



401(K) CONSULTING AND LEGAL SERVICES PROGRAM A Fixed Fee Program

1. FULL FIDUCIARY ADVICE AND SUPPORT

WE WORK TO MANAGE AND MITIGATE PERSONAL
LIABILITY FOR PLAN FIDUCIARIES

2. FULL OPERATIONAL SUPPORT

WE MINIMIZE YOUR WORKLOAD

3. NO COST TO YOUR COMPANY

PAID BY THE PLAN

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THE PROBLEM

Your 401(k) Plan is now under intense scrutiny, whether you realize it or not. The DOL and IRS are dramatically ramping up enforcement efforts to end what they describe as an “era of noncompliance.” The average DOL assessment has reached an all-time high—\$450,000. Additionally, exposure may include personal liability for the plan fiduciaries.

THE IMPACT

To satisfy DOL and IRS scrutiny, you must pay very close attention to your 401(k) Plan. You must actively: (1) monitor and review all direct and indirect fees, costs and expenses coming out of your plan; (2) process and monitor assets and investments; and (3) evaluate and monitor ongoing administration of the plan to ensure complete operational compliance. In addition, you must document all of this activity.

To make matters worse, the DOL has recently adopted rules that create conflicts of interest between 401(k) plans and traditional 401(k) plan advisors. In other words, when you need help the most, you are left with no one who is independent to watch your back.

THE SOLUTION

We understand that you need to focus on your business, not your 401(k) Plan. To help you do this, we have established the Benesch 401(k) Consulting and Legal Services Program. We understand how to help you run your 401(k) Plan, navigate the complex regulatory schemes, and manage governmental intrusion. We will set up and maintain a system today, that will safeguard you, and your company, tomorrow. Most importantly, we can do this at no cost to you.

FIDUCIARY SERVICES	OPERATIONAL SUPPORT	LOWER PLAN COSTS
Manage Periodic Investment Committee Meetings	Full Transition Legal Services	Vendor Oversight and Management
Document Periodic Investment Committee Meetings	Legal Consulting on Plan Design	Full RFP Services with Fiduciary Process Management
Provide Periodic Fiduciary Training	Legal Review of Plan Document Amendments	Service Contract Legal Management and Negotiation
Provide Periodic Updates on Legislative and Fiduciary Law Developments	Provide Detailed and Responsive Legal Advice on All Tax-Qualification Issues	Operational Support to Eliminate Costly Corrections
Provide Detailed and Responsive Legal Advice on All Fiduciary Issues	Legal Review of Annual 5500 and Summary Annual Report	
	Provide Interim Assessment of Nondiscrimination Testing	
	Legal Review of Participant Communications	
	Legal Review of Education Materials	
	Provide Ongoing HR and Payroll Department Legal Services	

MORE INFORMATION

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