

**Offit**ADVISORS

Your plan. Peace of Mind. Confidence for a lifetime.

# RETIREMENT PLAN PROCESS & VALUE PROPOSITION



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# 1 We help you find and maintain the right partner vendors for your plan

- As an independent advisor, we work with any recordkeeper and TPA (bundled or unbundled).
- For initial plans, we solicit proposals and compare up to four recordkeepers for best services, offer and pricing.
- We revisit vendors every four years to determine if changes need to be made or not.
- For current plans, we review your current plan and features for recommendations.
- We perform benchmarking for fees of funds, recordkeeping, and advisory fees. We re-negotiate lower fees with providers.
- Our advisory fees align with asset values and market benchmarks.
- We liaise with partner vendors and you to create better communication, optimized systems, a digital vault for securing all plan documents, and a smoother, better process.

# 2 We optimize the plan investment lineup

- We only use Wilshire approved funds and highest rated RPAG funds.
- We review fund scores and replace underperforming funds and proprietary solutions.
- We choose a fund lineup that includes all major asset classes and indices, an above industry standard.

# 3 We help employees make the best financial decisions

- We offer web-based or in-person meetings with all participants
- We increase participation rate in the plan and reduce turnover
- We empower participants by involving them in their own financial well-being with hands on support and education sessions.
- We give employees more time and attention, communicating on value of company match, market history, asset allocation, and taking personal responsibility for their financial independence.

# January Meetings

## Participant Coaching and Enrollment: Benefits of Retirement Planning and Your 401(k)

- Benefits of saving early
- How much to save to ensure income through retirement.
- Tax deductions
- Roth vs Traditional contributions
- Penalties
- Loans

## January Plan Sponsor Review

- Discuss how plan aligns with business owner goals and objectives
- Review quarterly and annual contribution reports
- Review participants engagement in enrollment and investment selection or default
- Discuss automatic enrollment and automatic increase
- Discuss available tax credits
- Every 4 years - shop out record keepers

# July Enrollment Meeting

## Participant Level Review

- 15-20 minute interval meetings in person or web
- Market updates
- Fund lineup changes
- Rollover Options: Leave the old 401(k) where it is, roll it over to this 401(k) (lower service model), or rollover to an IRA (higher service level, more fiduciary and customization)
- Available for individual employee's financial issues
- Separate fee-based financial planning services are available.

## Fee Schedule

- \$0-\$2M - .50 bps
- \$2M-\$8M - .25 bps
- \$8M-\$20M - .15 bps