

ARCADIA CHAMBER OF COMMERCE 401(K)

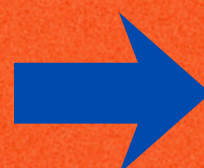


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**THE ARCADIA CHAMBER 401(K) GIVES OUR
BUSINESSES ACCESS TO A CORPORATE LEVEL
RETIREMENT PLAN, AT A FRACTION OF THE COST**

**JAMES ALEWINE, III
GRIFFIN HAILEY**



Why Offer a Group 401(k)?

48% of small businesses worry that they cannot afford to offer a retirement plan to employees.

[US Small Business Administration Office of Advocacy](#)

Employer-sponsored 401(k) offerings dramatically increase employee retention, which is good for businesses and the community.

[Gusto Report on Retaining Talent](#)

All employers in California must offer their own retirement plan or facilitate CalSavers by December 31.

[Title 21. The CalSavers Retirement Savings Trust Act](#)

Many Arcadia businesses—particularly those with 1 to 50 employees—lack access to affordable, easy-to-manage 401(k) retirement plans and are often underserved by traditional financial institutions. A group 401(k) plan delivers the same high-quality features and cost advantages typically reserved for large corporations and makes them accessible to businesses of all sizes. By partnering with Modern Woodmen to offer a group 401(k) plan exclusively for Arcadia Chamber members, we are able to provide a meaningful, cost-effective solution that supports the long-term financial goals of both employers and employees. This plan not only ensures compliance with new California retirement legislation but also strengthens the overall health of the local business community and deepens the connection between Chamber members and the organization that represents them.



Why Now?

SECURE Act

Prior to the passing of the SECURE Act in 2019 and Secure Act 2.0 in 2022, pooled retirement plans were limited and not an option for the chamber.

New Opportunity



Cal Savers

The CalSavers mandate requires all employers in California to offer retirement plans. It currently applies to businesses with 5 or more employees and will expand to businesses with 1 or more employees by December 31, 2025.

Urgency



Competition

It won't be long before these types of plans are offered by other membership associations in the area. Being one of the first with this type of membership benefit will allow you to provide a valuable benefit that will encourage membership retention.

Retain & Attract



Penalties if found non-compliant

- For every W-2 employee that an employer has that does NOT have a retirement plan option provided to them by the business there is a \$250 penalty per eligible employee if noncompliance extends 90 days or more after a notice is delivered
- If after 180 days from the delivery date of the notice the employer is still non-compliant, an additional penalty of \$500 per eligible employee.



Meet Your Team



James Alewine, III

Retirement isn't just a number, it's a number. James Alewine, III helps his members understand this everyday. James, graduated from UCR, where he obtained his economics degree and sharpened his leadership skills captaining the men's soccer team. Education and understanding are his priority when sitting down with his clients and having discussions with business owners. James firmly believes in the importance of sharing knowledge and ensuring all of his clients have a basic understanding of what they're doing when working together to achieve their goals and live the retirement lifestyle that they dream of. If soccer is involved you can find James there! He also enjoys spending time with his wife, Spencer, and their dog, Leo.

Griffin Hailey

Plans work when people do, and Griffin Hailey—a UCLA economics graduate and California native—is ready to work for the Chamber. Raised in a family of small-business owners, he brings firsthand insight into their challenges. In his practice and community work, he focuses on practical, measurable change and championing entrepreneurs—partnering with the Chamber to help local businesses grow.

Outside work, Griffin serves as Treasurer of the Rotary Club, explores new restaurants with his partner, Kim, and enjoys being a new uncle.



Let's Get to Work Together



**James
Alewine, III**



Modern Woodmen fraternalism is about coming together and making a positive impact on each other and on our communities. It's about being part of something bigger than yourself. We look forward to partnering with you to help grow our collective impact together.



PHONE
626-353-6259



EMAIL
James.R.Alewine.III@mwarep.org



WEBSITE
www.modernwoodmen.org