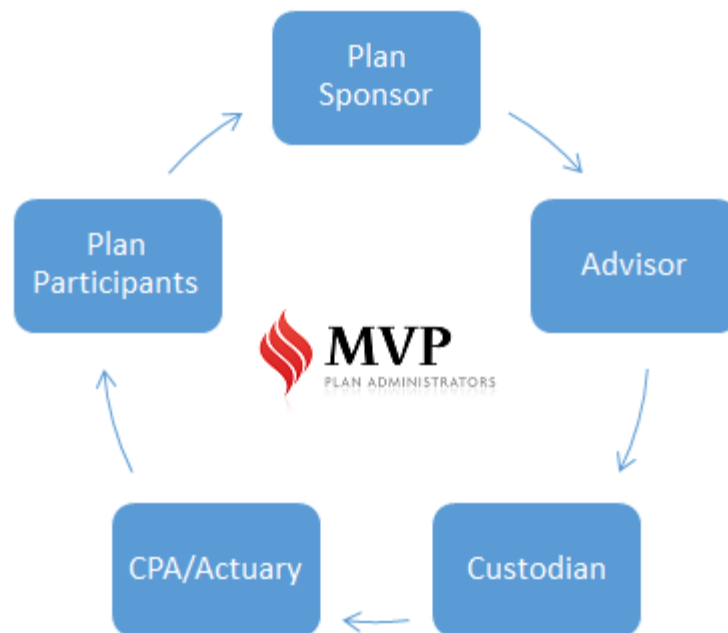


MVP and Advisors – Partnering to better serve our Clients!

MVP Plan Administrators, Inc. believes in being more than just a recordkeeper and/or Third Party Administrator (TPA). We serve as a partner in this relationship! We believe the best service for Plan Sponsors and Plan Participants is achieved when there is a strong relationship with the Advisor and other service providers who manage the plan.

MVP and the advisor, although independent, are at arm's length from one another; developing a **"process"**, as well as understanding each other's services, to serve the Plan Sponsor and Plan Participants. MVP and the Advisor are independent, conflict-free, versatile, and not tied to any product. So what makes this relationship better for the Plan Sponsor and Plan Participants? They get flexibility and the **ULTIMATE** solution that fits their company and plan participants.

MVP serves as the *HUB* through which all data flows.



Retirement plans are very complex and the Plan Sponsor usually serves the plan in a number of roles: Fiduciary, Plan Administrator, and possibly as Trustee. Even if the Plan Sponsor designates others to serve in one or more of these roles, there is one role they can **NEVER** relinquish. That is the role of Plan Sponsor itself. This role alone comes with great responsibility and liability to be sure the plan is compliant, is serviced well, and that fees are reasonable for the services provided. MVP will shoulder that responsibility along with the Plan Sponsor and help to keep the plan in compliance and performing as efficiently and effectively as possible.



The "Process"

Many retirement plan providers sell a product. A product is a "boxed" or "canned" way of establishing and servicing retirement plans in mass. MVP and the advisors we work with don't treat your plan as a product. We offer customization, personal service, and a method of meeting your fiduciary responsibility - a ***process***. This process protects you, all Plan Fiduciaries, and the Plan Participants. No two companies are alike. So why should retirement plans be?

What MVP and the Advisor do as part of our normal services:

Together we,

- Shoulder the administrative workload for you
- Work in the best interests of you and your employees
- Identify your responsibilities and inform you of regulatory changes that affect the plan
- Provide personal, hands-on service with experienced professionals
- Control expenses and provide full fee disclosures on all direct/indirect payments

MVP Plan Administrators, Inc.,

- Provides a website for the Plan Sponsor, Participants and Advisor to access the retirement plan
- keeps the plan compliant with current legislation
- Provides the administration services which include addressing complex compliance issues, testing and filing requirements
- Works with you and your auditor as required
- Sponsors the plan document and keeps it in compliance with current regulations
- Provides quarterly statements and other disclosures and notices
- MOST importantly, proactively monitors the plan provisions to make sure the plan still fits your needs! Your company evolves and your plan should as well!

