



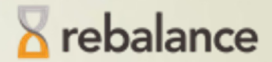
The 5 Biggest Issues of Dental 401(k) Plans

February 22, 2023

Today's Agenda

- The Modern 401(k) for Dentists
- How to save more \$ and pay less in taxes
- Reducing fees and legal exposure
- Recruiting and retaining the best staff
- Q & A

Scott Puritz



- Managing Director of Rebalance LLC
- Tufts, A'78
- MBA from Harvard Business School
- Registered Investment Advisor with 20+ years finance experience
- Chairman- NC Outward Bound Investment Committee with \$20+ million endowment
- Industry leader featured in *New York Times*, *Wall Street Journal*, *PBS*, *NPR*, and *CBS*
- U.S. Senate testimony



David Ranney

- Vice President of Sales at Rebalance
- 25 years in 401K Industry - Fidelity
- MBA from Boston College, BA in Economics from Holy Cross
- Married 29 years, with three children

Dedicated to helping small businesses realize their 401(k) plan potential



Rebalance: A Record of Results

- Firm manages over **\$1.2 Billion** of client investments
- Helping to lead pro-consumer industry movement
- Investment Committee with best and brightest in finance



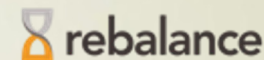
**January 2023*

Rebalance Investment Committee

Yale



Center for Retirement Investing Dental Advisory Board



Dr. Tim Tremont, DMD

Dr. Timothy Tremont, Doctor of Medicine in Dentistry (DMD) is the Department Chair of Orthodontics at the James B. Edwards College of Dental Medicine at the Medical University of South Carolina. He also was a Clinical Associate Professor in the Department of Orthodontics at West Virginia University. Dr. Tremont received his dental degree from the University of Pittsburgh School of Dental Medicine and Certificate in Orthodontics and Master of Science from the University at Buffalo. Dr. Tremont is a Diplomate of the American Board of Orthodontics and he lectures internationally on orthodontics and orthognathic surgery.



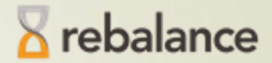
Dr. Joseph Marvizi, DDS

Dr. Joseph Marvizi has been in the dental private practice sector for close to 30 years. Dr. Marvizi received his BA from UC Berkeley in Physiology/Anatomy. He went on to the University of the Pacific to receive his DDS, and graduated from the Misch Implant Institute. He has been awarded the advanced status of Board Certified Diplomate by the International Congress of Oral Implantologists (ICOI) for his outstanding work and expertise in the field of dental implant surgery and restoration. Dr. Marvizi provides the Rebalance Dental Advisory Board with relevant in-the-field experience so that we can better serve the DDS community.

Rebalance in the 401(k) News



ADA-Credentialed CE Provider



- Rebalance is an ADA-credentialed Continuing Education provider
- All of today's attendees will receive 1 CE credit



What is the Annual 415 Cap in 2023 for Defined Contribution aka 401(k) plans?

Retirement Plans	2023 Cap
401(k)/403(b)/457(b) Elective Deferrals	\$22,500
Catch-Up Contribution (plus other than SIMPLE plans)	\$7,500
SIMPLE Plan Employee Deferrals	\$15,500
SIMPLE Plan Catch-Up Contributions	\$3,500
Plan Maximum Annual Contribution – Defined Contribution Plans (Section 415(c))	\$66,000
Maximum Annual Benefit – Defined Benefit Plans (Section 415(b))	\$265,000
Compensation Limit under Section 401(a)(17)	\$330,000
Highly Compensated Employee Definition under Section 414(q)	\$150,00
Key Employees Officer Compensation for Top-Heavy Plans	\$215,000

