



Rick Gumina, QPFC CRPS

Corporate Retirement Director

Experience That Makes a Difference



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Retirement Plan Consulting is My Focus

As an advisor focused on serving the specific needs of corporate retirement plan sponsors, I provide a unique holistic approach to assist sponsors design the best possible benefit offerings, navigate their fiduciary responsibilities, and help their employees understand how to make the most of the benefits they are being offered. Managing retirement benefits that align with your organization's vision involves many decisions across multiple disciplines.

I will work with you to understand your vision and craft a customized plan that supports your organization and your employees. I am committed to taking the time to understand your company's goals and values, and take pride in helping plan fiduciaries and investment committees feel confident in their decisions through process and customized solutions to simplify even the most complex challenges.

Managing a comprehensive retirement plan for your organization takes a unique set of skills. As a fiduciary, you are responsible for selecting and monitoring service providers and investments while also being committed to understanding and implementing ERISA regulations. You must also continue to create fresh strategies to encourage your employees to take full advantage of the program. For many plan sponsors, these responsibilities can be overwhelming.



That's where I can help.

I strive to provide a level of service beyond traditional retirement plan advisory. Integrating as an extension of your team I assist with the coordination of other service providers to help tackle even the most complex needs concerning today's retirement plan sponsors. Continuous support, proactive communication, and a focus on results eases worry and allow plan sponsors to devote more time to running their business with the comfort that comes from having a single source of high quality advice.



The Importance of Working With a Retirement Plan Specialist

Organizations face unprecedented challenges in today's financial environment: complex regulations that change frequently, escalating expenses and global forces that shape market behavior.

Confronted with needing to do more with less, plan sponsors are seeking a different type of consulting firm—one that can bring a more comprehensive view in providing resources, consulting tools and advice.

At Morgan Stanley, we understand the complexities of the retirement marketplace and have developed the Corporate Retirement Director program, an exclusive program for Financial Advisors committed to meeting the demanding needs of today's plan sponsors.

To earn the distinguished designation of Corporate Retirement Director (CRD), Financial Advisors must meet the following criteria:

Identified by Morgan Stanley as retirement-focused Financial Advisors.

Achieved stringent requirements with regard to number and size of retirement plans serviced.

Have a proven track record working with corporate and institutional clients.

Hold an external retirement-focused designation with ongoing continuing education requirements.

Only approximately two percent of the firm's Financial Advisors hold this designation, and I am proud to be included in this esteemed group of professionals.



Rick Gumina, QPFC CRPS

Senior Vice President, Wealth Management
Corporate Retirement Director
Workplace Advisor - Equity Compensation
Chartered Retirement Plans Specialist
Financial Advisor

EXPERIENCE With nearly 20 years of industry experience and a proven track record, Rick is among a select few of less than 2% of Financial Advisors at Morgan Stanley to earn the Corporate Retirement Director title as of January 2023. His knowledge has earned him recognition throughout the retirement plan industry including being recognized by the Financial Times as a Top 401k Advisor in 2019, the National Association of Plan Advisors (NAPA) as one of the country's Top 75 Retirement Plan Advisors under 40 in 2018, NJ Monthly 5 Star Wealth Manager Award 2015 – 2024, and his team has been awarded by Forbes as a Best in State Wealth Management team in 2024.

EDUCATION Rick is a graduate of Monmouth University, with a B.S. in Business Administration and has achieved both Chartered Retirement Plans Specialist (CRPS) and Qualified Plan Financial Consultant (QPFC) designations.

FOCUS A valuable differentiator for Rick as an advisor is that he assists both in the design of effective company sponsored retirement plans, deferred compensation plans, and voluntary benefits as well as with educating the individuals in how to take full advantage the benefits. This translates into enhanced tax management and investment planning strategies for executives and business owners, as well as providing the resources to enhance retirement outcomes for their colleagues and employees.

PERSONAL INTERESTS Rick is an active member of the community in Monmouth County NJ, and resides in Colts Neck with his wife Christina, son Louie, daughter Gabriela, and yellow labrador retriever Brody.

He is a member of the Monmouth University Business Council and serves on the board of directors for the Eastern Monmouth Area Chamber of Commerce. Rick is also an active member of the Monmouth University Executive Mentoring Program where he offers his time as a mentor for students and recent graduates in their early career development.

For leisure Rick enjoys traveling with his family, staying current with the latest technology, and cooking – where he is known to spend entire weekends preparing “the world’s best BBQ” with his backyard smoker.

