



# BDS Consulting Group

A Retirement Plan Consulting and Third-Party Administrative Services Company since 1974

## Our TPA Services

<b>Plan Design &amp; Document</b>	• Customized design • Plan document • Amendments • SPDs & SMMs
<b>Plan Administration</b>	• Eligibility • Discrimination testing • Contribution allocations • Form 5500 • Plan audit assistance • ERISA disclosure notices • Distributions & loans
<b>ERISA Compliance</b>	• Ensure plan adheres to IRS and DOL rules
<b>Integrity of Data</b>	• Review, question, cross-check data • All work is reviewed prior to release
<b>Industry Credentials</b>	• Most staff members are credentialed in the retirement plan industry

## A Comparison of Retirement Plan Administration Models

Bundled – Recordkeeper Only		Unbundled – Recordkeeper & TPA	
<b>One Vendor</b>	<ul style="list-style-type: none"> <li>The recordkeeper holds the plan's assets <u>and</u> performs the plan administration</li> </ul>	<b>Two Vendors</b>	<ul style="list-style-type: none"> <li>The <u>recordkeeper</u> holds the plan's assets and the <u>TPA</u> performs the plan administration.</li> </ul>
<b>Multiple Points of Contact</b>	<ul style="list-style-type: none"> <li>Contact is typically a different member of a call center each time you call</li> </ul>	<b>Single Point of Contact</b>	<ul style="list-style-type: none"> <li>One point of contact who is an expert on the subject matter</li> </ul>
<b>Unclear Pricing</b>	<ul style="list-style-type: none"> <li>Fees often part of fund expense ratios</li> </ul>	<b>Transparent Pricing</b>	<ul style="list-style-type: none"> <li>Straightforward fee-based pricing</li> </ul>
<b>Minimizes potential for fraud and errors through a system of checks and balances</b>			

## The Value of a TPA – Case Studies: How Clients Benefited From Our Services

Client's Issue	Our Solution	Benefit to Client
<ul style="list-style-type: none"> <li>Many part-time and short-term employees were not contributing to the plan requiring an audit at a cost of \$12,000 a year</li> </ul>	<ul style="list-style-type: none"> <li>Amended the age &amp; service requirements to exclude part time employees from participation</li> </ul>	<ul style="list-style-type: none"> <li>Participant count was brought below 100 so audit was no longer required</li> </ul>
<ul style="list-style-type: none"> <li>Matching contributions weren't made on catch-up contributions by employees which primarily impacted owners &amp; officers</li> </ul>	<ul style="list-style-type: none"> <li>Amended the plan to match catch-up contributions</li> </ul>	<ul style="list-style-type: none"> <li>Provided a larger benefit to owners &amp; officers</li> </ul>
<ul style="list-style-type: none"> <li>ADP/ACP test failures which required corrective distributions for multiple years</li> </ul>	<ul style="list-style-type: none"> <li>Added a Safe-Harbor match contribution</li> </ul>	<ul style="list-style-type: none"> <li>Corrective distributions no longer required</li> <li>Allowed higher paid employees to contribute up to the maximum</li> <li>Increased participation levels</li> </ul>
<ul style="list-style-type: none"> <li>Profit sharing allocation did not maximize the owners &amp; officers</li> </ul>	<ul style="list-style-type: none"> <li>Amended the plan to include a cross-tested allocation formula</li> </ul>	<ul style="list-style-type: none"> <li>Allowed owners &amp; officers to increase their account allocations to the IRS maximum</li> </ul>