

PRIVATE SECTOR

Welcome to Daybright Financial

Spectrum Town Hall
July 24, 2025



Interload Forwarding, LLC

WELCOME SPECTRUM FAMILY OF COMPANIES



Third party administration firm for workplace retirement plans based in **Pasadena, CA**
<http://incentivebenefits.com/>



Third party administration firm for workplace retirement plans based in **Las Vegas, NV**
<http://www.integritypension.com/>



Fintech company based in **Tacoma, WA** delivering solutions to investment advisers & Individual Retirement Account (IRA) investors.
<http://groupira.com>



Third party administration firm for workplace retirement plans based in **Cleveland, OH**
<http://www.qualified-pension.com>



Retirement plan platform provider and administrator of workplace retirement plans based in **Mansfield, OH**
<http://protpa.com>



Retirement plan platform provider and administrator of workplace retirement plans with headquarters in **Tacoma, WA**
<http://spectrum pension.com>

Our Town Hall Agenda

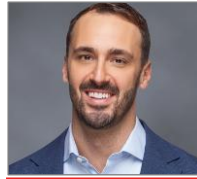
- Welcome & Introductions
- Daybright Financial Overview – Meg Schneider, CEO
- Daybright Retirement Private Sector Overview – Patrick Hale, Head of Private Sector Retirement
- Frequently Asked Questions – Patrick Hale & Beth Zeitler, VP Human Resources
- Q&A

Our Leadership Team



Megan Schneider

Chief
Executive Officer



Patrick Simonds

EVP,
Chief Revenue Officer



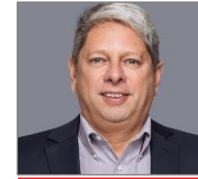
Mitch Barnett

Head of Individual
Financial Solutions



Kevin Dunn

SVP, Chief Information
Security Officer



Jim Famularo

Head of
Shared Services



Patrick Hale

Head of Private
Sector Retirement



Bob Hartnett

Head of
Benefits



Brad Hope

Head of Public
Sector Retirement

**Financial Services
Experience**

22 years

14 years

30 years

27 years

35 years

30 years

32 years

30 years

Tenure

6 years

3 years

17 years

11 years

3 years

9 years

2 years

5 years



Mike Kryza

Chief Corporate
Development Officer



Freda Lee

SVP, Enterprise
Client Leadership



Courtney Muñoz

SVP,
Strategic Initiatives



Mark O'Donoghue

SVP, Marketing &
Communications



Jacques Pierre

SVP,
General Counsel



Matthew Riordan

SVP, Chief
Financial Officer



Scott Witter

Chief
Information Officer



Beth Zeitler

VP,
Human Resources

**Financial Services
Experience**

31 years

27 years

22 years

7 years

20 years

26 years

27 years

17 years

Tenure

1 year

< 1 year

7 years

3 years

















4 years

16 years

< 1 year

5 years

Daybright Leadership Team on Today's Town Hall

								
	Megan Schneider Chief Executive Officer	Patrick Simonds EVP, Chief Revenue Officer	Mitch Barnett Head of Individual Financial Solutions	Kevin Dunn SVP, Chief Information Security Officer	Jim Famularo Head of Shared Services	Patrick Hale Head of Private Sector Retirement	Bob Hartnett Head of Benefits	Brad Hope Head of Public Sector Retirement
Financial Services Experience	22 years	14 years	30 years	27 years	35 years	30 years	32 years	30 years
Tenure	6 years	3 years	17 years	11 years	3 years	9 years	2 years	5 years
								
	Mike Kryza Chief Corporate Development Officer	Freda Lee SVP, Enterprise Client Leadership	Courtney Muñoz SVP, Strategic Initiatives	Mark O'Donoghue SVP, Marketing & Communications	Jacques Pierre SVP, General Counsel	Matthew Riordan SVP, Chief Financial Officer	Scott Witter Chief Information Officer	Beth Zeitler VP, Human Resources
Financial Services Experience	31 years	27 years	22 years	7 years	20 years	26 years	27 years	17 years
Tenure	1 year	< 1 year	6 years	3 years	4 years	16 years	< 1 year	5 years



Simply put, we are one of the nation's largest independent, privately held firms specializing in employee benefits, retirement plans and all their associated compliance needs.



