

# WAVERLY

X

ADVISORS

### WELCOME

Charlie Barham, Jay Helvey & Andrew Miller

CASSIA CAPITAL PARTNERS





# INVESTMENT SUMMARY

### **PRESENTED BY:**



John Cox, CFA, CAIA Chief Investment Officer of Public Markets Clay McDaniel, CFA Chief Investment Officer of Private Markets



Brad Rathe Senior Director of Portfolio Management

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## **INVESTMENT COMMITTEE**

### **IC MEMBERS**







John Cox, CFA CIO – Public Markets Homewood, AL

**Clay McDaniel, CFA** CIO – Private Markets Atlanta, GA



**Brad Rathe** Senior Director of Portfolio Management Chicago, IL



Daniele Donahoe, CFA Chief Equity Strategist Charlotte, NC





Melanie Nichols, CFA, CFP® Julius Ridgway, CFA Wealth Advisor Wealth Advisor Homewood, AL Jackson, MS



Win Walstad, CFA Wealth Advisor Atlanta, GA

**IC EX-OFFICIO MEMBERS ANALYST TEAM** 



Brooks Clarke, CFP<sup>®</sup> Steven Causey Wealth Advisor Head of Retirement Planning



Erik Aspelin, CFP® Joshua Miller, CPA, CFA, CIPM Portfolio Manager Sr. Investment Analyst



Crews Kay

Investment Analyst





Joshua Taylor

Investment Analyst

Thomas Pechin, CFP<sup>®</sup>, CIMA Investment Analyst

3

Kashish Meghani

Investment Analyst





# INVESTMENT COMMITTEE

- Experience managing through market cycles from a wide variety of backgrounds.
- Credentials include 6 CFA Charter-holders and 5 MBAs.
- Mix of expertise and analytical strength, with 25 years of investment experience on average.
- Formal and informal networks leveraged to gain insights through peer groups.
  - John has been active for 20+ years in an RIA peer group of 8 CIOs with >\$50B in total AUM.
  - Melanie has served on peer groups developed by Vanguard, Blackrock and DFA.
  - Clay has a broad network within institutional investors across the country.



DIFFERENT SERVICE OFFERINGS

- **Core High Net Worth** (up to \$10 MM in managed assets)
  - Model-driven allocation to public markets.
  - Diversified private market offerings to help meet income and/or return targets.
- **Ultra-High Net-Worth** (above \$10 MM in managed assets)
  - Public markets may include separately-managed accounts and tax-managed strategies.
  - Broader offering of private market investments.
- 401k Complete
  - Similar allocation within public markets with an emphasis on low cost and diversification.
- Institutional (typically \$5 MM + in managed assets)
  - Custom allocation across public and private markets.



# **INVESTMENT PHILOSOPHY**





2

Focus on maximizing risk-adjusted returns net of fees and taxes.

Monitor **tracking error versus benchmark** and be deliberate about **portfolio tilts toward risk factors** we believe increase returns and/or reduce risk.



Emphasize **diversification** and **rebalancing**.

4

Anchor to a **long-term horizon** while staying aware of **near-term risks and opportunities.** 

5

Custom allocation to **private investments** to help achieve the client's goals.



### WHEN IT COMES TO INVESTMENTS, WHY WAVERLY?

- 1. Helping You Do What You Do Best
- 2. Giving You The Resources You Need
- **3.** Letting You Stay In Control of your Client Relationships



## PORTFOLIO INTEGRATION



### Flexible integration timeline

- Work with advisors on a migration strategy the prioritizes the client's interests.
- Consult with advisors to address each client's unique circumstances.



### Experienced team to help with client migration over time

- More than 20 successful integrations completed.
- Address possible performance, tax, legal, trust, and other client-specific circumstances.

### Customized implementation

- You know your clients best.
- We work with each advisor on an investment migration strategy that is consistent with the investment philosophy you have communicated to clients.

### **Comprehensive Back Office Trading and Execution**

- Setting up and executing models.
- Assessing tax consequences, allocation concerns, expected return, and risk considerations.
- Facilitating cash management, allocation adjustments, and trade executions.
- Continuous maintenance of models.
- Tolerance monitoring and rebalancing your client's portfolios.



## INVESTMENT SUPPORT

### Due Diligence Support on all holdings

- Ongoing research for portfolio holdings
- Saves advisors time on routine tasks and ensures compliance.
- Minimizes chances of overlooking bad investments.

### Advisor and client education

• Provide supporting documentation and reports to clarify and educate clients on portfolio construction and decisions.

### Regular calls with advisors provide interim portfolio and market updates

- Offers advisors real-time updates on portfolios and market trends.
- Enables quick decision-making and adjustments based on current information.
- Promotes collaboration and ensures advisors stay aligned with investment strategies.



### **Complementary portfolio analysis for prospective clients**

- Allows qualified potential clients to see how we work.
- Compares asset performance against similar benchmarks.
- Highlights potential challenges while revealing potential opportunities.



### Quarterly firmwide market updates (CPE Credits Available for CPAs & CFPs)

- Compliance-approved presentation made available to advisors for quarterly meetings.
- CPE credits for attending
- Thorough, deep, and insightful updates pulled from multiple areas of expertise at Waverly.
- Special guests who are business and investment leaders, such as CEOs of fund firms, CIOs, etc.



# PUBLIC MARKETS

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### WAVERLY Advisors

# MODERATE ALLOCATION: 60/40

Our Moderate Allocation is designed for our investors who need a balanced approach that targets some capital appreciation with moderate downside protection. This allocation is constructed using Mutual Funds, ETF's and Money Market Funds that encompass Domestic Equities, International Equities, Fixed Income, and Cash.

Foreign Large Blend

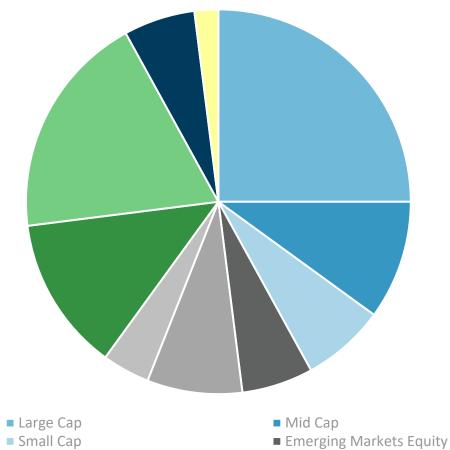
Multisector Bond

Private Markets

DOMESTIC EQUITIES	
Large Cap Mid Cap	30-40% 4-8%
Small Cap	4-8%
	38-56%

INTERNATIONAL EQUITIES	
Emerging Markets Equity	3-5%
Foreign Large Cap	6-8%
Foreign Small-Mid Cap	3-5%
	12-18%

FIXED INCOME	
Focused Credit / Flexible Mandate	15-25%
Core Bond & Short Duration	10-20%
	25-45%
PRIVATE MARKETS	0-15%
PRIVATE MARKETS CASH	0-15% <mark>1%</mark>



- Foreign SMID Blend
- Intermediate Term Bond

Cash

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# SAMPLE HIGH-NET-WORTH PORTFOLIO

WAVERLY CORE ALLOCATIONS								
Fund	Role	Ticker	Expense Ratio	Conservative	Moderately Conservative	Moderate	Growth	Aggressive
iShares Core S&P 500	US Large Cap Blend	NV	0.03	8%	16%	20%	27%	33%
Vanguard Growth ETF	US Large Cap Growth	VUG	0.04	0%	4%	6%	8%	10%
Avantis Large Cap Value	US Large Value	AVLV	0.15	0%	0%	5%	6%	7%
Invesco S&P 500 Equal Weight	US Value	RSP	0.2	0%	0%	3%	4%	5%
Vanguard Equity Income	US Dividend	VEIRX	0.19	3%	3%	3%	5%	6%
Vanguard Dividend Appreciation	US Dividend	VIG	0.06	3%	3%	3%	5%	6%
Avantis Small Cap Value	US SMID Value	AVUV	0.25	0%	3%	5%	6%	8%
GQG Global Quality	Global Large Cap	GQRIX	0.75	3%	5%	6%	8%	10%
Dodge & Cox International Fund	International Large Cap	DODFX	0.62	3%	3%	5%	6%	8%
Artisan International SMID	International SMID	APDJX	1.14	0%	3%	4%	5%	6%
otal Equity				20%	40%	60%	80%	99%
Fund	Role	Ticker						
Artisan High Income	High Yield / Loans	APDFX	0.79	4%	3%	3%	2%	0%
JP Morgan Income	Diversified Credit	JM SIX	0.4	7%	6%	6%	0%	0%
Cliffwater Corporate Lending (Quarterly)	Direct Lending	CCLFX	1.63	3%	3%	3%	3%	0%
Eaton Vance Global Macro	EM Macro	EIGMX	0.84	5%	5%	4%	0%	0%
Blackrock Strategic Income	CoreTaxable	BSIIX	0.68	12%	8%	5%	4%	0%
Performance Trust Strategic Bond	CoreTaxable	PTIAX	0.75	12%	8%	6%	0%	0%
Vanguard Intermediate Tax Exempt	Core Tax Exempt	VWIUX	0.09	12%	8%	5%	5%	0%
Eaton Vance Short Duration Income	Cor e Short-Term	EVSD	0.24	10%	7%	0%	0%	0%
PIMCO Short-Term	Cor e Short-Term	PTSHX	0.45	10%	7%	5%	3%	0%
iShares 0-3 Month Treasury	Cash	SGOV	0.03	4%	4%	2%	2%	0%
Cash / MMMF	Cash	SWVXX	0.34	1%	1%	1%	1%	1%
Total Fixed Income				80%	60%	40%	20%	1%
Total Portfolio				100%	100%	100%	100%	100%

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# PRIVATE MARKETS

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# IN DEPTH DUE DILIGENCE



### People

- Identify skilled investors supported by a team and infrastructure necessary to execute on the investment strategy in a systematic, disciplined manner.
- We place an emphasis on alignment of interest and work with managers that see us as true investment partners and not simply fee-paying clients.



