

# Corporate Benefits



## Sound Investment SERVICES

QUALITY BENEFITS, FOR LESS

### The Sound Investment Services Story

Sound Investment Services is an independent financial planning and corporate benefits firm. In our many years of working with businesses and individuals, we have developed a business strategy that allows us to offer our clients great savings and improved efficiency for their corporate benefits. We are able to accomplish this with no loss of quality or service, and in many cases, improved quality and service.

Being an independent firm allows us to work with virtually all the major insurance carriers, association plans, and investment vehicles. That flexibility allows us to design a plan that fits our clients needs and desires. The technology that accompanies each platform is among the best in their respective fields. We are able to package together some of the best products, services, and technologies. This efficiency allows us to reduce

costs as a result of combining multiple products. Therefore, our clients get the same or better investment and insurance options, all in one place.

We will help your group through each step of the process, from gathering information and finding you the best plans and rates, to enrollment meetings and year round service. Prior to renewal we re-run quotes with all our carriers to ensure that you are still getting the best plan and price available. If another option looks viable, we will provide you with the necessary information to determine if a change is necessary.

With Sound Investment Services history and experience as an independent financial planning firm, we can provide advanced options for owners and executives, from key employee insurance to estate and business succession planning. As an additional benefit, we provide com-

plementary investment and financial reviews for all interested employees, as well as, informational seminars and newsletters on topics that are of interest to your group.

#### Services include:

- Major Medical
- Health Savings Accounts
- Dental & Vision
- Group Disability & Life
- Long Term Care Insurance
- 401k plans
- Self Directed Accounts
- Roth and Traditional IRAs
- Defined Benefit Pension Plans
- Business Succession Planning
- College Savings Plans
- Personal Financial Planning
- Investment Review and Advice
- Estate Planning

# Medical and Dental Quoting Process

At Sound Investment Services, we are an independent financial planning firm, specializing in providing benefits to small and medium size businesses. Our approach is value oriented with emphasis on reducing costs, without sacrificing quality or service. Being an independent broker allows us to work with all the major insurance carriers in the state, as well as, many of the association plans that are available.

With the wide array of plans and providers available to our clients, carriers compete to earn their business which results in better plans and better rates from all the major carriers.

With the emergence of association plans, in the state, insurance providers are able to conduct simple health underwriting, which allows them to price groups according to their use of the plan. Rather than making

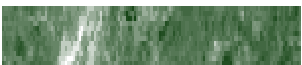
everyone subsidize the groups with high health claims each year, providers are able to charge companies more appropriately. The result is typically even lower rates, for the same or better coverage than previously obtainable.

## The Quoting Process

Once we receive a company's information, census, and plans of interest, we submit the request to several providers soliciting multiple bids on their behalf. As soon as we get the bids back, we prepare a spreadsheet showing the current plan and the best 3-4 options from our providers. The spreadsheet details all the main points of comparison from each health and dental plan choice. This makes the price and plan coverage comparison process quick and easy. Before proposing the rates to prospective clients, we email the comparison back to the insurance companies,

asking them to review their rates again. This additional step quite often results in lowering of the initial quotes in light of competitive pressures. Other brokers who miss this step will not get the lowest rates, even when quoting the same providers. Once we get the revised rates, we send the spreadsheet to the prospective client. After reviewing the comparison, we meet and provide a complete overview of the plans and carriers of interest.

Once a company becomes a client of our firm, we work hard to ensure that they are taken care of and continue to have the best plan at the best price. We will conduct an enrollment meeting, if desired, as well as handle all the paperwork and processing until enrollment is complete. We will re-shop the plan annually, at renewal, to ensure the rates and plans remain competitive.



## Mission Statement

As independent financial advisors, we create unbiased, customized investment and insurance solutions to help build, protect and transfer our client's wealth. We are committed to helping companies, individuals and families meet and exceed their life goals.

## 401(k) Research Process

Like complex machines, 401(k) plans have many different moving parts that must be coordinated to run smoothly and meet the needs of the organization sponsoring the plan. At Sound Investment Services, we help companies choose and implement the most appropriate plan for their needs. There are several factors to consider: benefit to the employer, benefit to the employees, investment options and expenses, and a structure that meets the needs of the group while meeting all regulatory requirements. Delivery of these services in a format consistent with your organization's expectations is critical.

In general, all 401(k) plans have the same basic objective – to serve as a retirement savings

plan for employees. Yet there are many different 401(k) plan models that suit a wide range of specific company needs. The 401(k) advisor's role is to help you set reasonable expectations, select the most appropriate plan, then manage all the components on an ongoing basis to help ensure a successful plan. Sound Investment Services' financial advisors are objective and fully independent in making their recommendations to clients and their employees. Because we do not offer a proprietary "in-house" 401(k) plan, we have no incentive to offer any specific product. We work with virtually all the different service providers in the 401(k) market which enables us to find, or build, one that meets each company's specifications.