“As a seasoned professional focused on retirement plan advisory, I've built my practice around helping organizations just like yours build and operate high quality and efficient retirement programs as well as supporting participants in maximizing the great benefit that you provide.”

Forbes Top Wealth Management Teams
Source: Forbes.com (January 2024)

Financial Times 400 Top Financial Advisors
Source: ft.com (Awarded Apr 2019) Data compiled by the Financial Times based on time period from 6/30/15 - 6/30/18.

2018 NAPA's Top Retirement Plan Advisors Under 40 (Young Guns)
Source: napa-net.org (Nov 2018) Data compiled by NAPA based on time period from Aug 2017-Aug 2018.

Our Experience and Guidance Make a Difference

With a commitment to outstanding service and an emphasis on excellence, our mission is simple: to provide objective and high-quality guidance, specialized knowledge and experience, and tailored solutions to empower your organization to make informed decisions about the retirement benefits you offer to your employees.

Managing retirement benefits that align with your organization's vision involves many decisions across multiple disciplines. I will work with you to understand your vision and craft a customized plan that supports your organization and your employees.

When you work with Morgan Stanley, we aim to provide the highest standard of care and can assist you in improving the:



Retirement Readiness of Your Employees



Management of Your Fiduciary Risk and Responsibilities



Overall Satisfaction With Your Retirement Plan

The Four Key Elements of Our Comprehensive Approach

1

Investment Selection and Monitoring

GUIDE INVESTMENT OVERSIGHT

- Conduct Needs Analysis
- Establish Investment Policy Statement
- Conduct Asset-class Analysis
- Assist with fund selection
- Help establish framework for monitoring investments

DELIVER STABLE VALUE DUE DILIGENCE REVIEW AND ANALYSIS

PROVIDE ONGOING INVESTMENT MONITORING

ASSIST WITH INVESTMENT SELECTION AS AN

- ERISA 3(21) Fiduciary; and
- ERISA 3(38) Investment Manager, upon request

2

Retirement Plan Management and Risk Reduction

KEEP APPRISED OF LEGISLATIVE AND REGULATORY UPDATES

PERFORM PLAN ASSESSMENT AND REVIEW

PROVIDE STRATEGIC PLANNING

3

Expense Oversight and Management

PLAN BENCHMARKING

- Evaluate and understand plan services and costs
- Assess reasonableness of plan costs relative to services received
- Document prudent process
- Support 408(b)(2) review of reasonableness of costs and services

HELP SELECT APPROPRIATE SERVICE PROVIDER AT REASONABLE COST

- Assist in selection and cost negotiations with service providers

4

Employee Education and Engagement

SET GOALS TO HELP PREPARE EMPLOYEES FOR RETIREMENT

EDUCATE PLAN PARTICIPANTS

- Facilitate enrollment meetings
- Retirement educational materials and seminars
- Investment and asset allocation education

STRIVE TO IMPROVE PLAN PARTICIPATION

OFFER RISK-BASED AND TARGET-DATE MODEL PORTFOLIOS

Access to Robust Intellectual Capital

As a Corporate Retirement Director at a leading global wealth management firm, I have access to the vast intellectual resources available at Morgan Stanley. It is the combination of the expertise, insights and analysis that enables me to deliver solutions to you and your employees.

Solutions from Our Experienced Team of Professionals



Wealth Management Global Investment Committee

- Made up of seasoned professionals with extensive expertise
- Monitors market and economic conditions and publishes outlook and commentary
- Creates asset allocation models with the goal of providing integrated investment solutions
- Oversight of asset allocation program for defined contribution plans



Global Investment Manager Analysis

- Experienced investment professionals, including a dedicated Stable Value Analyst
- Extensive investment manager analysis and ongoing evaluation



Retirement Services

- Retirement plan professionals dedicated to creating and maintaining a robust offering
- Manage relationships with leading recordkeepers and service providers
- Service over 21,193 defined contribution plans¹
- \$225.5 billion in overall retirement assets¹
- \$164.1 billion in defined contribution retirement plan assets¹

¹Data as of December 31, 2022



Choose a Fiduciary Wisely

When making the decision on who to work with to build, maintain and enhance your retirement plan, it's important to align with a firm that has the size, strength and resources available to meet your needs today and in the future.

Strong Financials²

Over
\$2

Trillion in Assets Under Management²

\$6.6

Billion in Net Income²

\$24.4

Billion in Full-Year Net Revenues³

Tier 1

Risk-Based Capital Ratio under Basel III of approximately 15.6% and leverage 6.7%²

² Morgan Stanley as of Annual Report for the year ended on December 31, 2022

Retirement plans represent a significant investment in your employees and in your organization. But getting them right in an increasingly complex environment can be challenging.

