Most

Fiduciary Relief

Plan Sponsor's Fiduciary Relief through Fiduciary Delegation



3(16)

3(38)
3(31)

Signationary Assot

Discretionary Asset Manager: ERISA 3(38)

Plan Sponsor delegates authority IN WRITING to a qualified fiduciary to make asset management decisions for investments offered in the plan. The Plan Sponsor's role shifts from acting as an investment expert to MONITORING the investment expert hired by the Plan.

Administrative Fiduciary: ERISA 3(16)

Plan Sponsor delegates discretion for critical administrative functions to a named fiduciary who accepts that authority in writing and assumes a correlative liability, being legally bound to performing the primary Administrative Functions and various decisions that directly impact plan compliance.

"Open Architecture"

Trustee Directed 401k

A single account managed by Trustee. Not participant directed.

Proprietary Insurance or Fund Platform

Sponsor chooses from a menu of funds offered by a provider that's prohibited from a co-fiduciary role on the plan. May be assisted by a non-fiduciary Advisor giving "recommendations" but not advice.

Co-Fiduciary Advisor: ERISA section 3(21)

An Advisor assists in a fiduciary capacity in giving the Plan advice for a [level compensation] fee. The Plan Sponsor still exercises fiduciary discretion and functions as a prudent investment expert by approving funds menu along with the correlative liability of that role.

Limited ERISA 3(38)

delegates authority

qualified fiduciary to

IN WRITING to a

provide required

management

discretionary asset

decisions for invest-

ments in the plan.

Plan Sponsor

Participant Directed

Subject to a 404c election, shifts some investment decisions to participants. Sponsor retains fiduciary discretion over what's offered.

Least

Least

Fiduciary Delegation

Most