

# Trusted Partnership for Taft-Hartley Plans





# Delivering Customized Solutions and Straightforward Advice

By securing the retirements and financial wellness of millions of American workers and their families, Taft-Hartley plans play a vital role in strengthening the fabric of the U.S. economy. At Graystone Consulting, we are proud to be a trusted fiduciary partner to these plans and their trustees, working on behalf of their participant members.

We deliver straightforward advice and customized solutions, both nondiscretionary and discretionary, to help Taft-Hartley clients navigate complex regulatory requirements and reinforce the health of their plans. We have a dedicated group of consultants who specialize in working with Taft-Hartley plans and understand their needs. Drawing on our deep understanding of the laws governing Taft-Hartley plans and our experience working with unions across trades and sectors, we develop investment strategies that are tailored to the liabilities, demographics and risk tolerances of each plan.







## Our Taft-Hartley Clients<sup>1</sup>

Graystone works with Taft-Hartley clients around the country, overseeing a total of more than \$100 billion in assets across trades and sectors<sup>1</sup>:

Carpenters

Electrical Workers

Floor Coverers

Hotel & Restaurant  
Workers

Ironworkers

Laborers

Lineworkers

Machinists

Masons

Millwrights

Plumbers & Pipefitters

Roofers

Sheet Metal Workers

Teamsters

Textile Employees









# A Road Map to Improving Plan Health

The mission of a Taft-Hartley plan isn't to beat a benchmark. It's to protect and maintain the benefits promised to workers and their families.

With this in mind, we develop customized solutions for each plan based on an in-depth analysis of its unique liabilities and funding circumstances. Through ongoing conversations with the plan's trustees and investment committees, actuaries, legal counsel, administrators and other advisors, we create an investment strategy that is tailored to each plan's funded status, risk tolerance and demographic projections.

## PLAN DETAILS

### Ongoing discussions with trustees, actuaries, legal counsel and other advisors

- Funded status
- Discount rate
- Demographic trends
- Benefits structure
- Expected contributions
- Risk tolerance and capacity

## MARKET PROJECTIONS

### Guided by Morgan Stanley's global investment and economic research

- Public market returns
- Private market returns
- Inflation
- Interest rates
- GDP growth