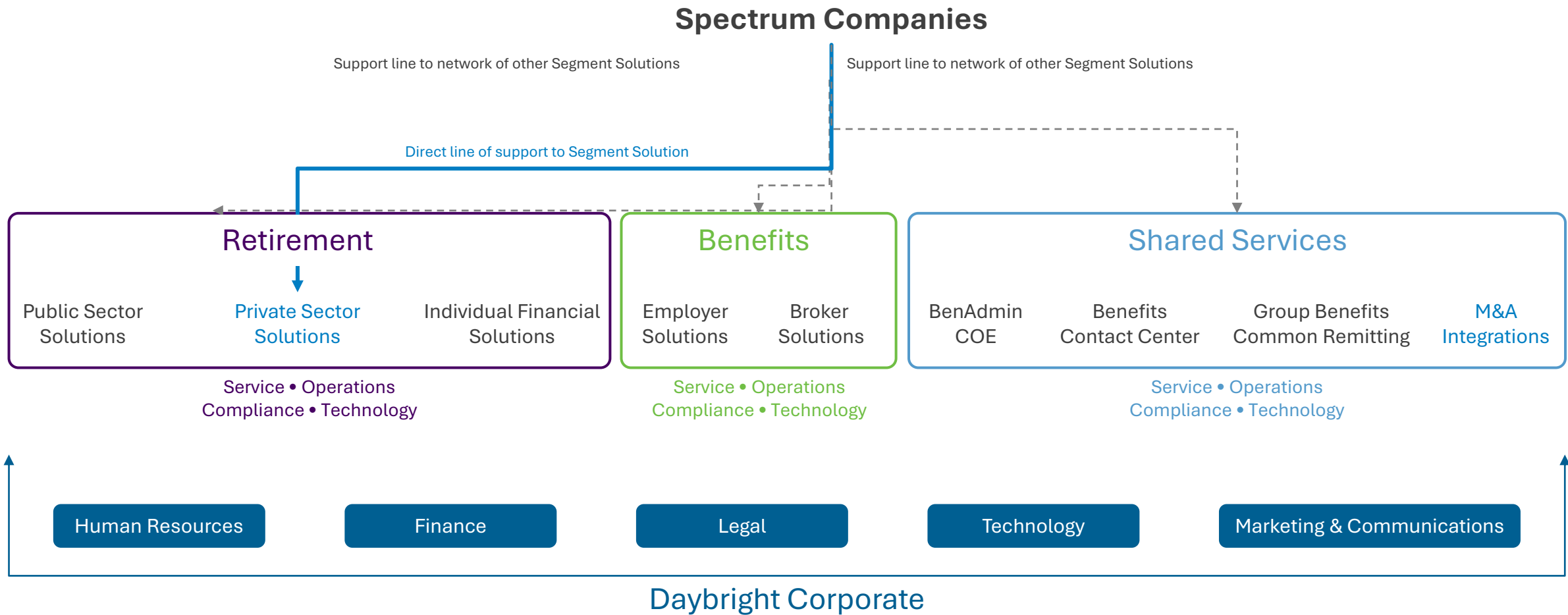


Since 2008,
we have grown by acquiring
over 60 local and national firms
that have been trusted members
of their communities for
decades.

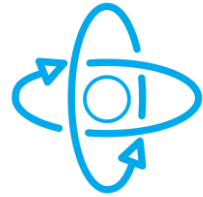
A Daybright Snapshot (Pre-Spectrum!)



Daybright & Spectrum Coming Together



Our Perspective



People are the #1 resource of any organization.

Taking care of employees' health and financial wellness keeps communities thriving and organizations growing.

Organizations are not fully realizing the strength of benefits and workplace retirement plans to attract and retain talent, manage costs and improve efficiencies.