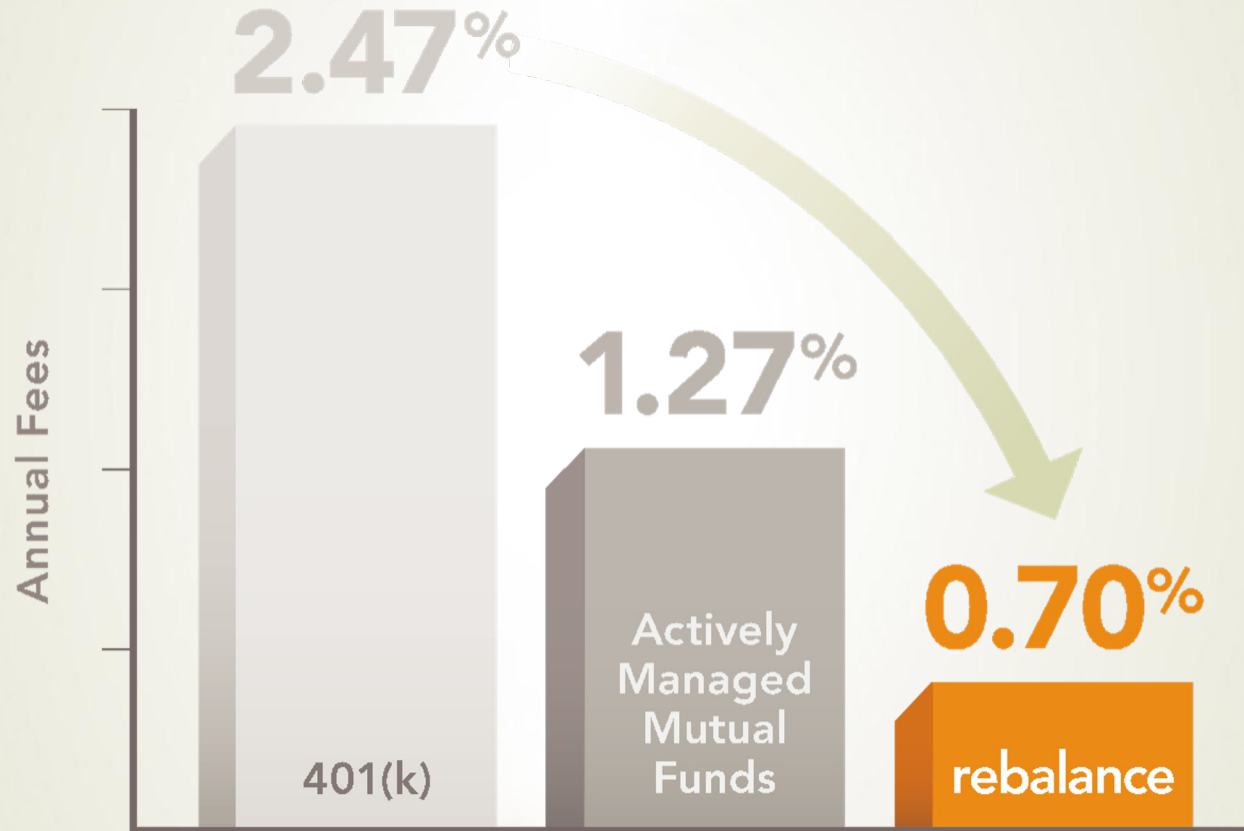


The 5 Biggest Issues of Dental 401(k) Plans

Dental 401(k) → 5 Areas to Improve

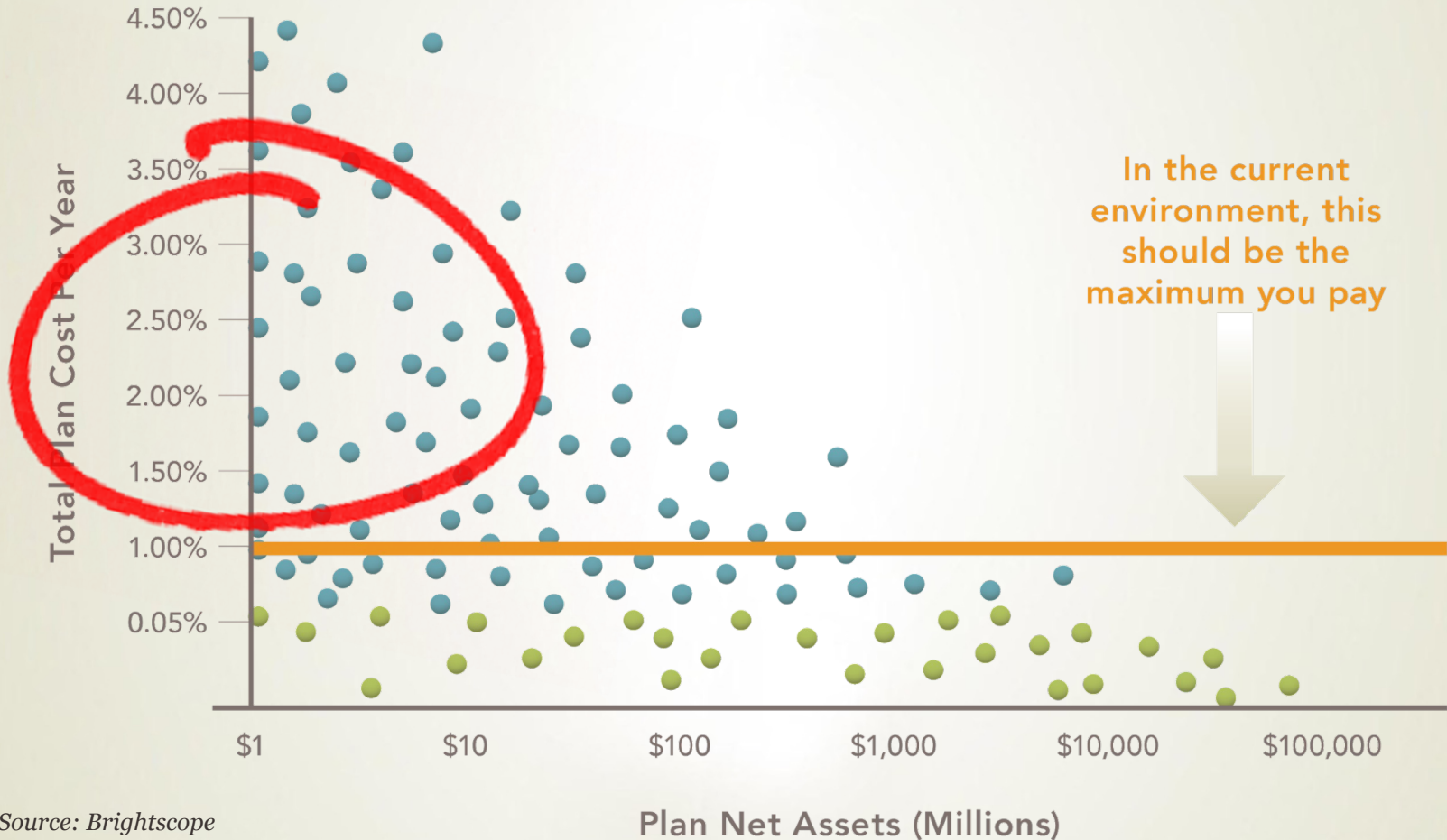
1. Lower investing costs
2. Bridge the “investment returns gap”
3. Lower legal risk
4. Make the 401(k) plan *come alive*
5. Cash Balance Plans: Save more, Pay less in taxes

