

> Callan Associates, Inc.

PRODUCT-LEVEL OVERSIGHT

Selecting and monitoring investments is a critical factor to a retirement plan's success. Unless a plan sponsor is an investment expert, this can be a challenging task that could cause unnecessary exposure to fiduciary risk and personal liability.

Callan advises on more than \$2 trillion in total assets.

Strategic Investment Consulting and Asset Allocation

That's why Mutual of Omaha Retirement Services engaged Callan Associates, Inc. to provide strategic investment consulting for our retirement products. Callan serves as an advisor to our Investment Manager Oversight Committee (IMOC), which is responsible for the overall investment structure and design of our retirement products.



THIS INCLUDES:

- > Unbiased, disciplined investment manager search and selection process
- > Development of asset allocation models
- > Preparation of investment policies and guidelines
- > Ongoing performance monitoring and evaluation

The IMOC's approach provides consistency, compliance and an "early warning" system for concerns and necessary modifications – three key components of a sound fiduciary program.

- 1 Identify managers that meet our quantitative screens in their asset class. Screen and select managers based on qualitative criteria.
- 2 Monitor managers for consistency with the stated investment objectives for the asset class they manage.
- 3 Replace managers that no longer meet investment criteria.

INVESTMENT MODEL INCLUDES APPROPRIATE MIX

Callan developed a best practice model of a defined contributions plan to help the IMOC determine the number and type of investment options to offer our clients. This model – which continues to evolve as Callan regularly monitors and surveys the industry – includes four basic principles:

1. A formal process is critical.

Regardless of the plan size, participants are served best when plan sponsors follow a diligent, well-documented process.

2. The number of options should be limited.

When confronted with too many choices, participants may have difficulty selecting among them. A prudent number of options can help participants better determine an appropriate asset allocation strategy.

3. Asset allocation portfolios (or lifestyle/life cycle funds) should be offered as a separate tier.

Professionally developed, regularly rebalanced (as needed) portfolios can help to deter participants from chasing short-term returns, which makes them an easy choice for participants who don't want or know how to construct their own portfolios.

4. Costs must be controlled.

A well-designed investment structure can help to control total plan costs.

ONGOING DUE DILIGENCE HELPS ENSURE ACCURACY

Through comprehensive annual questionnaires, quarterly updates, in-person meetings and on-site visits, Callan collects quantitative and qualitative data on more than 8,000 separate account/commingled fund products managed by more than 1,600 firms. Callan also maintains a database of mutual fund products that includes nearly 14,500 funds managed by more than 1,300 firms.

ABOUT CALLAN ASSOCIATES, INC.

With more than 42 years of experience in the industry and responsibility for more than \$2 trillion in total assets, Callan is one of the largest employee-owned strategic investment consulting firms in the United States. For more information about Callan Associates, visit callan.com.

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Investment options are offered through a group variable annuity contract (Forms 902-GAQC-09, 903-GAQC-14, 903-GAQC-14 FL, 903-GAQC-14 MN, 903-GAQC-14 OR, 903-GAQC-14 TX, or state equivalent) underwritten by United of Omaha Life Insurance Company for contracts issued in all states except New York. United of Omaha Life Insurance Company, 3300 Mutual of Omaha Plaza, Omaha, NE 68175 is licensed nationwide except in New York. Companion Life Insurance Company, Hauppauge, NY 11788 is licensed in New York and underwrites the group variable annuity (Form 900-GAQC-07(NY)). Each company accepts full responsibility for each of their respective contractual obligations under the contract but does not guarantee any contributions or investment returns except as to the Guaranteed Account and the Lifetime Guaranteed Income Account as provided under the contract. Specific features of the Lifetime Guaranteed Income Account vary by state. Restrictions apply. The Lifetime Guaranteed Income Account is not available in Nevada or New York. Neither United of Omaha Life Insurance Company, Companion Life Insurance Company, nor their representatives or affiliates offers investment advice in connection with the contract.

Group variable annuities are long-term investment vehicles designed to accumulate money on a tax-deferred basis for retirement purposes. Distributions may be subject to ordinary income tax and, if taken prior to age 59½, a 10 percent federal tax penalty may apply. Investing in a group variable annuity involves risk, including possible loss of principal.

Not all funds available in all plans.

Callan Associates, Inc. is not affiliated with United of Omaha Life Insurance Company, Companion Life Insurance Company or Mutual of Omaha Retirement Services.

Mutual of Omaha Retirement Services is a marketing name for the Retirement Plans Division of Mutual of Omaha Insurance Company.

Prior to selecting investment options for the plan, plan sponsors should consider the investment objectives, risks, fees and expenses of each option carefully. For this and other important information, plan sponsors should review the fee disclosure document or the plan sponsor website. Read this information carefully.

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