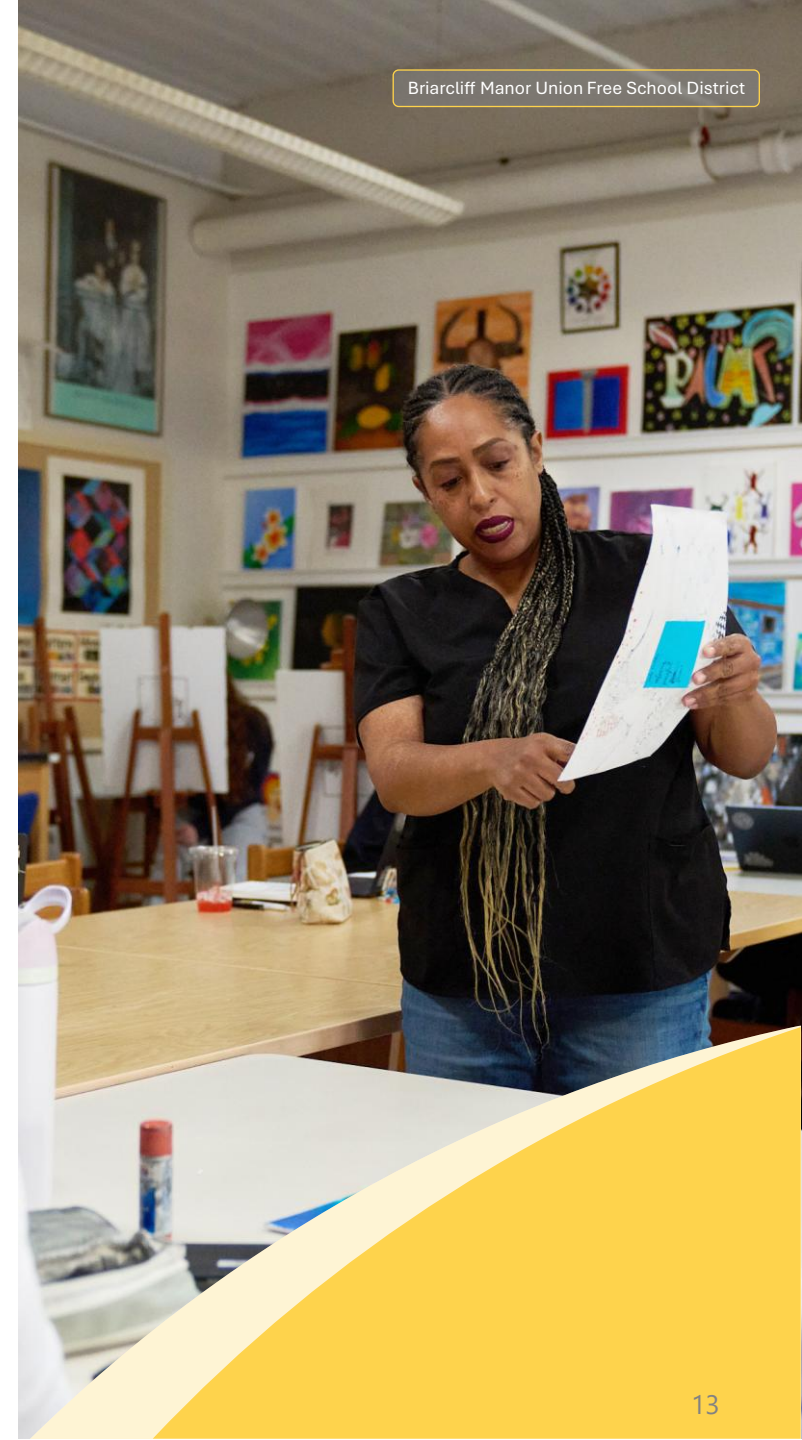
Benefits and retirement plans can be complex to implement and manage.



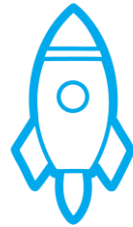
Our Purpose



Across the nation, we help the public, non-profit, and private sectors take care of both the health and financial wellness of their #1 asset — their people, enabling communities to be served and organizations to grow.



Our Mission



To simplify health and financial wellness, enabling better choices for all, today and tomorrow.



Daybright Benefits Contact Center

Our Five Core Values

Our values have been purposely developed to encourage the behaviors we need from existing employees and from future talent.