### Strategy

- We look for strategies that we believe offer excess returns relative to risk.
- We focus on opportunities we believe will be resilient to both recession and inflation.
- We offer diversified and custom solutions to help clients tailor a portfolio to their mandate.

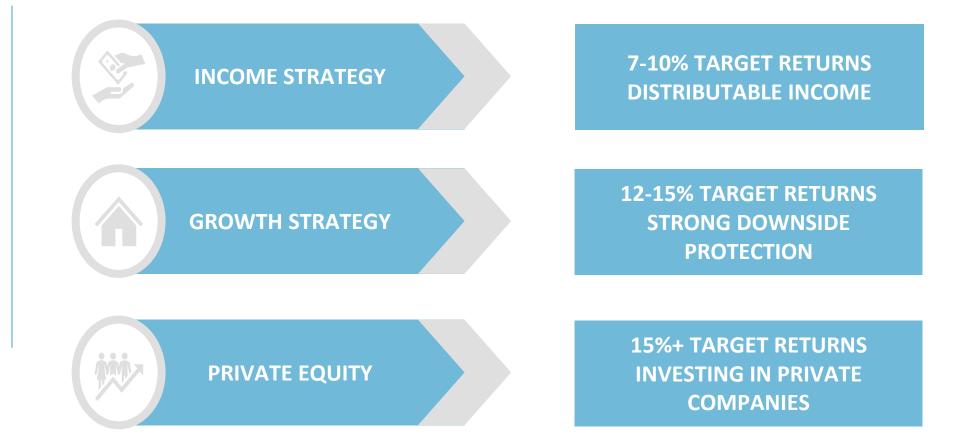


### Terms

- We have decades of experience and an extensive network to ensure terms are both fair and aligned with our investment objectives.
- Private markets offer much greater flexibility to negotiate terms and find structured solutions that are win-win for the investor and the manager.



### PROVIDING ACCESS TO DIFFERENTIATED AND CAPACITY-CONSTAINED OPPORTUNITIES



PRIVATE MARKETS

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## DISCLOSURES

#### Financial Advice

This material is not financial advice, an offer to sell, or a solicitation of an offer to purchase any funds managed by Waverly Advisors, LLC ("Waverly Advisors"). Such an offer will be made only by the Confidential Private Offering Memorandum, a copy of which is available to qualifying potential investors upon request. Waverly Advisors reserves the right to modify its current investment strategies and techniques based on changing market dynamics and Fund objectives.

#### Registration

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#### Limitation of Use

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#### Market Data

This report has been prepared from the most recent available data from various market reporting outlets. Securities prices, returns, and performance may vary from day-to-day. Certain investments, asset classes, segments, and indexes or index funds may reflect values or performance as of a prior date due to their nature and the ability to report the value in a timely manner.

#### No Guarantee of Performance

The hypothetical performance is shown for informational purposes only and should not be interpreted as actual historical performance of Waverly Advisors. Results are hypothetical and do not reflect trading in actual accounts and are prepared with the benefit of hindsight. In addition, such results may not reflect the impact that material economic and market factors may have had if accounts had actually been managed by Waverly Advisors during the entire period portrayed. The actual returns experienced by individual clients will differ due to many factors, including individual investment and fees, individual client restrictions, and the timing of investments and cash flows. Returns are presented gross of investment advisory fees and include the reinvestment of all income. Clients should not rely solely on this performance or any other performance illustrations when making investment decisions. Actual performance may differ from hypothetical results.

#### **Investment Portfolio Models**

Any Sample Portfolio's presented approximate our most common strategic allocations among broad investment classes. The representative allocation weightings are provided for illustrative purposes only. Individual portfolios are then tailored within this allocation according to client needs and risk tolerance and will vary in holdings and in relation to others.

#### Assumption of Risk

There is no assurance any investment strategy will be successful. All investments involve risk including loss of principal. Different types of investments involve varying degrees of known and unknown risks, and there can be no assurance that any specific investment will be profitable for a client or prospective client's investment portfolio. Any investor who subscribes, or proposes to subscribe, in an investment must be willing and able to bear the risks involved and must meet a fund's subscription requirements.

#### **Investor Eligibility & Suitability**

Some or all alternative investment programs may not be suitable for certain investors. Investors in alternative investment programs may be subject to accredited investor requirements unless otherwise determined to be exempt from such eligibility requirements.

#### **Regulated Securities**

Waverly Advisors is not a bank, savings and loan, credit union, or insurance company. Securities may or may not be subject to specific regulation including regulations promulgated by the Securities and Exchange Commission (SEC), the Financial Industry Regulatory Authority (FINRA), the Federal Reserve Board (FRB), the Federal Deposit Insurance Corporation (FDIC), or other regulatory bodies. Cash held in client portfolio accounts may or may not be FDIC insured. Individual investors should carefully consider the applicability of regulation of securities before investing and the impact of the applicable regulations and the possibility that the regulatory environment is subject to change.

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# APPENDIX

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### **1. Strategic Investment Foundations**

- Root investment decisions in thorough analysis and strategic planning.
- Seek unbiased insights and diverse perspectives for informed decision-making.
- Mitigate emotional biases such as fear and greed through disciplined strategy.
- Prioritize comprehensive understanding of traditional and alternative asset classes.
- Embrace simplicity in strategy while leveraging complexity for enhanced returns.
- Reject short-term trends and speculative advice in favor of long-term objectives.



### **2. Optimized Asset Allocation Dynamics**

- Allocate assets strategically across traditional and alternative classes for optimal risk-adjusted returns.
- Diversify globally to capitalize on varied market opportunities and mitigate regional risks.
- Combine equities, fixed income, real estate, and alternative investments to enhance portfolio resilience and alpha generation.
- Emphasize long-term growth potential in equities and real estate while seeking stability in fixed income.
- Incorporate alternative investments for non-correlated returns and downside protection.
- Rebalance portfolios systematically to maintain desired asset allocations and capitalize on market inefficiencies.



### 3. Strategic Risk Management Framework

- Analyze and quantify various forms of investment risk beyond market volatility.
- Combat inflationary erosion of purchasing power through strategic asset selection and risk mitigation.
- Recognize the limitations of past performance as an indicator of future results.
- Align investment strategies with long-term productivity and growth potential across asset classes.
- Emphasize resilience and patience during market downturns, acknowledging the economy's long-term growth trajectory.
- Implement risk management strategies tailored to specific investment objectives and time horizons.



### 4. Integrated Financial Planning Paradigm

- Approach investing as part of a holistic financial planning process.
- Integrate financial, tax, estate, and life planning to optimize investment outcomes.
- View investment strategies as means to align financial aspirations with long-term goals.
- Foster disciplined commitment to comprehensive investment planning and ongoing review.
- Harness the potential for synergies between traditional and alternative investments to achieve optimal portfolio diversification and risk management.
- Adapt investment plans dynamically to evolving market conditions and investor needs.



### 5. Execution Excellence and Alpha Generation

- Prioritize evidence-based investment strategies over speculative market timing and stock selection.
- Recognize the potential for passive strategies to outperform actively managed approaches over the long term.
- Minimize investment costs and expenses to enhance net returns.
- Avoid sales charges and commissions that erode portfolio value.
- Evaluate investment merit based on fundamental principles rather than short-term policy or tax considerations.
- Embrace the reliability and longevity of evidence-based investment approaches for sustained alpha generation.



# THANK YOU.

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# FINANCIAL PLANNING OVERVIEW

### **PRESENTED BY:**



Sandy Carlson CFP®, CPA, CDFA® Partner, Wealth Advisor Director of Financial Planning

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### WAVERLY Advisors

# FINANCIAL PLANNING TEAM

Waverly currently has 169 team members, of which 48 have their Certified Financial Planner™ designation, with 30 members serving on the financial planning team.

Various additional designations held by our team members include CPA, CDFA, QKA and JD.



Our team of Certified Financial Planners<sup>®</sup> are located across our footprint and serve clients throughout the U.S.



