

# Why Hire a Professional Retirement Plan Advisor?

As a plan sponsor and fiduciary to your company's retirement plan, you have certain responsibilities to ensure optimal investments, reasonable fees, and informed participants. With an Advisor at your side, you can navigate these waters smoothly and with confidence to create a best practices retirement plan which strives to help protect you from liability and loss while promoting positive participant outcomes.

## Attributes of a Good Advisor

<b>Retirement Plans Experience</b>	Demonstrates true specialty in retirement plan consulting; generalists can't provide insulation or relieve pain points.
<b>Independent</b>	Ability to evaluate funds and service providers objectively and without conflict of interest, independent of your service provider.
<b>Co-Fiduciary Status</b>	Willingness to acknowledge in writing that they are a co-fiduciary to the plan as it relates to the selection and monitoring of investments.
<b>ERISA 404(a) and 404(c) Expertise</b>	Guides you through ERISA's requirements. Provides checklists, forms, education modules, etc., to ensure prudent skill and care.
<b>Plan Design Expertise</b>	Ability to help plans maintain qualified status while continuing to meet the goals and objectives of your organization.
<b>Investment Expertise</b>	Ability to evaluate, select and monitor fund performance; demonstrates a documented process led by qualified CFAs & staff analysts.
<b>Knowledge of Provider Marketplace</b>	Demonstrates knowledge of plan fees, expenses and revenue sharing, and can properly benchmark your plan among other service providers.
<b>Enrollment &amp; Education Support</b>	Ability to meet with your employees on-site to promote better understanding of investments and asset allocation.
<b>Communication Skills</b>	Ability to articulate plan details to the sponsor and participants, regardless of sophistication level.
<b>Documentation Skills</b>	Demonstrates procedural prudence in a well-documented manner, including meeting minutes, investment charter, online file storage, etc.
<b>Thought Leadership &amp; Advocacy</b>	Serves as an active contributor to industry development; updates your committee on current legislation and trends impacting your plan.
<b>Full and Open Disclosure</b>	Fully discloses all sources of fees received on a direct and/or indirect basis. States fees and frequency of services being delivered in writing.

As a **Section 3(21) Fiduciary**, Sapers & Wallack's professionals accept fiduciary responsibility and adhere to ERISA §404(a)'s duty to serve solely in the interest of plan participants and both have to meet the "prudent man" standard of care. Plan sponsors retain the responsibility to select and monitor the advisor, regardless of their advisor's fiduciary status.

## Our Methodology

Sapers & Wallack's partnership with Retirement Plan Advisory group helps provide plan sponsors protection from fiduciary liability, while guiding participants to reach retirement goals. Sapere & Wallack's retirement team's goal is to deliver consistently positive outcomes by providing plan sponsors a unique perspective, a strategic approach, and an expertly crafted system for investment analysis, benchmarking, plan support and communication.

The Scorecard<sup>SM</sup> System scores funds based on multiple criteria commonly used today by institutional investors. The result is a straight forward numerical scoring system that can be used to identify appropriate funds.

The Scorecard<sup>SM</sup> ranking evaluates all available funds in approximately 14 asset classes. The qualitative review process is structured in its approach and is designed to help identify the factors that will ultimately drive future investment performance.



## About Sapere & Wallack

Established in 1932, Sapere & Wallack is a third generation family-run business. Our approach to insurance, retirement planning, wealth management and benefit planning goes beyond the traditional role to deliver a single source solution for sustainable cost management. We work with the client's best interest in mind, creating cost effective solutions, diligently monitoring the plans and responding proactively and quickly to the potential impact of product and legislative changes. Our approach: building value while managing risk. We believe this requires an advisor with a sharp focus on client satisfaction. This is what we at Sapere & Wallack do best.

Securities and Investment Advisory Services offered through NFP Securities, Inc. (NFPSI), member FINRA/SIPC. Sapere&Wallack, Inc. and NFPSI are not affiliated.



275 Washington Street, Suite 205, Newton, MA 02458 | (617) 225-2600 | [www.sapers-wallack.com](http://www.sapers-wallack.com)