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**“Benefit not communicated is not a benefit at all!”**

## ***401k Benefits***

### **Compliance Requirements**

- **Selection of vendor and investment options**
  - ERISA 404 (c) compliant
  - Investment alternatives
    - Fiduciary must provide at least 3 investment categories
    - Represent wide range of risk/return characteristics
- **Employee enrollment and education**
  - Opportunity to change investment options
    - Must be able to change investment options every 3 months
  - Description of any restrictions, redemption fees and other transaction fees
    - Associated with purchase, sale or transfer of investment options
  - Right to request written confirmation of investment changes
- **Ongoing monitoring and maintenance (following must be provided upon request)**
  - Disclose annual operating expenses
    - Investment management and administration fees, transaction costs
  - Provide list of assets comprising the portfolio of each investment option
    - Value of each asset
    - Name of issue of option, term and rate of return (Fixed rate investments)

### **DPSI Expert in 401k Benefits Provides:**

- Compliance with IRS and ERISA
- Due diligence to participants
- Personal, one-on-one service
- More investment choices
- Potentially increased investment performance
- Better communication tools