

4 REASONS WHY PLAN FIDUCIARIES SHOULD BENCHMARK THEIR COMPANY'S RETIREMENT PLAN THIS YEAR

Did you know... 83% of plan sponsors benchmark their plans annually.¹

Benchmarking is the process of comparing your retirement plan with others that are similar in size and type.

1

IT HELPS YOU MANAGE YOUR FIDUCIARY RESPONSIBILITIES

ERISA requires **plan fiduciaries** to:

- > monitor and benchmark service providers for fee reasonableness
- > regularly monitor and review the plan's investment options to ensure they are performing as expected

2

IT COULD SAVE YOUR PLAN AND PARTICIPANTS MONEY

Submitting requests for proposal (RFPs) every year or so may help you:

- > gain leverage to renegotiate fees with existing providers if the current provider is charging more than the industry average
- > reduce fees, even by a few basis points, something favorable for participants because it means potentially larger gains in their account balances at retirement

HERE ARE FOUR GOOD REASONS TO BENCHMARK YOUR COMPANY'S RETIREMENT PLAN:

IT CAN CONFIRM YOUR PLAN'S SERVICE PROVIDERS ARE STILL PROVIDING VALUE

Plus,

- > plans may outgrow their service providers over time
- > benchmarking is a good way to review your current service providers and determine if you need to shop around for new ones

3

IT MAY HELP IMPROVE YOUR PLAN DESIGN AND FEATURES

Plan design best practices have evolved in recent years.

- > potentially increasing participation and savings rates by implementing auto-features
- > such that the fund lineup may need a refresh
- > providing an opportunity for you to review your plan documents, structure and design to ensure they are in line with current industry standards

4

It's also important to document your actions during the benchmarking process. Benchmarking helps to ensure that your participants have access to a plan that offers value and that plan dollars are spent on reasonable expenses.

To get help determining if it's the right time to benchmark your plan,
CONTACT US TODAY



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