

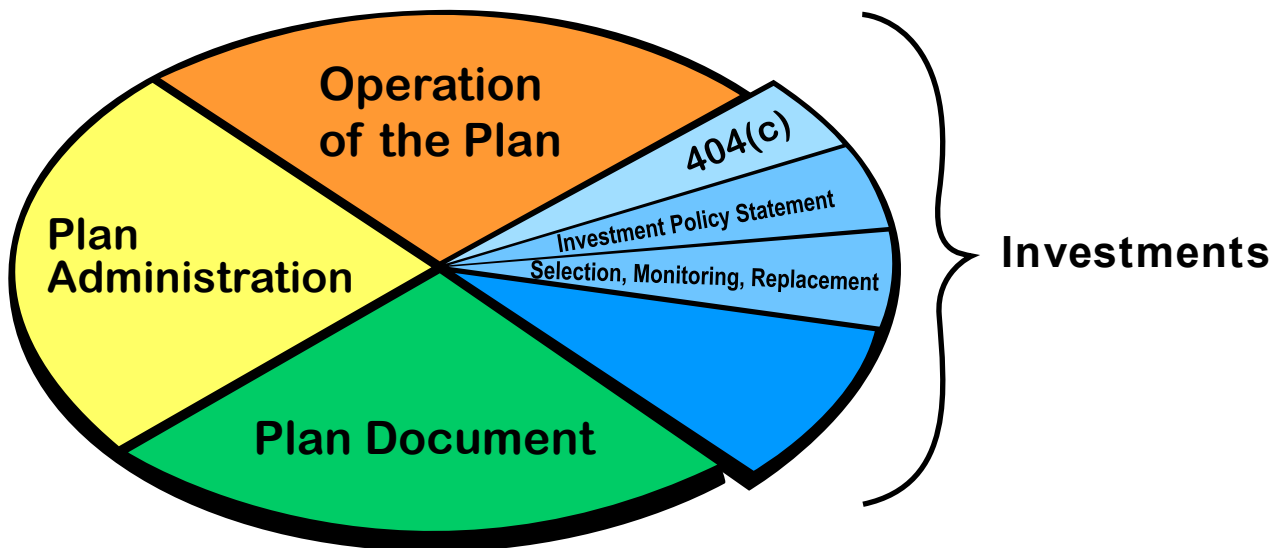
ERISA COMPLIANCE

A S S O C I A T E S • L L C

The Four Areas of a ERISA Compliance Review

Regulatory scrutiny is increasingly being directed toward compliance and the proper completion of 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 company's 401(k) plan, then you are obligated to delegate those duties in which you do not possess the requisite knowledge and expertise.

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



An independent Fiduciary Compliance Blueprint by ERISA Compliance Associates (ECA) will cover all four areas of the 401(k) plan, and will include a review of whether the operation of the plan is in compliance 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 participant's investment experience.