1. Lower Costs: High 401(k) Fees



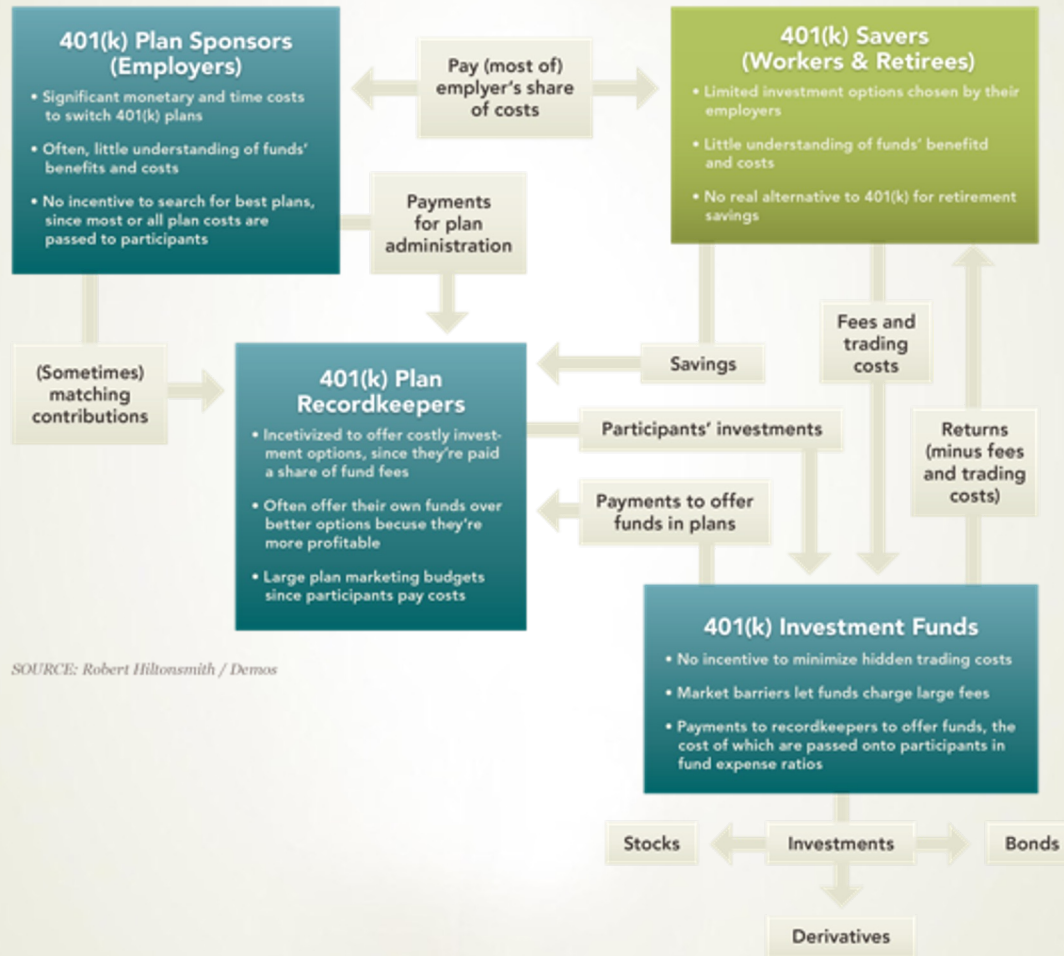
Source: New York Times

1. Lower Costs: High 401(k) Fees



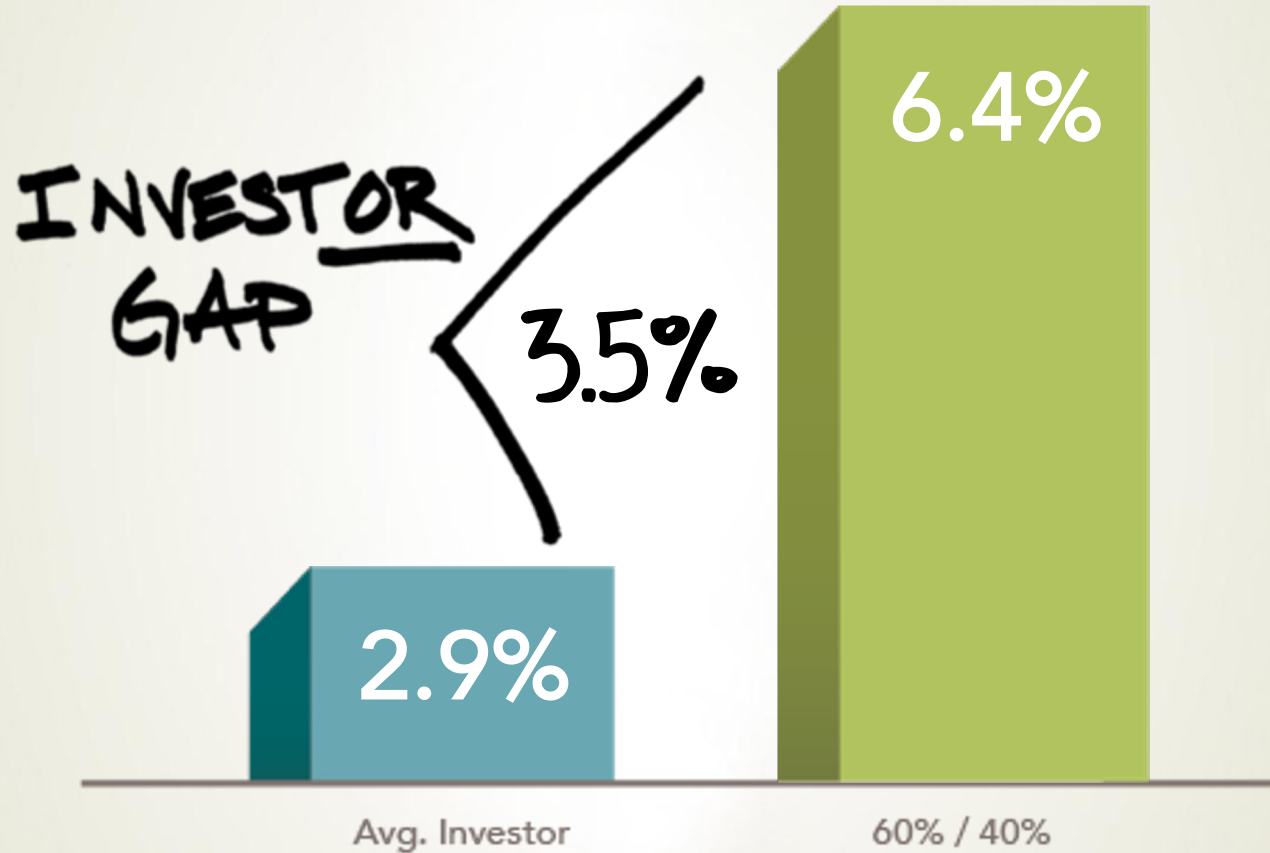
Source: Brightscope

1. Lower Costs: Eliminate Conflicts of Interest



SOURCE: Robert Hiltonsmith / Demos

2. Bridge the Investment Returns Gap



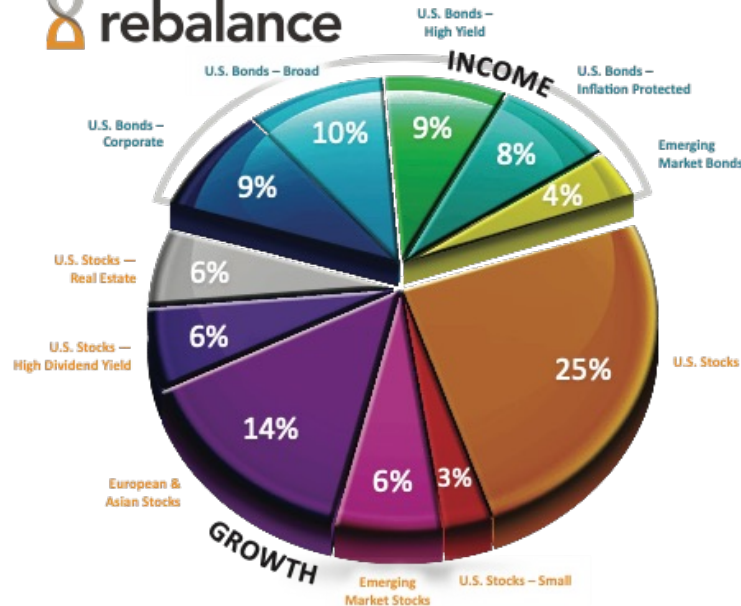
20-year annualized return, as of Dec. 31, 2021

Source: S&P 500 Index, Bloomberg U.S. Aggregate Index, Dalbar Inc.

2. Bridge the Investment Returns Gap



2. Bridge the Investment Returns Gap



Balanced Growth Portfolio

The Rebalance Balanced Growth Portfolio is invested 60% in stocks and 40% in bonds and is constructed for an investor who may be newly retired or in their late career years, is tolerant of stock market ups and downs, may be withdrawing funds over next 20 years, and wants a balanced blend of growth and income-oriented investments.

This portfolio consists of 11 exchange-traded funds (ETFs) that hold approximately 4,000 stocks of large, mid-sized and small U.S. public companies, over 9,000 stocks of large, mid-sized and small public companies in nearly 45 foreign countries, and approximately 12,500 bonds issued by governments and corporations worldwide. The portfolio is constructed to capture the long-term returns of the global economy in its globally diversified growth investments, combine higher quality fixed income with some credit risk-oriented securities in its income investments and provide a balance in sources of potential return with a tilt towards growth.

