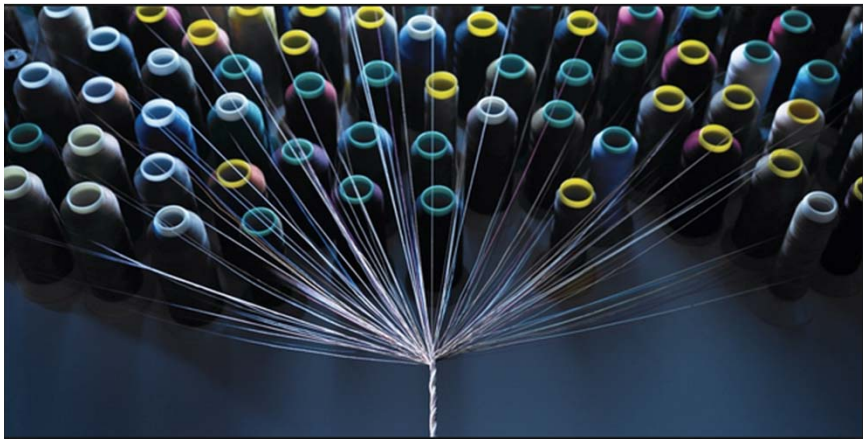




SIMONEAUX
CONSULTING
SERVICES



Multiple Employer Plans

presented by:

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and

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Employee Fiduciary, LLC

Industry Expertise



Business Know-How



Real World Experience

Multiple Employer Plans: History



MEWAs

Multiple Employer Welfare Arrangements under the Employee Retirement Income Security Act (ERISA):
A Guide to Federal and State Regulation

U.S. Department of Labor
Employee Benefits Security Administration



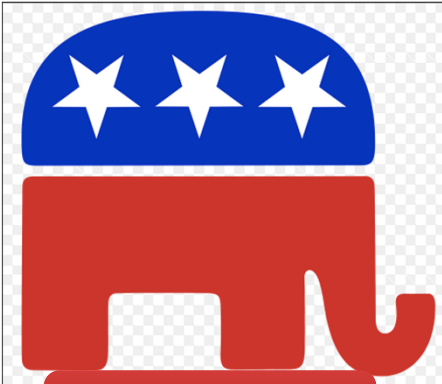
PEOs Help with the Growing Burden of



“It has been the Department’s consistent view that where several unrelated employers merely execute identically worded trust agreements or similar documents as a means to fund or provide benefits, in the absence of any genuine organizational relationship between the employers, no employer group or association exists for purposes of ERISA section 3(5).”

DOL Advisory Opinion 2012-04A

Congressional Retirement Policy Outlook



Reduce taxes



Limit deductions



Eliminate AMT and estate tax



“Super” IRAs

➤ Increase coverage
➤ Encourage new plans for small businesses (MEP or “PPP”)
➤ Income in retirement



Fairness (excise tax)



Fix income inequality



Tax credits



Payroll deduction IRAs

Multiple Employer Plans

“Ignoring the retirement coverage gap would do a disservice to millions of hardworking Americans who need help preparing for retirement. Making it easier for small employers to participate in MEPs would go a long way toward righting that wrong.”

“For the small employer market, multiple employer plans would enable small businesses to participate in a single, **professionally administered** plan that affords them **economies of scale** and **minimal fiduciary responsibility**. The plans would provide employees of those organizations the same opportunities to invest for retirement that employees of large companies already enjoy.” *(emphasis added)*

