ERISA COMPLIANCE
A S S O C I A T E S • L L C

The Four Areas of an ERISA Fiduciary Compliance Assessment

Regulatory scrutiny is increasingly being directed toward compliance and the procedural prudence in carrying out fiduciary duties in regard to participant-directed 401(k) plans. This has many plan sponsors looking for help. According to ERISA, if you are not knowledgeable in fiduciary compliance regarding your 401(k) plan, then you are obligated to delegate those duties for which you do not possess the requisite knowledge and expertise.

Many industry consultants only offer fiduciary support to plan sponsors regarding the selection, the monitoring, and the replacement of investment options within the plan. This only covers a small portion of fiduciary compliance, however. (See chart below) ***Industry experts agree that the greatest potential for fiduciary breach is in the actual operation of the plan and the plan's governance.***

An independent Fiduciary Compliance Assessment by ERISA Compliance Associates (ECA) will cover all four areas of the 401(k) plan governance to determine whether the plan is up-to-date with current statutory and regulatory changes and operates in accordance with DOL, IRS, and ERISA guidelines. The review will assist the plan sponsor to ensure that all processes and procedures are in place for the fiduciaries to fulfill their duties. ***The goal of ECA is to assist plan sponsors in building a comprehensive strategy to manage their fiduciary risk while maximizing their participants' experience...high participation levels and adequate retirement savings.***

For more information on a Fiduciary Compliance Assessment or other ECA services
Contact Mike Vander Griend at (619) 233-3054 ● www.erisallc.com

ECA

ERISA COMPLIANCE
ASSOCIATES • LLC

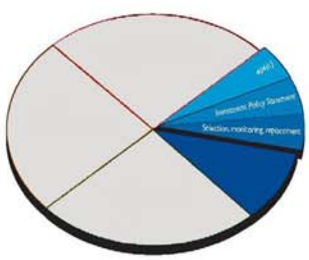
ERISA Compliance Associates, LLC provides Fiduciary Services to Plan Sponsors

ERISA Compliance Associates, LLC (ECA) will sit on your Retirement Committee as a non-voting fiduciary. As a proactive advisor to your Retirement Committee, ECA will make sure that:

- Plan documentation is properly retained
- Plan documents are current with all required laws
- Plan documents timely receive IRS Favorable Determination
- Plan procedures and policies are properly documented

- Plan provisions best serve the plan participants
- Retirement Committee understands its responsibilities
- Compliance testing is accurate and complete
- Required reporting, notices, and disclosures are timely delivered

- Plan operates properly in accordance with plan provisions
- Fiduciary status is clearly noted and liability minimized
- Retirement Committee acquires tools for efficient Plan oversight
- Training is available through the "401(k) School"



- Plan fees and expenses are properly disclosed
- Vendor agreements are current and detail responsibilities
- Retirement Committee has an "Investment Policy Statement"
- Ongoing investment performance reviews are done

As a trusted advisor to plan fiduciaries, we assist plan sponsors in meeting their fiduciary duty to act "solely in the interest of plan participants." Our independence ensures that you receive objective and unbiased information. ECA's associates are all top-level professionals in the retirement plan industry with superb credentials. Each consultant has years of retirement plan experience and industry recognition through speaking at national conferences, writing for national publications, and serving on a variety of industry boards and committees.

ECA