Ameriprise Financial

An Ameriprise financial wellness program designed exclusively for TYLER COUNTY

Workplace financial wellness program made available to your organization by:

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Associate Financial Advisor

Montandon & Associates,
A private wealth advisory practice of
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Why financial wellness?

Personal finances can be a source of stress and a distraction for employees. In response, employers are searching for ways to help their employees maximize their income and benefits potential to help them remain focused on their jobs.

Offered as an employee benefit, the Ameriprise financial wellness program is a meaningful demonstration of your commitment to helping employees achieve financial confidence by educating them on:

- Managing everyday expenses
- Understanding the value of their company benefits
- Planning for retirement and other financial goals, such as saving for college

Our financial wellness program offers practical advice, educational workshops, tools, and resources that can give employees the confidence to make informed financial choices. A recent study shows that employers that offer financial education realize improved productivity when employees are not distracted or stressed over personal finances.[1]

About me

My role is to help people feel confident, connected and in control of their financial lives. The right financial advice can prepare them for whatever life brings – both the expected and the unexpected.

When people work with me, they receive:

- One-on-one financial advice based on their goals and needs
- Personalized plans for a diversified portfolio based on their goals and risk tolerance
- Regular meetings to review their goals, progress, and investments
- Anytime access to their goals and investments, along with digital tools to help them stay on track

Financial wellness overview

Our program is built on providing financial planning and education to your employees when, where, and how they want it. We offer:

Financial planning:

- Choose from employer- or employee-guided topics
- Add to your benefits offering
- Integrate other benefits and supports key workplace decisions
- Provide personal support for each employee

Financial education:

- Straightforward conversations
- Typically set up on a quarterly curriculum
- Consists of workshops, events, and complimentary initial consultations
- Tailored to your employee segments and topics that are important to your business initiatives and culture

Resources and tools:

- Employee website
- Print and online solutions for employees
- Access to updates, calculators and more

Each of these solutions is designed to help you recruit, motivate, and help make more financially confident employees through education and advice.

Financial planning

At Montandon & Associates, we believe committing time to the planning process is a critical component in helping your employees reach their financial goals. The market volatility and economic uncertainty that we have encountered over the past 15 years has impacted many investors' goals. Having a financial plan designed to help weather the storm is essential.

The Ameriprise financial planning process identifies short- and long-term goals with your employees and identifies and addresses opportunities for them. We believe clients demand comprehensive solutions that integrate all aspects of their lives and leverage other critical professionals they trust (tax, legal, etc.) to position their financial journey as efficiently as possible.

Financial planning options available include:

- Personal support for employees
- Broad or specific planning services that address your organization's objectives
- Subsidized benefits available to all employees or select groups

Financial planning services, including retirement planning, are structured to provide general financial education and guidance to employees and are not intended to constitute fiduciary investment advice as defined under the Employee Retirement Income Security Act.

Financial planning services designed for TYLER COUNTY

Help create a more motivated, satisfied, and confident workforce by adding the benefit of personal financial planning. Based on our conversation, we've prepared the following financial planning benefit to meet the needs of your employees and your business.

	Low Complexity	Moderate Complexity	High Complexity
Income	W2 employment	W2 employment + real estate	Other sources
Net worth	Less than $100,000	Between $100,000 to $1,000,000	More than $1,000,000
# Of goals	2	3	Complex, or more than 3
Financial planning fee	$750	$1,000	$1,250
Ameriprise discount	($300)	($300)	($300)
Benefit subsidy amount paid by Tyler County	N/A	N/A	N/A
Total employee fee	$450	$750	$950

The Ameriprise financial discount of $300 is applicable to the initial financial planning cost.

Financial education

When your business becomes an Ameriprise Financial workplace client, we'll work together to build an ongoing curriculum of educational workshops and events. Educational topics may include, but are not limited to:

- The *Confident Retirement*® approach
- The value of workplace benefits
- Estate planning strategies
- Creating income in retirement
- Economic and market updates
- Investment planning
- Education savings planning
- Tax planning strategies
- Market volatility
- Specialty markets

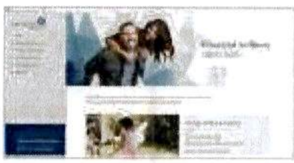
Proposed curriculum for TYLER COUNTY

Timing	Topic	Audience
Q1	Announcement communications (provided)	All employees
Q2	Retirement planning and 457(b) enrollment	All employees
Q3	Investment and education planning	All employees
Q4	Legacy and year-end tax planning	All employees

Onsite complimentary consultations following workshops available upon request.