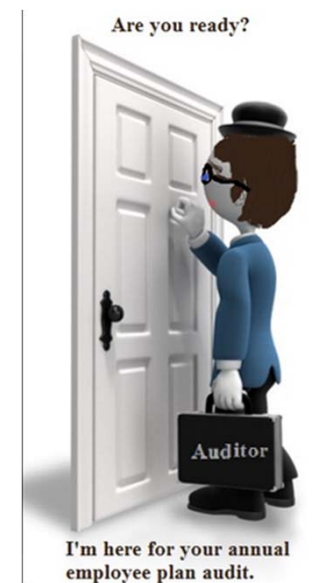


Multiple Employer Plans



“Pooled Employer Plan” or PEP

Under named fiduciary registered with DOL:
“Pooled Plan Provider” or PPP



“Open” Multiple Employer Local and State Gov’t Plans



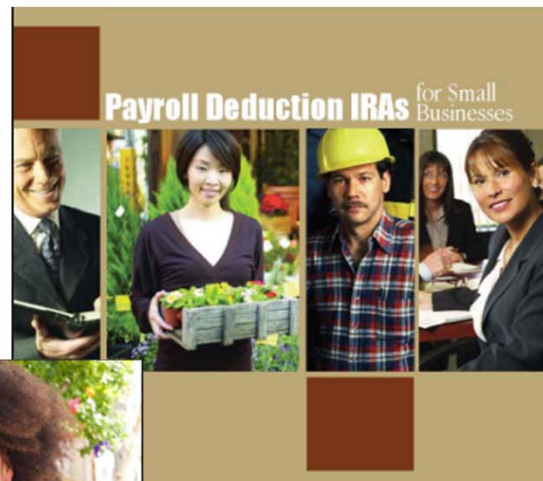
BREAKING NEWS ALERT: House Seeks to Repeal SARP Rules

Wednesday, February 8, 2016

- Members of the House introduced a resolution of disapproval against the DoL's rules relating to state and local retirement plans.

UNITED STATES
DEPARTMENT OF LABOR

Employee Benefits Security Administration



“Open” Multiple Employer Plans: What They Are Not



NADA Retirement
from 
EMPOWER
RETIREMENT™



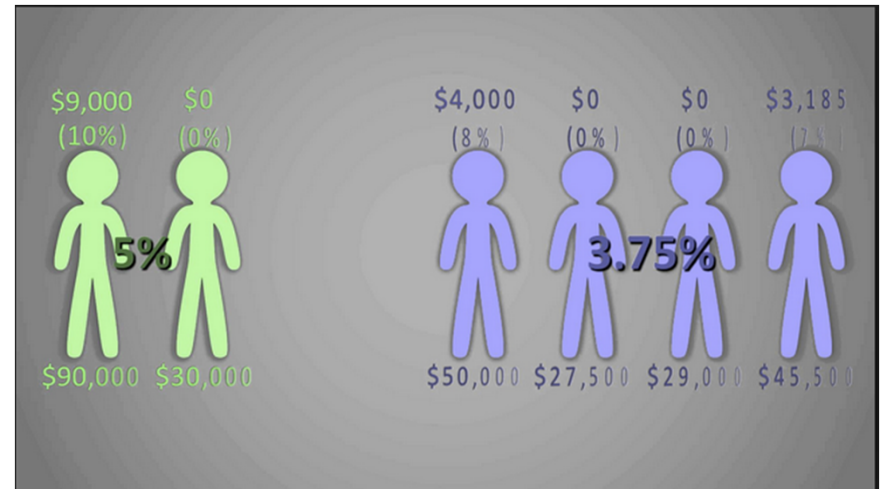
“Open” Multiple Employer Plans: What They Are