# FINANCIAL PLANNING PROCESS

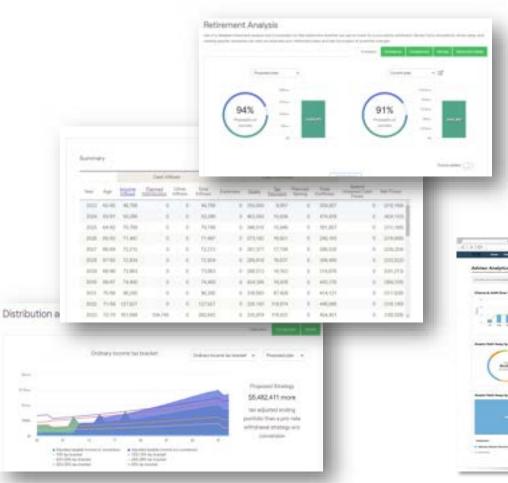
Financial Planning can be included or excluded from the scope of services that you choose to offer a client.

Additionally, the client deliverable can vary depending on the advisor, as well as the client's needs.



### PLANNING SOFTWARE







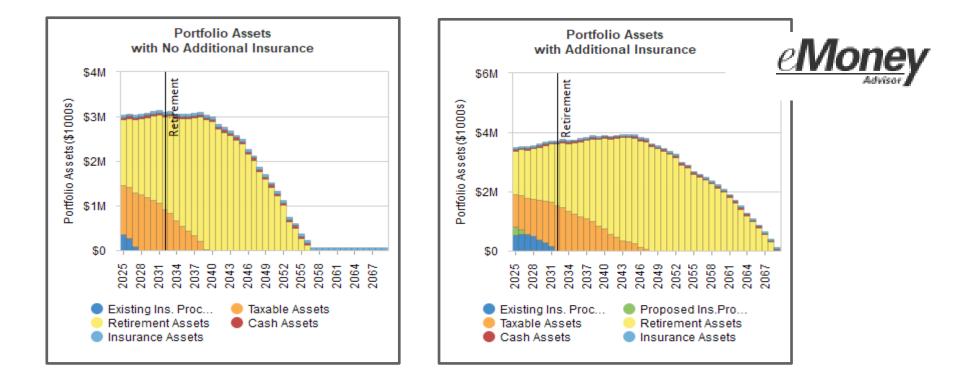




Tot Portfoli Asset	Net Cash Flow	Total Outflows	Other Expenses	Living Expenses	Total	Other Income	Required Minimum Distributions	Social Security Income	Age	Year	
\$4,071,03	(\$174,153)	\$269.487	\$128,887	\$140,600	\$95,334	\$95,334	50	\$0	65/63	2032	•
\$4,120,18	(\$142.705)	\$163,786	\$20,374	\$143,412	\$21,081	\$21,081	\$0	\$0	66/64	2033	
\$4,115,99	(\$196.962)	\$246.122	\$99.842	\$146,280	\$49,160	\$21.503	\$0	\$27,657	67/65	2034	
\$4,171,73	(\$138,456)	\$198.003	\$48,797	\$149,205	\$59.547	\$21,933	\$0	\$37,614	68/66	2035	
\$4,240,05	(\$128,919)	\$204,624	\$52,434	\$152,190	\$75,705	\$22,372	50	\$53,333	69/67	2036	
\$4,317,98	(\$122,904)	\$211,027	\$55,793	\$155,234	\$88,123	\$22,819	\$0	\$65.304	70/68	2937	
\$4,396,40	(\$126,227)	\$216,112	\$57,773	\$158,339	\$89,885	\$23,275	50	\$65,610	71/69	2038	
\$4,405.01	(\$197,892)	\$289,575	\$128,069	\$161,505	\$91.683	\$23,741	\$0	\$67,942	72/70	2039	
\$4,480,54	(\$133,278)	\$226.795	\$62,059	\$164,736	\$93,517	\$24,216	50	\$69,301	73/71	2040	
\$4,483,48	(\$207.751)	\$303,138	\$135,107	\$168,031	\$95,387	\$24,700	50	\$70,687	74/72	2041	
o Value 🔻	Lifetime Portfolio	\$264.321	\$92,929	\$171,392	\$210.551	\$25,194	\$113,256	\$72,101	75/73	2042	
	and the second se	\$271,800	\$96,980	5174,820	\$217,768	\$25,698	\$118.527	\$73,543	76/74	2043	
	2024 2029	\$284,632	\$106,316	\$178,316	\$245,848	\$26,212	\$144,623	\$75,013	77/75	2044	
	0	\$292,961	\$111.079	\$181,882	\$254,571	\$26,736	\$151,322	\$76,513	78/76	2045	
		\$385.484	\$199,964	\$185,520	\$263,521	\$27,271	\$158,207	\$78,043	79/77	2046	
	\$214	\$309,709	\$120,479	\$109,230	\$272,903	\$27,816	\$165,483	\$79,604	80/78	2047	
		\$406,360	\$213,345	\$193,015	\$281,870	\$28.372	\$172,302	\$81,196	81/79	2048	
		\$327,160	\$130,285	\$196,875	\$291.924	\$28.939	\$180,165	\$82,820	82/80	2049	
	SEM	\$336,376	\$135,563	\$200,813	\$301,290	\$29,518	\$187,295	\$84,477	83/81	2050	
	ST2	\$346.135	\$141,306	\$204,829	\$312.032	\$30,108	\$195,758	\$86,166	84/82	2051	
		\$288,636	\$123,140	\$165,396	\$321,893	\$30,710	\$203,293	\$87,890	85/83	2052	
	Set	\$375,950	\$216,126	\$159,824	\$332,150	\$31,324	\$211,179	\$89.647	86/84	2053	
		\$293,141	\$130,121	\$163,020	\$342,428	\$31,950	\$219,038	\$91,440	87/85	2064	
	1000	\$397.326	\$231.046	\$166,280	\$351.472	\$32,589	\$225,614	\$93,269	88/86	2065	

(\$138,456) (\$128,919)	\$4,240,057							
(\$122,904)	\$4,317,983							
(\$126,227)	\$4,396,403							
(\$197,892)	\$4,405,014							
(\$133,278)	\$4,450,545							
(\$207.751)	\$4,483,489							
Lifetime Por	tfolio Value 🔻	All Years *						
2824	2029	2039	2544	2049	2054	2059	2064	۰ ۲
						Second Providence		COLDER TO BE
						Linear Projection	s•o rou	ie Value • •
1714						Linear Projection	s+o rou	e Value + 4
sau						Linear Projection	s o ruu	e Varue • 4
584						Linear Projection	s g rou	e vaue - t
						unear Projection		
50M 50M						unear Projection		
								e Value + 4
50M								e Value - 4
50M	أأأنت							
50M								
50M 54M								





Compositive Value	Current	w/ Additional	SUMMARY
Comparative Value	Scenario	Insurance	Additional Insurance
Total Survivor Costs	\$12,463,538	\$12,832,465	\$450,000
Life Insurance Benefits	\$500,000	\$950,000	Existing Life Insurance \$500,000
Portfolio Assets After John's Death	\$2,552,851	\$2,552,851	Survivor's Assets (202
Portfolio Assets + Insurance	\$3,052,851	\$3,502,851	at Beginning of Year
Portfolio Assets After Jane's Death	(\$2,666,447)	\$133,082	\$3,052,851 (current) \$3,502,851 (new)
The additional life insurance needed on John is \$4	50,000 for total life insurance coverage	e of <b>\$950,000</b> .	Survivor's Assets (2069
	-		(\$2,666,447) (current) \$133,082 (new)

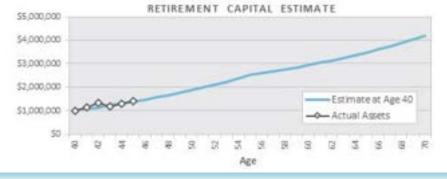
# WAVERLY

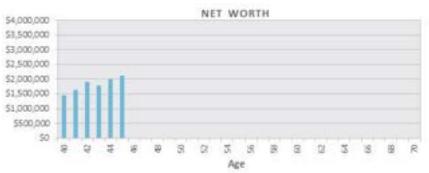
### **FINANCIAL PLAN REVIEW**

The Waverly Financial Dashboard serves as a convenient roadmap and overview of a client's financial situation.

Updated annually, our Financial Planners can efficiently consolidate financial documents, information, and deadlines based on the client's specific financial needs and goals.

