



MULTIPLE EMPLOYER PLAN (MEP)

Retirement Foundations 401(k) Plan



ADDRESSING THE NEED

- **90%** of current employees rank retirement plans as a top-three benefit, and 81% of prospective employees consider retirement plans a primary factor in their decision to join an organization.
- **52%** of employees work for small businesses with fewer than 100 employees.
- **42% of small businesses don't offer a retirement plan**, and 69% of the business owners don't believe they can't afford one or don't know where to begin.
- The **Retirement Foundations 401(k) Plan** was created to address the profound need to expand retirement plan coverage among smaller businesses, help those businesses attract and retain great employees, and provide business owners with tax savings and increased personal retirement savings.
- For employers that presently offer a retirement plan, the **Retirement Foundations 401(k) Plan** provides significant benefits compared to traditional single-employer plans. These benefits save time, mitigate risk, and improve participant outcomes.
- The **Retirement Foundations 401(k) Plan** is an open multiple-employer plan (MEP) that offers employers and their employees access to a feature-rich retirement plan that leverages the buying power of multiple companies to obtain savings and access services that a single employer could likely never do on their own.



WHAT IS AN OPEN MEP?

The **Retirement Foundation 401(k) Plan** is an open Multiple-Employer Plan (MEP) in which participating employers have no commonality except for providing retirement benefits to their employees. An independent fiduciary sponsors the plan, which multiple employers adopt.

Key Features



“Open 401(k) MEPs are one of the few options available for most employers that wish to comprehensively mitigate their fiduciary responsibilities and exposure to liability and outsource their administrative compliance burden while providing their employees with the maximum tax-deferral opportunity afforded under the Code, as well as possible tax-deferred employer contributions for retirement.”

– Fred Reisch, Partner, Drinker Biddle

THE MEP TEAM – WHO DOES WHAT?

We've assembled a team of retirement plan specialists to fill the roles required to operate an open Multiple Employer Plan (MEP)

- **T. Rowe Price** – *Recordkeeper/Custodian*
Provides an open-architecture investment platform, daily account valuation, and online account access for participants and employers.
- **Fiduciary Wise** – *ERISA 402(a) Named Fiduciary + 3(16) Plan Administrator*
An independent fiduciary oversees the operation and administration of the plan.
- **KOVITZ** – *ERISA 3(38) Investment Fiduciary*
An independent fiduciary that selects, monitors, and makes changes, as necessary, to the plan's investment choices.
- **Reliance Trust** – *Institutional Trustee*
The corporate trustee oversees and acts as trustee for the plan trust.
- **InWest Retirement Solutions** – *TPA*
The adopting employer's day-to-day point of service provides custom plan design consulting, compliance administration, and support.
- **Investment Professional**
The adopting employer uses their current investment professional to provide ongoing support and participant enrolment/education services.



T. Rowe Price



FIDUCIARY WISE



KOVITZ
A FOCUS PARTNERS FIRM



InWest
Retirement Solutions



EMPLOYER RESPONSIBILITIES

TRADITIONAL/SINGLE EMPLOYER 401(k) PLAN

RESPONSIBILITIES UNDER ERISA 402(a)*

- ✓ Monitor ALL Plan Service Providers
- ✓ Ensure Service Provider Fees Are Reasonable
- ✓ Review ERISA 408(b)(2) Fee Disclosures
- ✓ Submit Timely/Accurate Payroll Data Each Pay Period
- ✓ Provide Annual Information for Year-End Testing
- ✓ Maintain Adequate ERISA Fidelity Bond Coverage
- ✓ Conduct Pension Administration Committee (PAC) Meetings - Manage Procedural Prudence
- ✓ Seek Fiduciary Protections Afforded under ERISA 404(c)
- ✓ Ensure Adherence to Changing ERISA Regulations
- ✓ Approve Proper Education and Communication to Plan Participants
- ✓ Interpret Legal Plan Document
- ✓ Work with IRS and/or DOL to Address Issues

*This list highlights some but not all of the employer's responsibilities under a traditional (single employer) 401(k) plan.