Strong Regulatory Oversight³

140

Compliance Professionals³

800+

dedicated compliance, legal and risk professionals

600

Risk Professionals³



Regular Inspections



Surveillance and Technology Initiatives



Regulatory Obligations



Operations, Technology and Data



Oversight by External Regulators

³ Approximate numbers as of December 31, 2022..

Integrated Solutions for You

Our breadth of integrated solutions provides maximum flexibility so you may define the service model and level of discretion that best meet your organization's needs today and in the future. No matter your challenges and goals, we have resources to deliver the solutions that you and your employees deserve.

Your Executives

- Wealth Planning
- Corporate Insider Support
- Philanthropy Management
- Trust and Estate Planning Strategies⁵

⁵ Morgan Stanley Smith Barney LLC does not accept appointments nor will it act as a trustee, but it will provide access to trust services through an appropriate third-party corporate trustee.

⁶ Morgan Stanley Smith Barney LLC is a registered Broker/Dealer, Member SIPC, and not a bank. Where appropriate, Morgan Stanley Smith Barney LLC has entered into arrangements with banks and other third parties to assist in offering certain banking related products and services. Investment, insurance and annuity products offered through Morgan Stanley Smith Barney LLC are: **NOT FDIC INSURED | MAY LOSE VALUE | NOT BANK GUARANTEED | NOT A BANK DEPOSIT | NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY**

⁷ Insurance products are offered in conjunction with Morgan Stanley Smith Barney LLC's licensed insurance agency affiliates.

⁸ Morgan Stanley offers a wide array of brokerage and advisory services to its clients, each of which may create a different type of relationship with different obligations to you. Please consult with your Financial Advisor to understand these differences.



Your Employees

- Financial Education
- Cash Management and Lending Products and Services⁶
- Insurance⁷
- Financial Planning⁸
- Retirement Planning
- College Savings Programs

Your Organization

- Cash Investment Solutions
- Global Stock Plan Solutions
- Defined Contribution Plans
- Defined Benefit Plans
- Nonqualified Deferred Compensation Plans
- Employee Workplace Wealth
- Acquisition Financing
- Access to Capital Markets
- Mergers and Acquisitions



Our Commitment

I believe the best relationships are built on mutual understanding and shared values. I also believe that a disciplined process, robust intellectual resources and the strength of the underlying firm are critical to helping you achieve your organization's goals in today's complex market environment.

To that end, we at Morgan Stanley are committed to providing each of our clients with the following core elements that serve as the tenets of our practice:

Tailored, Integrated Solutions

We have developed our business model and infrastructure to be flexible, adaptable and integrated, to ensure we are able to customize a retirement plan that helps you meet your company's specific needs and goals.

Accountability

We will be involved in enhancing and servicing your corporate retirement plan—from benchmarking your retirement program and developing a highly customized strategic plan to promoting the plan to your participants. We will remain closely involved every step of the way.

Leading Intellectual Resources

One of our advantages is the ability to leverage the vast intellectual resources available at Morgan Stanley. From our Global Investment Committee to our experienced Global Investment Manager Analysis and Retirement Services Team, we have access to the critical information and services needed to help you develop a comprehensive strategy unique to your organization's special needs and circumstances.

An Unparalleled Commitment to this Business

Morgan Stanley is committed to the retirement plan marketplace. Our size and strength give us the ability to continuously make significant capital commitments to enhance our systems and infrastructure. And as an industry leader, we are always in search of new technologies, innovations and best practices that benefit our clients on an ongoing basis.

Service Excellence

Your satisfaction is our priority. We believe we can earn your confidence not only through the quality of retirement plan solutions we present to you, but also through the excellence with which we deliver them. We are committed to providing you with a highly personalized service experience.

Our passion for our clients and their success is the cornerstone of our business philosophy. We come to work every day engaged in making a difference in the lives of the people and organizations with whom we work. We believe you will not find a team of professionals more dedicated and committed to the retirement plan marketplace.





Important Disclosures

Five Star Professional, as a third party research firm, identified pre-qualified award candidates based on industry data and contacted all identified broker dealers, Registered Investment Advisor firms and FINRA-registered representatives to gather wealth manager nominations. Self-nominations are not accepted. Wealth managers and/or their firms do not pay a fee to be considered or placed on the final list of Five Star Wealth Managers.

For more information on the Five Star award and the research/selection methodology, go to fivestarprofessional.com.