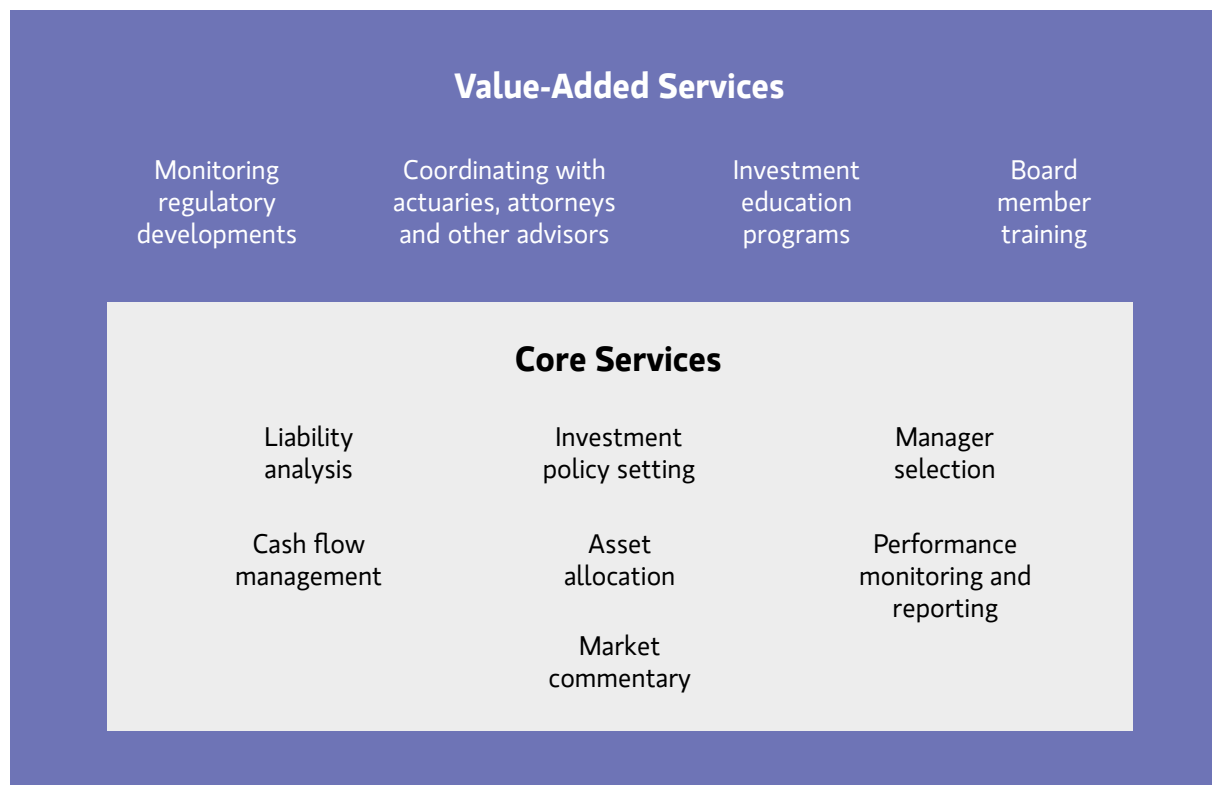
## INVESTMENT STRATEGY

### Designed to improve or maintain plan health

- Steadfast fiduciary responsibility
- Stringent oversight for regulatory compliance
- Manager fee considerations
- Scenario analysis to show potential outcomes
- Monitoring and updates to reflect evolving market conditions and plan circumstances
- Implementation through an open architecture platform that accesses leading managers

# Delivering More Than Just Investment Results

The value we deliver for Taft-Hartley plans extends far beyond the impact we have on their investment portfolios. In addition to our core investment services, we draw on our experience and knowledge to provide both trustee and participant education.







## **Delivering High-Touch Service and Direct Communication**

Responsiveness, access, and direct communication are the foundation of our client-service model. Our consultants are always available to answer your questions—because the demands facing Taft-Hartley trustees don't follow a 9-to-5 schedule.

## **Monitoring Regulatory Developments**

Taft-Hartley plan trustees must navigate a complex regulatory environment. We have extensive experience helping trustees optimize their plans' health while complying with the Employee Retirement Income Security Act (ERISA), Pension Protection Act, American Rescue Plan Act, and other relevant laws and regulations.

## **Providing Board Education and Training**

We develop customized investment education and training programs that empower Taft-Hartley plan trustees to stay informed on emerging trends and best practices across asset management. In addition to training incoming trustees, we create an annual curriculum focused on emerging topics that merit special attention from the board, such as private credit; environmental, social and governance considerations; and inflation.

## **Facilitating Collaborative Decision-Making**

Helping to ensure that a Taft-Hartley plan is on the path to financial health requires ongoing collaboration among all the fiduciaries who act on behalf of the plan. By providing straightforward explanations and using data-backed scenario analysis, we help trustees evaluate their options and understand the potential implications across a range of market conditions.



## Global Resources With Plan Trustees

At Graystone Consulting, we combine local expertise and global resources to help your organization make informed, confident investment decisions.



**\$793  
BILLION**

in total institutional  
assets under  
management<sup>2</sup>



**50+  
YEARS**

of experience advising  
institutional clients



**~300  
CONSULTANTS**

serving institutional  
clients<sup>2</sup>



INNOVATIVE THINKING. OBJECTIVE ADVICE. VAST RESOURCES.

# The Graystone Consulting Advantage

1

## Guiding you through complexity

We provide customized, innovative, flexible solutions to help Taft-Hartley clients strengthen their plans' health and deliver benefits. We shine a bright strategic light on your plan's investment challenges and goals. We partner with union and company trustees to create an intelligent path to help reach your objectives while deftly navigating constantly evolving market conditions.

2

## Giving you an independent and objective fiduciary partner

Our extensive open investment architecture platform empowers us to deliver objective advice and maintain complete fiduciary independence. We work solely for your plan's interests to help create financial security for the workers who benefit from the plan and their families.

3

## Providing you with boutique service on a global scale

We combine the fresh thinking, nimbleness and spirit of a modern entrepreneurial consulting boutique with the deep knowledge and experience of Morgan Stanley. You'll get experienced consultants who take the time to truly understand your plan, and the workers it represents. We develop innovative strategies to address your challenges—and build a long-term partnership based on trust.