We offer a wide range of options from pre-bundled plans to build-your-own plans and everything in between.

For large plans, or in combination with other corporate benefits, we are able to lower costs and/or fund expenses. Lower fund expenses results in greater investment return for all participants, and over a person's working life the compounding effect can be enormous.

We not only help with the selection, implementation, and monitoring, we also take the risks associated with the 404c requirements out of the employer's hands by educating and advising the employees on their investments. Employers should be responsible for running their company, not investment advice.

## Meet the Senior Partners



**Mike Young, CFS**

**“We are dedicated to helping your company improve and streamline your benefits while saving you money and attracting and retaining better quality employees.”**



**Jack P Pietra, CFS**

Mike Young, CFS is a senior partner with Sound Investment Services, and has been helping clients meet their financial goals for the past ten years. Through his experience and extensive training, he has developed and incorporated several comprehensive wealth strategies which help his clients obtain their goals and objectives in a timely and efficient manner. He specializes in creation, preservation, and transferring of wealth for individuals and business owners. His primary goal is to help his clients reduce their tax liability, build and preserve wealth, increase income, organize their investments and avoid the common mistakes made while investing.

With the current economic environment in which businesses must compete, corporate benefits have become one of the most expensive, yet important aspects of a business's health and development. Mike has played a vital role in our firm's corporate benefits expansion. With the many providers and plans available to our firm, we are able to help companies greatly reduce the costs and improve the quality of their benefits.

Concentrating on the various aspects of financial investments for both families and businesses, Mike has also worked extensively with non-profit groups such as the Snohomish and Northshore School Districts, Kirkland Police Department and Goodwill. Over the years, he has gained an extensive knowledge of various corporate, state and federal pension plans and strategies to maximize the income from those plans.

Living in Mill Creek with his wife, Holly, and daughters, Raelyn and Hannah, Mike is an avid golfer and a dedicated sports fan. Mike earned his degree in Business Finance from Western Washington University in 1998. He has also earned his Certified Fund Specialist designation (CFS), and is an LPL Financial Planner.

Jack P Pietra has been assisting clients for over 17 years to protect their assets and to invest wisely. With financial stability a priority, Jack focuses both on creation and preservation of wealth, particularly as people are living a longer and more active lifestyle than ever before. Jack is a senior partner with Sound Investment Services and experienced in helping clients preserve their assets and increase their income.

As an independent LPL financial planner, Jack offers truly unbiased financial, insurance and investment advice. He also understands that financial planning is more about the life you want than the money you have. That understanding led Jack to go beyond mere technical analysis and advice, and find ways to tailor his counsel and coaching to each client's unique life journey. He also remains highly accessible to advise clients on any financial matter whenever needed. Current clients fully understand the value of working with such a dedicated professional, and potential clients are encouraged to engage in an initial consultation to experience this value for themselves.

Mr. Pietra graduated from Technical University of Gdansk, Poland in 1987. He holds a master's degree in telecommunication and bachelor's degree in electronics. Mr. Pietra is an Investment Advisor Representative with LPL Financial Services, a Certified Fund Specialist.

Jack and his wife of 18 years, Marzena, live in east Snohomish County. They both enjoy fishing, gardening and bird watching. Jack is also a Washington State University Master Gardener and a member of Lake Stevens Rotary Club.

## Our Office Location

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Securities Offered Through LPL Financial, Member FINRA/SIPC

## Building a Solid Partnership



### Managing Benefits For Local Businesses

We strive to build a strong family atmosphere within our firm which carries over to the relationship with our clients. We are large enough to handle all your company's needs, yet small enough to ensure that every company receives the same quality service and care.

The benefits of being an independent financial planning and corporate benefits firm are immense. We are able to package benefits and services together, which allows us to provide services that you already have, or need, for a substantial savings with the convenience of hav-

ing them all in one place. Streamlining the benefits delivery process helps companies save time and money which allow you to do what you do best, run and develop your business.

Being an independent investment and insurance broker, allows us to provide your company with all the top plans and carriers in their respective fields. We have the ability to put together a benefits package that suits your needs and desires. If you would like to retain your current investment and insurance providers, we might be able to reduce the cost of your

plans while keeping your current investment and insurance providers. The advantage of having multiple plans with one broker is that it allows us to reduce our compensation, putting it back in your pocket. This is done by eliminating repetitive work, maintenance and efficiently coordinating your benefits.

Multiple products in one place will ensure quality service, cost savings, and will reduce the amount of time spent on the benefit implementation and maintenance. Let us show you what we can do for your company.