1

People-Centered



2

Client-Focused



3

Work As One



4

Impact Communities



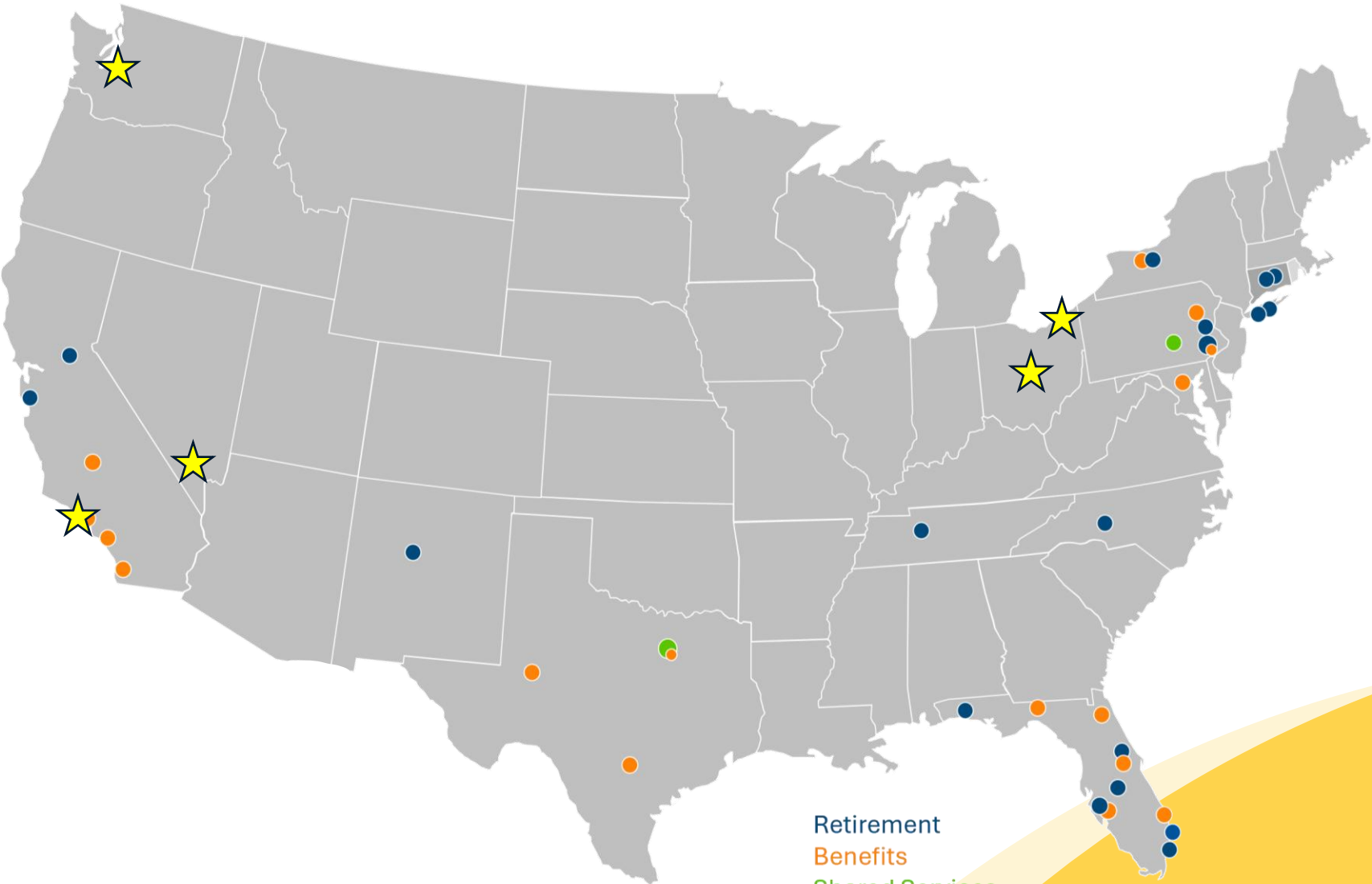
5

Speak Up

Our National Scale

35 Locations
Across 11 States

- California
- Connecticut
- Florida
- Maryland
- New Jersey Headquarters**
- New Mexico
- New York
- North Carolina
- Pennsylvania
- Tennessee
- Texas
- + Washington
- + Ohio
- + Nevada



