



# TAG & TRANSAMERICA 403(b) *RETIREMENT PLAN EXCHANGE*<sup>®</sup>

AN INNOVATIVE RETIREMENT PLAN SOLUTION FOR SMALL & MEDIUM ORGANIZATIONS

## QUESTIONS & ANSWERS

### WHAT IS THE TAG & TRANSAMERICA 403(b) RETIREMENT PLAN EXCHANGE?

The 403(b) *Retirement Plan Exchange* was created by TAG and Transamerica to allow small organizations to provide a retirement plan to employees without having to take on all the administrative and fiduciary responsibilities that come with it. The *Exchange* can help reduce the administrative burden, transfer certain risks, and potentially reduce costs. With the *Exchange*, a team of professionals works together on your behalf so you can focus on running your business — not your retirement plan. When you offer a plan through the *Exchange*, you become a participating employer. Participating employers in the *Exchange* do not have to share a common association or industry.

### HOW WILL MY ORGANIZATION BENEFIT?

By participating in the *Exchange*, you can experience:

- Reduced administrative burdens for your retirement plan
- Potential cost savings through economies of scale
- Participant educational tools and resources to help your employees successfully plan for retirement
- A team of professionals to support the compliance and management of your plan
- Nearly 50 additional tasks

### WHAT ARE THE POTENTIAL COST SAVINGS?

When comparing the potential costs of sponsoring a retirement plan independently in the open market, participating employers may realize lower investment costs through pooled assets and reduced costs for document preparation, compliance testing, Form 5500 filing, and quarterly participant statements. In addition, the *Exchange* has negotiated a significant cost savings for companies subject to an annual audit. These companies will receive a comprehensive, individual audit with limited company involvement and time commitment.



## WHAT FIDUCIARY SUPPORT WILL I RECEIVE?

The fiduciary support you will receive from the *Exchange* includes an investment policy statement, compliance and operational oversight, investment selection and monitoring, ongoing reporting, and more.

As a participating employer and fiduciary, you can outsource a large portion of responsibility to the *Exchange* to help meet your fiduciary obligations.

The *Exchange* also allows you to delegate a substantial portion of your administrative responsibilities to TAG Resources as your 3(16) Plan Administrator. Investment Manager will select and monitor the plan's investment lineup and take on ERISA 3(38) fiduciary responsibilities.

In a time of increasing government oversight and compliance, this support can be a significant benefit to your business.

## WHAT ADMINISTRATIVE SUPPORT WILL MY ORGANIZATION RECEIVE?

It's easy to underestimate the time it takes to properly operate a 401(k) retirement plan. By participating in the *Exchange*, several tasks are taken off your plate.

### POTENTIAL PLAN SPONSOR RESPONSIBILITIES WITHOUT THE EXCHANGE

- Form 5500 filing
- Nondiscrimination testing
- Investment of plan contributions
- Tracking contribution limits
- Tracking catch-up contributions
- Approvals and denials of hardship requests
- Distribution processing
- Monitoring of pending legislative actions
- Merger and acquisition support
- Nearly 50 additional tasks

### PLAN SPONSOR RESPONSIBILITIES WITH THE EXCHANGE

- Monitor the *Exchange*
- Upload payroll files
- Year-end data collection

We perform  
**99%**  
of administrative  
tasks

## WHAT PLAN DESIGN OPTIONS ARE AVAILABLE?

The *Exchange* allows each participating employer to take advantage of many plan design options. You retain control of vesting, eligibility requirements, matching contributions, profit sharing, automatic enrollment, and general plan design.

### Get in touch:



Email: [Exchange@transamerica.com](mailto:Exchange@transamerica.com)



Call: 888-401-5826



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Before adopting any plan you should carefully consider all of the benefits, risks, and costs associated with a plan. Information regarding retirement plans is general and is not intended as legal or tax advice. Retirement plans are complex, and the federal and state laws or regulations on which they are based vary for each type of plan and are subject to change. In addition, some products, investment vehicles, and services may not be available or appropriate in all workplace retirement plans. Plan sponsors and plan administrators may wish to seek the advice of legal counsel or a tax professional to address their specific situations.

The *Exchange* is not a multiple employer plan (MEP). Unlike a MEP, certain plan qualification and ERISA requirements are applied at the individual plan level.

All Transamerica companies identified are affiliated, but are not affiliated with TAG Resources, LLC or Investment Manager.

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