



# **PUBLIC DEFINED CONTRIBUTION PLANS: OPPORTUNITIES, OBLIGATIONS, AND THE ROAD AHEAD**

November 15, 2017



# Objectives

## **THIS PANEL WILL SHARE KNOWLEDGE RELATED TO:**

- Frameworks and approaches to guiding general defined contribution plan decisions
- Best practices around high-functioning DC plan setup, plan design, committees, governance structure, and investment structure
- Methods for communicating with participants to encourage engagement with the plan

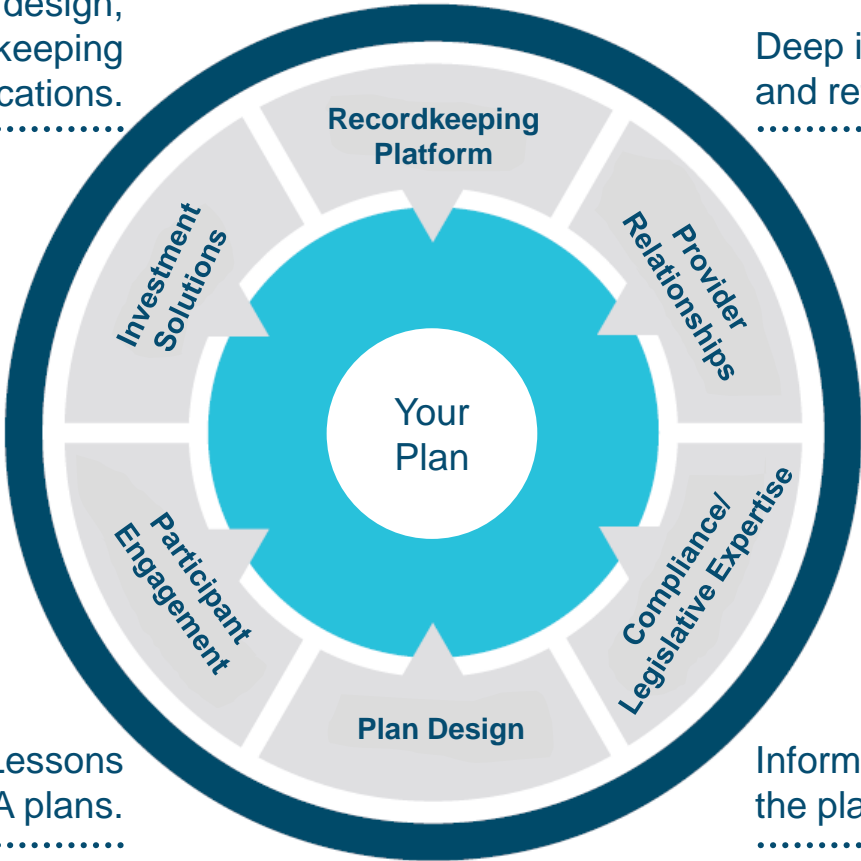
Public plans are not subject to ERISA; however, the DoL's guidance can provide a framework for plan management and governance and considerations standing up and monitoring a defined contribution plan.

# Leveraging Collective Insights

## RELATIONSHIPS THAT CAN SHARPEN YOUR ABILITY TO CONNECT

Holistic connectivity between plan design, investments, recordkeeping and communications.

Deep insights into industry and retirement trends.



Best Practices: Lessons learned from ERISA plans.

Informed understanding of the plan ecosystem.



# Guiding Principles Offer a Valuable Framework

- 1 A focus on process
- 2 Attention to the value-for-cost proposition
- 3 Understanding there is no one-size-fits-all approach to investment menus
- 4 A range of choice and strategies can be appropriate
- 5 Fear-based decisions fall short of prudence

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These principles affirm that fiduciary standards do not mandate any particular investment lineup, and do not favor the use of actively or passively managed strategies.



# Considerations When Standing Up a Defined Contribution Plan

- ❑ The objectives and mission of the plan
- ❑ Understanding the role of the plan
- ❑ The demographics of the participants
- ❑ Communication requirements and considerations
- ❑ Type of plan consultant/advisor desired and the role of the consultant
- ❑ Recordkeeping arrangements and plan administration fees
- ❑ Types of plan administrative and investment services arrangements (bundled vs. unbundled, combinations, trade-offs)
- ❑ Plan investment lineup structures
- ❑ Fees associated with investment lineup choices
- ❑ The role of active versus passive in DC plan lineups
- ❑ Establishing a process for periodic review



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