Our Solutions



Employee Benefits Solutions

- Benefit Consulting & Design
- Benefits Administration
- Education Communications & Enrollment
- Core Benefits
- HSAs, FSAs & HRAs
- Voluntary Worksite Benefits
- Other Healthcare Options



Retirement Solutions

- Retirement Plans
- 401(k) Plans
- 403(b) Plans
- 457(b) Plans
- 401(a) Plans
- Special Pay Plans
- FICA Alternative (OBRA) Plans
- Consulting, Design and Administration
- Education, Communications & Enrollment
- Third-Party Administration
- Third Party Administration Outsourcing Services
- Recordkeeping
- Defined Benefits Actuarial Services
- Investment Advisory Services



Benefits & Retirement Plan Compliance Solutions

- Compliance Guidance Services & Support
- Plan Documents Audit Support
- Affordable Care Act & HR Consulting
- Leave Administration
- Dept of Labor Notices
- 5500 Prep & Filing Audit Support



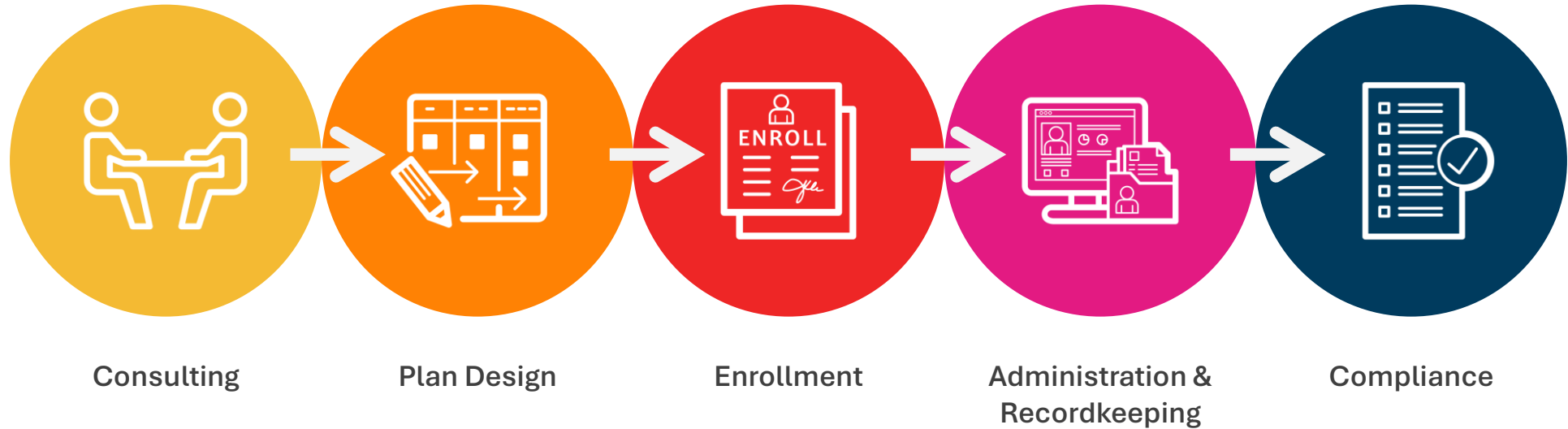
Individual/Family Financial Wellness Solutions

