

529 savings payroll deduction

Program highlights



**CAPITAL
GROUP®** | **AMERICAN
FUNDS®**

Saving for education just got easier

Business owners of all sizes who are seeking an easy way to help employees save for education expenses can offer a 529 education savings plan for a lifetime of learning



Easy setup and maintenance so you can focus on your business



Inexpensive program to enhance your benefits package at no cost to the business



Quality investments to help employees build a diversified portfolio



Convenient features for employees to help them pursue education goals

Easy setup and maintenance

Your financial advisor can help you establish a payroll-deduction 529 program. It's a tax-favored investment vehicle that can help attract, motivate and retain employees. Once it's set up, there's little required of you. You don't even have to be concerned with the following:

- Contributions automatically deducted from employee paychecks.
- No IRS reports to complete.
- Employees manage their accounts directly with Capital Group, home of American Funds.

No costs for your business

A 529 education savings plan with payroll deductions is an easy way for many business owners to initiate a benefits program at their company, or augment an existing one. In other words, business owners would not have to deal with the following costs.

- No cost for setup and maintenance, unless your payroll provider charges to establish a payroll bridge.
- Funded directly from employee paychecks.
- No employer contributions required.

Quality investments

- American Funds College Target Date Series®.
- American Funds Portfolio SeriesSM.
- Several American Funds available in CollegeAmerica® are good options for those seeking to build customized portfolios.

Convenient features for employees

- Employees have the ability to determine how much and how often to invest.
- Convenient automated contributions through payroll deduction.
- Employees don't incur up-front costs because they invest in Class 529-E shares offered only through an employer-sponsored plan.
- No rollover required after a job change, and account owner can continue to make contributions.

If withdrawals from 529 plans are used for purposes other than qualified education expenses, the earnings will be subject to a 10% federal tax penalty in addition to federal and, if applicable, state income tax. States take different approaches to the income tax treatment of withdrawals. For example, withdrawals for K-12 expenses may not be exempt from state tax in certain states. Please consult your tax advisor for state-specific details.

Investments are not FDIC-insured, nor are they deposits of or guaranteed by a bank or any other entity, so they may lose value.

CollegeAmerica can help your employees

CollegeAmerica accounts are a tax-advantaged way to save for eligible education expenses such as room and board, required books and supplies, and tuition for higher education, as well as K-12 tuition. CollegeAmerica's unique combination of benefits includes:

Tax advantages

- Employees won't pay federal taxes or, in almost every case, state taxes on withdrawals if they're used for qualified expenses.
- Many states allow a deduction from or credit against state taxes for all or part of the contributions. Such deductions may be disallowed in the event of non-qualified withdrawals. State tax treatment varies.

Flexibility

- Employees can open an account for any beneficiary, no matter how much they earn.
- They can use the assets to pay for qualified expenses at eligible K-12 schools (up to \$10,000), community colleges, undergraduate and graduate schools, and trade schools around the country, or for technical and professional training.
- They can continue investing until an account's value reaches \$500,000 – for each beneficiary.
- Employees can open an account for as little as \$25 using an employer-sponsored 529 plan.

Our 529 plan has been among Morningstar's highly rated advisor-sold 529 college savings plans since 2004, the year they began issuing ratings.¹

Low fees and solid track record

- CollegeAmerica's fees are among the lowest for advisor-sold 529 college saving plans.²
- Equity funds have beaten their Lipper peer indexes in 81% of 10-year periods and 94% of 20-year periods.³ Fixed income funds have helped investors achieve diversification through attention to correlation between bonds and equities.⁴ Fund management fees have been among the lowest in the industry.⁵

Control

- A CollegeAmerica account stays in the employee's name, and the employee can control the timing and amount of withdrawals.
- They can change the account beneficiary as often as they like without worrying about taxes or penalties, as long as both beneficiaries are in the same family.

The advantages of a CollegeAmerica Plan

	CollegeAmerica Account	Coverdell Education Savings Account	UGMA/UTMA Account	Taxable Investment Account
People of all income levels can contribute.	✓		✓	✓
Withdrawals for qualified expenses are free from federal taxes.	✓	✓		
State tax deductions/credits for residents of some states. Tax deductions may be disallowed in the event of non-qualified withdrawals.	✓			
Account owner always controls the account.	✓			✓
Beneficiary changes permitted.	✓	✓		n/a

Investors should carefully consider investment objectives, risks, charges and expenses. This and other important information is contained in the fund prospectuses, summary prospectuses and the CollegeAmerica Program Description, which can be obtained from a financial professional and should be read carefully before investing. CollegeAmerica is distributed by American Funds Distributors, Inc. and sold through unaffiliated intermediaries. Depending on your state of residence, there may be an in-state plan that provides tax and other benefits not available through CollegeAmerica. Before investing in any state's 529 plan, investors should consult a tax advisor.

¹ "Rating the Top 529 College Savings Plans," October 2019. Morningstar ratings are based on the following criteria: process, performance, price, people and parent.

² Source: 529 College Savings Quarterly Fee Analysis, ISS Market Intelligence, Fourth Quarter 2019. CollegeAmerica's fees were in the top quartile of 30 and 18 plans based on the average annual asset-based fees for national advisor-sold and fee-based advisor-sold 529 plans, respectively.

³ Based on Class 529-E share results for rolling periods through December 31, 2019. Periods covered are the shorter of the fund's lifetime or since the comparable Lipper index inception date (except Capital Income Builder and SMALLCAP World Fund, for which the Lipper average was used). Expenses differ for each share class, so results will vary. Class 529-E shares were first offered on February 15, 2002. Class 529-E share results prior to the date of first sale are hypothetical based on the results of the original share class of the fund without a sales charge, adjusted for typical estimated expenses. Results for certain funds with an inception date after February 15, 2002, also include hypothetical returns because those funds' Class 529-E shares sold after the funds' date of first offering. Please see capitalgroup.com for more information on specific expense adjustments and the actual dates of first sale.

⁴ Based on Class 529-E share results, as of December 31, 2019. All 11 of the fixed income American Funds that have Class 529-E shares and that have been in existence for the three-year period showed a three-year correlation below 0.2. Standard & Poor's 500 Composite Index was used as an equity market proxy. Correlation based on monthly total returns. Correlation is a statistical measure of how two securities move in relation to each other. A correlation ranges from -1 to 1. A positive correlation close to 1 implies that as one security moves, either up or down, the other security will move in "lockstep," in the same direction. A negative correlation close to -1 indicates that the securities have moved in the opposite direction.

⁵ On average, our management fees were in the lowest quintile 65% of the time, based on the 20-year period ended December 31, 2019, versus comparable Lipper categories, excluding funds of funds.

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CollegeAmerica is a nationwide plan sponsored by **Virginia529**