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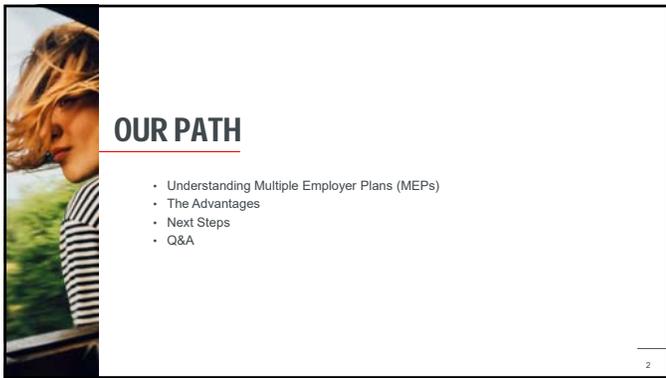
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## A QUICK LOOK AT THE BASICS

- Multiple employer plans (MEPs) are defined contribution (DC) plans
- A MEP covers companies that typically have a common interest, but may not be commonly owned

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The "lead plan" is the primary sponsor and generally the plan administrator and fiduciary.



**MEP SPONSOR**

**ADOPTING EMPLOYERS**

**All parties enjoy team support and access to:**

- MEP service team
- Financial advisor
- Bilingual education consultants
- Special markets sales and marketing teams
- Installation and conversion specialists
- Plan design and compliance assistance

Additional companies join as "adopting employers."

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## THE MEP ADVANTAGE

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## A RETIREMENT PLAN CAN BE A BURDEN





Greater scrutiny of plan operations and procedures



Fiduciary risk and liability exposure



Increased time managing administrative and fiduciary responsibilities



Less time focusing on primary business activities

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## ADVANTAGES IN A NUTSHELL

VOLUME PRICING	GREATER PLAN DESIGN FLEXIBILITY	CONTINUITY OF EARNED BENEFIT CREDIT	PORTABILITY	EASY FOR ADOPTING EMPLOYERS
SINGLE 5600 FILING	SINGLE AUDIT REQUIREMENT	POTENTIAL TAX ADVANTAGES	IMPROVES EMPLOYEE RETENTION	ADVANCED PLAN DESIGN OPTIONS

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## MEP ADVANTAGES



**SAVE TIME**  
Adopting companies don't have to worry about day-to-day plan administration



**POTENTIAL COST SAVING**  
Volume pricing and access to a lower-cost menu of diversified investments. Savings on testing, document fees, etc.

**FIDUCIARY SUPPORT**  
MEP sponsor selects and monitors investments, remits contributions, maintains plan documents, and files required government forms.

While a Multiple Employer Plan (MEP) arrangement offers adopting employers the ability to delegate fiduciary functions to the MEP provider, employers should be aware that they still retain the fiduciary responsibility for selecting and monitoring the MEP provider. Because a MEP is treated as a single plan, a violation of the qualification rules by an adopting employer could affect the qualified status of the plan as a whole. In order to be treated as a single plan under the qualification rules, the adopting employers of a MEP must share a commonality—connections among the adopting employers such as a trade or professional organization.

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**ADMINISTRATIVE OFFLOAD**

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TOP REASONS TO JOIN  
THE TEXTILE INDUSTRY RETIREMENT PLAN

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**OFFLOADING ADMINISTRATIVE WORK**

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**EVERYTHING YOUR TEAM CAN STOP WORRYING ABOUT**

- Annual and mid-year nondiscrimination testing
- Employee eligibility tracking
- Contribution limit tracking
- Contribution remittances
- Payroll processing
- Distribution processing
- Distribution of participant statements
- Investment reviews
- Loan processing
- Compliance and legislative supervision
- Form 5500 filing

*...and much more!*

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**FIDUCIARY RISK MANAGEMENT**

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TOP REASONS TO JOIN  
THE TEXTILE INDUSTRY RETIREMENT PLAN

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## WHAT "FIDUCIARY RESPONSIBILITY" MEANS

- A fiduciary is a "caretaker" for the rights, benefits, and retirement plan assets of participants.
- A fiduciary must act with the highest degree of prudence, integrity, service, and undivided loyalty to beneficiaries' interests.
- This is a legally binding relationship.
- MEPs come with substantial fiduciary support.
- Your MEP and its advisors select and monitor your plan's investments.

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## INVESTMENT FLEXIBILITY

TOP REASONS TO JOIN THE TEXTILE INDUSTRY RETIREMENT PLAN

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## BUILD YOUR OWN PORTFOLIO

- American Funds
- BlackRock
- State Street Global Advisors
- MFS Investment Management
- Janus Henderson
- Loomis Sayles Investments

The companies shown above are representative and subject to change at any time. Transamerica is not affiliated with the companies shown above.

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### Additional Flexibility...

- Plan Design
- Employee Education
- Adoption of the Plan

\* Data as of 12/31/2017

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### PRICE LEVERAGE THROUGH BUYING POWER

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### INVESTMENT UNDERWRITING AND PRICING

- It's hard for small employers to achieve advantageous pricing on their own plans
- Your MEP allows you to provide pricing and benefits generally reserved for large, stand-alone retirement plans

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### HOW IT WORKS

**ECONOMIES OF SCALE**

- Your purchasing power is now that of the entire MEP
- Growth will provide additional pricing reductions

**AUDIT AND TAX FILING COST**

- Adopters are covered under a single Form 5500\* and audit
- Employers with over 100 employees are required to be audited annually
- This audit can cost \$5,000 - \$10,000 or more each year

**DOCUMENT PREPARATION AND COMPLIANCE TESTING COST**

- Cross-tested or new comparability plans are typically drafted by an attorney
- Adopters have access to complex plan design alternatives at no additional cost
- No need to pay separately for nondiscrimination testing

\*Adopters need to provide minimal information

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**WE MAKE IT EASY**

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### MEP ADVANTAGES

**SAVE TIME**

Adopting companies don't have to worry about day-to-day plan administration



**POTENTIAL COST SAVING**

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**Zachary Allyn**  
 Textile Industry  
**Retirement Plan**



✉ zachary.allyn@Transamerica.com  
 📞 (319) 721-3885  
 🌐 [www.ifai.com/retirement-plan](http://www.ifai.com/retirement-plan)

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**THANK YOU**



While a Multiple Employer Plan (MEP) arrangement offers adopting employers the ability to delegate fiduciary functions to the MEP provider, adopting employers must still be diligent in their selection process and ongoing monitoring of the provider. Because a MEP is treated as a single plan, a violation of the qualification rules by an adopting employer could affect the qualified status of the entire plan. In order to be treated as a single plan under the qualification rules, the adopting employers of a MEP must share a commonality — a connection among the adopting employers such as a trade or professional organization.

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**DISCLOSURES**

To view the investment fact sheets, please visit [Transamerica.com](http://Transamerica.com) or reach out to a Transamerica representative.

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**DISCLOSURES**

Before adopting any plan you should carefully consider all of the benefits, risks, and costs associated with a plan. Information regarding retirement plans is general and is not intended as legal or tax advice. Retirement plans are complex, and the federal and state laws or regulations on which they are based vary for each type of plan and are subject to change. In addition, some products, investment vehicles, and services may not be available or appropriate in all workplace savings plans. Plan sponsors and plan administrators may wish to seek the advice of legal counsel or a tax professional to address their specific situations.

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Are Not FDIC Insured | Are Not Bank Guaranteed | May Lose Value

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