



# Merging Plan Considerations

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# Categories of Consideration



**Committee construction**



**Plan Design**



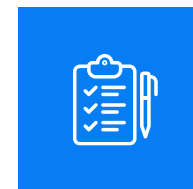
**Investment selection**



**Communications**



**Investment movement**



**Process & Providers**

# Non-Investment Considerations

## Committee Construction

Personnel Decisions



- Company representatives
- Department representation
- Size
- Voting vs. non-voting

## Investment Selection

Strategies for Consolidation



- Single plan menu
- Efficient Plan Design
- Harmonize multiple lineups
- Start from scratch
- TDF fit analysis

## Asset Movement

Strategies for Moving Money



- Mapping
- Defaulting
- Re-enrollment

# Committee & Investment Considerations

## Plan Design

Design Plan for  
Organizational Goals



- Opportunity to align design with corporate goals
- Harmonization
- Protected benefits, rights, and features

## Communication

Ensure Participants  
Aware of Changes



- Required notices
  - SoX
  - Fund change
  - 404a-5
  - SPD/SMM
- Explanatory communications
- Education

## Process & Providers

Necessary Prep  
for Change



- Recordkeeper/TPA notification
- Service provider interface
- Payroll company/internal payroll administration

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