

THE PENTEGRA DEFINED BENEFIT

# ADVANTAGE



 PENTEGRA

**Better manage defined benefit plan costs, ensure compliance and reduce fiduciary risk.  
Take a more creative approach to the changing defined benefit landscape.**

**At Pentegra, we help you do all of this and more.**

With more than 70 years of experience and insights gained managing one of the largest defined benefit plans in the nation and structuring competitive retirement programs for clients nationwide, we help clients navigate the changing defined benefit landscape, and better manage plan complexity and risk.

We've developed a suite of tools and support services designed to simplify plan management, reduce administrative burdens and make defined benefit decisions with confidence.

**We offer fully integrated actuarial, investment and consulting services, including directed Trustee and benefit payment processing services, or can serve in a more limited role. Our flexible arrangement can include an existing recordkeeper, trustee or investment manager.**

**Our Defined Benefit Solutions**

Defined Benefit	Specialty Plans
Traditional Pension Plans	412(e)(3) Fully Insured Defined Benefit Plans
Cash Balance Plans	Age-Weighted Plans
DB/DC Combination Plans	Split Funded Plans
	New Comparability Plans

## Consulting Services

Pentegra offers a highly consultative approach to defined benefit plan management that extends throughout the life of a plan.

- Develop an understanding of the organization's business goals and benefits philosophy
- Present a thorough review of the existing program in conjunction with organizational cost and benefit objectives
- Provide peer analysis and competitive considerations
- Continually review plan design, compensation and cost/benefit objectives
- Provide guidance and support with respect to regulatory and legislative issues
- Recommend ongoing measures to keep plans in compliance with ERISA, IRS, DOL and PBGC regulations
- Prepare plan amendments and document modifications
- Review plan participation and overall asset allocation to ensure the plan is meeting employee needs and sponsor expectations
- Offer strategic merger and acquisition analysis in the event of a change in corporate structure
- Provide an annual plan review to evaluate the overall program design and effectiveness
- Conduct plan enrollment and education meetings and retirement planning seminars



## Actuarial Services

Our actuarial services blend a creative and thoughtful approach that delivers unique solutions to the challenges that come with offering a defined benefit plan today.

- Actuarial consulting and plan design studies including contribution projections, de-risking strategies such as annuitization, lump sum windows and asset management, approaches for reducing PBGC premiums and plan termination strategies
- Asset/liability modeling to more closely align plan assets and investment strategies with future benefit liabilities
- Restructuring strategies, including Cash Balance and other hybrid plan designs
- A customized employee retirement plan roadmap for the next 3, 5, 10 years and beyond; including defined contribution plans and non-qualified plan solutions

Our seasoned team of actuaries go beyond number crunching to help clients better understand the unique dynamics of defined benefit plans, translating concepts into common sense benefit practicalities.

- Annual actuarial funding valuation report, which includes development of the minimum funding and maximum tax deductible contribution amounts
- Annual Certification of Funded Ratio
- Preparation of the Annual Funding Notice
- Calculation of PBGC Premium payments
- Preparation or submission of PBGC Annual Filing
- Preparation of Form 5500 Schedule SB
- Participation and Coverage Testing as well as Non-discrimination Compliance testing
- Preparation and reconciliation of the present value of accumulated benefits in accordance with FASB ASC 960
- Calculation and reporting of curtailment and/or settlement accounting
- Plan design consulting
- Actuarial experience studies
- Nonqualified plan services including FASB ASC 715 expense and year-end disclosure financial information
- Monitoring of benefit restriction thresholds and contribution strategies to avoid benefit restrictions
- Second opinion actuarial reviews

## Recordkeeping & Administration Services

Pentegra offers a full range of administrative services for defined benefit plans. Our process is built on stringent quality standards and continuous peer review process to deliver work of the highest standard.

### Account Management

- Dedicated Relationship Manager
- Dedicated Client Service Team
- Participant Call Center
- Centers of Excellence deliver access to technical support and expertise

### Plan Design & Document Support

- Plan documents
- Plan qualification package
- Summary Material Modifications (SMMs)
- Plan amendment and restatement services
- Summary Plan Descriptions (SPDs)