4

## Connecting you to all the resources of Morgan Stanley

We put the financial resources of Morgan Stanley's vast research network to work for each Taft-Hartley client. That means we can help you more effectively react to financial events around the world with confidence.

# Global Access and Unwavering Objectivity

As part of Morgan Stanley, we provide Taft-Hartley plans with access to one of the industry's leading investment platforms. We combine this breadth of access and depth of manager research with an unwavering commitment to delivering independent, objective advice.

## Extensive Manager Relationships and Research

Our ability to identify, research and monitor best-in-class investment managers for our clients' portfolios is fueled by our robust manager platform and analyst team.



**~65**

analysts dedicated to  
manager analysis<sup>3</sup>



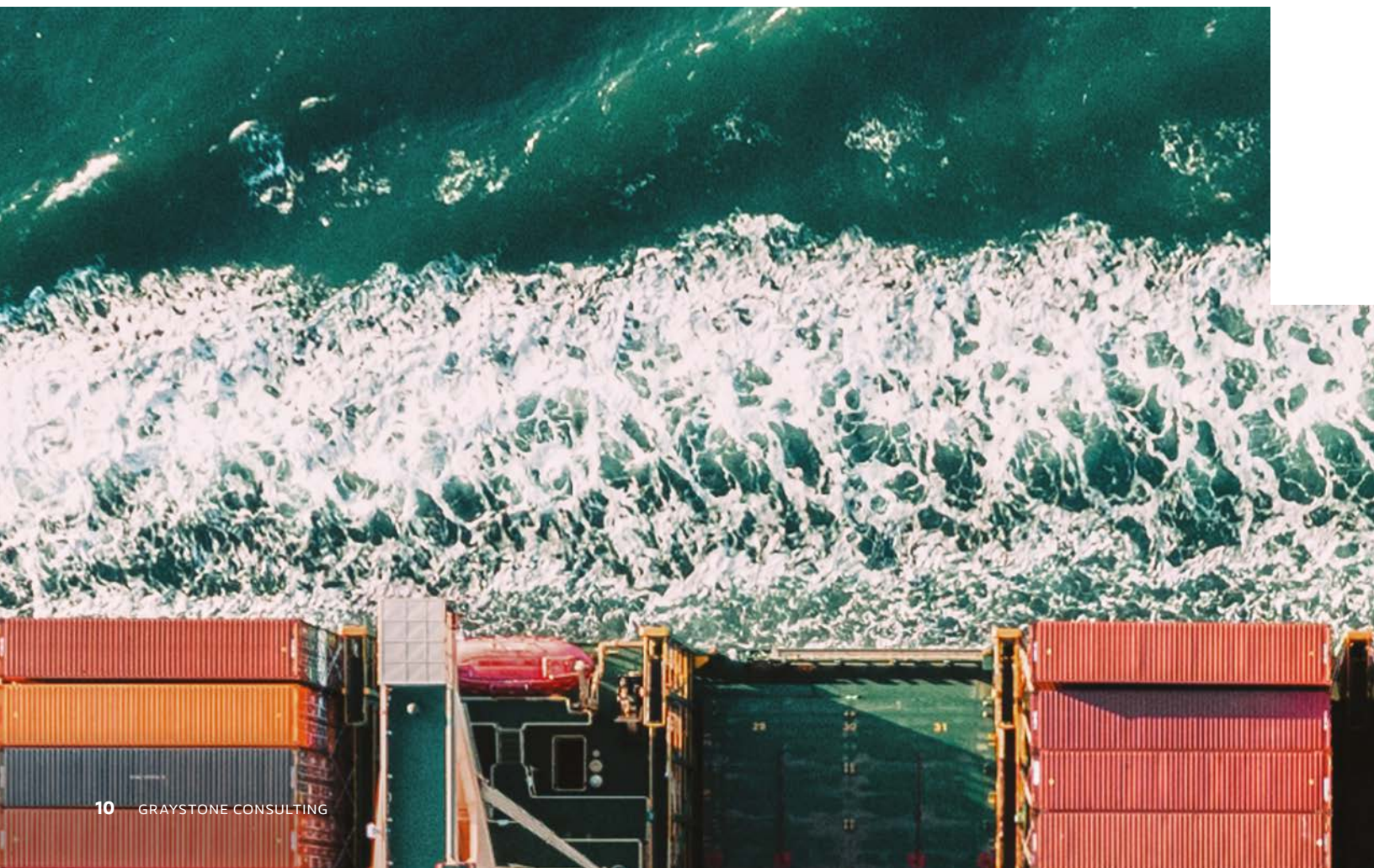
**4,800+**

strategies monitored  
