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# Delivering effective, customized retirement plan solutions

Retirement plan consulting



Investment and Insurance Products:

• NOT FDIC Insured • NO Bank Guarantee • MAY Lose Value

# Experience and guidance that makes a difference

Wells Fargo Advisors is a leading provider of retirement plans with more than \$90 billion\* in assets across more than 48,000 retirement plans. We are passionate about serving as an advocate and investment fiduciary for our plan sponsor clients and their employee participants.

We provide support and consulting services regardless of the size of your organization. We have experience in working with a wide range of plan sponsors — from start-ups to multi-million-dollar programs — as well as relationships with approximately 20 of the top retirement plan recordkeepers across the country.

Wells Fargo Advisors  
manages more than

**48,000\***  
retirement plans

## Retirement plan consulting

Our financial advisors are backed and supported by a team of highly skilled retirement plan experts dedicated to delivering retirement plan solutions designed to achieve the objectives of plan sponsors. These encompass:



Helping minimize  
fiduciary liability



Helping optimize  
plan design



Prioritizing retirement  
readiness

Wells Fargo Advisors is one of the nation's premier wealth management firms, known and recognized for the responsible stewardship of clients' assets. With roots dating back to 1879, it grew through mergers with some of the most respected regional and national financial companies. A nonbank affiliate of Wells Fargo & Company, Wells Fargo Advisors prides itself on exceptional service based on trust and knowledge, and for a corporate culture that puts client needs above all else.

\* As of December 2022

# Comprehensive retirement plan solutions

We can help you navigate the complexities of choosing and implementing a retirement savings program. Our approach to providing retirement solutions is based on these core tenets:

## 1 Plan design analysis

We conduct a comprehensive analysis of your needs and objectives before recommending alternatives. This includes listening to understand what's important to you in a retirement savings program and uncover any areas of concern that you would like to have addressed.

## 2 Service provider evaluation

Based on your goals and objectives, we will identify plan features that align with your goals and identify service providers that are able to provide the level of support you desire. We are platform agnostic and have the capability to work with your existing providers as well.

## 3 Team-based approach

We will engage in an open-ended dialog with you and your chosen advisors, such as your CPA and attorney, to collaborate to ensure your retirement plan is on track with your goals.

## 4 Ongoing service and support

We provide continuing educational programs, resources for plan participants, and enrollment meetings for new employees, and we assist retiring employees with retirement plan distribution strategies. We also conduct ongoing meetings with your investment committee to review plan investment performance.

## Investment options designed around you

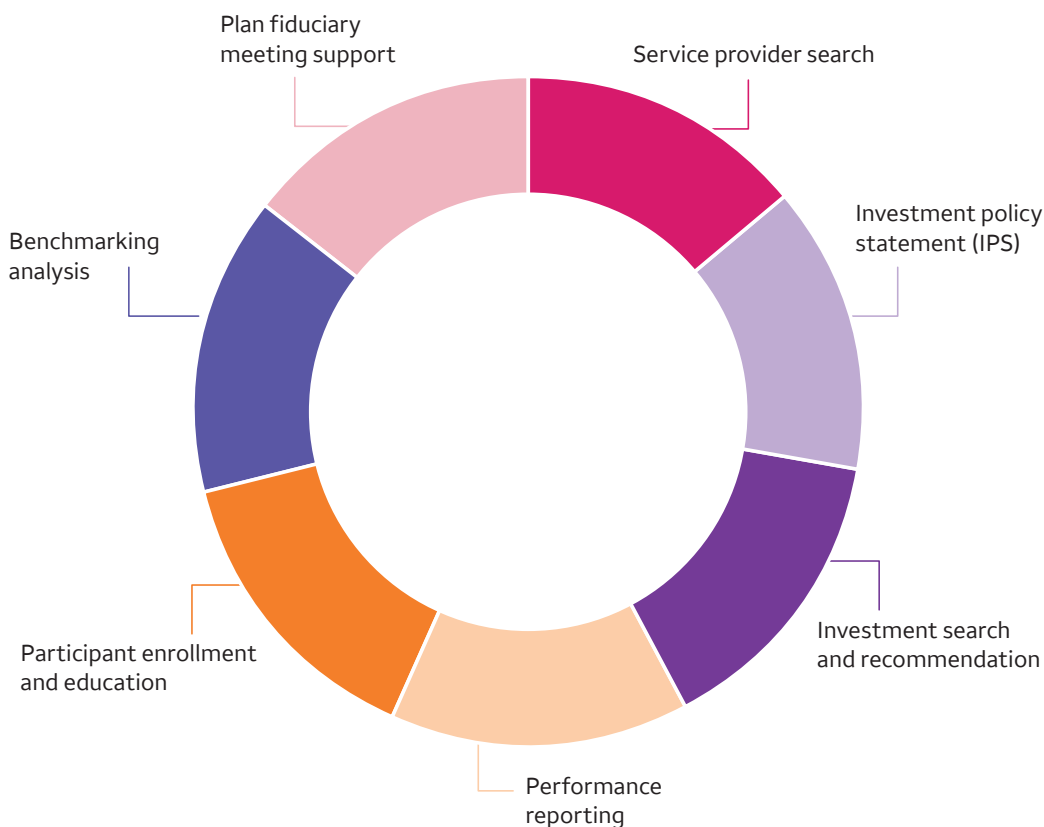
When you work with us, we provide you with an investment platform that offers the opportunity for objective investment recommendations from a large universe of investment options. We have the ability to act as a 3(21) fiduciary for your plan and help you review a wide range of investment opportunities and recommendations. This includes recommending money managers whose investment approach aligns with your plan goals and risk tolerance, as well as ongoing performance reporting.