- Wealth and Planning Services



Private Sector Solutions

Our End-to-End Services

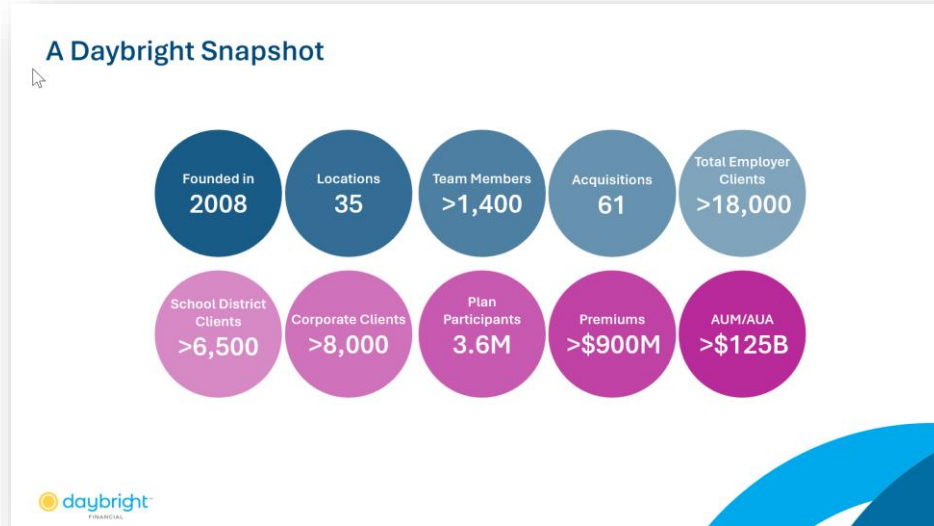


We are a financial services company that was purposely built to make life simpler for you.

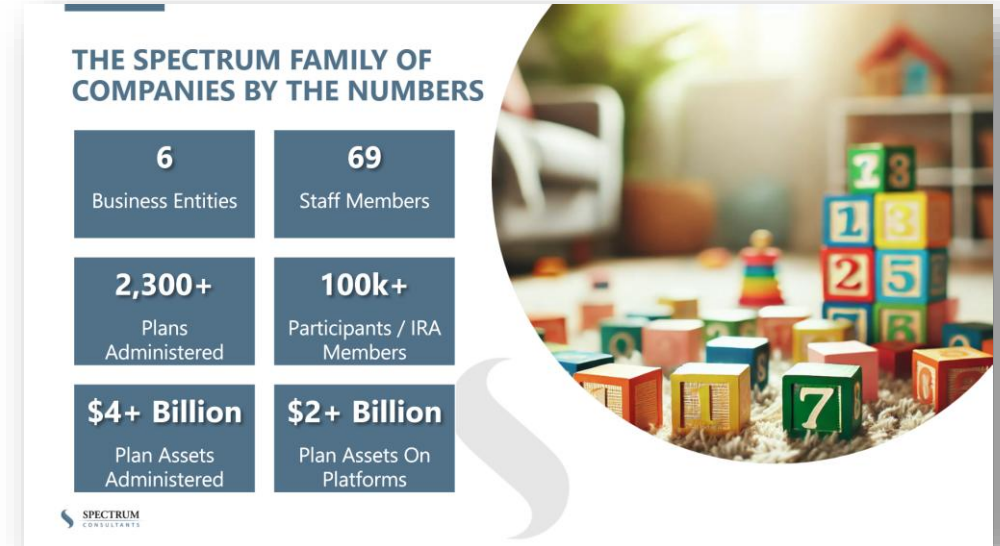
We enable better health and financial wellness choices for all, today and tomorrow.

We provide end-to-end services tailored for you and your clients.

A Daybright + Spectrum Snapshot



+



Together We Have:

~16,500 Plans
Administered

~1,450+ Team
Members

~\$130B in
AUM/AUA

62 Acquisitions

Group	Service	TRPC	BENCOR	Ingham	MARS	Paragon	LIEBG	PASI	JHPC	Sheakley	PPC
		Private Sector	Public Sector	Private Sector	Public Sector	Private Sector	Benefits & Private Sector	Private Sector	Private Sector	Private Sector	Private Sector
Retirement	401(k) TPA	✓		✓		✓	✓	✓	✓	✓	✓
	403(b) / 457(b) TPA	✓		✓	✓	✓	✓	✓	✓	✓	✓
	Defined Benefit / Cash Balance	✓		✓	✓	✓	✓	✓	✓	✓	✓
	Special Pay & FICA Alternative Plan Admin		✓		✓						
	Daily Valuation Recordkeeping	✓		✓	✓					✓	
	3(16)Fiduciary Program	✓						✓		✓	✓
	Deferred Compensation & Non-Qualified						✓	✓			✓
	TPA Outsourcing	✓					✓				
	Consulting	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Benefits	HRA				✓		✓				
	FSA / Section 125				✓	✓	✓	✓	✓		✓
	Employee Benefits						✓				
Wealth Management		✓		✓			✓	✓			

Our Daybright Solutions

Spectrum's Family of Companies will bolster solutions [here](#)

Employee Benefits Solutions

- Benefit Consulting & Design
- Benefits Administration
- Education Communications & Enrollment
- Core Benefits
- HSAs, FSAs & HRAs
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- Other Healthcare Options