The ETFs were carefully selected as discrete building blocks to accomplish a highly sophisticated asset allocation strategy. Superior low-cost funds from the largest most experienced index providers (such as Vanguard, Schwab and BlackRock) have been carefully vetted by the Rebalance Investment Committee. ETF fund fees for this portfolio equal a weighted average of 0.09%, often as much as 80% cheaper than the cost of an actively managed mutual fund portfolio.

The Balanced Growth Portfolio is periodically rebalanced based upon a sophisticated algorithm that considers individual ETFs, asset classes, and fixed-income-to-equity targets.

Income Funds	# Securities	The Fund Contains:
Emerging Market Bonds	580	Bonds issued in U.S. dollars by governments such as Mexico, Indonesia, Brazil, Saudi Arabia, Turkey and Peru.
U.S. Bonds — Broad	10,400	U.S. Bonds including Treasuries, corporates and mortgage-backed bonds guaranteed by the U.S. government.
U.S. Bonds — Corporate	2,151	Bonds backed by the largest, most stable U.S. corporations including Bank of America, Verizon, Amazon, Visa, ATT, and Boeing.
U.S. Bonds — Inflation Protected	52	A special type of U.S. government bond designed to protect investors from rising inflation.
U.S. Bonds — High Yield	2,080	Bonds of U.S. corporations paying greater interest to borrow. Issuers include Occidental Petroleum, Tenet Healthcare and Ford Motor Credit.