/ year<sup>3</sup>



**~400**

investment manager  
relationships<sup>3</sup>





## A Pioneer in Alternative Assets

Since launching its real estate and managed futures businesses in 1977, Morgan Stanley has become a global leader in alternative investments. We offer Taft-Hartley clients a comprehensive suite of strategies across private markets and other nontraditional asset classes. Our scale and relationships allow us to offer exclusive access to leading managers across the alternatives universe. In addition, our deep bench of manager research professionals allows us to perform due diligence on alternatives investment funds and evaluate the percentage of projects assigned to union labor and the number of union jobs created.

**45+**

year history

**\$200B**

in client alternative  
assets under  
management<sup>4</sup>

**220+**

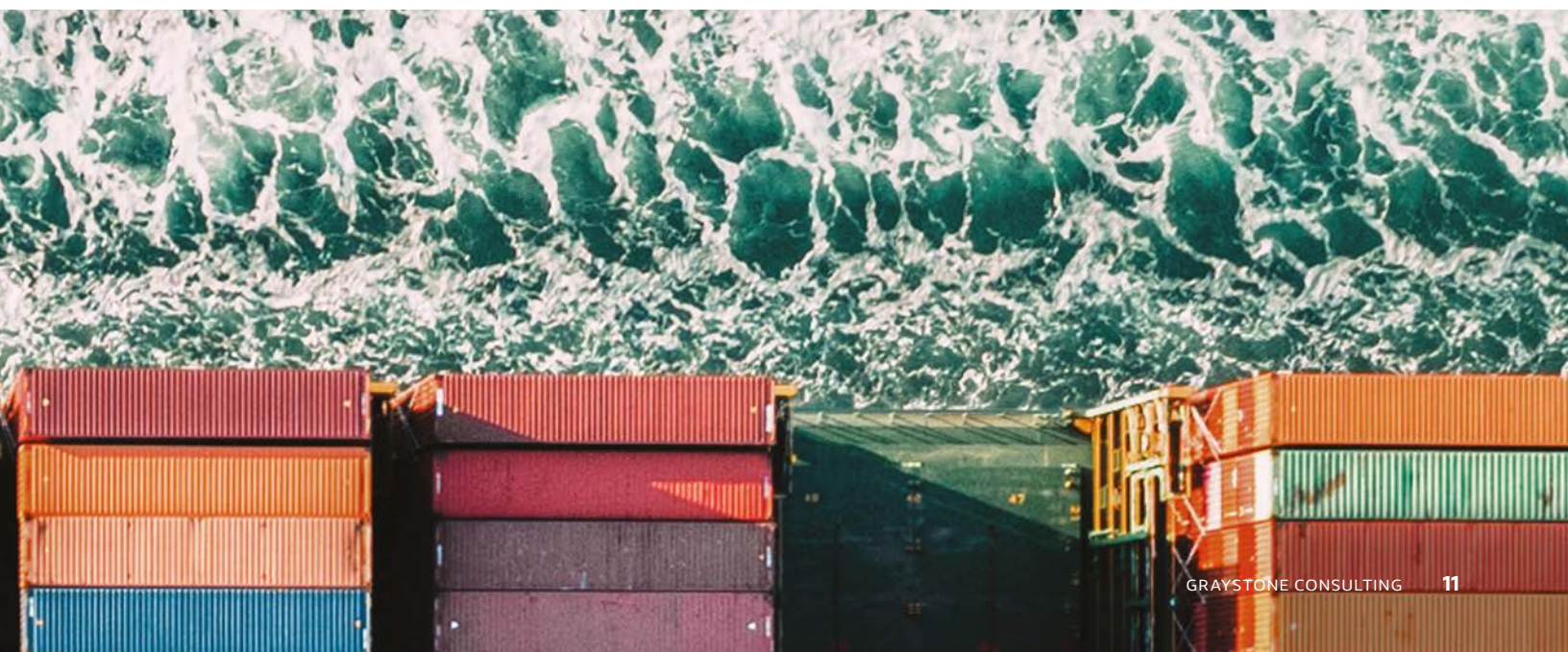
alternative  
investment funds  
available<sup>4</sup>

