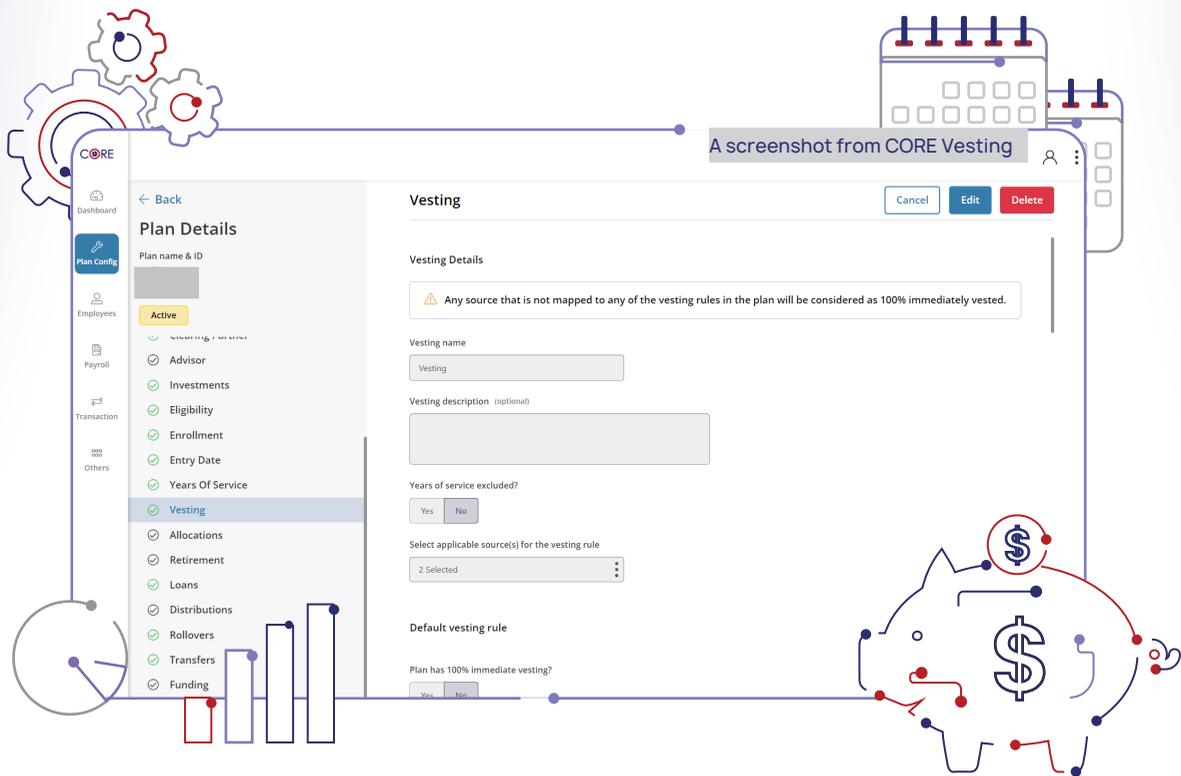


CORE Vesting

Automated, Simplified Vesting

At Congruent, we understand that manually managing retirement vesting percentages and maintaining accurate, up-to-date records can be daunting. That's why we've developed CORE Vesting – a cloud-based robust solution designed to automate and simplify the vesting process, ensuring precision and compliance throughout the participant's career lifecycle.



CORE Vesting enables



Flexible Vesting Options

- Accurate assessment of participant years of service with methods like Actual Hours, Elapsed Time, and Equivalency.
- Support for both Cliff and Graded vesting schedules.
- Updation of Years of Service for Breaks-in-Service using rules such as One-Year Holdout, Five-Year Breaks, and Rule of Parity.
- Ability to define rules for employer sources and additional rules to evaluate employees based on Date of Hire, Date of Participation, and classifications.



Automated Calculations

- Automated and accurate vesting percentages and Years of Service (YOS) updates following any plan provision changes or updates in participant data.
- One-time rule setup that automatically adapts and recalculates based on

changes in participant data.

- Integration of vesting YOS and percentage updates directly into payroll processes.
- The Vesting Multiplier automatically updates with each money-in and money-out transaction, ensuring accurate updates to participants' vested balances.



Ease of Use

- Effortless participant monitoring of updates to their vesting history, years of service (YOS), and vesting percentage.
- Manual vesting run options to allow users to run vesting for selected sources with a single click.
- Easy adjustment of vested balances for any employer contribution source, with the system automatically updating the Vesting Multiplier to maintain accuracy.
- Flexibility to define and implement tailored vesting provisions and rules, enabling a personalized approach

ABOUT CONGRUENT

Congruent Solutions is a trusted specialist in technology-driven services for the retirement industry since 2004. Today, our CORE SaaS and outsourced plan administration services empower leading Fortune 500 plan providers and third-party administrators to solve business challenges and be ready for tomorrow.



ABOUT CORE SUITE



Scan to know more about CORE Platform and its modules

Congruent's CORE suite is a cloud-based modular SaaS for managing and administering retirement plans in the US. Trusted by leading plan providers, CORE provides outsized savings, risk-free digital transformation, better user experience to sponsors and participants, and reduced plan churn.