This award was issued on [2015-2023] based on the evaluation process below. This evaluation was not based on a specific time period, but was conducted by Five Star Professional (FSP) that considered, among other factors, the following:

- Favorable regulatory and complaint history review. As defined by FSP, the wealth manager has not: 1.) Been subject to a regulatory action that resulted in a license being suspended or revoked, or payment of a fine; 2.) Had more than a total of three settled or pending complaints filed against them and/or a total of five settled, pending, dismissed, or denied complaints with any regulatory authority or FSP's consumer complaint process.
- Personal bankruptcy filing within the past 11 years.
- Termination from a financial services firm within the past 11 years.
- Conviction of a felony.
- One-year client retention rate.
- Five-year client retention rate.

Source: napa-net.org (November 2018) awarded in 2018. This ranking was determined based on an evaluation process conducted by NAPA during the period from Aug 2017 – Aug 2018. Neither Morgan Stanley Smith Barney LLC nor its Financial Advisors or Private Wealth Advisors paid a fee to NAPA to obtain or use the ranking. Nominations from the list were provided by NAPA Broker-Dealer/RIA Firm Partners. Nominees must be retirement plan advisors with their own book of business and less than 40 years of age. Nominees were required to submit responses to an application comprised of a series of quantitative and qualitative questions about their experience, size and composition of their practice, awards and recognitions, and industry contributions, which were then reviewed by a panel of senior advisor industry experts, who, based on those criteria, and following a broker-check review, selected the top young advisors. Ratings are based on the opinion of NAPA and may not be representative of any one client's experience nor indicative of the advisor's future performance.

Source: ft.com (Apr 2019) 2019 Financial Times 400 Top Financial Advisors awarded in 2019. This ranking was determined based on an evaluation process conducted by the Financial Times during the period from 6/30/15-6/30/18. Neither Morgan Stanley Smith Barney LLC nor its Financial Advisors or Private Wealth Advisors paid a fee to the Financial Times in to obtain or use the ranking. This ranking is based on quantifiable and

objective criteria, including, but not limited to, AUM, compliance record, years of experience, AUM growth rate, industry certifications and online accessibility. Ratings are based on the opinion of the Financial Times and may not be representative of any one client's experience nor indicative of the financial advisor's future performance. For more on methodology please go to www.ft.com/reports.

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Source: Forbes.com (Jan 2024) 2024 Forbes Best-In-State Wealth Management Teams ranking awarded in 2024. This ranking was determined based on an evaluation process conducted by SHOOK Research LLC (the research company) in partnership with Forbes (the publisher) for the period from 3/31/22–3/31/23. Neither Morgan Stanley Smith Barney LLC nor its Financial Advisors or Private Wealth Advisors paid a fee to SHOOK Research LLC, for placement on its rankings. This ranking is based on in-person and telephone due diligence meetings to evaluate each Financial Advisor qualitatively, a major component of a ranking algorithm that includes client retention, industry experience, review of compliance records, firm nominations, and quantitative criteria, including assets under management and revenue generated for their firms. Investment performance is not a criterion. Rankings are based on the opinions of SHOOK Research LLC and may not be representative of any one client's experience; investors must carefully choose the right Financial Advisor or team for their own situation and perform their own due diligence. This ranking is not indicative of the Financial Advisor's future performance. Morgan Stanley Smith Barney LLC is not affiliated with SHOOK Research LLC or Forbes. For more information, see www.SHOOKresearch.com.

When Morgan Stanley Smith Barney LLC, its affiliates and Morgan Stanley Financial Advisors and Private Wealth Advisors (collectively, "Morgan Stanley") provide "investment advice" regarding a retirement or welfare benefit plan account, an individual retirement account or a Coverdell education savings account ("Retirement Account"), Morgan Stanley is a "fiduciary" as those terms are defined under the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), and/or the Internal Revenue Code of 1986 (the "Code"), as applicable. When Morgan Stanley provides investment education, takes orders on an unsolicited basis or otherwise does not provide "investment advice", Morgan Stanley will not be considered a "fiduciary" under ERISA and/or the Code. For more information regarding Morgan Stanley's role with respect to a Retirement Account, please visit www.morganstanley.com/disclosures/dol. Tax laws are complex and subject to change. Morgan Stanley does not provide tax or legal advice. Individuals are encouraged to consult their tax and legal advisors (a) before establishing a Retirement Account, and (b) regarding any potential tax, ERISA and related consequences of any investments or other transactions made with respect to a Retirement Account.

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