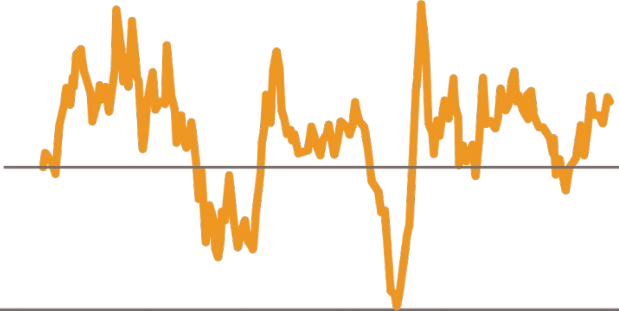

Growth Funds	# Securities	The Fund Contains:
U.S. Stocks	4,076	Nearly all publicly traded U.S. companies, weighted towards the largest, such as Microsoft, Apple, Amazon, Tesla and Alphabet (Google).
U.S. Stocks — High Dividend Yield	443	Common stocks of U.S. companies with dividend yields that are generally above-average such as Exxon, JPMorgan Chase and Johnson & Johnson.
U.S. Stocks — Small	679	Small U.S. companies like Agree Realty, SM Holdings and Rogers Corp.
European & Asian Stocks	4,045	All major public companies in Europe and Asia including Japan, UK, Europe, South Korea and Canada.
Emerging Market Stocks	5,412	All major public companies in China, Taiwan, Hong Kong, India and Brazil such as Tencent, Alibaba and Taiwan Semiconductor.
U.S. Stocks — Real Estate	168	Real estate investment trusts (REITs) that purchase retail malls, apartments, offices, hotels and warehouse. Portfolio REITs include American Tower, Public Storage, Prologis Inc. and Crown Castle International.

2. Asset Allocation



2. Asset Allocation

Stocks vs. Bonds*

	Best 1-Year Return	Worst 1-Year Return	Annualized Return	Investment Experience ¹
Stocks <i>S&P 500 Index</i>	28.36%	-36.55%	9.87%	
Bonds <i>Three-month Treasury Bills</i>	4.73%	0.03%	1.26%	

**Source: Stern School of Business, New York University, January 2022.*

2. Asset Allocation

Stocks & Bonds: A Winning Combination

	Best 1-Year Return	Worst 1-Year Return	Annualized Return	Investment Experience ¹
Stocks/Bonds	36.7%	-26.6%	9.1%	

2. Asset Allocation



2. Asset Allocation

20s, 30s, 40s



50s



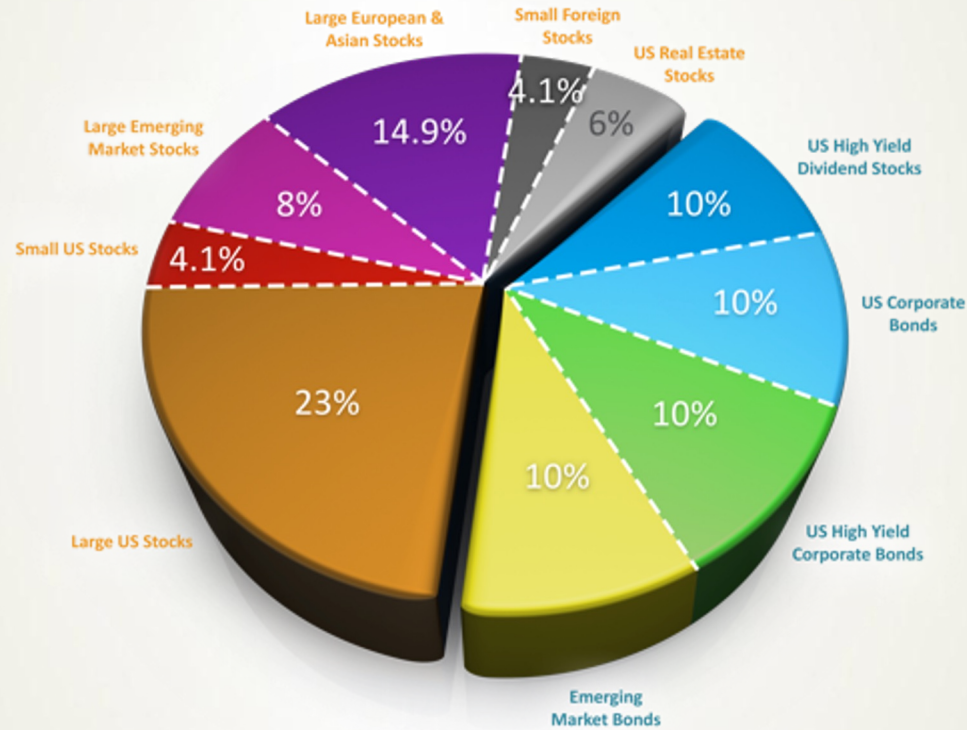
60s



70s



2. Asset Allocation



2. Asset Allocation

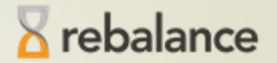


3. Lower Legal Risk

How to offer a 401(k) plan without taking on outsized contingent liability legal risk?

