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| Introducing a new Financial Wellness Benefit |
| Haynes Mechanical has entered a new partnership with Creative Planning to offer associates greater resources for financial education and advice.This Financial Wellness benefit is offered complementary to Haynes Mechanical associates and includes Monthly Webinars, access to Financial Guide – a web based financial planning tool and 1:1 coaching with our dedicated Financial Wellness Consultant, Bryan Spencer. Additionally, an Advice Managed Account service will also be made available for participants. If you choose to enroll in the optional Managed Account service, the fee is 0.36% of your balance on an annual basis. Group Meetings will be offered at the following times to discuss more about the Haynes Mechanical 401(k) plan and Financial Wellness benefit in detail: * **TBD**
* **TBD**

**Monthly Webinars:** Throughout the year, Creative Planning will offer a series of interactive webinars on a variety of different financial subjects. Your HR team will provide you the information necessary to register. Be on the lookout for this communication coming soon.  |
| **One-to-One Coaching:** Our designated Financial Wellness Consultant, Bryan Spencer, can help address your individual financial concerns including:* What does retirement look like for me?
* What is a good amount of saving for the future?
* How can I best manage and pay down debt?
* How should I invest my savings?
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| Scheduling time is easy, just click on the link below, or contact Bryan directly at (725) 231-0407 or Bryan.Spencer@CreativePlanning.com .Here is a short introductory Video with Bryan : [VIDEO LINK](https://vimeo.com/985910757/d986f9048b?share=copy)[CLICK HERE TO SCHEDULE A MEETING WITH BRYAN](https://outlook.office365.com/owa/calendar/FinancialWellnessMeetingwithBryanSpencer%40creativeplanning.com/bookings/)**Creative Planning:** To learn more about Creative Planning, watch this quick video: [Introduction to Creative Planning](https://vimeo.com/664922460) |
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