Retirement Solutions

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- Consulting, Design and Administration
- Education, Communications & Enrollment
- Third-Party Administration
- Third Party Administration Outsourcing Services
- Recordkeeping
- Defined Benefits Actuarial Services
- Investment Advisory Services
- + NEW GroupIRA

Benefits & Retirement Plan Compliance Solutions

- Compliance Guidance Services & Support
- Plan Documents Audit Support
- Affordable Care Act & HR Consulting
- Leave Administration
- Dept of Labor Notices
- 5500 Prep & Filing Audit Support

Individual/Family Financial Wellness Solutions

- Wealth and Planning Services



Frequently Asked Questions

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- ***What happens to Spectrum ?***

Spectrum will continue under the existing leadership of Petros and Yannis reporting into Patrick Hale, a respected 30-year industry veteran well known to the Spectrum leadership team. Patrick is Head of Daybright Private Sector Solutions.

- ***What changes will there be to the business?***

In the beginning, we will focus on infrastructure items (i.e., O365) and look for other opportunities to expand our services. Your email will remain the same until we convert to O365 (Q4) at which time you will receive a new email address and your current email addresses will automatically be redirected to your new email.

- ***Will my position / job title change ?***

There will be no immediate job changes to positions or job titles.

Frequently Asked Questions

Does our name change?

Not immediately. As we begin working with Daybright we will jointly assess the value and equity in *all* our (Spectrum's) current company and product/service brands to map out their future alongside all other Partner firms in the Daybright Private Sector Retirement Solutions segment.

In the short-term we will likely start a Daybright brand association (showcasing brands side by side) for a minimum 6-month period.

Longer term, the “Daybright” brand was launched in March 2025. Each of their business segments/ partner firms is in the process of associating their brands with Daybright. The goal is for the *majority* of our brands to fully transition to Daybright before the end of 2027.

What about emails, business cards, stationery, signage, etc.?

There will be no immediate changes to your email addresses, business cards, stationery, signage, collateral, websites, event materials, or any branded promotional items.

Frequently Asked Questions

How will we communicate what is going on ?

- The Spectrum leadership team will participate in integration meetings
- There will be a regular steering committee meeting providing updates
- There will be a monthly communication to all employees on accomplishments and what's next
- We will have a townhall minimum quarterly or as needed
- We are reviewing building a microsite for communication / updates

What will happen in the next 90 days :

- We will focus on communication (internal, external, stakeholders, clients)
- We will convert to our Office 365 platform and in some cases Daybright's hardware.
- We will convert Spectrum to all Daybright Corporate Insurance
- We will work with The Spectrum Team on a detailed Integration strategy / plan

Frequently Asked Questions

Will my benefits change?

Yes, but not immediately. Your benefits remain the same through year-end 2025; you'll convert to Daybright's benefits effective Jan 1, 2026. Daybright Financial offers a full suite of medical, dental, vision and other benefits for employees and their families. This includes employer-paid and employee-paid benefits.

Will there be changes to payroll?

Yes, but not immediately. You will be transitioned to Daybright Financial's HRIS and Payroll platform on 1/1/26.

Will there be changes to my PTO, Holidays, or workweek?

As of 8/1/2025 you will follow Daybright's more generous holiday schedule! You will be converted to Daybright's PTO policy as of 1/1/26 and receive 20 days of PTO per year. PTO is calculated based on a 40-hour workweek. Daybright's policy allows for 60 hours of carryover.

Frequently Asked Questions

Other benefit information:

- Daybright offers an additional four paid holidays per year.
- Although Daybright does not have a tuition reimbursement policy, many licensing requirement costs are reimbursable, and we have an extensive Learning Management System for employees to continually upgrade their knowledge and skills.
- Daybright offers an enhanced employee referral bonus of \$2,500.
- Although Daybright does not have a paid maternity/paternity program, we provide an employer-paid short-term disability plan which provides partial income for maternity leave. In addition, employees are eligible for state-specific maternity and paternity wage replacement benefits where applicable.
- Daybright contributes \$500/\$1000 per year to an employee's HSA when the employee is enrolled in the Excellus Value Medical Plan.



Questions: Open Forum