Multiple Employer Plans

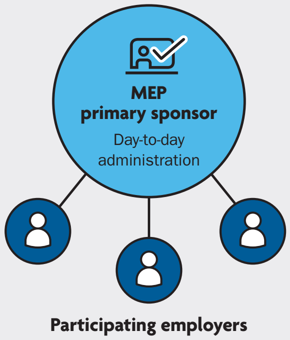
How MEPs work

Participating employers designate a primary sponsor to assume day-to-day plan administration duties.

The MEP selects the person(s) who serve as the:

Named fiduciary to control and manage plan operations

Administrator to satisfy reporting, disclosure and other requirements



Is an ERISA Multiple Employer Plan right for you?

A Multiple Employer Plan (MEP) allows two or more unrelated employers to join together to create a single retirement plan if certain ERISA requirements are met. Under the right circumstances, the arrangement can help employers achieve economies of scale through centralized support of administrative and fiduciary obligations.

MEPs are often comprised of small- and mid-sized associations, institutions or organizations that are unaffiliated, but share common interests. By joining with other employers, they can pool their assets and resources, creating a single retirement plan if certain ERISA (Department of Labor) requirements are met.

Key considerations for joining a MEP

While each MEP may be set up differently, you may wish to consider these points:

Plan design

To simplify and reduce costs, plan design and investment choices may intentionally be limited.

A team of professionals, including a recordkeeper, advisor and/or administrator can assist with plan design, investment selection and monitoring, as well as employee communication, education and advice.

Cost

Participation in a MEP may offer some economies of scale. Potential savings could include reductions in fixed administrative costs, investment pricing and administrative time for participating employers.

Also, any fees paid to an advisor or consultant for monitoring plan investments can be shared by multiple employers, potentially reducing the cost to each.

Fiduciary responsibility

The primary sponsor or plan committee makes many of the decisions, such as selecting and monitoring service providers and the plan's investment lineup.

While a participating employer's fiduciary responsibilities and liabilities are not entirely eliminated, many decisions may be delegated.

TIAA can collaborate with you to provide MEP services

If you would like to learn more about how MEPs work or need other plan-related information, TIAA can help. We have expertise:

Serving

not-for-profit retirement plans of all sizes for over 100 years.

Carefully navigating

the administrative, legal and compliance complexities of MEPs for not-for-profit organizations and institutions.

Collaborating

with plan sponsors to drive retirement outcomes for their employees, including income for life.[1]

Helping

employees get to and through retirement by providing investment education and advice.

Have questions?

There are many things to think about as you consider the administrative, fiduciary and participant-related details associated with establishing or joining a MEP. We know you may have questions, such as:

- Is there anything unique about not-for-profit plans that can affect a MEP?
- How can a MEP help ease administrative burden?
- For ERISA plans, would only one Form 5500 be required?
- How are audits handled and who would be responsible for them?

We're ready to provide any additional information you may need. Simply contact your plan advisor or TIAA representative for assistance.

TIAA

1 Lifetime income is subject to the claims paying ability of the issuing company.

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