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PEP Connect®

Reduce work and maximize
fiduciary protection with a pooled
employer plan

Sponsoring a retirement plan often takes specialized knowledge and adds time-consuming administrative and fiduciary obligations to an employer's already busy workload. Employers can meet this challenge, stay focused on their business and mitigate fiduciary risk by delegating these responsibilities to retirement professionals.

What is a Pooled Employer Plan (PEP)?

With the Setting Every Community Up for Retirement Enhancement Act (SECURE Act), employers were allowed to begin offering a retirement plan through a Pooled Employer Plan (PEP). A PEP is maintained as a single retirement plan while allowing multiple unrelated employers to participate, achieving economies of scale typically only attained by larger plans. A PEP operates like a traditional single employer retirement program, but the majority of administrative and fiduciary duties are outsourced to the pooled plan provider, making it easier for businesses to set up and administer a plan for their employees.



PEP benefits

- More time to focus on business needs
- Assurance that fiduciary responsibilities are met and the plan is compliant
- Protection of plan assets
- Economies of scale allow for better pricing and investment access
- Single 5500 and audit for all adopting employers

Characteristics of good candidates

- Stretched resources with a need to offload work
- Risk averse with desire to outsource responsibilities and limit liability
- Smaller to midsized employers seeking comprehensive services
- Limited retirement plan knowledge or experience

Connecting the pieces for a streamlined retirement plan

Administrative and investment fiduciary services are seamlessly integrated by The Standard to minimize the adopting employers' involvement while maximizing fiduciary protection. Employers are responsible for submitting ongoing contributions while retirement experts manage the rest.

Pooled plan provider

The Standard provides complete recordkeeping services and a robust investment platform along with easy access to account tools and resources through a secure website.

ERISA 3(38) investment manager

Morningstar Investment Management LLC can help mitigate the risk a plan fiduciary takes on by providing an investment selection process, a diversified plan lineup, regular documentation, plan monitoring and additional fiduciary support. Morningstar Investment Management acts as the plan's investment manager and has full discretion to remove and replace funds.

ERISA 3(16) plan administrator

The Standard assumes the role of the named plan administrator and principal fiduciary for administrative functions of the plan.

Financial professional

Adopting employers may have an independent financial professional involved to provide a variety of services, including fee and provider reviews, plan design assistance and employee education to name a few.

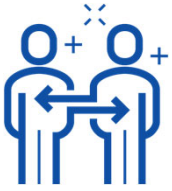


Key services

- Select investment lineup
- Monitor and update investments
- Provide investment reviews
- Maintain and sign plan document
- Prepare and sign Form 5500
- Process distributions
- Process loans
- Determine eligibility
- Provide online beneficiary elections
- Deliver required notices
- Calculate, track vesting
- 1099-R reporting
- Perform annual compliance testing

The Standard is at the forefront of PEPs

With experience in the recordkeeping, administration and fiduciary management of these plans, The Standard offers deep expertise as a pooled plan provider. As the named PPP, The Standard delivers:



Flexible, consultative approach to plan design and capabilities. We partner with you to design a plan that best supports an individual employer's needs and plan objectives.



Fully bundled solution. Employers and advisors are not left to guess who is responsible for PEP administration. There are no instances where data, systems and connectivity have to take place across multiple platforms or providers.



Higher level of administrative outsourcing at no additional cost. With our in-house ERISA 3(16) fiduciary program, most administrative tasks are assigned to The Standard. This helps mitigate the employer's risk by assuring the plan is compliant.



In-house compliance support. With an average 22 years of tenure at The Standard, our ERISA compliance consulting team is expert in the design, administration, accounting and compliance of qualified plans.

Learn More

If you're a plan sponsor, contact your financial professional or representative at The Standard to learn more. If you're a financial professional, contact our sales team at **844.239.3561**.

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The Standard is the marketing name for StanCorp Financial Group, Inc. and subsidiaries. Standard Retirement Services, Inc. provides financial recordkeeping and plan administrative services. Standard Insurance Company and Standard Retirement Services, Inc. are subsidiaries of StanCorp Financial Group, Inc., and all are Oregon corporations.

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