**ftwilliam.com Software:
Retirement Plan Documents**

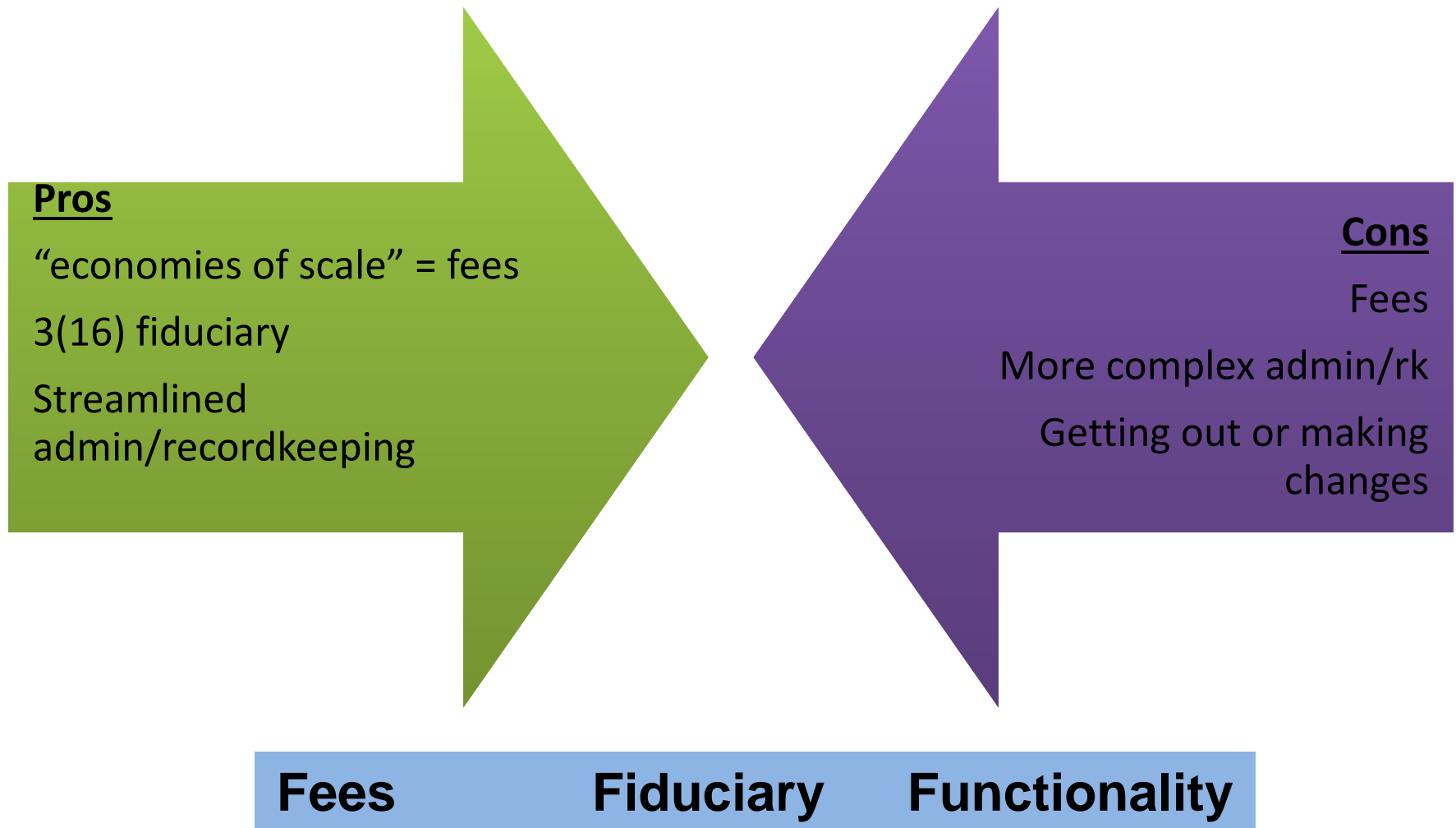


Other Form 5500 Software Highlights

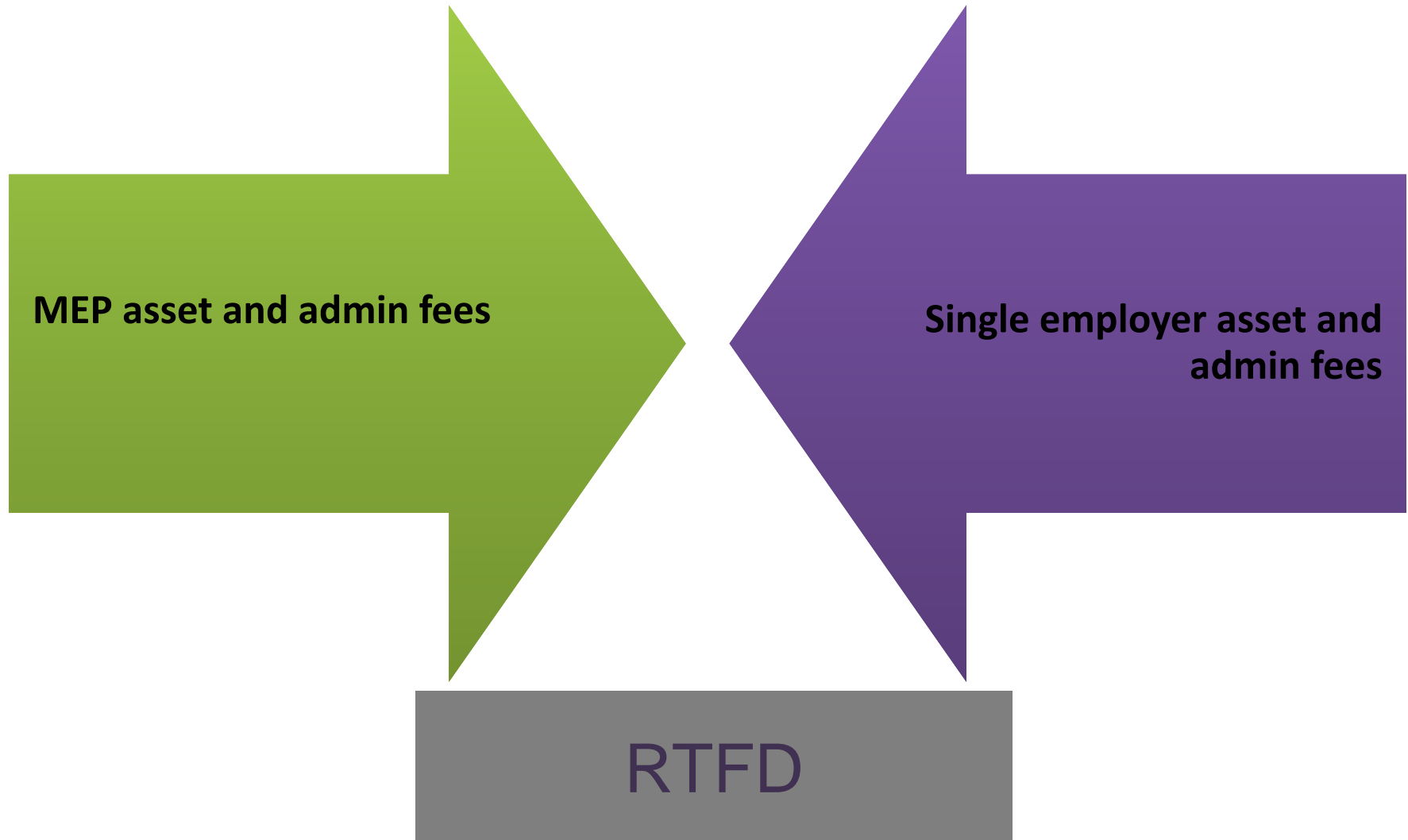
- 55AutoFill Technology.** 55AutoFill Technology. With 55AutoFill, completion of Form 5500 schedules is made easy by automatically downloading all of the available information from the most recently completed 5500 forms. All you need to do is enter the plan sponsor's taxpayer identification number and all of the 5500s and plan information for that plan sponsor are automatically imported for your use - even if you did not use our software in any previous year. (Patent pending). Sign up for our demo to see for yourself what 55AutoFill can do for you.
- Batch 55AutoFill.** Provide us a list of EIN numbers and we can batch download the prior year 5500 filings to our 5500 software. *No additional charge.*
- Streamlined data import and export.** The exclusive *ftwLink* feature provides an XML based interface for interfacing with your 5500 forms and schedules. Using *ftwLink* you can add and edit 5500 forms and schedules, extract 5500 data, and generate final 5500 schedules and forms using a single, easy to use XML interface. *ftwLink* allows you to seamlessly integrate your Admin system and *ftwilliam.com*.