FINANCIAL PLAN REVIEW	No Action Required     Needs Attention     Requires Action	DOCUMENT CHECKLIS
RETIREMENT PLANNING	EDUCATION PLANNING	wat
<ul> <li>Last retirement estimate: 4/12/20</li> </ul>	— They have a child at UA. How much remains?	Irrev Life Insurance Trust
<ul> <li>The estimate assumes expenses of \$10,000 in retirement (age 58).</li> </ul>	<ul> <li>They are fundingschool from cash flow.</li> <li>Do they have a 529 plan?</li> </ul>	Revocable Living Trust
		Durable Power of Attorney
INVESTMENT PLANNING	DEBT MANAGEMENT	Adv. Healthcare Directive
<ul> <li>The Samples are in the Waverly growth model with the small account in the conservative model.</li> </ul>	<ul> <li>Waverly needs to verify the details of the lake house loan.</li> <li>Have they refinanced recently?</li> </ul>	Children's Trust
<ul> <li>John is making max contribution to 401k.</li> </ul>	<ul> <li>There are 3 years remaining on the office building's loan</li> </ul>	Grandchildren'sTrust
<ul> <li>Discusspotential Roth IRA conversions.</li> <li>Review annuity surrender periods.</li> </ul>	<ul> <li>(as of 4/15).</li> <li>Have they cosigned or guaranteed any debts?</li> </ul>	Life Insurance Policies
ESTATE PLANNING	BUSINESS PLANNING	Disability Policies
<ul> <li>Do John and Jane each have a current Will, Durable POA,</li> </ul>	<ul> <li>Consider sending Waverly copies of all employment,</li> </ul>	Long Term Care Policies
and Advance Healthcare Directive? — Waverly would like copies of all estate documents.	operating and buy-sell agreements.	Beneficiaries
<ul> <li>wavering would like copies of all estate documents.</li> </ul>		Deed to Residence
RISK MANAGEMENT	OTHER	Partnership Agreements
<ul> <li>Consider sending Waverly copies of all life and disability insurance policies.</li> </ul>	<ul> <li>Do the Samples have an umbrella policy?</li> </ul>	Buy-Sell Agreements
<ul> <li>Are any long-term care policies in place?</li> </ul>	<ul> <li>Verify retirement plan beneficiaries.</li> <li>Waverly can provide social security maximization analysis.</li> </ul>	Employment Agreements





On

File

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Last

Updated

3/15/20

3/15/20

3/15/20

N/A

N/A

N/A

N/A





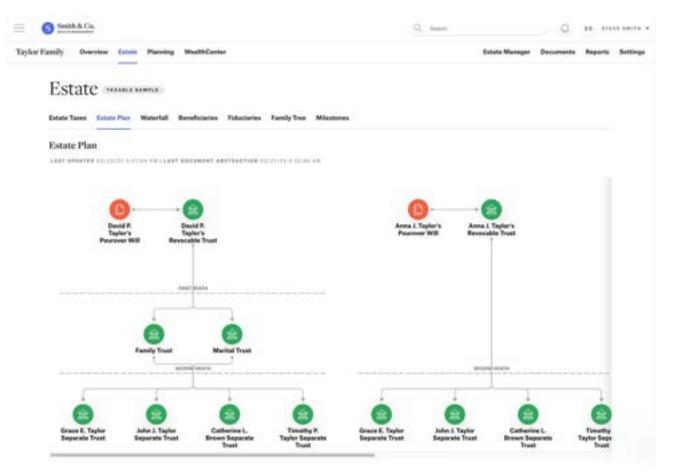
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+ Add Account	@ \$105,000	Files
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	Protection	Shared Documents
	Whole Life	Other
		My Private Documents

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# **Vanila**

ADDITIONAL PLANNING SOFTWARE UNDER EVALUATION



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# ADDITIONAL PLANNING SOFTWARE UNDER EVALUATION



READ RETURN IN SECONDS

Using advanced OCR technology, Holistiplan can read a tax return and create a customized, white labeled tax report complete with relevant observations in just seconds.



## **CURRENT INITIATIVES**

- Monthly Financial Planning Team Meeting
- Subject Matter Experts
- Annual Financial Planning Summit
- Financial Planning Library Buildout
- Streamline Financial Planning Assumptions





### Comprehensive financial planning and investment management services for women

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# CORPORATE RETIREMENT PLAN OVERVIEW

#### **PRESENTED BY:**



Jack Adams QPFC Partner, Retirement Plan Advisor



Jonathan Osborne QKA® Partner, Retirement Plan Advisor



# YOUR SERVICE TEAM



#### Steven Causey

- Partner, VP, Senior Retirement Plan Consultant
- Joined the financial services industry in 1991
- Responsible for managing the 401(k) Complete service line



#### Jonathan Osborne, QKA

- Partner, Retirement Plan Advisor
- Joined financial services industry in 2010
- Responsible for retirement plan compliance and consulting on plan design



#### Jack Adams, QPFC

- Partner, Retirement Plan Advisor
- Joined financial services industry in 2007
- Provides turn-key plan administration and investment solutions for retirement plan clients

#### Billy McMahon, CPFA, CRPC, QKA

- Retirement Services Liaison
- Joined financial services industry in 2014
- Responsible for ensuring high service standards are met for plan sponsors and participants



#### Kim Warner

- Annual Plan Review Specialist
- Joined our firm in 1999
- Responsible for scheduling and creating annual plan reviews, on-boarding new clients and on-going client service



#### Diana Contorno, HDP™

- Retirement Planning Specialist
- Joined financial services industry in 2011
- Responsible for 401(k) education meetings with participants

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### **OFFERINGS**

	401 <b>Complete</b> Your total retirement plan solution.	
3(38) Investment Advisor		
Recordkeeper & TPA	*	
Custodian	MIDATLANTIC	
Clients & Assets	180+ Clients \$1.1 Billion	10 Clients \$200+ Million

\*In partnership with American Trust





# OUR PHILOSOPHY

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# RESPONSIBILITIES

# Investment Advisor – Waverly Advisors

- Serving as a 3(38) fiduciary; the highest level
- Investment selection/monitoring
- Employee communication/education
- Plan reviews

#### Recordkeeper & TPA – Waverly Advisors

(in partnership with American Trust)

- Daily transaction processing and valuation
- Website
- Quarterly participant statements
- Compliance testing and form 5500

#### Custodian – American Trust Custody

- Custodies the plan assets
- Produces periodic trust statements

Waverly Advisors has engaged American Trust Corporation ("ATC") to assist with its provision of plan administration services to retirement plan sponsors. Waverly Advisors compensates ATC for its services. There is no extra charge to the plan sponsor or its participants as the result of Waverly Advisors' engagement of ATC. In addition, Waverly Advisors recommends that its retirement plan clients consider engaging the custody services provided by Mid Atlantic Trust Company ("MATC"). Waverly Advisors recommends MATC because MATC is generally able to provide plan sponsors with lower cost custody services. MATC and ATC are affiliated entities. Neither Waverly Advisors, nor any of its employees, receive any economic consideration from either MATC or ATC.

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# INVESTMENT **OPTIONS**

# Variety of individual mutual fund options

- Primarily passive investment strategies
- Extremely low expense ratios
- Include target-date funds

#### **Five Risk-Based Portfolios**

(comprised of individual fund options above):

- Aggressive Growth
- Growth
- Moderate
- Moderately Conservative
- Conservative
- Periodic rebalancing and tactical investment and allocation changes as appropriate
- Offers participants a convenient and diversified risk-based portfolio that is actively managed



# **FUND OPTIONS**

#### **Equity Funds**

- Vanguard Value Index
- Vanguard Growth Index
- Vanguard Mid Cap Value Index
- Vanguard Mid Cap Growth Index
- Vanguard Small Cap Growth
- Avantis US Small Cap Value

#### **Fixed Income/Alternative Funds**

- DFA Inflation Protected Securities
- Vanguard High Yield
- Vanguard Intermediate Term Bond
- Vanguard Total Bond Index

#### **Vanguard Target Date Funds**

Waverly Advisors Risk-Based Model Portfolios

- Aggressive Growth
- Growth
- Moderate

- Avantis Emerging Markets EQ
- Avantis US Large Cap Value
- Vanguard Dividend Appreciation Index
- DFA International Core
- DFA International Small Company
- Fidelity S&P 500 Index
- Vanguard REIT Index
- Stable Value
- Vanguard Money Market

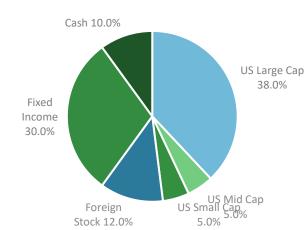
- Moderately Conservative
- Conservative

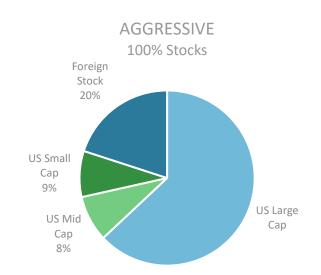
The above is subject to change based upon various factors, including changes in the client's situation, changes in applicable law and/or market conditions.