- Most dental practices have more legal risk than realized
- Employers (plan sponsors) typically have fiduciary responsibilities
- Employers (plan sponsors) can offload most contingent liability legal risk by hiring an investment manager that assumes fiduciary responsibilities

3. Lower Legal Risk: Avoiding High 401(k) Costs Can Protect You Too



3. Lower Legal Risk: 401k Investment Menus Are Confusing

Compare	Name	Asset Class	Morningstar Category	YTD # (Daily)	1 Yr	3 Yr ▼	5 Yr	10 Yr	Net†	Gross‡	Overall ▼
<input type="checkbox"/>	T. Rowe Price Institutional Large	Stock	Large Growth	7.23%	44.21%	20.01%	20.84%	13.74%	0.56%	0.56%	★★★★★ 1,215 Rat
<input type="checkbox"/>	Fidelity® Contrafund®	Stock	Large Growth	6.64%	39.23%	17.40%	--	--	--	0.43%	--
<input type="checkbox"/>	Vanguard Institutional Index	Stock	Large Blend	2.41%	26.36%	14.63%	15.88%	9.78%	0.035%	0.035%	★★★★ 1,211 Rat
<input type="checkbox"/>	American Funds New Perspective	Stock	World Large Stock	4.77%	32.67%	14.48%	13.47%	8.55%	0.45%	0.45%	★★★★ 709 Rat
<input type="checkbox"/>	T. Rowe Price Equity	Stock	Large Value	1.32%	21.59%	12.18%	12.44%	7.87%	0.66%	0.66%	★★★ 1,077 Rat
Name/Inception Date											
Asset Class											
Category											
Gross Expense Ratio**											
FID CONTRAFUND (FCNTX)05/17/1967	Stock Investments	Large Cap	0.64%								
FID EQUITY INCOME R4 (FEIPX)05/31/1937 day yield as of 07/31/2012 0.00%	Stock Investments	Large Cap	0.88%								
SPTN 500 INDEX ADV (FUSVX)02/17/1988	Stock Investments	Large Cap	0.07%								
JH DSCPL VAL MDCPI (JVMIX)06/02/1997	Stock Investments	Mid-Cap	0.87%								
WFA DISCOVERY ADM (WFDDX)12/31/1987	Stock Investments	Mid-Cap	1.12%								
ABF SM CAP VAL INV (AVPAIX)12/31/1998	Stock Investments	Small Cap	1.17%								
JANUS TRITON T (JATTX)02/25/2005	Stock Investments	Small Cap	0.93%								
SPTN SM CAP IDX ADV (FSSVX)09/08/2011	Stock Investments	Small Cap	0.23%								
AF EUROPAC GRTH R4 (REREX)04/16/1984	Stock Investments	International	0.84%								
SPTN INTL INDEX ADV (FSIVX)11/05/1997	Stock Investments	International	0.17%								
FID FREEDOM 2005 (FFVIX)11/06/2003	Blended Investment*	N/A	0.56%								
FID FREEDOM 2010 (FFCIX)10/17/1996	Blended Investment*	N/A	0.60%								
FID FREEDOM 2015 (FFVIX)11/06/2003	Blended Investment*	N/A	0.63%								
FID FREEDOM 2020 (FFDIX)10/17/1996	Blended Investment*	N/A	0.66%								
FID FREEDOM 2025 (FFTX)11/06/2003	Blended Investment*	N/A	0.70%								
FID FREEDOM 2030 (FFEX)10/17/1996	Blended Investment*	N/A	0.74%								
FID FREEDOM 2035 (FFTHX)11/06/2003	Blended Investment*	N/A	0.75%								
FID FREEDOM 2040 (FFFX)09/06/2000	Blended Investment*	N/A	0.75%								
FID FREEDOM 2045 (FFGX)06/01/2006	Blended Investment*	N/A	0.75%								
FID FREEDOM 2050 (FFHX)06/01/2006	Blended Investment*	N/A	0.75%								
Investments you currently own FID FREEDOM 2055 (FDEEX)06/01/2011	Blended Investment*	N/A	0.75%								
FID FREEDOM 2060 (FDKIX)08/05/2014	Blended Investment*	N/A	0.76%								
FID FREEDOM INCOME (FFAX)10/17/1996	Blended Investment*	N/A	0.49%								
PIMCO ALL ASSET ADM (PAALX)07/31/2002	Blended Investment*	N/A	1.28%								
FID TOTAL BOND (FTBFX)10/15/2002	Bond Investments	Income	0.45%								
SPTN US BOND IDX ADV (FSITX)03/08/1990	Bond Investments	Income	0.17%								
FID RETIRE MMKT (FRTXX)12/02/19887 day yield as of 09/30/2015 0.01%	Short-Term Investments	N/A	0.42%								
Name/Inception Date											
Asset Class											
Category											
Gross Expense Ratio**											
Shareholder Fees											
TIER 1											
BTG LIFEPATH 2020 L 06/01/2005	Blended Fund Investments*	N/A	0.10%	No additional fees apply.							
BTG LIFEPATH 2030 L 06/01/2005	Blended Fund Investments*	N/A	0.10%	No additional fees apply.							
BTG LIFEPATH 2040 L 06/01/2005	Blended Fund Investments*	N/A	0.10%	No additional fees apply.							
BTG LIFEPATH 2050 L 06/02/2007	Blended Fund Investments*	N/A	0.10%	No additional fees apply.							
BTG LIFEPATH RET L 06/01/2005	Blended Fund Investments*	N/A	0.10%	No additional fees apply.							
TIER 2											
FID CONTRAFUND POOL 01/17/2014	Stock Investments	Large Cap	0.43%	No additional fees apply.							
FID GROWTH CO POOL 12/13/2013	Stock Investments	Large Cap	0.43%	No additional fees apply.							
VANG GRTH INDEX INST (VGRGX) 11/02/1992	Stock Investments	Large Cap	0.08%	No additional fees apply.							
VANG INST INDEX PLUS (VINX) 07/31/1990	Stock Investments	Large Cap	0.02%	No additional fees apply.							
VANG VAL INDEX INST (VINIX) 11/02/1992	Stock Investments	Large Cap	0.08%	No additional fees apply.							
ARTISAN MID CAP 01/16/2008	Stock Investments	Mid-Cap	0.50%	No additional fees apply.							
DFA SMMD CAP VAL 10/05/2013	Stock Investments	Small Cap	0.26%	No additional fees apply.							
VANG SM GR IDX INST (VSGRX) 05/21/1998	Stock Investments	Small Cap	0.08%	No additional fees apply.							
RUSSELL INTL GROWTH 10/13/2007	Stock Investments	International	0.58%	No additional fees apply.							
RUSSELL INTL VALUE 10/16/2008	Stock Investments	International	0.59%	No additional fees apply.							
PM ALL A ALL AUTH (PAURX) 03/15/2003	Blended Fund Investments*	N/A	1.89%	No additional fees apply.							
PM INFL RESP MA IS (PIRMIS) 03/15/2011	Blended Fund Investments*	N/A	1.13%	No additional fees apply.							
PIMCO TOTAL RETURN 01/16/2008	Bond Investments	Income	0.27%	No additional fees apply.							
VANG ST BD IDX IS PL (VSBPX) 03/01/1994	Bond Investments	Income	0.95%	No additional fees apply.							
PRM MONEY MKT INST (PMISX) 07/05/1985 7 day yield as of 09/30/2014 0.09%	Short Term Investments	N/A	0.18%	No additional fees apply.							
Fund	Name	Expense Ratio									
VSCPX	Vanguard Small-Cap Index Fund Institutional Plus Shares	0.03%									
VMCPX	Vanguard Mid-Cap Index Fund Institutional Plus Shares	0.03%									
RERGX	American Funds EuroPacific Growth Fund® Class R-6	0.49%									
PAAIX	PIMCO All Asset Fund Institutional Class	1.01%									
VIIIX	Vanguard Institutional Index Fund Institutional Plus Shares	0.02%									
VWELX	Vanguard Wellington™ Fund Investor Shares	0.25%									
SSGLX	State Street Global Equity ex-U.S. Index Fund Class K	0.15%									
NOSEX	Northern Stock Index Fund	0.10%									
WFQZX	Wells Fargo Target 2055 Fund - Class A	0.65%									