RESPONSIBILITIES UNDER ERISA 3(16)*

- ✓ Review, Sign and Submit Form 5500
- ✓ Review and Approve Plan Distributions
- ✓ Review and Approve Qualified Domestic Relations Orders (QDRO)
- ✓ Review ERISA 405(a)(5) Participant Fee Disclosure
- ✓ Review ERISA 404(c) Notice
- ✓ Review Summary Annual Report
- ✓ Review Summary Plan Description
- ✓ Manage Employee Claims & Appeal Process
- ✓ Plan Audit Assistance
- ✓ Annual Compliance Testing
- ✓ Lost Earnings Calculations

RESPONSIBILITIES UNDER ERISA 3(38)*

- ✓ Selection and Monitoring of Plan Investment Options
- ✓ Preparation of Investment Policy Statement
- ✓ Preparation of Fund Change Participant Notices

RETIREMENT FOUNDATIONS 401(k) PLAN

- ✓ Provide Initial Employee Census File
- ✓ Submit Timely/Accurate Payroll Data Each Pay Period
- ✓ Provide Requested Annual Information for Year-End Testing
- ✓ Deliver Required Plan Notices As Instructed
- ✓ Maintain Adequate ERISA Fidelity Bond Coverage
- ✓ Monitor Fiduciary Wise as ERISA 402(a)



Current Fund Lineup

| Fund Name | Ticker | Asset Class | Expense Ratio |
|----------------------------------|--------|-------------------------------|---------------|
| Fidelity Large Cap Value Index | FLCOX | Large Cap Value | 0.04 |
| Fidelity Total Market Index | FSKAX | Large Cap Blend | 0.02 |
| Fidelity 500 Index | FXAIX | Large Cap Blend | 0.02 |
| Fidelity Large Cap Growth Idx | FSPGX | Large Cap Growth | 0.04 |
| Fidelity Mid Cap Index | FSMDX | Mid Cap Blend | 0.03 |
| Fidelity Small Cap Index | FSSNX | Small Cap Blend | 0.03 |
| Fidelity International Index | FSPSX | International Large Cap Blend | 0.04 |
| Fidelity Emerging Markets Idx | FPADX | Emerging Market Equity | 0.08 |
| PGIM Core Bond Z | TAIBX | Core Fixed Income | 0.33 |
| Fidelity Inflation-Prot Bd Index | FIPDX | U.S. Government TIPS | 0.05 |
| T. Rowe Govt Money Market I | TTGXX | Money Market | 0.21 |
| T. Rowe Price Retirement 2010 I | TRPUX | Moderate Conservative | 0.34 |
| T. Rowe Price Retirement 2015 I | TRUBX | Moderate | 0.35 |
| T. Rowe Price Retirement 2020 I | TRDBX | Moderate | 0.37 |
| T. Rowe Price Retirement 2025 I | TREHX | Moderate | 0.38 |
| T. Rowe Price Retirement 2030 I | TRFHX | Moderate Aggressive | 0.40 |
| T. Rowe Price Retirement 2035 I | TRFJX | Moderate Aggressive | 0.42 |
| T. Rowe Price Retirement 2040 I | TRHDX | Aggressive | 0.43 |
| T. Rowe Price Retirement 2045 I | TRIKX | Aggressive | 0.44 |
| T. Rowe Price Retirement 2050 I | TRJLX | Aggressive | 0.45 |
| T. Rowe Price Retirement 2055 I | TRJMX | Aggressive | 0.46 |
| T. Rowe Price Retirement 2060 I | TRLNX | Aggressive | 0.46 |
| T. Rowe Price Retirement 2065 I | TRMOX | Aggressive | 0.46 |

AVERAGE 0.25