**~70%**

of new offerings  
are first-look or  
exclusive funds<sup>5</sup>

## Conflict-Free Advice and Transparent Fees

Our business model empowers us to focus solely on what's best for our clients. We don't recommend any Morgan Stanley products or managers unless specifically requested by clients, and we don't accept compensation from third-party investment managers for inclusion in our database or client portfolios. We charge no advisory fees on cash or placement fees on private investments. This approach allows us to provide complete transparency of our fees so clients know exactly what they are paying for. In addition, Morgan Stanley's industry-leading investment advisory platform enables us to negotiate investment manager fees that may offer substantial savings over those available through other providers and below the manager's published fee.





## Let's Talk

We look forward to starting the conversation on how we can help.

[graystoneconsulting@morganstanley.com](mailto:graystoneconsulting@morganstanley.com)

### IMPORTANT DISCLOSURE

<sup>1</sup> As of September 30, 2024. Mandates include all Assets Under Management and Assets Under Advisement.

<sup>2</sup> As of September 30, 2024.

<sup>3</sup> March 2024. Source Global Investment Manager Analysis (GIMA).

<sup>4</sup> Morgan Stanley Wealth Management Alternative Investments Group. As of September 30, 2024.

<sup>5</sup> Morgan Stanley Wealth Management Alternative Investments Group. As of September 30, 2024. Includes offerings available broadly on the platform.

This material is not a solicitation of any offer to buy or sell any security or other financial instrument or to participate in any trading strategy.

This material does not provide individually tailored investment advice. It has been prepared without regard to the individual financial circumstances and objectives of persons who receive it. The strategies and/or investments discussed in this material may not be appropriate for all investors. Morgan Stanley Wealth Management recommends that investors independently evaluate particular investments and strategies, and encourages investors to seek the advice of a Financial Advisor. The appropriateness of a particular investment or strategy will depend on an investor's individual circumstances and objectives.

The returns on a portfolio consisting primarily of Environmental, Social and Governance ("ESG") aware investments may be lower or higher than a portfolio that is more diversified or where decisions are based solely on investment considerations. Because ESG criteria exclude some investments, investors may not be able to take advantage of the same opportunities or market trends as investors that do not use such criteria. Diversification does not guarantee a profit or protect against loss in a declining financial market.

Alternative investments often are speculative and include a high degree of risk. Investors could lose all or a substantial amount of their investment. Alternative investments are appropriate only for eligible, long-term investors who are willing to forgo liquidity and put capital at risk for an indefinite period of time. They may

be highly illiquid and can engage in leverage and other speculative practices that may increase the volatility and risk of loss. Alternative Investments typically have higher fees than traditional investments. Investors should carefully review and consider potential risks before investing.

The returns on a portfolio consisting primarily of sustainable investments may be lower or higher than a portfolio that is more diversified or where decisions are based solely on investment considerations. Because sustainability criteria exclude some investments, investors may not be able to take advantage of the same opportunities or market trends as investors that do not use such criteria. Diversification does not guarantee a profit or protect against loss in a declining financial market.

Investment advisory services discussed herein are offered through Morgan Stanley Smith Barney LLC ("Morgan Stanley") Advisory Programs only. Please see the applicable program disclosure document for more information, available at [www.morganstanley.com/ADV](http://www.morganstanley.com/ADV) or from your Financial Advisor. Advisory relationships may not be appropriate in certain situations.

As a business unit of Morgan Stanley, which is a registered investment adviser under the Investment Advisers Act of 1940, Graystone provides discretionary investment advisory and consulting services pursuant to its Institutional Services Agreement. Graystone will also acknowledge that it is a fiduciary pursuant to Section 3(21) and Section 3(38) of ERISA as applicable. Part 1 of our Form ADV can be found on the SEC's website (<http://www.adviserinfo.sec.gov/>) alongside our most recent ADV Program Brochure.

Morgan Stanley Smith Barney LLC ("Morgan Stanley"), its affiliates and Morgan Stanley Financial Advisors and Private Wealth Advisors do not provide tax or legal advice. Clients should consult their tax advisor for matters involving taxation and tax planning and their attorney for matters involving trust and estate planning, charitable giving, philanthropic planning and other legal matters.

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