



Does CSI Offer Our Own 401(k) Plans?

CSI does not offer retirement plans directly, but we have a strong partnership with a retirement plan provider, Human Interest. We recommend Human Interest for their software integrations and conversion fee coverage.

With CSI's background in maintaining retirement plans for payroll clients and our excellent relationship with our retirement plan provider, Human Interest, we're able to offer a valuable service of offering retirement plans for you and your employees.

What Makes Human Interest Different?

Human Interest is an affordable, highly rated, tech-forward 401(k) and 403(b) provider that specializes in helping small and medium-sized businesses save for retirement. They're the very first retirement plan provider to eliminate 401(k) transaction fees for life, including for both plans and participating employees.

They offer transparent pricing in **three plan types**, with an automated platform, compliance support, and open architecture plan design, which allows for a lot of flexibility for their customers. In addition to having an easy-to-use platform and helpful integration, they have dedicated support teams for both the plan admins and plan participants and can offer account managers so that plan admins can have a single point of contact.

To make starting a Human Interest 401(k) even more affordable, they offer two different types of incentives for customers. As mentioned above, Human Interest will **reimburse up to \$2,000 to cover the cost of conversion fees**

from your prior provider. For anyone starting a 401(k), they also offer **tech credit rebates of up to \$6,000¹**, depending on your company size.

In addition to these incentives, Human Interest also helps customers [identify any tax credits](#) they might be eligible to receive, like the **SECURE Act tax credit that could be up to \$5,000 per year for the first 3 years²**.

How Does Human Interest Manage Your Plans?

Human Interest makes it easy to save for the future. Their diversified investment portfolios do the heavy lifting so you can start saving in a few simple steps while minimizing fund fees.

Their portfolio design considers your risk profile and preferences. They automatically diversify assets globally in low-cost mutual funds and rebalance quarterly based on employees' chosen preferences. If you want more flexibility, you're able to **choose and manage your own lineup** from available funds.

Employers can select funds from nearly every mutual fund and index fund on the market. Human Interest offers **several low-cost funds from leading investment companies, such as Vanguard, Dimensional Fund Advisors, TIAA-CREF, and more.**

How Do I Get Started With Human Interest?

If you would like to start with Human Interest, we'll simply provide them with your contact information and let them take it from there!

¹ Customers starting a new 401(k) are eligible to receive up to \$6,000 in tech credits. The tech credit amount is off of Human Interest fees and varies based on payroll software platform and the number of employees. Plans must launch within 30 days. Conversion customers with 10+ FTEs are eligible to receive reimbursement for the termination/conversion fee assessed by the prior 401(k) provider (maximum \$2,000). Plans must launch within 60 days. It is the sole responsibility of the customer to contact Human Interest to receive the reimbursement or tech credit by emailing a copy of current invoice and/or proof of payment to partnerops@humaninterest.com. Payment will be made by check to customer and will be processed within 45 days after plans are launch ready. Customers cannot redeem both the tech credits and the conversion fee reimbursement. Offer must be claimed by June 30, 2022. Promotions are subject to change.

² [Human Interest. "Secure Act 2.0: Changes to Retirement Planning \(2021\)". May 2021](#)

Unless you've chosen auto-enrollment for your participating employees, once Human Interest has your contact information, they will be **onboarded in five easy steps**:

1. **Participant information.** Forms come pre-filled with the information that Human Interest already has, so there is not much else needed.
2. **Account details**, such as address and email. Details that are based within payroll will also be auto-filled to save time.
3. **Contribution rate.** Employers will have set a default rate for your participating employees from a discussion with Human Interest's plan design consultants, but this is just a suggestion that you can change.
4. **Investment lineup.** To make it easy for participants to get saving right away, Human Interest offers model portfolios, ranging from very conservative to very aggressive, which serve as their Qualified Default Investment Alternative (QDIA).
5. **Review and confirm.** The very last step is to review and confirm everything in steps 1-4. Then they're on their way to saving for retirement! Participating employees will receive a confirmation email when their first payroll contribution is processing.

Disclosures:

[Human Interest](#) is an affordable, full-service 401(k) provider that makes it easy for small and medium-sized businesses to help their employees save for retirement. Founded in 2015 and headquartered in San Francisco, Human Interest helps employees in all lines of work access retirement benefits and a path to financial independence. CSI Accounting and Payroll has a partnership with Human Interest and may be compensated if you hire Human Interest. CSI Accounting and Payroll and its representatives are not affiliated with or employed by Human Interest. For the full disclosures, refer to <https://humaninterest.com/disclosures>