



Plan Deep Dive

The Plan Deep Dive, conducted by one of the Retirement Learning Center's (RLC's) Senior ERISA Consultants, is an analysis of the Form 5500 (including all schedules, the auditor's report and detailed notes prepared by the plan's accountant), designed to provide insight on the plan and help the advisor analyze the filing.

This type of service is designed for advisors who are looking to become the advisor of record for the plan; however, it can also be used to help identify areas of improvement for an existing corporate plan client as well.

To review a specific case with an RLC Senior ERISA Consultant or to ask questions about this service, please contact us.

877-ASK RLC1 (877-275-7521)



Upon completion of the review, a written report is provided to the advisor. The report contains an overview of key areas of the plan, as well as discussion points to help the advisor address the information during a meeting with the plan sponsor. In addition to the report, a conference call between the advisor and the consultant takes place to discuss, in detail, the review findings, plan deficiencies (if any) and suggested corrective action.

The purpose of the review as well as the follow-up call is to help arm the advisor with more than talking points on how to improve the fund line-up or ensure fees are reasonable. The goal is to help the advisor differentiate him/herself during a finals presentation to the plan sponsor.

Below are some examples of items identified and discussed during the **Plan Deep Dive process**.

- Gaps between active participants and terminated participants with balances, which can lead to increased administrative costs to obtain and maintain contact records for terminated employees;
- Significant and/or consistent corrective distributions, which can imply problems with the plan's nondiscrimination testing and opens up discussion for enhanced plan design considerations;
- Fiduciary corrections such as late participant deferrals and/or loan repayments;
- Recent corporate merger/acquisition activity that may lead to the merger of two or more retirement plans, and a discussion around protected benefits and/or potential increased plan administration (could also lead to a plan comparison of the affected plans).