3. Lower Legal Risk: Flight Risk and Fiduciary Risk



Maintenance Crew 3(16) Plan Administrator

The maintenance crew takes care of the plane and making sure everything runs smoothly.

The 3(16) fiduciary is responsible for the day-to-day administration:

- Filing form 5550
- Monitoring plan operations
- Distributing annual notices
- Approving distributions and loan requests



The Co-Pilot 3(21) Investment Advisor Fiduciary

The co-pilot helps operate the plane and steps in to assist the pilot as needed.

The 3(21) Fiduciary will provide a list of investments appropriate for use in retirement plans which you (and your advisor) can choose.



The Captain 3(38) Investment Manager Fiduciary

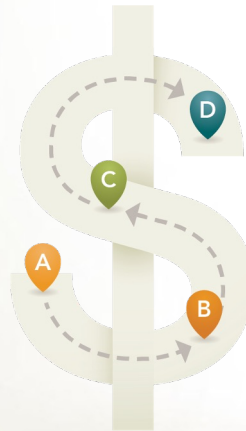
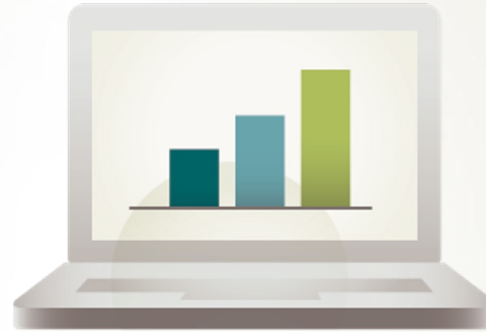
The captain operates the plane and ensures the safety of everyone aboard.

The 3(38) fiduciary assumes responsibility for all investment activities. This fiduciary has full direction to choose, manage, or remove investments within the employee benefit plan.

3. Lower Legal Risk for Employer: Don't Be "Captain" of your Company's Retirement Program



5. Make The 401(k) Plan Come Alive



4. Increase Employee Satisfaction & Retention

2021 Charles Schwab Participant Survey



4. Increase Employee Satisfaction & Retention: Retirement Planning Tools

Studies show that:

- Employees with access to educational materials choose higher deferral (savings) rates
- Current employees increase contributions after completing the profile and educational content



4. Increase Employee Satisfaction & Retention: Retirement Planning Tools

**Employees appreciate helpful,
pragmatic content:**

- How retirement plans work
- Why saving for retirement is important
- How much to save in order to retire securely
- Risk profile and how it impacts results