### WAVERLY Advisors

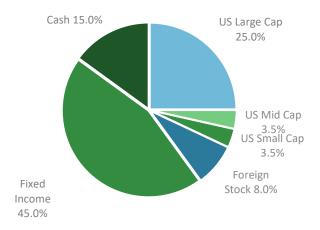
# MODEL ALLOCATIONS

MODERATE 60% Stocks | 40% Fixed Income/Cash



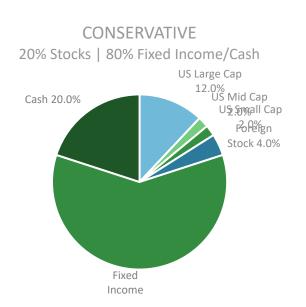


MODERATELY CONSERVATIVE 40% Stocks | 60% Fixed Income/Cash



80% Stocks | 20% Fixed Income/Cash

GROWTH



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# EMPLOYEE EDUCATION

- Employee education is included in our services
- Conduct in-person and virtual meetings and can record participant education videos
- Participant education includes general financial wellness topics and items beyond the 401(k) plan, such as the importance of a consistent savings plan, general market updates, college savings plans, etc.
- iJoin retirement projection tool allows participants to customize their savings plan



### WAVERLY Advisors

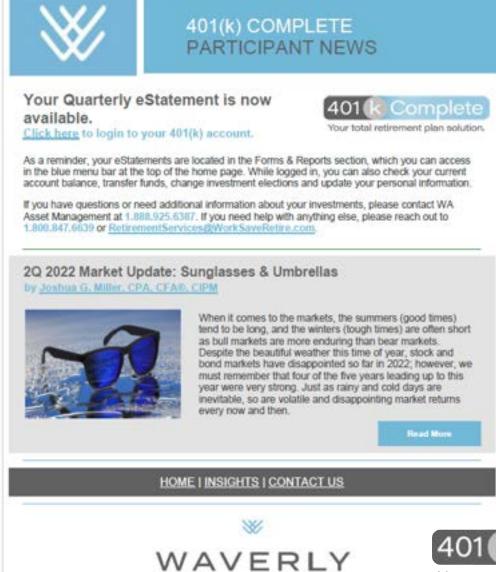
# PARTICIPANT COMMUNICATION

#### **Participant News**

- Statement Reminder
- Market Update

#### **Targeted Emails**

- For Example
  - Company contribution
     max
  - Beneficiary updates
  - Catch-up contributions





< Complete

Investment Advisory Services offered through Waverly Advisors registered investment advisor with the SEC.

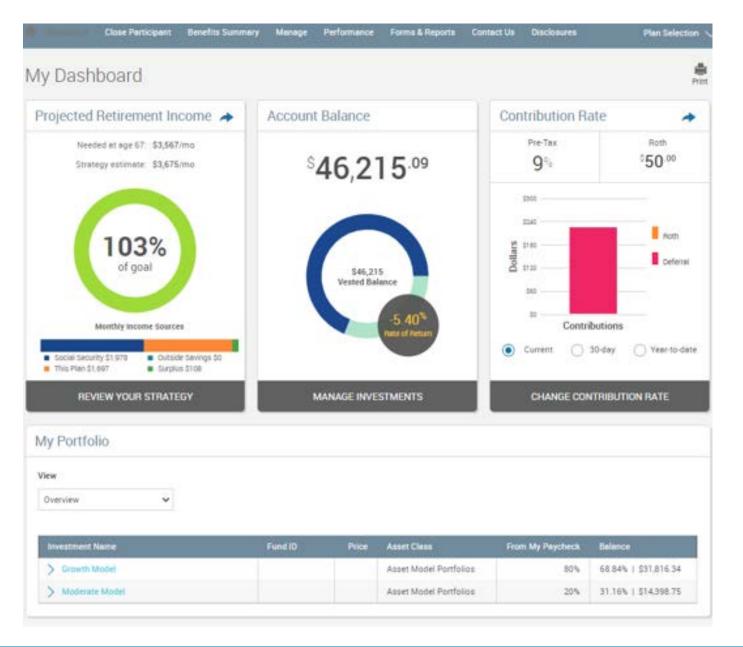
ADVISORS



EMPLOYEE DASHBOARD

- Concise look at employee account, all on one screen
- Personalize your experience using iJoin's tools by clicking "Review Your Strategy"
  - Change your retirement age
  - Change your retirement income needs
  - Estimates SS benefits
- Current balance
- Contribution rate
  - Change contribution rate
- Current Investments
  - Change investments
- Portfolio break down
  - Deferral
  - Overall balance

### https://Login.401kComplete.com





### Make It Yours

- **Click Personalize Your Projection**
- Update Your Income Details
- Update your annual salary and your state of residence

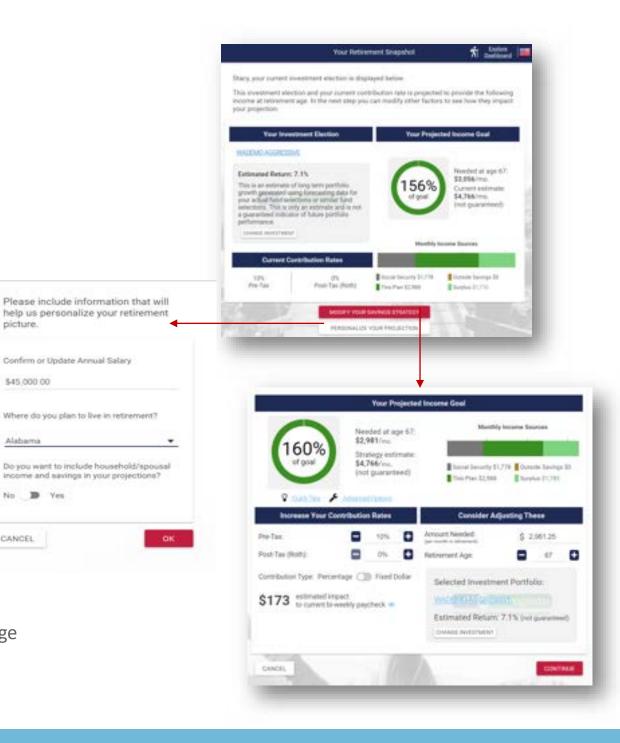
picture.

\$45,000.00

Alabama

CANCEL

- Click on Modify Your Savings Strategy •
  - Look at changing your deferral •
  - Look at changing your Retirement Age •
  - Look at changing your Amount • Needed monthly in retirement



# **iJOIN ACCOUNT** ACCESS



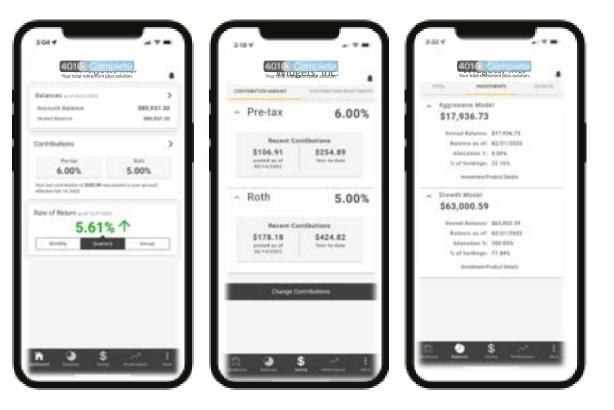
# MOBILE APP. FUNCTIONALITY

WORK | SAVE | RETIRE

#### On-the-Go Accessibility:

- Check balance
- Check and/or change deferral rate
- Check rate of return (month, quarter or annual)
- Check investment selection
- Access personal information
  - Smart Text

- BAL = Balance
- ABOUT = phone number
- LOAN = loan amount







## **SPONSOR EDUCATION**

- Sponsor Education/Plan Review is included in our services
- Plan review offers in-depth review of plan's operations, compliance, plan design, legal updates, employee participation, fee benchmarking and investments
- Conduct in-person or virtually
- Periodically send out our market commentary or any other pertinent updates (such as SECURE Act 2.0 summary) to plan sponsors directly



# **CLIENT DASHBOARD**

#### ABC Inc. 401(k) PLAN APRIL 4, 2023

KEY AREAS OF RETIREMENT PLAN	No Action Required Needs Attention Requires Action
PLAN REVIEW	EMPLOYEE EDUCATION
<ul> <li>Last plan review: 03/2022</li> </ul>	- Last employee meeting: 11/2022
INVESTMENT REVIEW	COMPLIANCE ITEMS
<ul> <li>The number of fund options is appropriate: individual options &amp; 5 risk-based portfolios</li> <li>All major asset classes are covered</li> <li>Fund change – June 2022 (DFIEX, AVEEX, AVUVX)</li> <li>See tab 4 for details</li> </ul>	<ul> <li>Plan intends to comply with 404(c);</li> <li>Participants able to make informed and timely investment decisions.</li> <li>Broad range of investment options</li> <li>Default investment meets QDIA criteria</li> <li>Waverly Advisors serves as 3(38) Investment Advisor</li> <li>Compliance with fee disclosures</li> </ul>
COMPANY CONTRIBUTION	OTHER
Safe Harbor Match – 100% on first 3% & 50% on next 2% + Discretionary Profit Sharing – 2023 Maximum deferral amt: \$22,500 / \$30,000 catch-up	<ul> <li>66% of assets in tisk-based portfolios</li> <li>Fidelity Bond: \$3,000,000</li> <li>Online Beneficiary</li> <li>Online Distributions</li> <li>Targeted Emails</li> <li>Payroll Provider: <u>Paycom</u></li> </ul>

Plan Document	06/2022
Summary Plan Description	06/2022
Waverly Advisors Agreement	06/2011
Investment Policy Statement	62/2022
Fee Disclosures	11/2022
Plan Year End	12/51

WAVERLY

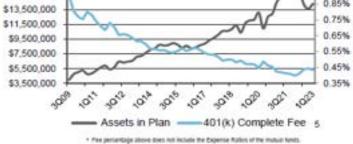
ADVISORS

Eligible: Deferral	Age 21 & 1 Yr (1000 hm
Eligible: Company Contrib.	Age 21 & 1 Yr (1000 hrs
Entry Date	Jan 1= & July 1#
Roth defemal	No
Force Out	\$5,000
In-Service	59 % / Hardships
Enrollment	Paper
Distributions	Paper
Tem Pays Fees	Ves
Top Heavy / Refunds	8.14%7 NA



Your total retirement plan solution.

