

A Turnkey 401(k) Solution: **EXPERIENCE SHARED VALUES**

Associated Builders & Contractors, Inc. Indiana/Kentucky Chapter (ABC) exists to provide relevant, valuable benefits to its membership that can be offered efficiently and effectively. ABC is also the plan sponsor and plan administrator of the Associated Builders and Contractors, Inc. 401(k) Profit Sharing Plan (Plan).

When thinking about something as important as your employees' retirement plan, you want to work with a service provider that shares the values of you and your other association members.

That's why ABC has chosen The Guardian Choice® group variable funding agreement and The Guardian Advantage® group variable annuity contract as the funding vehicles for the Plan. These funding vehicles are issued by The Guardian Insurance & Annuity Company, Inc., (GIAC) which is a wholly owned subsidiary of The Guardian Life Insurance Company of America (Guardian). Guardian does not issue The Guardian Choice® and The Guardian Advantage® and does not guarantee the benefits they provide.

The Guardian Life Insurance Company of America is one of the largest and oldest mutual life insurance companies in America. Since 1860, Guardian has been providing financial strategies to help individuals, families, and small business owners achieve financial security.

In addition, as a mutual life company owned by its policyholders, Guardian operates for the benefit of its policyholders, rather than outside stockholders. This heritage of a customer-focused approach carries over into each business line and subsidiary. It also means a commitment to long-term strategic thinking, rather than short-term profits. While the markets may change, Guardian's timeless values of doing the right thing, holding itself to the highest standards, and focusing on people do not. While GIAC is not a mutual company, our culture and the way we deal with our customers is shaped and defined by our parent company.

These funding vehicles and other service providers selected by ABC offer a simplified, turnkey retirement solution tailored exclusively for ABC members of Indiana and Kentucky.

Constructed for **MEMBERS LIKE YOU**

ABC, GIAC, and other service providers have created a retirement solution that offers:

- A plan document that supports prevailing minimum and common wage solutions, saving the employer dollars
- Simplified compliance & administration
- Cost efficiencies gained from Association buying power
- A wide selection of well-recognized investment options
- A managed account option for plan participants
- Mitigated fiduciary risk
- Award-recognized customer service



Maximize Prevailing Wages Effectively



“ Many of our client contractors have utilized prevailing wage rate 401(k) plans to assist them in complying with prevailing wage requirements. This type of plan provides savings on payroll taxes, workers compensation and general liability insurance - helping you to be potentially more competitive and profitable. ”

— Ken Hedlund, CPA, Somerset CPA Group
Chairman and Board Member,
ABC of Indiana and Kentucky

- > Access plan design expertise around prevailing wage retirement plans
- > Davis-Bacon language included in plan document
- > May help plan sponsor save on FICA and workers compensation premiums

*The Guardian Choice® group variable funding agreement and The Guardian Advantage® group variable annuity contract are issued by The Guardian Insurance & Annuity Company, Inc. (GIAC), a Delaware corporation whose principal place of business is 7 Hanover Square, New York, NY 10004. GIAC is a wholly owned subsidiary of The Guardian Life Insurance Company of America (Guardian), New York, NY. Guardian does not issue the The Guardian Choice® and the The Guardian Advantage® and does not guarantee the benefits they provide.