Siena College, Loudonville, NY
4. 1998 to date, Ernst & Young LLP

1. Greg Rosica, EYIA Board Member
2. 1964
3. B.S., Accounting with Honors, M.S., Accounting, University of Florida, Gainesville, FL
4. 2002 to date, Ernst & Young LLP

1. Donald A. Culp, EYIA Chief Compliance Officer
2. 1959
3. B.S.in Accounting, Seton Hall University, M.S. in Taxation Seton Hall University, South Orange, NJ
4. 1988 to date, Ernst & Young LLP

**Disciplinary Information for the above: None**

**Other Business Activities for the above: None**

**Additional Compensation for the above: None**

**Supervision:** Christopher Williams serves as the Chairman of EYIA and supervises all of the above individuals. He is not subject to any additional supervision as EYIA Board Chairman.

**Form CRS: Customer Relationship Summary**

**Ernst & Young Investment Advisers LLP (“EYIA”)**  
200 Plaza Drive, Suite 2222, Secaucus, NJ 07094

07/10/2020

**Introduction**

EYIA is registered with the Securities and Exchange Commission (“SEC”) as an investment adviser. Brokerage and investment advisory services differ, and it is important for you to understand these differences. Free and simple tools are available to research firms and financial professionals at <http://investor.gov/crs>, which also provides educational materials about broker-dealers, investment advisers, and investing.

Please note that we are required to include “Conversation Starter Questions” in Form CRS to help you in your discussions of our investment services with EY financial planners. In addition, these questions can help you compare our services with other providers you may be considering. Certain questions relevant to our services have been answered here. Please address any additional questions you may have with an EY financial planner.

**What Investment Services and Advice Can You Provide Me?**

We offer investment education and counseling services to employees, members of associations, unions or other large groups (“Participants”) pursuant to engagements by corporate employers, pension plan trustees, or other entities formed for the benefit of such Participants (“Sponsors”). These services include, at a Participant’s request, the following:

- Investment education on various topics including, but not limited to: risk management; asset classes; asset allocation; diversification; dollar cost averaging; rebalancing; market timing; potential implementation strategies; mutual funds/ETFs, and investment-related costs.
- Preparation of personal asset allocation targets (based on modern portfolio theory and using EY’s own or other approved financial planning tools) after obtaining and evaluating information concerning a Participant’s individual circumstances provided either in conversation with an EY financial planner and/or by completing a questionnaire.
- Please note that EY’s investment advisory services may also be offered by a Sponsor to Participants in tandem with the personal advisory services of another registered investment adviser designated by the Sponsor that is not affiliated with EY (“Other Adviser”). In some engagements, the Sponsor contemplates that EY will refer individual Participants to the Other Adviser for specific recommendations and/or implementation of the Participant’s investment decisions. Such referrals by EY do not constitute a recommendation of the Other Adviser by EY to Participants, and, in such cases, EY does not perform any quantitative or qualitative screening procedures with respect to the Other Adviser.

Please note that our investment advisory services do **NOT** include the sale and/or recommendation of any type of investment or insurance product and we do **NOT** manage and/or monitor investments on behalf of Participants. In particular, please note the following:

- EY’s investment education and counseling does not recommend, and should not be deemed to have recommended, any particular investment as an appropriate investment for a Participant and discussions of various investments should not be construed as such a recommendation.
- EY’s investment education and counseling may provide counseling on the purchase or sale in the context of providing tax, compensation and benefits, or estate planning education services, but that counseling does not reflect a view as to the intrinsic merits of an investment. All decisions to invest in or dispose of particular investments are made solely by the Participant in the exercise of his or her own discretion.

**Conversation Starters when speaking with your financial professional:**

- Given my financial situation, should I choose an investment advisory service? Why or why not?  How will you choose investments to recommend to me?
- What is your relevant experience, including your licenses, education and other qualifications? What do these qualifications mean?

**What fees will I pay?**

EY’s fees are paid by the Sponsor. Participants may incur expenses for fees to any other investment adviser they may consult and will be responsible for transaction charges imposed by broker-dealers through or with whom they effect transactions for their accounts.

**Conversation Starter when speaking with your financial professional:**

- Help me understand how these fees and costs might affect my investments. If I give you \$10,000 to invest, how much will go to fees and costs, and how much will be invested for me?

**What are your legal obligations to me when acting as my investment adviser? How else does your firm make money and what conflicts of interest do you have?**

When we act as your investment adviser, we have to act in your best interest and not put our interest ahead of yours. The way we make money (EY fees are paid by the Sponsor) does not conflict with your interests does not impact our ability to act in your best interest.

**Conversation Starter when speaking with your financial professional:**

- How might your conflicts of interest affect me, and how will you address them?

**How do your financial professionals make money?**

Our financial professionals are compensated on a salaried or hourly basis.

**Do your financial professionals have legal or disciplinary history?**

**No**

Visit <http://investor.gov/crs> for a free and simple search tool to research us and our financial professionals.

**Conversation Starter when speaking with your financial professional:**

- As a financial professional, do you have any disciplinary history? For what type of conduct?

**For additional information about our services**, please see the rest of this Disclosure Statement and/ or speak with your EY planner. If you would like additional, up-to-date information or a copy of this disclosure, please call 800-273-0588.

**Conversation Starter when speaking with your financial professional:**

**Who is my primary contact person? Is he or she a representative of an investment-adviser or a broker-dealer? Who can I talk to if I have concerns about how this person is treating me?**