“Open” Multiple Employer Plans: Pros and Cons



“Open” Multiple Employer Plans: Fees



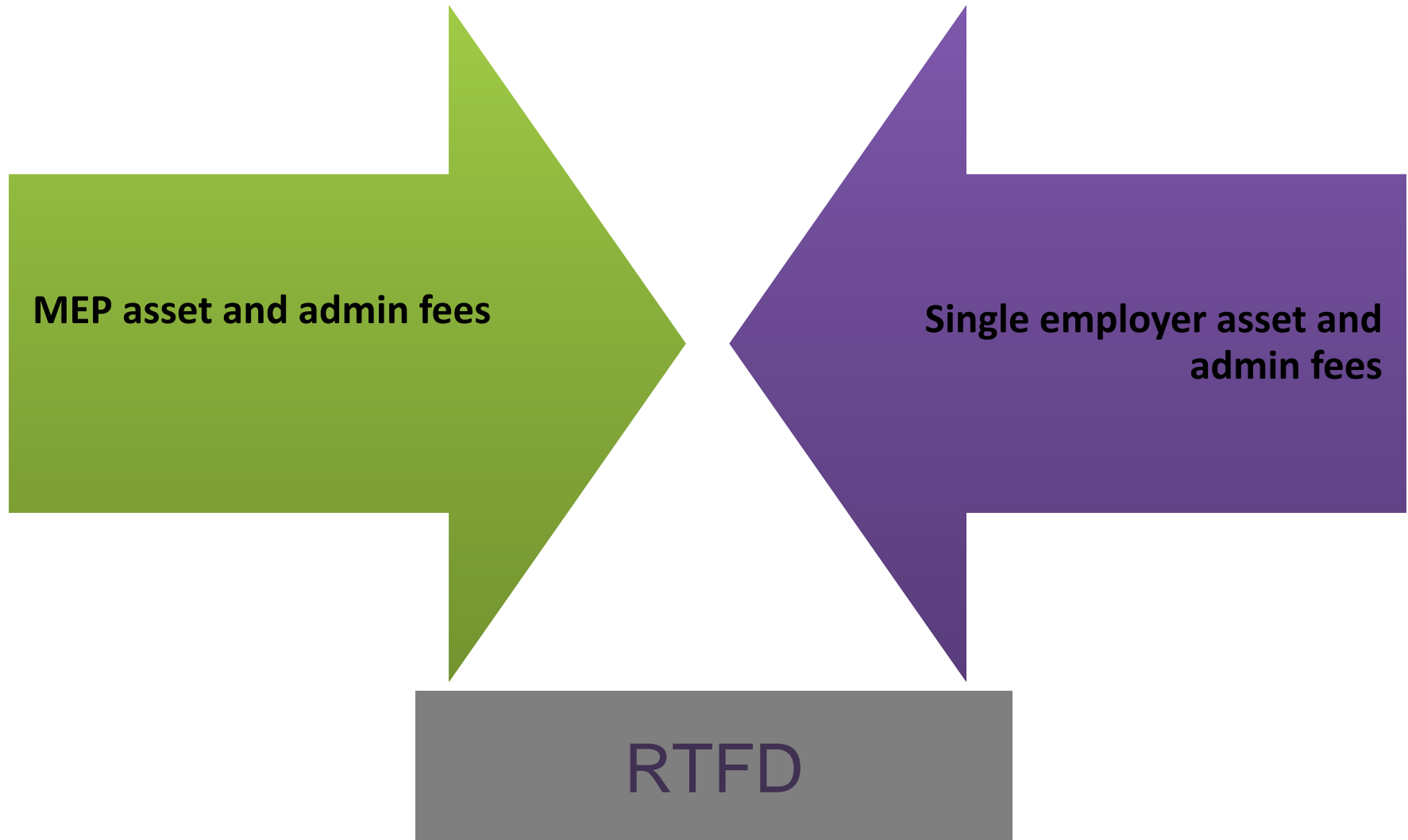
Average 401k All-In Fees

Provider	Number of Plans	Average Plan Assets	Average Parts	Average Provider Fees ⁽¹⁾	Average Net Investment Fees ⁽²⁾	Average All-In Fee %
ADP	18	\$757,088.01	26	\$7,392.49	\$4,252.42	2.46%
American Funds	12	\$612,114.13	18	\$6,112.60	\$2,734.71	1.68%
Ascensus	6	\$854,775.65	23	\$6,690.76	\$5,391.22	1.54%
CUNA	1	\$868,995.52	23	\$9,124.67	\$1,813.99	1.26%
Digital Retirement Solutions	1	\$651,335.42	30	\$6,627.73	\$4,080.24	1.64%
Empower	6	\$1,060,094.25	37	\$15,331.51	\$5,481.75	2.34%
ePlan Services	3	\$380,987.76	11	\$4,817.04	\$2,078.89	2.15%
John Hancock	20	\$682,789.50	20	\$8,781.13	\$2,390.41	2.23%
MassMutual	7	\$1,011,870.30	41	\$12,269.88	\$4,973.84	2.02%
Merchants	1	\$305,221.88	4	\$5,310.00	\$2,240.87	2.47%
Mutual of Omaha	2	\$541,684.79	40	\$11,474.54	\$1,998.04	2.60%
Nationwide	2	\$595,382.84	25	\$10,658.62	\$3,374.24	2.52%