Our structure allows you to maintain discretionary control and final decision-making authority for your plan and investments made available to participants. You'll always know which investments are held in your plan and the fees associated with them.

We also recognize the importance of adaptability as the retirement plan and benefits industry evolves, as well as the need to stay on top of constantly changing regulations.

# Retirement plan consulting services

We can bring all of these components together or we have the flexibility to “plug and play” specific services with those you already have in place for your plan.



## Service provider search

Every plan sponsor has a fiduciary responsibility to know their fees are reasonable. Conducting a service provider search periodically is an ideal way to achieve this.

We help existing plan sponsors quickly and conveniently evaluate what options are available in the marketplace and compare them to what is currently in place. We also assist employers who do not have a retirement plan currently and want to gauge the cost and benefits of sponsoring a plan for the first time.

## Investment policy statement (IPS)

We can support your investment selection and monitoring responsibility by creating, formalizing, and documenting your prudent fiduciary processes related to your IPS.

Ideally, every retirement plan should have an IPS to document and guide the investment decision-making and monitoring process for the plan. An existing plan sponsor that operates a plan without an IPS is at risk in the event of an audit or lawsuit regarding investments. Although an IPS is not required by regulations, it is often the first item asked for in the event of an audit.

We help new plan sponsors start plans off on the right foot by providing an investment policy statement that offers both plan guidance and risk management guidelines. We will assist you in preparing an IPS that reflects your plan's investment objectives, policies, and risk tolerance.

In addition, we will coordinate with your Plan Committee and other fiduciaries to review your investment policy statement on an annual basis to ensure the objectives are meeting your plan and participants' needs.

## Investment search and recommendation

We will assist you with detailed investment analysis to aid you with your plan investment selection and fund recommendations. In addition, we provide investment recommendations for consideration that are compatible with your plan's objectives, policies, and risk tolerances.

We coordinate with existing plan sponsors to review current investment options and offer recommendations for investment replacements or alternatives. We work with new plan sponsors to navigate investment options and create a fund lineup for their new plan.

Our Manager Research Team's key resource is intellectual capital. The team's analysts have more than 100 years of aggregate experience in manager selection and asset class allocation. If appropriate, a rigorous, multistage process is

applied by the investment manager research team to identify those with highly specialized expertise for each of our manager strategies.

## Performance reporting

We will assist you and your plan fiduciaries with ongoing evaluation of your plan's investment options and the performance of its portfolio's various time periods. This includes delivering reports that outline results and assist with the evaluations of funds, as well as comparing various aspects of performance identified in the investment policy statement.

The information in the report may include market commentary, plan asset allocation summary, risk and return analysis, investment cost analysis, and investment research. At a minimum, an annual review of the investments offered should be conducted annually.

## Participant enrollment and education

Wells Fargo Advisors offers a wide range of resources to enable plan participants to help maximize the benefits for their retirement plan. We will help you implement turnkey enrollment options in coordination with your plan's recordkeeper and ongoing, fully customized educational programs for plan participants to assist them in making informed savings and investment decisions. These include easy-to-use online enrollment applications as well as group and individual education meetings.

## Benchmarking analysis

We provide plan benchmarking reports that identify and compare specific plan elements, such as plan features, investment-related information, participant behaviors, and plan oversight, as well as plan-related fees with other plans of similar size or demographics.

Our fee benchmarking analysis seeks to assist you with maintaining your plan compliance with 408(b)(2) disclosure regulations, and we assess the reasonableness of plan service providers' costs relative to the services received. This analysis also provides us with a baseline fee structure to compare with fee quotes we receive from competing providers during a Request for Proposal process.

## Plan fiduciary meeting support

Wells Fargo Advisors has a robust suite of resources to help educate plan sponsors and plan fiduciary and committee members on their fiduciary responsibilities.

We provide general summary reports and statistical updates about your retirement plan for plan fiduciary meetings. These may include participation and demographic reports, a review of goals and results of the education policy statement, updates on participant meetings, regulatory updates, and market updates.

Contact your financial advisor today to learn more about how our approach to retirement plan consulting can help you create a customized solution designed to maximize the performance of your plan.

## Our commitment

Wells Fargo Advisors believes people and process drive performance. By offering distinctive advantages — such as identifying investment opportunities and managers positioned to help consistently achieve returns in excess of stated benchmarks, ongoing support, and risk mitigation — we will focus on helping plan sponsors achieve their stated objectives.

