



When was the last time that you had a complete check-up of your retirement plan?

3 years ago? 5 years? Never?

The reality is that most plan sponsors have never truly looked at their plan after they implemented it. If you are one of those companies, you should be aware that recent Department of Labor (DOL) and ERISA policy changes could make this a very risky proposition. The DOL requires you to:

1. Deploy a prudent process for selecting the investments that you make available to your employees
2. Monitor the performance of those investments compared to the marketplace with the prudence of an independent expert.
3. Document the activity that went into selecting investments and continuing to offer existing investment selections.

ERISA holds the ultimate decision maker personally liable for these decisions. Translation: Your personal net worth is at risk if something were to go wrong with any of the investment choices you make available to your employees.

The Department of Labor recommends that you have a full review of your plan no less than every three years.

So when was the last time you had a check-up of your plan....?

How can you protect yourself and your employees?

The simplest way is to have a check-up of your plan by an independent expert third party.

Northgate Benefits can perform such a check-up with a minimum amount of effort required on your part. We will prepare a complete summary review of our findings at the end of this process. This final document will place you in an informed position of control over the money you are responsible and personally liable for.

Our check-up will diagnose your plan in five ways:

1. Fiduciary Compliance
2. Investment Quality
3. Employee Education and Communication
4. Employee Asset Allocation
5. Fees & Expenses

Our review will come with a final summary report, complete with recommendations for your plan's future health.

Why is a Check-Up Important?

The Department of Labor and ERISA recommend a periodic review of your plan as well as requiring you as a fiduciary of your plan to:

- Understand your DOL required responsibilities and document your compliance with same.
- Ensure that you and your plan are in alignment with the DOL's expectations.
- Confirm that the plan is positioned for success and help your employees meet their retirement goals.

What's Involved?

- You supply us with some basic information in regards to your current plan.
- Allow us 2-3 weeks to prepare our analysis
- Set a meeting for 1-2 hours to present our findings to your investment committee

What's in it for you?

A comprehensive analysis that will identify any compliance or investment gaps that exist in your plan. This analysis will help you to comply with your DOL fiduciary requirement to have reviewed your plan on a periodic basis. This review will be provided to you at no cost or obligation to you or your company

What's in it for us?

Obviously we hope to win your business and become your trusted investment advisor. This process gives us an opportunity to show off a bit of what we can do that is different than the vast majority of our competition. We know from experience that there are very few investment advisors who can offer the quality of services and analysis that we make available to our customers. Our processes and tools give us an ability to deliver services that would most normally only be delivered to companies with over \$100 million in assets.

Why Northgate Benefits?

- We have over 20 years experience of helping companies like yours manage their retirement plans
- We are a member firm of National Retirement Partners with over \$34 billion in assets under management
- We enjoy a greater than 99% client retention and satisfaction
- We act as The Named Fiduciary of our clients plans

Why Now?

The Department of Labor has recently issued a number of bulletins in conjunction with the Pension Protection Act that place more pressure than ever on plan sponsors to understand what is happening with their plans in regards to compliance, returns and expenses. It is no longer an acceptable defense to merely say that you have hired someone as an investment broker. There are also a number of law firms that have begin the process of scaring plan sponsors by threatening financial lawsuits that attack sponsor's personal net worth. The completion of the check-up meets the DOL expectations of the plan fiduciaries to monitor the processes employed by all service providers, and provides you with a tool to dissuade any unwanted legal action.

Our final review will give you a working document that will help you to better manage your retirement plan, whether you ultimately chose to engage Northgate Benefits or not.

How to get started?

Call or email our Retirement Practice Leader – Rick Wedge (415) 499-1764 or Rwedge@Northgatebenefits.com, and we'll take it from there.