#### Participation Rates (Deferring/Eligible) (129/150) (144/162) (132/150) (135/150) (134/149) 100% 80% (129/148) (134/152) (130/141) (135/155) (130/150) (131/152) 60% 40% 20% 0% 2012 2014 2016 2018 2020 2022 Assets By Investment Election (12/31/2022) 18% Aggressive 17% Growth Moderate Moderately Conservative 17% 16% Conservative Metro Bank Stock 6% Other Funds 6% 20% Market Value: \$17,581,282 Assets & Fees (Plan Pays) \$17,500,000 0.95% \$15,500,000 0.85% \$13,500,000





The Waverly Advisors Consulting Fee is an annual fee billed quarterly in advance and may be charged to the plan or may be billed directly to the employer.

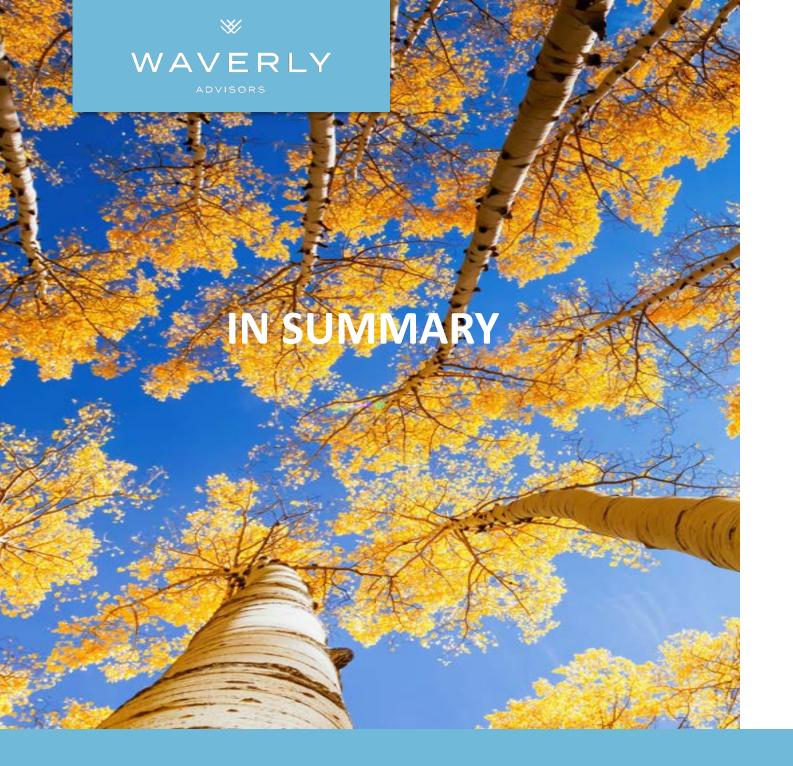
Incremental Account Value	Total Account Value	Incremental Fee	Effective Fee
First \$1,000,000	\$1,000,000	1.50%	1.50%
Next \$1,000,000	\$2,000,000	0.90%	1.20%
Next \$1,000,000	\$3,000,000	0.45%	0.95%
Next \$1,000,000	\$4,000,000	0.35%	0.80%
Next \$1,000,000	\$5,000,000	0.30%	0.70%
Next \$15,000,000	\$20,000,000	0.25%	0.36%
Next \$20,000,000	\$40,000,000	0.22%	0.29%
Any Additional	+\$40,000,000	0.10%	

**Note:** Other participant level transactional fees may apply (distribution fees, loan fees, etc.). **Annual Per Participant Fee (with a balance):** \$25/year (\$6.25 charged quarterly)

Information pertaining to Waverly Advisors' advisory operations, services and fees is set forth in Waverly Advisors' current disclosure statement on Part 2A of Form ADV, a copy of which is available from Waverly Advisors upon request.

# TIERED FEE STRUCTURE





- We serve as co-fiduciary.
- Retirement plans are what we do, and we're good at it.
- We provide a disciplined, independent investment process.
- We offer comprehensive participant investment advice and education services.
- We are plan consultants, not just administrators.
- We provide hands-on service.
- Our fees are completely transparent (not paid from the fund companies).
- Our team entrusts their personal retirement in the same investments, so you can be confident your retirement plan is managed with the utmost scrutiny.





# DISCLOSURES

#### Financial Advice

This material is not financial advice, an offer to sell, or a solicitation of an offer to purchase any funds managed by Waverly Advisors, LLC ("Waverly Advisors"). Such an offer will be made only by the Confidential Private Offering Memorandum, a copy of which is available to qualifying potential investors upon request. Waverly Advisors reserves the right to modify its current investment strategies and techniques based on changing market dynamics and Fund objectives.

#### Registration

Waverly Advisors, LLC is an investment adviser registered with the U.S. Securities and Exchange Commission. Registration does not imply a certain level of skill or training. More information about Waverly Advisors' investment advisory services can be found in its Form ADV Part 2, which is available upon request.

#### Limitation of Use

This material is limited to the dissemination of general information regarding its investment advisory services to prospective clients where providing such information is not prohibited by applicable law.

#### Market Data

This report has been prepared from the most recent available data from various market reporting outlets. Securities prices, returns, and performance may vary from day-to-day. Certain investments, asset classes, segments, and indexes or index funds may reflect values or performance as of a prior date due to their nature and the ability to report the value in a timely manner.

#### No Guarantee of Performance

The hypothetical performance is shown for informational purposes only and should not be interpreted as actual historical performance of Waverly Advisors. Results are hypothetical and do not reflect trading in actual accounts and are prepared with the benefit of hindsight. In addition, such results may not reflect the impact that material economic and market factors may have had if accounts had actually been managed by Waverly Advisors during the entire period portrayed. The actual returns experienced by individual clients will differ due to many factors, including individual investment and fees, individual client restrictions, and the timing of investments and cash flows. Returns are presented gross of investment advisory fees and include the reinvestment of all income. Clients should not rely solely on this performance or any other performance illustrations when making investment decisions. Actual performance may differ from hypothetical results.

#### **Investment Portfolio Models**

Any Sample Portfolio's presented approximate our most common strategic allocations among broad investment classes. The representative allocation weightings are provided for illustrative purposes only. Individual portfolios are then tailored within this allocation according to client needs and risk tolerance and will vary in holdings and in relation to others.

#### Assumption of Risk

There is no assurance any investment strategy will be successful. All investments involve risk including loss of principal. Different types of investments involve varying degrees of known and unknown risks, and there can be no assurance that any specific investment will be profitable for a client or prospective client's investment portfolio. Any investor who subscribes, or proposes to subscribe, in an investment must be willing and able to bear the risks involved and must meet a fund's subscription requirements.

#### Investor Eligibility & Suitability

Some or all alternative investment programs may not be suitable for certain investors. Investors in alternative investment programs may be subject to accredited investor requirements unless otherwise determined to be exempt from such eligibility requirements.

#### **Regulated Securities**

Waverly Advisors is not a bank, savings and loan, credit union, or insurance company. Securities may or may not be subject to specific regulation including regulations promulgated by the Securities and Exchange Commission (SEC), the Financial Industry Regulatory Authority (FINRA), the Federal Reserve Board (FRB), the Federal Deposit Insurance Corporation (FDIC), or other regulatory bodies. Cash held in client portfolio accounts may or may not be FDIC insured. Individual investors should carefully consider the applicability of regulation of securities before investing and the impact of the applicable regulations and the possibility that the regulatory environment is subject to change.

#### Tax, Accounting, Legal Advice

Waverly Advisors does not provide tax, legal or accounting advice. This material has been prepared for informational purposes only, and is not intended to provide, and should not be relied on for, tax, legal or accounting advice. You should consult your own tax, legal and accounting advisors before engaging in any transaction.

**PLEASE NOTE:** Waverly Advisors has prepared the above solely based upon information provided by the client. If the information provided is incomplete or incorrect the results will be adversely affected. The above is subject to change based upon various factors, including changes in the client's situation and changes in applicable law. Please remember that it remains your obligation to contact Waverly Advisors for the purpose of reviewing/evaluating/revising our previous recommendations and/or services.

