



## Group Plan Comparison



### Multiple Employer Plans

### Multiple Employer Trusts

### Pooled Employer Plans

In the past few years, many employers have been turning to Multiple Employer Plans (MEPs) and Multiple Employer Trusts (METs) to reduce the administrative burden of offering qualified retirement plans. The SECURE Act took it a step further by allowing employers of all sizes and industries to join forces and offer Pooled Employer Plans (PEPs) beginning in 2021.

#### Better Together

By pooling your retirement plan with other employers, you're able to enjoy the benefits of large plans at low costs with simplified administration and reduced liability. Let's look at a few of the employer advantages of combining plans under a single umbrella:

- Brings administrative efficiencies and reduces costs by capitalizing on group purchasing power
- Delegates the burdens and fiduciary responsibilities of the plan to experts
- Saves you time and reduces plan-related stress and headaches
- Provides you with a retirement program that truly helps employees save for the future

The BPAS integrated service model makes multiple employer plans super easy.

BPAS serves as:

- recordkeeper
- administrator
- fiduciary
- and custodian

with one-company, one-call convenience.

### Group Plans at a Glance

#### MEP

- ✓ Plans for multiple, unrelated employers are combined into one legal plan under ERISA
- ✓ Single plan number, combined Form 5500, and single plan audit
- ✓ Closed MEP: participating employers share something in common (association or PEO)
- ✓ Open MEP: participating employers don't share something in common

#### MET

- ✓ Assets of separate retirement plans are combined into a single trust
- ✓ Plans remain separate with independent plan documents
- ✓ Participating employers benefit from a single fiduciary process with pooled assets to get lower-cost share classes and funds and meet large investment minimums

#### PEP

- ✓ An Open MEP where adopting employers participate in a single, shared retirement plan sponsored by a Pooled Plan Provider
- ✓ Single plan number, combined Form 5500, and single plan audit
- ✓ May be either a qualified Defined Contribution (DC) plan or IRA

## Which Plan is Right for You?

At BPAS, we have a dedicated team of experts in multiple employer plans and trusts. Our experts will discuss administrative, operational and client-level considerations to design a program tailored to your specific needs. Some of the things we'll evaluate include:

- **Payroll solution** - Will payroll services be centralized or handled differently for each adopting employer? What will be the flow for receiving contribution files, and from which accounts will we pull required funds?
- **Online and automatic enrollment** - Are clients willing to use online enrollment to create maximum efficiencies? You may also be eligible for a tax credit if you use automatic enrollment in a PEP.
- **Fiduciary Services** - Are you looking for full fiduciary support or do you want to retain some of the investment responsibilities?

## BPAS Program Highlights

- ✓ Comprehensive administration that goes beyond recordkeeping and simplifies life for plan sponsors
- ✓ Advanced consulting services with a dedicated Plan Consultant as the employer's single point of contact (relationships matter)
- ✓ True open architecture on investments
- ✓ Eligibility and Enrollment Tracking
- ✓ Loan and Distribution Services
- ✓ Vesting Updates in Real-Time
- ✓ Automatic Enrollment and Escalation Tracking

## Unique with BPAS Service

- **Plan sponsor web access** - We set up each plan separately in our recordkeeping system whether it's a MEP, MET, or PEP so each employer has online access to its own employee base and a host of plan-specific reports. That's a service you won't find with other programs.
- **Rehires** - We understand the complexities of rehires. Our system has the protocols to monitor rehires so service is properly credited across employers.
- **Loans** - Through our proprietary system, we ease loan administration and increase portability of plan loans for terminated and rehired employees.

**BPAS has the expertise to design and administer the multiple employer plan that's right for you with one-company, one-call convenience.**



## Partnership Philosophy

BPAS is a national provider of retirement plans, benefit plans, fund administration, and collective investment trusts. We support 3,800 retirement plans, \$100 billion in trust assets, \$1.3 trillion in fund administration, and more than 450,000 participants. With our breadth of services, depth of creative talent, and financial resources, we are well positioned to help our clients solve all their benefit plan challenges without the need to engage multiple providers.

