Plan Types - Understanding the Acronyms

	SINGLE EMPLOYER PLAN	PEP (Pooled Employer Plan)	DCG (Defined Contribution Group)
FIDUCIARY ROLES			
PLAN SPONSOR	Employer	Fiduciary Wise (significant fiduciary protection)	Employer
402(a)/316 FIDUCIARY	Plan Sponsor by default but can be delegated	Fiduciary Wise- registered with DOL	Fiduciary Wise
3(38) FIDUCIARY	Available	Yes	Yes- Shared Service Provider
INSTITUTIONAL TRUSTEE	Available	Yes	Yes- Shared Service Provider
PLAN FEATURES			
INVESTMENT MENU	Flexible	All Adopters have the same Designated Lineup	Some Flexibility- Options Available from menu
PLAN DESIGN FLEXIBILITY	Yes	Significant (discretion of PPP & TPA)	Yes
FORM 5500	One	One for the entire PEP	One for entire DCG
AUDIT REQUIREMENT	Required if more than 100 participants	Single audit for PEP once audit threshold is reached- Shared auditor	Separate for each employer that has more than 100 participants with a balance- Shared Auditor
ANNUAL COMPLIANCE	Yes	Separate for each adopter	Separate for each plan
COST	Priced given plan specifications	Potential fee reduction from all service providers as total plan asset and adopters grow	Potential fee reductions as total DCG grows
CONSIDERATIONS			
OPERATIONS		Adopting into a PEP- this requires document restatement to merge in	Existing plan remains- Service Providers are shared- Essentially a plan transfer
WHO IS A FIT	Plan Sponsors who have very particular plan complications and/or provision, love their auditor/TPA, have enough scale to get significant discounts on their own, may find a move too challenging.	Audit sized plans: Want to outsource fiduciary responsibility. Have trouble making timely decisions. Have CEOs/CFOs who care but don't have time. Have a lot of HR turnover so it's unclear who is doing what. Don't have dedicated HR/benefits staff.	Small plans (less than 100): Want to outsource fiduciary responsibility. Have trouble making timely decisions. Have CEOs/CFOs who care but don't have time. Have a lot of HR turnover so it's unclear who is doing what. Don't have dedicated HR/benefits staff.