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# INFORMATION TECHNOLOGY OVERVIEW

#### **PRESENTED BY:**



Brent Gunn Chief Information Officer



Heath Echols MS, CFP® Chief Technology Officer



# TECHNOLOGY TEAM



Brent Gunn Chief Information Officer



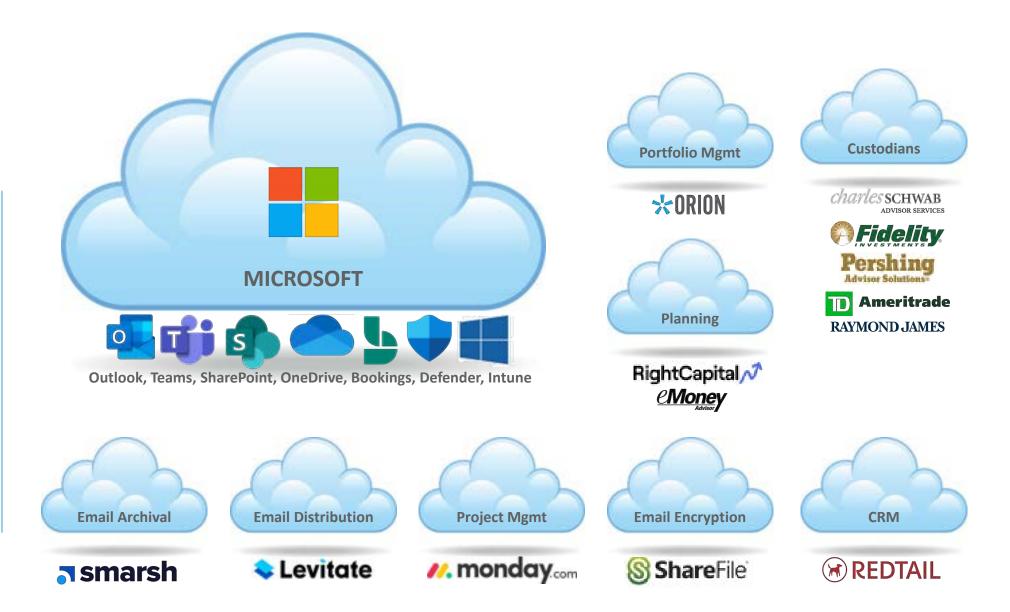
Heath Echols Chief Technology Officer



Phil Sims IT Support Analyst



# CLOUD ONLY APPROACH



# WAVERLY

# **ORION PORTFOLIO MANAGEMENT**

**CRION** 

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Intel     Intel       Period     Nex 7x 2000       Degree roy Market Water of Bend Account     E3.321.483     E11.547.591       Not Cash Trows     30     30       Descript of Market Water of Bend Account     E3.321.483     E11.547.591       Descript of Market Water     34.81.51     12.853.571       Descript of Market Water     E4.81.51     12.853.571       Descript of Market Water     64.81.51     12.853.571       Marken     4.81.55     12.853.575       Market     34.81.54     34.81.54       Distributions     4.81.55     18.853.675       Distributions     6.95.57		rionny	Sangle 3		8793
Name     Name     Name       Degreening Market Value of Bent Account     \$23,331,458     \$211,147,301       Sectored and Interest Flaceword     30     \$20       Charge in Market Value of Bent Account     \$23,351,458     \$211,147,301       Charge in Market Value of Bent Account     \$23,351,455     \$20       Charge in Market Value of Bent Account     \$23,351,455     \$22,851,315       Dates of Bent Account     \$23,851,815     \$22,851,315       Market Value of Bent Account     \$23,851,815     \$23,851,815       Market Value of Bent Account     \$23,851,815     \$23,851,815       Market Value of Bent Account     \$23,851,815     \$24,857       Market Value of Bent Account     \$23,851,815     \$24,857       Market Value of Bent Account     \$24,857       Market Value of Bent Account     \$24,857       Market Value     \$4,857       Market Value     \$24,857       Obstributions     \$2,847       Distributions     \$2,847       Distributions     \$2,847       Distributions     \$2,847       Marge Cut     \$2,817       Marge Cut     \$2,817       Marge Cut     \$2,817	Bartyle Clart 2 IA	Franky	Danpie 5	Mindanisha Alkiyuahum	B14
Importung Market Value of Band Account     12.333.438     131.147.501       Vet Cash Provid     10     10       Descript of Market Value     345.674     42.236.376       Descript of Market Value     345.674     42.236.376       Descript of Market Value     345.674     42.236.376       Descript of Market Value     345.576     385.576       Market     A5.75     385.576       Descript of Market Value     54.577       Advisory Pees Paul     44       Contributions     51.01       Distributions     51.01       Trading     Market Value     51.01	Total			service Analysis Admit	· · · · · · · ·
Not Cash Press     Bit     Bit     Bit     Performance Summary       Distered and Interest Flacewet     3658.814     422.34.378     Beginning Market Value     \$4,57       Dates Value     4.87%     385.54     426.35%     Advisory Fees Paul     54       Nature     4.87%     385.54     56.05%     56.05%       Date Summary     4.87%     385.54     56.05%       Trading     Trading     Merge Dut     50		Pariat	Rom To-Case		
Description         BB         BB         Performance Summary           Description Mentel Yalve         5458.574         42238.375         Beginning Market Value         54,577           Retern         4.8 %         348.5 %         348.5 %         Control Value         54,577           Retern         4.8 %         348.5 %         348.5 %         Advisory Fees Paul         54           Distributions         100         100         100         100         100           Trading         Merge Cut         50         50         50         50	Degroup Market Value of Band Account	88,373,488	811.147.991		
Design in Market Value     Science in Market Value     Science in Market Value     Science in Market Value       Indrog Market Value     Science in Market Value     Science in Market Value     Science in Market Value       Address will filmed Account     Science in Market Value     Science in Market Value     Science in Market Value       Address will filmed Account     Address in Market Value     Science in Market Value     Science in Market Value       Address will filmed Account     Address in Market Value     Science in Market Value     Science in Market Value       Address will filmed Account     Address in Market Value     Science in Market Value     Science in Market Value       Trading     Trading     Market Count     Science in Market Value     Science in Market Value	Net Cash Provis	10	- 10	121-121-1-1-1-121-1-1-1-1-1-1-1-1-1-1-1	
Endergi Market Value of Bend Account     BLACK 215     BLACK 215     Beginning Market Value     54,57       Nation     4.8 %     34.5 %     Advisory Frees Paul     54       Contributions     51,34     Contributions     51,34       Distributions     51,34     Distributions     51,34       Trading     Market Contributions     51,34	Disidents and interest Received.	- 10		Performance Summary	
Advisory Ress Paul - 54 Contributions 51.14 Distributions 51.14 Di	Change in Market Value	-8458.874	-82.284.376		
Trading	Ending Market; Value wi Band Account	\$8,863,815	28.853,815	Beginning Market Value	\$4,575,
Distributions SLA Distributions SLA	Return	4.5%	-26,5 %	Advisory Fees Paid	-\$40
Trading Districtions				Contributions	\$1.147
Trading Dividends and Interest 50 Merge In 54 Merge Cut 55					-\$1,41
Trading Merge in 54 Merge but 50				Distributions	
Trading Mege Dat -1				Dividends and Interest	\$125
Irading				Merge in	\$45
ITAUINg	Trading			Marge Clut	-\$78
	irading			Market Value	

WAVERLY ADVISORS

W

- Compliance •
- Client Risk Analysis •

unmay Analtin Admy	Percamance	ma/ruin sensia	intend term	Overview	10
Performance Summary	-	Performance Ch	art		
Beginning Market Value	\$4,575,305.24	405			
Advisory Fees Paul	-\$40,209.13	10.07%			
Contributions	91347.52183	10.07%		- 1 C	
Distributions	-\$1.413.433.9 7	1004			
Dividends and Interest	\$25395.63	125			
Merge in	\$45,048,00	/	1 1	for the for	° A
Merge Out	-\$75,224,21	1		1 1	1
Market Value Increase/Decrease	\$561,932,40				51
Ending Market Value	\$5,120,822.79				
Sample Client	14.03%				
Bloomberg US App Bond	-154%				
MSCI ACWI (TK Net)	1654%				

- Portfolio Accounting •
- Client Portal and App
- Performance Reporting

Test.

