

## Personalized Retirement and 401(k) Advice for Employers

A successful retirement and 401(k) plan is rarely serendipitous. Rather, it is likely created through a long-term trusting relationship, high integrity, open communication and consistent care. For over 25 years, Olson Wealth Group has provided 401(k) plan consulting services that specifically address the needs of all employees and the high standards of fiduciary liability. To that end, we support three essential characteristics that distinguish our firm from others in the industry; our commitment to objectivity and quality, our thorough process of review and discovery, and assistance with the development and implementation of a keen investment policy.

Olson Wealth Group offers the service of providing support to help assist you in collaboration coordination and management of the three primary elements of your plan:

- Investment Platform
- Administration
- Investment Advisor and Education

The hallmark of our work is strong knowledge of fiduciary liability, personal service, enhanced education for employees, and solid investment management. Olson Wealth Group provides independent and unbiased advice as a 3(21) fiduciary for investment recommendations, acting solely in the best interests of the plan and its participants.

To begin, we provide a complete review of your current plan by understanding your objectives and needs. Equipped with the appropriate knowledge, we provide a detailed report of your plan's current elements to include studies of these examples:

1. Does the plan address potential compliance considerations and applicable regulations?
2. What are the fiduciary responsibilities for the trustees?
3. Current participation rates and satisfaction level with those numbers
4. What is the overall savings rate?
5. Asset allocation for demographics
6. How have investments performed against their benchmarks?
7. Is the plan cost and operationally efficient?
8. Your education and communication strategies implemented and performed
9. Timeliness, response level and service quality from all team players
10. Do you offer access to individualized planning via an outside financial advisor?
11. Are your fees appropriate and manageable?
12. Who pays all fees?
13. Are your highly compensated employees satisfied with their contribution level?
14. Are you maximizing contribution limits with profit sharing and/or defined benefits add-ons?

Our next step is the conduction of comparison, plan search support and report results to assist you in implementing new plans:

1. Provide vendor search support and assist you in RFP process for administration, platform design and organizations
2. Assist in preparation of an Investment Policy Statement (IPS) for a road map to distinguish investment requirements
3. Provide tools and resources to facilitate criteria for due diligence and fiduciary monitoring
4. Benchmarking reports to assist you in comparing investment managers and investment platform

5. Perform a study of competitive fees
6. Assistance implementing new plan, if required and competitive
7. Provide fiduciary education to investment committee with respect to fiduciary responsibilities
8. Review all aspects of the plan quarterly
9. Act as a liaison to Administrators on plan design

#### Investment Platform:

- Rigorous monitoring and due diligence process
- Ongoing quarterly monitoring and recommend changes
- Solid, well-diversified investment recommendations
- Benchmarking reports to assist you in comparing investment platforms that are fee transparent and revenue neutral

#### Plan Sponsor Support:

- Dedicated Client Account Representative to service your plan
- Comprehensive plan sponsor website and reporting tools
- Payroll and Third Party Administrator (TPA) integration
- Fiduciary tools and resources

#### Participant Services:

- Interactive participant website
- Monitoring accounts and instructions to make changes are made easy
- Educational meetings, either in group or one-on-one setting
- Investment advice solutions
- Employee transition services to help participants with distribution options and rollovers
- Offering a wide range of tools to help participants pursue their retirement goals

#### Administrative Assistance and Compliance Support:

- Assistance identifying recordkeeping fees
- Provide plan administrative and operational support

#### Plan Services:

- Dedicated to making your corporate retirement plan successful and easy through exceptional service by an experienced team
- Identify fees and recommend cost efficiencies to help you provide a customized, cost-effective plan with fee transparency to all plan participants

To understand why you should consider an Independent Plan Advisor to provide focused Retirement Plan Solutions, click [here](#) (hyperlink to brochure “The Power of Affiliation”).

To learn more about Olson Wealth Group’s plan sponsor and participant services offered through the LPL Financial Worksite Solutions, click [here](#) (hyperlink to brochure “Help Your Employees Take Control of Their Retirement”).

To better understand your fiduciary responsibilities and how the LPL Retirement Plan Consulting Program can help you manage those obligations, click [here](#) (hyperlink to brochure “Understanding Your Fiduciary Responsibility”).



## **Olson Wealth Group: Sharon Olson, Investment Advisor Representative:**

Olson Wealth Group, through our broker-dealer LPL Financial, provides our corporate client's with a high level of personalized service within the framework of major investment proprietary research team. As an independent resource, we strive to add significant value to a quest for excellence in the delivery of a 401(k) plan that specifically addresses the needs of all employees and the high standards of fiduciary liability. To that end, we support three essential characteristics that distinguish our firm from others in the industry: our commitment, our process and assistance with investment policy creation and implementation. Our deliverables consistently include:

### Commitment:

- Solid experience, 26 years as an independent steward of service and knowledge in investment, retirement and 401(k) plan services
- Independent analysis and due diligence of investment platform vendors and service providers to help you determine their effectiveness, commitment, fees and service to meet objectives.
- Conducts quarterly meetings with plan Administrator and/or investment committee
- Perform ongoing monitoring of investments and investment managers
- Served as liaison between company and administrator for service commitments
- Holds individual meetings and phone calls to all employees for asset allocation decisions and investment option questions

### Process and Implementation Assistance:

- Proactively educates trustees and employees with updates and changes for 401(k) plans, i.e.) Roth, Auto-enrollment, Investment Options
- Offer and hold employee or small group meetings to drive participation, announce plan changes, and address investment questions
- Orchestrates and presented an in-depth analysis of the plan annually in formal meeting with investment committee, trustees, and plan administrator to review; fees, rates of return, fund changes, new tax law changes, investment updates, plan participation, set annual objectives for committee, answer individual questions
- Provided personal attention, undivided commitment and high level of service, as our business model is built around offering service to a small number of relationships, thereby, allowing time to meet the individualized need of each client and their employees. Each client is treated as an important partnership with Olson Wealth Group and we are committed to consistent service as an independent investment fiduciary of your retirement plan.

Securities and advisory services offered through LPL Financial, a registered investment advisor. Member FINRA/SIPC.