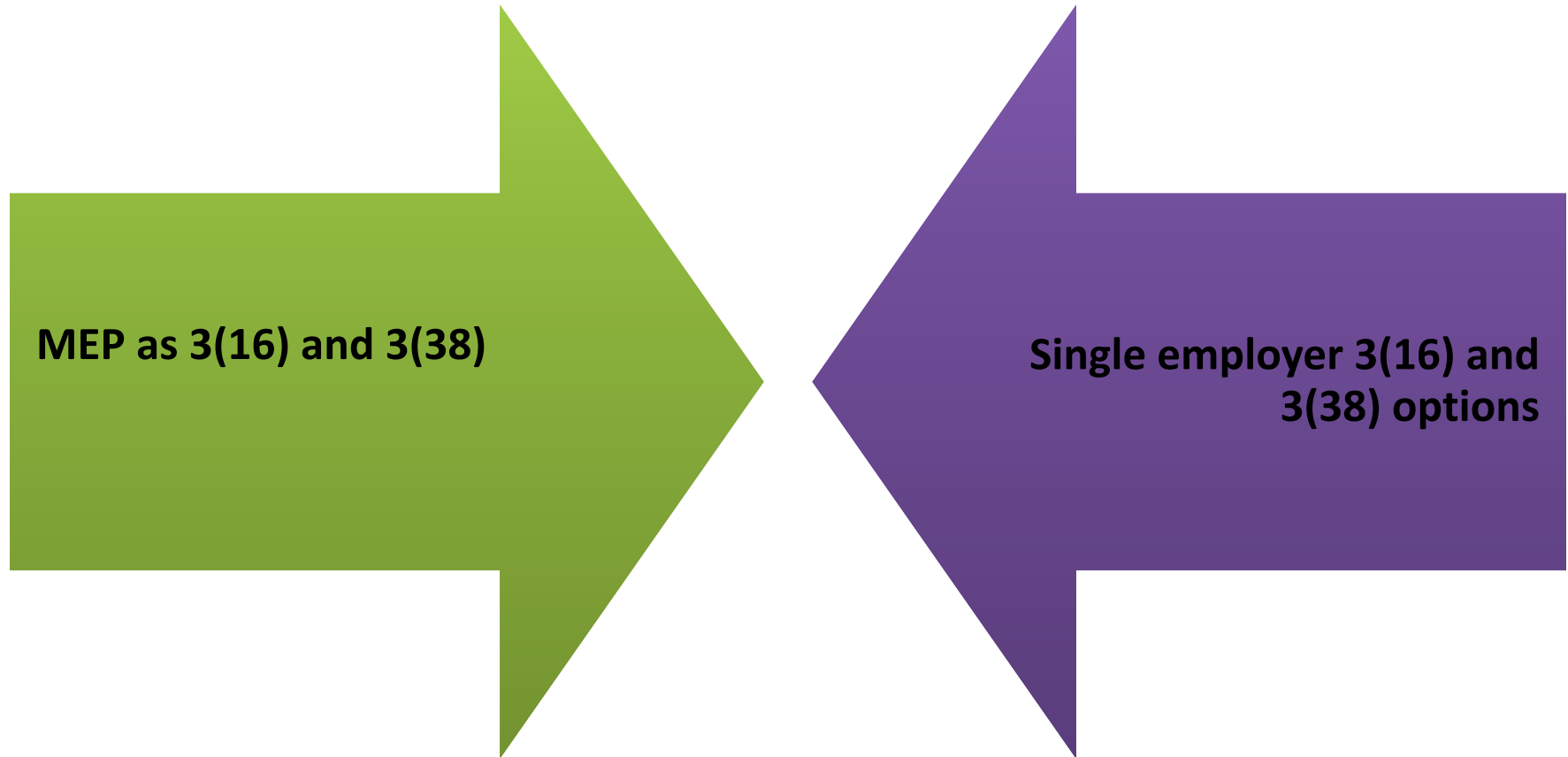
Average 401k All-In Fees

OneAmerica	3	\$1,069,013.38	49	\$17,046.56	\$5,570.37	2.41%
PAi	5	\$385,430.75	7	\$5,163.26	\$2,767.58	2.82%
Paychex	21	\$491,222.76	16	\$5,484.74	\$3,939.98	2.26%
Pentegra	1	\$1,124,832.17	18	\$10,972.68	\$1,272.49	1.09%
Principal	6	\$504,277.09	22	\$10,023.70	\$1,626.32	2.87%
Securian	1	\$1,255,285.00	38	\$16,831.03	\$5,201.44	1.76%
Sentry Insurance	1	\$1,346,829.13	45	\$13,408.26	\$4,592.30	1.34%
Sharebuilder	1	\$433,727.83	6	\$5,105.76	\$444.93	1.28%
The Standard	1	\$357,168.26	5	\$9,143.33	\$671.20	2.75%
Transamerica	2	\$260,039.79	8	\$5,821.51	\$1,087.99	2.86%
Averages		\$677,331.93	23			2.22%