American

Billing

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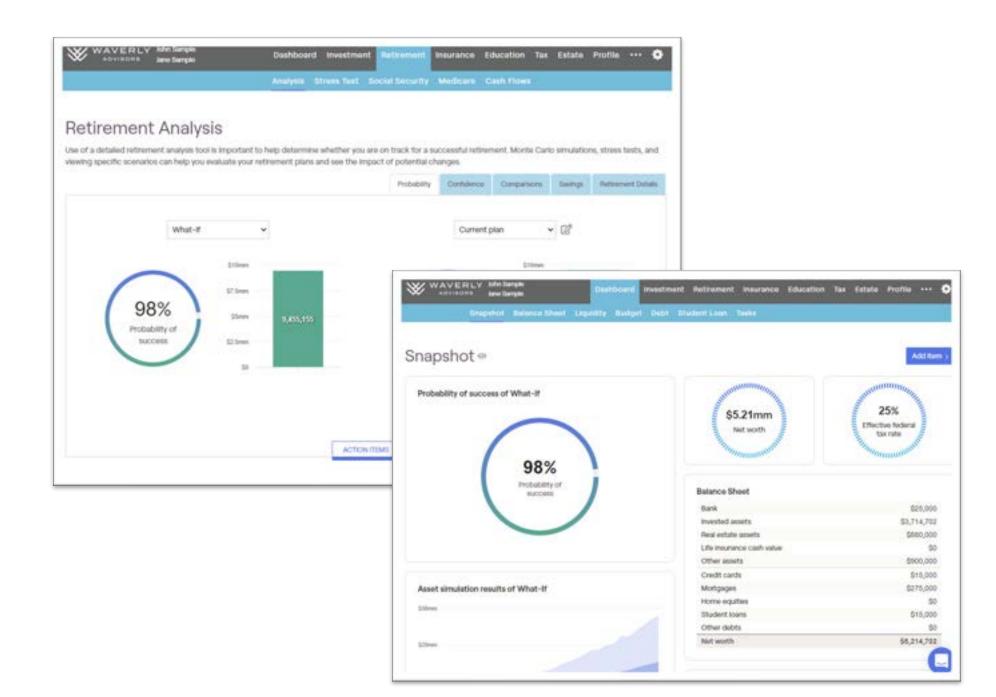
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		Thready Millioner (18	Ouer Artes	NOTES	Advace: Heath Eshelis Delivering Account Nairee Recenting Account Nairee Recenting Account Location: Regions Bank Place Eggs and <u>To</u> Account Numbers in Location field above Amount: 55,000 What is the method of transferring funds? (JT Castodies: Schwalb Is Del Party: No SEGA Used: Wes How wes the request for hands model? Email Who confirmed the request via <u>yolog</u> ? CSA confirmed with cla adulticulation: No How quickly does this need to occur? <i>RSAP</i> CSA Notes: DC spoke with Meg and processed distribution for	
				START DATE COMPLETED DATE	Monday, February 14 2022 at 12:00 AM Monday, February 14 2022 at 12:22 PM	
				01212	□ = =   k s s s = = =   Ω ⊞ Ω Q-	Format + ( B )



# **RIGHT CAPITAL** & eMONEY

RightCapital

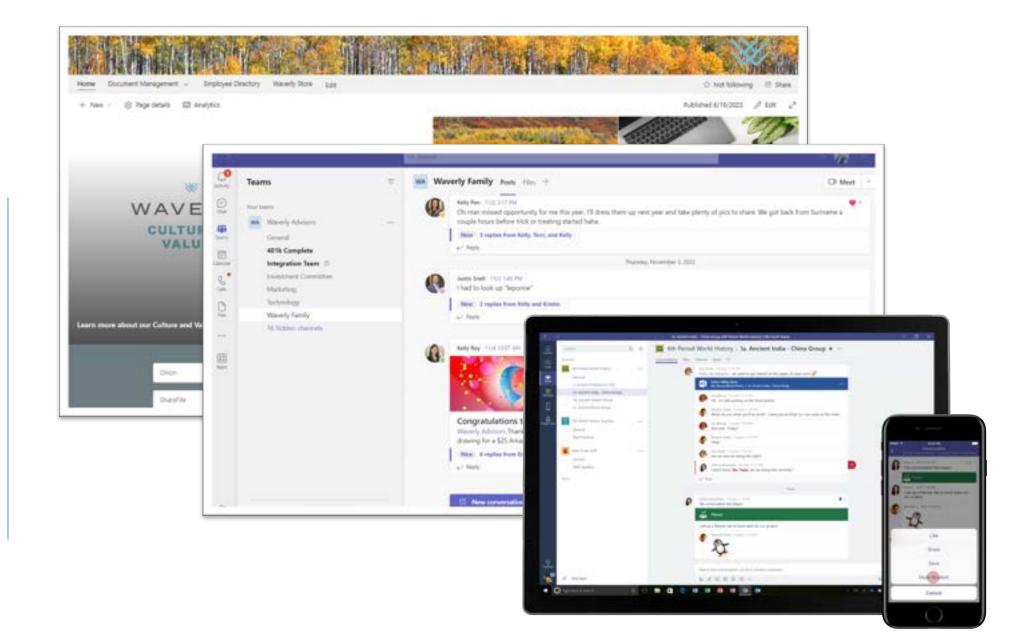






### INTERNAL COMMUNICATION





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# **TECHNOLOGY VENDORS**

	Waverly Advisors
Operating System	Microsoft Windows
CRM	Redtail CRM
Document Management	Microsoft SharePoint
Team Collaboration	Microsoft Teams
Financial Planning	RightCapital / eMoney
Portfolio Management	Orion / Eclipse
Phone System	Microsoft Teams Voice
SMS Messaging	Mobex SMS
Scheduling	Microsoft Bookings
Email Archive	Smarsh
Email Encryption	ShareFile

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# **IT TRANSITION TIMELINE**

Pre-Closing	At Close	Post-Close
<ul> <li>Notify current IT vendor</li> <li>Create employees in Waverly tenant <ul> <li>Assign to groups and lists</li> </ul> </li> <li>Gather key credentials <ul> <li>Microsoft 365</li> <li>Domain names</li> <li>Website host</li> <li>Current PMS</li> <li>Telephone vendor</li> <li>Printer models / IP Addresses</li> </ul> </li> <li>Firewalls and switches</li> </ul> <li>Assess Infrastructure <ul> <li>Separate Active and Inactive Client Folders</li> <li>DocuSign <ul> <li>Assist with DocuSign client IAAS</li> <li>Led by Amanda Dilworth</li> </ul> </li> <li>Port phone numbers to Microsoft <ul> <li>Signed request by primary contact</li> <li>Port on day of closing</li> </ul> </li> </ul></li>	<ul> <li>IT Team onsite</li> <li>Redirect legacy Website</li> <li>Forward email to Waverly addresses</li> <li>Data migration to SharePoint</li> <li>Setup Docking Stations and Laptops         <ul> <li>Training on new laptop</li> </ul> </li> <li>Install and train on phone apps</li> <li>All team members present on Monday after close</li> <li>Microsoft Teams</li> <li>Microsoft Outlook</li> <li>Microsoft Authenticator</li> <li>Training on laptop applications</li> <li>Microsoft SharePoint</li> <li>Waverly Intranet links</li> <li>Printing and faxing</li> <li>ShareFile email encryption</li> <li>Install new hardware (if applicable)</li> <li>Firewalls</li> <li>Switches</li> <li>Routers</li> </ul>	<ul> <li>Ongoing Training and Support</li> <li>Dispose of or reuse unused equipment</li> <li>Archive historical emails for compliance</li> <li>Software conversion and Training <ul> <li>Led by Post-Close Integration Team</li> <li>CRM to Redtail</li> <li>PMS to Orion</li> <li>Levitate</li> <li>Clients in Orion portal</li> </ul> </li> </ul>



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# INTEGRATION TIMELINE

#### **PRESENTED BY:**



Kristin Emerson Director of Integration

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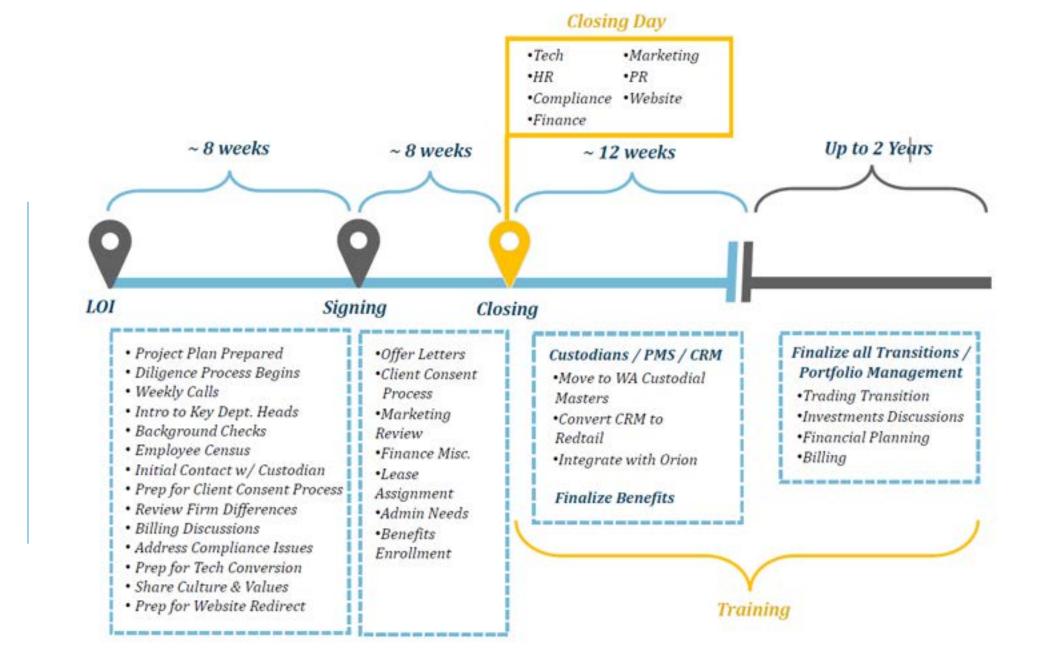
# At the CORE of Integration...

Coming together is a beginning, staying together is progress, and working together is success."

- Henry Ford



# WHAT TO EXPECT





### **YOUR INTEGRATION TEAM**





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