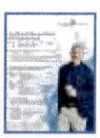
Resources and tools

To meet the needs of your workforce, Ameriprise Financial provides convenient access to a financial education and planning resources. With online and downloadable solutions relevant education comes to life with actionable tools and resources.



Employee Financial Wellness Website
Tyler County employees receive exclusive access to the Ameriprise financial wellness website where they will find educational support on foundational topics including the value of workplace benefits, managing everyday finances, saving for college, and buying a home.

Worksheets and Checklists
Worksheets and checklists offer actionable steps to help empower your employees take the first steps toward obtaining their financial goals.



Employee Posters and Emails
Ameriprise Financial will provide email content and posters to promote upcoming events and engage employees.

As part of the Ameriprise financial wellness program, we will work with a dedicated Tyler County contact to provide ongoing resources and communications.

Financial wellness program summary

Workplace Services	Program Resources		Cost
Access Financial Wellness program	☐ $300 initial financial planning discount	*Included*	*$0*
	☐ Standard financial wellness website	*Included*	*$0*
	☐ Launch email	*Included*	*$0*
	☐ Launch posters	*Included*	*$0*
	☐ Benefits portal message	*Included*	*$0*
	☐ New Hire checklists	*Included*	*$0*
	☐ Quarterly Employee Workshops / webinars (includes promotional posters, worksheets and emails)	*Included*	*$0*

BASE PROGRAM:

Launching your program

Action	Tyler County	Advisor
Create workplace agreement for signature		✓
Sign workplace agreement	✓	
Determine communication plan and education calendar with key stakeholder in organization	✓	✓
Create financial wellness education launch materials (flyers, email)		✓
Distribute financial wellness education launch materials / financial wellness website to employees	✓	
Determine date / time for employee webinar introducing the financial wellness education program and advisor	✓	✓

[1] Bank of America 2020 Workplace benefits report

[2] Ameriprise Financial Q4 2020 Statistical Supplement

[3] Company data as of Q4 2020

The initial consultation provides an overview of financial planning concepts. Employees will not receive written analysis and/or recommendations.

The *Confident Retirement* approach will include a review of your existing financial retirement situation and potential opportunities, gaps, or general strategies. You will not receive a comprehensive review or financial planning services for which fees are charged. It is not a guarantee of future finan results. Ameriprise Financial Planning Service is optional, offered separately and priced according to the workplace agreement.

Ameriprise Financial Planning Service is generally appropriate for clients and prospects with financial goals and sufficient financial assets and income to address those goals. These clients must also have a willingness to pay an investment advisory fee for your advice in helping them achieve those goals.

Ameriprise Financial, Inc. and its affiliates do not offer tax or legal advice. Consumers should consult with their tax advisor or attorney regarding their specific situation.

Investment advisory products and services are made available through Ameriprise Financial Services, LLC, a registered investment adviser.

Ameriprise Financial Services, LLC. Member FINRA and SIPC

DOC0103115742

Ameriprise Financial Services, LLC 70100 Ameriprise Financial Center Minneapolis, MN 55474

Workplace Solutions Agreement

Ameriprise Financial

Advisor ID
049504

Complete each section in its entirety and sections as appropriate (missing information may result in processing delays).
Once form is received, please allow 24-48 hours for processing of agreement.

Advisor Information

Advisor Name
Justin Montandon

Phone Number
(512) 744-4800

Ext

Are you enrolled in the Workplace Solutions Financial Wellness program?
(●) Yes ( ) No

Is there an additional advisor or AFA who will provide service on this agreement?
(●) Yes ( ) No

Additional Advisor Name
Samuel Vaughan

Advisor ID
359848

Advisor Email
Samuel.vaughan@ampf.com

Franchise Owner Name

Franchise Number

NOTE: The agreement on file cannot be held in AFA name (franchisee restrictions). Completed agreements will be sent to the advisor listed in this section. Associate Financial Advisors will be able to view, add new, cancel or renew agreements on behalf of the Franchise Owner.

Organization Information

Is this organization a government agency or contractor?
(●) Yes ( ) No

Gifting guidelines may apply.