Advisor,

- Provides Fiduciary Protection by accepting ERISA 3(21)a or (3)(38) Fiduciary status
- Provides ERISA 404(c) Safe Harbor – making sure the procedures are in place
- Selects a Qualified Default Investment Alternative ("QDIA")
- Provides a written Investment Policy Statement ("IPS")
- Employee education/enrollment – participant will now control investment portfolio construction based on retirement timelines and risk tolerance
- Review and monitor investment performance

Myth: Bundled Providers make plan **administration** easier than with an Unbundled Provider because they provide services under one umbrella.

Reality: Usually the Bundled Provider sends the salesman for their company – who only does “sales”; whereas the Unbundled Provider sends you the **people** who actually do the work. The people who understand your plan. Because of proven processes, the unbundled providers can make the plan’s operation appear seamless as well!

Myth: Retirement plans are administered for FREE. A claim often made by some providers and a myth most plan participants believe!

Reality: No-one works for FREE! If anyone could work for free why would they work at all? Just because a participant or Plan Sponsor may not SEE the fees being assessed to the plan (because they are usually hidden), doesn’t mean they don’t exist. Legislation under ERISA 408(b)(2) and 404(a)(5) require service providers to disclose fees they assess. MVP nor the advisors we work with need legislation to force us to disclose the fees we charge. We have always been transparent about fees!

Myth: The Plan Sponsor can leverage a relationship or other services to the employer to reduce costs for the plan administration.

Reality: The Plan Sponsor, as a fiduciary, must only consider what is in the best interest of their plan participants when selecting a provider. It could be considered a conflict of interest if the employer receives better pricing for “other” services, if they place their plan with that provider.

Protecting the Plan Fiduciaries

Providing fiduciary protection is hard work. With the right professionals, the Plan Sponsor can have peace of mind!

Here is how it is all connected. These steps provide “safe harbors” to protect Plan Fiduciaries:



Develop/review or modify the Plan’s current **Investment Policy Statement (IPS)**. The IPS is a document that outlines how the Plan Fiduciaries will select, review, monitor, and replace the investments offered in the plan. Once developed, the IPS should be adhered to for all investment decisions.

At least annually, the Plan Fiduciaries, led by the advisor, should conduct a meeting to **review/monitor investments** held in the plan. This review includes the performance of the investments and suggestions to potentially add investments to the menu or replace investments that are not performing or adhering to the guidelines outlined by the IPS.

Educate plan participants by helping them understand the provisions of the plan and providing them with the required notices and disclosures. Educate them not just on the investments offered in the plan, but on how to build a diversified portfolio. Follow Department of Labor guidelines to

ensure participants are given the proper tools to build a diversified portfolio. Your advisor will conduct meetings to educate the plan participants.

Administer the plan compliantly according to the terms of the plan document as well as current legislation. This includes performing the appropriate required compliance testing and reporting and by providing the required notices and disclosures according to legislation. MVP will work with you to ensure the plan is managed according to legislative guidelines.

At the end of the plan year, the advisor should review the “*process*” with you by providing a checklist of fiduciary standards. The guidelines for these standards are listed in the Internal Revenue Code Section 404(c). This ***404(c) Fiduciary Review*** provides the fiduciaries with relief from liability if they adhere to those guidelines. There is a code on the annual IRS Form 5500 that signifies that the plan intends to comply with IRC 404(c). It is better to state that you are not 404(c) compliant, than to state that you are and not comply. Your advisor and MVP will make sure you comply!

MVP and the ***Advisor*** partner with you, the ***Plan Sponsor***, to ensure your plan is administered compliantly. Also, we protect you as Plan Sponsor, other Plan Fiduciaries, and Plan Participants. We understand that retirement plan administration is complex and that you have a business to run aside from a retirement plan. Our process makes it easy for you to comply. We provide peace of mind and assurance that the process is effective in ***helping secure the retirement future*** of your plan participants!



Let's Talk

Sounds like a good time to strike up a conversation about MVP and services we offer. You can get in touch with us by calling us at 1-866-687-6877 or by emailing us at sales@mvp401k.com.