### Administrative Services

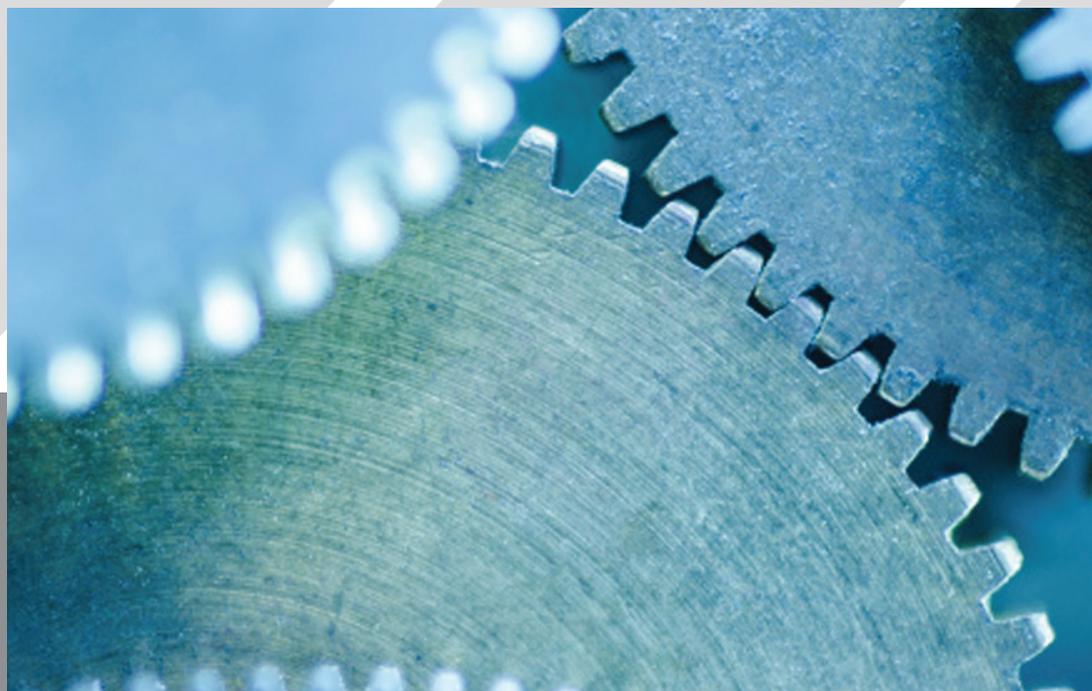
- Enrollment processing
- Plan sponsor reporting
- Plan Forms
- Census data maintenance
- SOC I audit report
- QDRO review and approval
- Required minimum distributions
- Online benefit calculations
- Benefit payment administration
- Benefit payment processing
- Annual plan review

### Plan Compliance Support

- Ongoing legislative and regulatory updates
- Annual compliance reporting package
- Top-heavy testing
- Preparation of required annual government filings
- IRS Form 5500 (including required schedules)

### Plan Education & Communication Support

- Onsite retirement benefit education meetings
- Participant education materials
- Annual benefit statements
- Technical newsletters and plan sponsor updates
- Pentegra OnLine 24/7 plan sponsor access



## Fiduciary Services

Pentegra can serve in all three principal roles in a retirement plan—as a full scope ERISA 402(a) Named Fiduciary, a 3(16) Plan Administrator, and as Trustee, whether as a fully discretionary trustee with sole authority over plan assets or as a directed trustee under 402(a)(1).

<b>Do It For Me</b> Full Fiduciary Outsourcing	The employer outsources all three of the principal ERISA fiduciary roles: 402(a) Named Fiduciary, 3(16)(A) Plan Administrator, and Trustee; maximum protection and relief of fiduciary burden	Available for single employer plans as well as multiple employer plans; an independent advisor or consultant can provide local assistance
<b>Help Me Do It</b> Select Fiduciary Outsourcing Services	Pentegra can serve in any combination of roles: 402(a) Named Fiduciary, 3(16)(A) Plan Administrator, Directed Trustee, Discretionary Trustee, or traditional Third Party Administrator (TPA)	Highly customizable: available with a wide range of industry partners, an independent advisor or consultant provides local assistance
<b>Do It Myself</b> Traditional Administration & Recordkeeping	Pentegra is not a fiduciary but provides a wide range of actuarial, administrative, and recordkeeping support services and open architecture platform	Broad spectrum of choices in conjunction with our many industry partners; an independent advisor or consultant provides local assistance

## Trustee Services

Pentegra can serve as Trustee for a retirement plan in a fully discretionary trustee role with sole discretion over plan assets, or as directed trustee, with the help of an independent investment advisor serving as a fiduciary advisor or investment manager.

With relationships with the major insurance and fund companies in the industry, our flexible approach offers you the ability to create your own fully customized fund line-up with no proprietary fund requirements—and accept either fee or commission-based income—based on what works best for your business model.

- Custody and investment of plan assets
- Accurate and timely reporting of contributions, sales and purchases, withdrawals and dividends, and interest income
- Participant-distribution checks and benefit payments, including lump sum distributions and periodic payments
- Preparation of principal and income statements
- Certified plan financial information for plan auditors
- State income tax withholding services for mandatory states
- Tax reporting (IRS Form 1099R)

Trustee services are performed by Pentegra Trust Company, a regulated financial institution as defined by ERISA. As an institutional fiduciary, we have important safeguards in place—dual controls, segregation of duties, audits, regulators, reserves, insurance, and governance structures that add redundant layers of safety—to ensure that plans are administered according to the highest and most secure standards.

Learn more about our defined benefit solutions.

Contact the Pentegra Solutions Center at [solutions@pentegra.com](mailto:solutions@pentegra.com), or 855-549-6689.

Visit us at [www.pentegra.com](http://www.pentegra.com)

Join the conversation





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