



"The primary objective of an employer sponsored retirement plan is to assist your employees to be as prepared for retirement as possible."

As a sponsor of a 401(k) plan, you have a fiduciary duty to your employees. This means you have the responsibility to select qualified service providers to help administer the plan, decide on the appropriate plan provisions, select investments and monitor their performance, keep up with ongoing regulatory changes, educate eligible plan participants, and inform them of the health of the plan.



There are many important questions we help our 401(k) partners with on a daily basis:

- How do you select a team of service providers to help you administer the plan?
- When was the last time you conducted a due diligence exercise to ensure you are receiving the most from your service providers?
- What is the process you go through to evaluate and replace an investment in the plan?
- Are you compliant with the latest regulatory rules? How do you know when those rules have changed?
- Are enough employees participating in the plan? Are they saving enough?
- Is your plan achieving the objectives you initially set?

If you are unsure of the answers to these questions or have additional questions, there is a strong probability that you do not have dedicated employees with 401(k) expertise supervising your plan. Therefore, you should consider hiring a specialist who is dedicated to helping you and your employees get the most from their retirement plan. You will likely need a plan advisor who is a fiduciary specializing in 401(k) plans.



Maintaining an appropriate retirement plan for your company often seems like a daunting task, especially when you consider everything else that goes into running a successful business. In general, our value added retirement plan services can be segmented into the following components:

1. Benchmarking your current 401(k) plan

We compare the fees, services, and participant metrics of your plan to similar plans in the market. We use this information to make recommendations to enhance your plan's offerings and/or reduce costs and improve the services to your participants. This comparison satisfies the fiduciary obligations under both ERISA and 408(b)(2) fee disclosure rules.



2. Plan design consulting

The design of your plan can make a significant difference in determining whether your plan is maximizing the benefits available. The plan provisions address such things as: qualification and eligibility rules, profit sharing allocations, matching contribution formulas, and more. We will work with you and your record-keeper to ensure all available aspects of your plan's design are considered.

3. Investment Policy Design

An Investment Policy Statement (IPS) describes the plan's investment philosophy, goals and risk parameters which are used to guide the decisions made to manage the plan. The IPS is the blueprint for the plan of action the investment managers and advisors follow as they select and manage plan investments. Also, having a strong IPS that is monitored and followed helps minimize your fiduciary liability as a plan sponsor.

4. Investment Selection

The number of fund investment choices can be overwhelming. Choosing the right investment lineup for your plan can be daunting. Managing those investments to ensure compliance with the IPS and the plan's objectives is an ongoing task. We will recommend and manage investments that meet the objectives of the IPS and your plan.

5. Plan Reviews

We provide ongoing review and analysis of your plan's operating metrics. These operating metrics include: participation rates, deferral percentages, loan usage. We monitor the plan's funds for such things as style drift, performance relative to peer funds, and consistency with IPS objectives. We provide ongoing regulatory and compliance updates.

6. Employee Communication and Education

We will assist in the coordination of initial and ongoing employee enrollment meetings. We will provide investment education for your employees. We are available by phone and in person for individual employee support and consultation.

7. Financial Planning for Employees

We will be available to plan participants for retirement cash flow analysis and planning discussions, distribution solutions and investment allocation inquires as needed.



Why choose Cordasco Financial Network to assist with your 401(k) plan?

Cordasco Financial Network is a Registered Investment Advisory Firm that works exclusively with your best interests in mind. We provide full disclosure of all fees and do not "sell" any proprietary products or receive any commissions from those products. We are free to make recommendations to you and your employees without the burden or influence of any fund, investment firm, or other interested party. As a registered investment advisor to your plan, we accept full fiduciary status as defined under ERISA Section 3(38).

How is Cordasco Financial Network compensated?

We are a fee based financial advisory firm. Our 401(k) advisory fee is an asset based management fee, which is typically paid directly from fees charged to plan participants or from the employer and are disclosed to the plan sponsor and participants. We do not receive any compensation from fund companies, third parties, or other service providers. We avoid the conflicts of interest created by revenue sharing arrangements or investment management fees sometimes built into the pricing structure of packaged products.

Cordasco Financial Network, a Partner for Life.

When you work with Cordasco Financial Network you gain an experienced partner that works in your best interest. We are committed to providing you with the support and personal attention you and your employees need. Our goal is to help take the 401(k) administrative burden off your shoulders and ultimately prepare your employees to live their best financial life in retirement.

For additional information about our 401(k) plan services, please contact Cordasco Financial Network.