“Open” Multiple Employer Plans: Fees



“Open” Multiple Employer Plans: Fiduciary



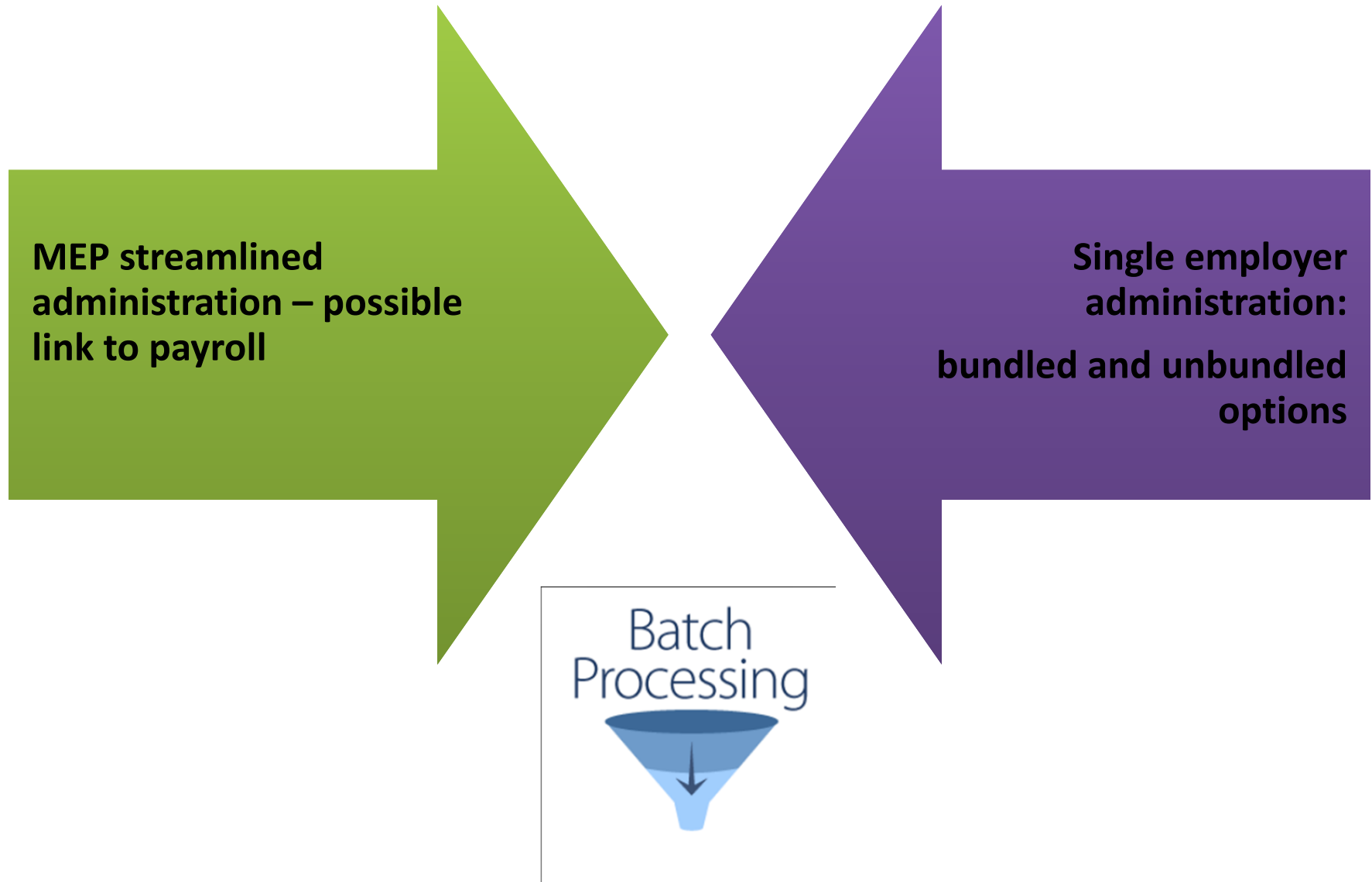
“Open” Multiple Employer Plans: Fiduciary



3(16) Services



“Open” Multiple Employer Plans: Functionality



“Open” Multiple Employer Plans: Functionality

The Frugal Fiduciary Blog

You Want to Terminate Your Multiple Employer 401k Plan? Good Luck with That

Posted by Eric Droblyen on Nov 2, 2016

“Open” Multiple Employer Plans: Start-Up Plans



By Total Defined Contribution Plans

1	Paychex, Inc.	72,000
2	John Hancock Retirement Plan Services	55,404
3	ADP Retirement Services	55,015
4	Principal	51,262
5	Voya Financial	46,766
6	American Funds	45,639
7	Ascensus	44,840
8	Nationwide	38,075
9	Empower Retirement	35,426
10	Fidelity Investments	32,621
11	VALIC	32,348
12	MassMutual Financial Group	31,920
13	Security Benefit	30,999
14	AXA Equitable Life Insurance Company	28,622
15	Lincoln Financial Group	27,811
16	Transamerica Retirement Solutions	25,385
17	TIAA	24,412
18	Alliance Benefit Group	12,708
19	OneAmerica	11,881
20	Aspire Financial Services	10,325



“Open” Multiple Employer Plans: Established Plans



The Future

