Why You Should Consider Joining a Pooled Plan Arrangement

Employees want an easy way to save for retirement, but managing a retirement plan on your own can add a lot of work and responsibility that many organizations aren't ready for.

The burden of going it alone

If you run your own retirement plan, you have to manage many administrative tasks, such as:

- Maintaining all plan documents and keeping them current as regulations change.
- Calculating and remitting employee deferrals and employer contributions on time.
- Identifying newly eligible employees and delivering all required notices, including the Summary Plan Description.
- Processing enrollments, deferral changes, distribution requests, loan requests, election changes and fund transfers.
- Completing annual compliance testing and government filings.
- Coordinating an annual audit if the plan has more than 100 participants.
- You're also responsible for acting as a fiduciary. This means you need to:
- Develop and maintain an Investment Policy Statement.
- Monitor the plan's investment menu regularly and replace funds that no longer meet fiduciary standards.
- Review the plan's service providers and associated expenses periodically.

Business owner without a pooled plan:	Business owner with a pooled plan:
• Responsible for 100% tasks	• Responsible for <1% tasks • 2 tasks 1. Upload payroll file 2. Year-end census data collection*

A smarter structure

By joining a Pooled Employer Plan (PEP) or a Multiple Employer Plan (MEP), several employers combine their assets and resources. This helps lower costs and shifts most of the administrative and fiduciary work to the plan, while your organization can still choose how it is designed.

Think about joining a pooled plan arrangement today to make administration easier and lower your fiduciary risk, while still giving your employees a plan that fits your organization.

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* Required, but may be provided by payroll company.

Better pricing, broader access

When you join, you benefit from the plan's group buying power. This often leads to better pricing, more investment choices and a chance to avoid costly share classes or limited fund options that smaller plans might have.

For more information:

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