Organization Name
Tyler County

Phone Number

Street Address
100 West Bluff St

City
Woodville

State
TX

Zip Code
75979

Industry Classification (e.g., Health care, Retail, etc.)
Local Government

Contact First Name
Jacques

MI
L

Last Name
Blanchette

Contact Title
County Judge

Contact Phone Number
(409) 283-2141

Estimated number of eligible employees/participants
125

Contact Email
judge@co.tyler.tx.us

Your Workplace Program

The Workplace services we provide include

- Ameriprise educational seminar(s) and promotional material
- Financial wellness website
- Complimentary initial consultation

Optional Workplace services

☑ Financial planning discount

Please enter discount amount: $ 300

Terms and Conditions

Program Communications
You will assign an individual who will approve the content of communications ("Program Communications") to be sent to your participants as well as how those Communications will be sent. You agree that all Program Communications that refer in any way to Ameriprise require our approval prior to use. While the Program Communications are the property of Ameriprise, you retain the rights to any of your names, logos, protected marks, and your proprietary information. We grant you a non-exclusive, non-transferable revocable right to use our name, service marks and trademarks and to use and distribute our copyrighted materials only for the purpose of distributing Program Communications. You agree that we may include the name of your business on our list of clients.

Hyperlinking
You may create hyperlinks on your website that link directly to the Ameriprise website (with a current URL of www.ameriprise.com) or such pages within the website of Ameriprise or its affiliates as we agree. The license granted to you in the above paragraph applies to these hyperlinks.

Scope of Services
Financial and retirement planning services provided under this Agreement are intended as general financial education and guidance for your participants. They are not intended as fiduciary investment advice under the Employee Retirement Income Security Act. Not all services will be available in every Program. Availability will vary based on structure of the specific Program.

Restrictions
Because you are not a broker-dealer, you may not legally engage in any of the following activities: (i) provide descriptions of Ameriprise's products or services that exceed the fact that such products or services are available through Ameriprise; (ii) recommend or endorse any specific investment product or service offered by Ameriprise; or (iii) take part in the financial services offered by Ameriprise, such as answering questions involving Ameriprise accounts or handling customer funds related to transactions with Ameriprise. Related questions from your participants must be referred to the Advisor.

Confidentiality
Neither party will disclose the other's confidential information to any third party unless agreed to in writing or we are required to do so by law or regulation. Confidential Information includes, but is not limited to, program materials, customer lists, personally identifiable information concerning any individual, and proprietary information such as strategies and business methods. Confidential Information does not include information that is rightfully known to the receiving party prior to entering this Agreement, independently developed by the receiving party without relying on the other party's Confidential Information, or public knowledge.

We will not use personally identifiable information except as necessary under this Agreement unless authorized or required by law. We will not disclose to you any participant's information we receive in providing financial services to that individual.

Indemnification and Hold Harmless
If a negligent or intentional act performed by one party under this Agreement causes the other party to suffer damages, the party committing the act will indemnify and hold the other party harmless only as it relates to those damages. Neither of the parties will be liable to the other for any incidental, indirect, consequential, or punitive damages of any kind that may arise out of this Agreement.

Term of Agreement
This Agreement is effective as of the date it is signed and will continue for a period of two years. The Parties may extend the term of this Agreement via electronic mail and affirmatively forego any requirement for mutual signatures only for the purposes of extension. Any electronic mail used to renew or extend the term of this Agreement is incorporated into this Agreement. Either party may terminate this Agreement for any reason by providing at least thirty (30) days' written notice to the other party.

Additional Terms
This Agreement is governed by the laws of the state of Minnesota. Except as provided in the section entitled "Term of Agreement," neither party may modify or amend this agreement without the written consent of the other party. This Agreement may not be assigned without consent of both parties.

Contact
Alliances and Institutional Programs
Ameriprise Financial Services, LLC
977 Ameriprise Financial Center
Minneapolis, MN 55474

Electronic Signatures
You agree that this Agreement may be electronically signed. Electronic signatures are the same as handwritten signatures for purposes of validity, enforceability, and admissibility. Electronic signatures should be affixed in the form "/S/ [name of signer]."

Required Signatures

Contact First Name	MI	Last Name
Jacques	L	Blanchette

Contact Signature

X

Date (MMDDYYYY)