6. Who Wants to Pay Less in Taxes?

Retirement Plans	2023 Cap
401(k)/403(b)/457(b) Elective Deferrals	\$22,500
Catch-Up Contribution (plus other than SIMPLE plans)	\$7,500
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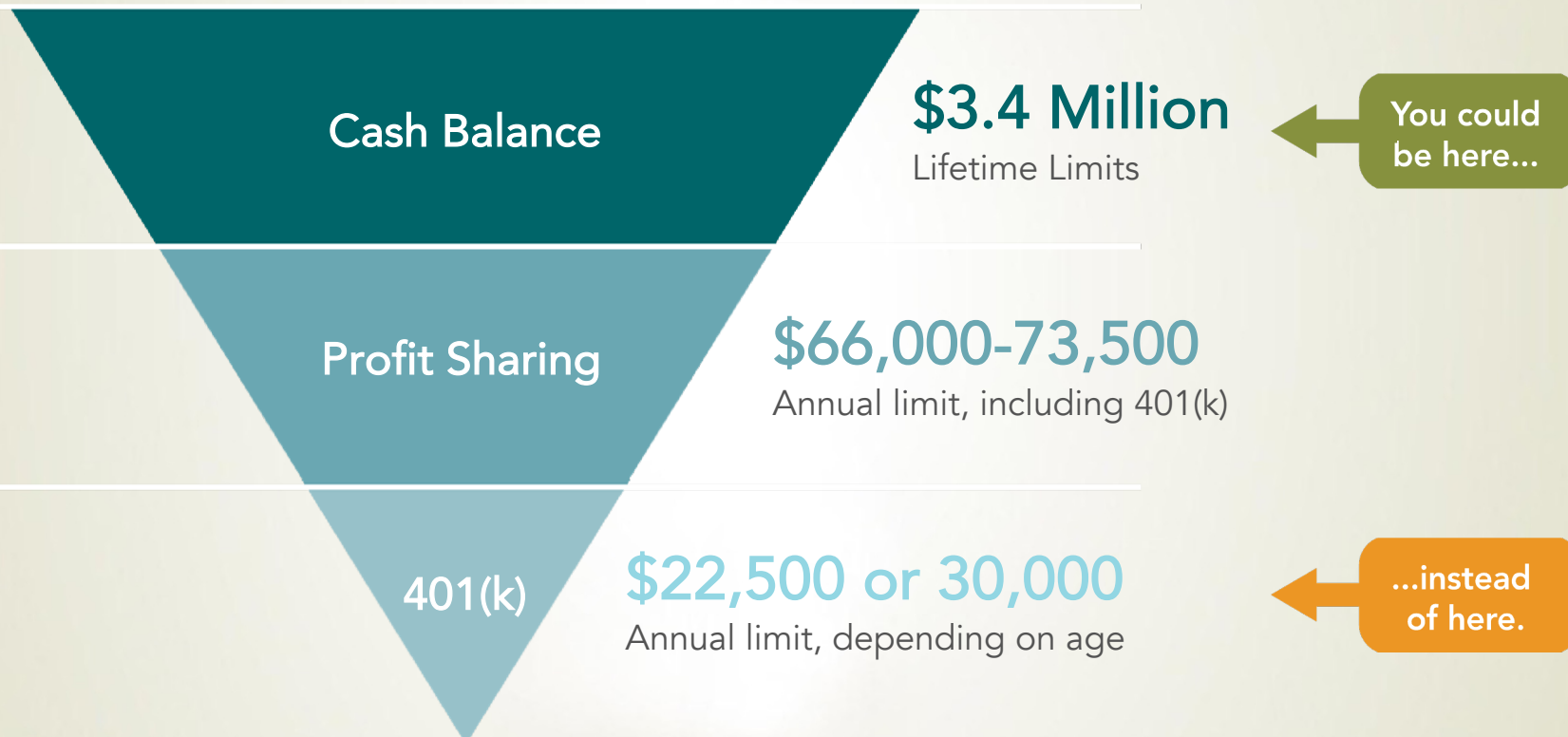


6. Cash Balance Plans: Pay Less in Taxes

Who Benefits from Cash Balance Plans?

1. Business owners or employees who want to defer more than \$73,500 in annual income
2. Do you have a family member working in your practice?
3. How much of your staff is over the age of 35?
4. Individuals with solo 401(k) who earn over \$150,000 annually?

6. Cash Balance Plans: Pay Less in Taxes



6. Cash Balance Plans: Pay Less in Taxes

Sophisticated plan design allows owners to save/defer amounts of around \$250,000 *per owner/per year*!

Update Numbers

Age	401(k)/PS		Cash Balance		Total	Tax Saving*
60-65	\$63,500		\$279,000		\$342,500	\$137,000
55-59	\$63,500	+	\$214,000	=	\$277,500	\$111,000
50-54	\$63,500		\$165,000		\$228,500	\$91,400
45-49	\$57,000		\$129,000		\$186,000	\$74,400

*Assuming 40% tax bracket, taxes are deferred



TAKING ACTION TO IMPROVE YOUR 401(k) PLAN

Dental 401(k) → 5 Areas to Improve

1. Lower investing costs
2. Bridge the “investment returns gap”
3. Lower legal risk
4. Make the 401(k) plan *come alive*
5. Cash Balance Plans: Save more, Pay less in taxes



- Sophisticated plan design has potential to help owners dramatically reduce taxes
- Save/defer amounts of approx. \$200,000+ *per owner/per year*
- Ivy League investing experts
- Up to 50% (or more) reduction in investment fees
- Potential to improve investment returns while reducing risk



- All administrative complexities managed by Rebalance's team
- 24/7 access to retirement accounts via user-friendly and curated platform
- Less time worrying about retirement → more time to focus on building your practice

Questions?

How to Keep Learning:



Next Steps:

Consider a conversation
with an investment expert



How to Keep Learning:



Lauren Simpson

Director of Growth Analytics

For further questions reach out to:

Email: Lsimpson@Rebalance360.com

Phone: (202) 963-5420

Disclosures



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