**One company. One call.**

## Let's Talk

- ☎ 866.401.5272
- ✉ [trustsales@bpas.com](mailto:trustsales@bpas.com)
- 💻 [bpas.com](http://bpas.com)
- 📖 [u.bpas.com](http://u.bpas.com)

  
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# A Closer Look at Group Plans

MEP: Multiple Employer Plan | MET: Multiple Employer Trust | MEAP: Multiple Employer Aggregation Program  
 PEP: Pooled Employer Plan | PEO: Professional Employer Organization



	Closed MEP	Open MEP	MET	MEAP	PEP	PEO	Group of Plans
Reporting and Disclosure	Single filing for the overall plan; special reporting requirements	Individual filings for each adopting employer	One 5500 filed for the MET; each plan files a 5500	Single filing for the overall plan; special reporting requirements	Single filing for the overall plan; special reporting requirements	Single filing for the overall plan	Available in 2022: Can file combined 5500 if they have the same Trustee, Plan Administrator, Plan Year End, Investments or investment options
Plan Document	Single plan document	Single plan document	Plan document required for each adopting employer	IRS approved adoption agreement; 81-100 Discretionary Trustee	Single plan document	Single plan document	Plan document required for each adopting employer
Non-discrimination Testing	Individual non-discrimination testing for each adopting employer						
Bonding	Single bond	Bond required for each plan	Bond required for each plan	Bond required for each plan	Single bond	Single bond	Bond required for each plan
Fiduciary Protection	Relief from selecting and monitoring investments						
Plan Design	More restrictive plan design options	Less restrictive plan design options	Less restrictive plan design options	Less restrictive plan design options	More restrictive plan design options	More restrictive plan design options	Less restrictive plan design options
IQPA Audit	Single audit for the overall plan	Individual audit for employer with 100+ participants	Individual audit for employer with 100+ participants	Single audit for the overall plan	Single audit for the overall plan	Single audit for the overall plan	Single audit for the overall plan, but awaiting guidance
Rehires	Terminated participants from one participating employer re-employed by another participating employer are immediately eligible for the plan; not eligible for a plan distribution	Terminated participants re-employed by another participating employer are considered new employees unless the previous and new employer are related employers	Terminated participants re-employed by another participating employer are considered new employees unless the previous and new employer are related employers	Terminated participants re-employed by another participating employer are considered new employees unless the previous and new employer are related employers	Terminated participants from one participating employer re-employed by another participating employer are immediately eligible for the plan; not eligible for a plan distribution	Terminated participants from one participating employer re-employed by another participating employer are immediately eligible for the plan; not eligible for a plan distribution	Terminated participants re-employed by another participating employer are considered new employees unless the previous and new employer are related employers



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Plan Termination	Voluntary/ involuntary terminations achieved by a single employer plan as a spin-off from the MEP	Voluntary/ involuntary terminations achieved by a single employer plan as a spin-off from the MEP	Plan sponsor can terminate the plan without a spin off	Plan sponsor can terminate the plan without a spin off	Voluntary/ involuntary terminations achieved by a single employer plan as a spin-off from the PEP	Voluntary/ involuntary terminations achieved by a single employer plan as a spin-off from the PEO	Plan sponsor can terminate the plan without a spin off
Bad Apple Rule	Not applicable	Applicable, but softened	Not applicable	Not applicable	Applicable but softened	Not applicable	Not applicable
Potential Cost Savings	Economies of scale from the buying power of a single large plan versus smaller plans; better negotiating power when buying investments and other plan services		Better negotiating power when buying investments	Better negotiating power when buying investments; potential phase out in 2022	Economies of scale from the buying power of a single large plan versus smaller plans; better negotiating power when buying investments and other plan services		
Governance	Elevated level of governance and attention to detail that employers of all sizes are unlikely to achieve without costly assistance		Attention to detail limited to capability of each adopting employer		Elevated level of governance and attention to detail that employers of all sizes are unlikely to achieve without costly assistance		Attention to detail limited to capability of each adopting employer
Fiduciary Risk	No primary fiduciary risk						
Other	Commonality or control required	Commonality or control required	Not applicable	Not applicable	Commonality or control not required if PEP has a Pooled Plan Provider (PPP); 401(a) plans only	Human Resources company must contractually assume certain employer functions	Commonality or control not required if Group of Plans has a Pooled Plan Provider (PPP)

## Let's Get Started

866.401.5272  
 trustsales@bpas.com  
 bpas.com  
 u.bpas.com

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 Collective Investment Funds | Fund Administration | Institutional Trust

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