

“Yes You Can”

Turning Your Group Retirement Plan Strategy into a Reality



Waypoint

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Themes for Today



Context



Action

Stories



Context

1. Mass transfer
2. Change energies
3. PEPs as prisms
4. Predictions

Uploading to the Fiduciary “Cloud”



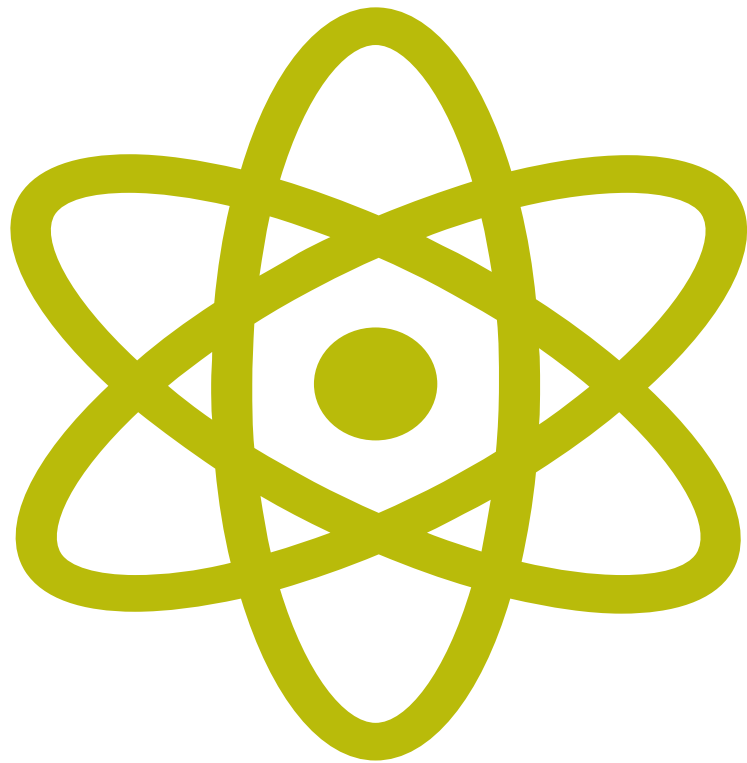
The U.S. is in the midst of a **mass transfer** of fiduciary responsibilities from employers to service providers

Just look at the growth of:

- Fiduciary rules
- 3(38) and OCIO
- 3(16)
- 402(a)

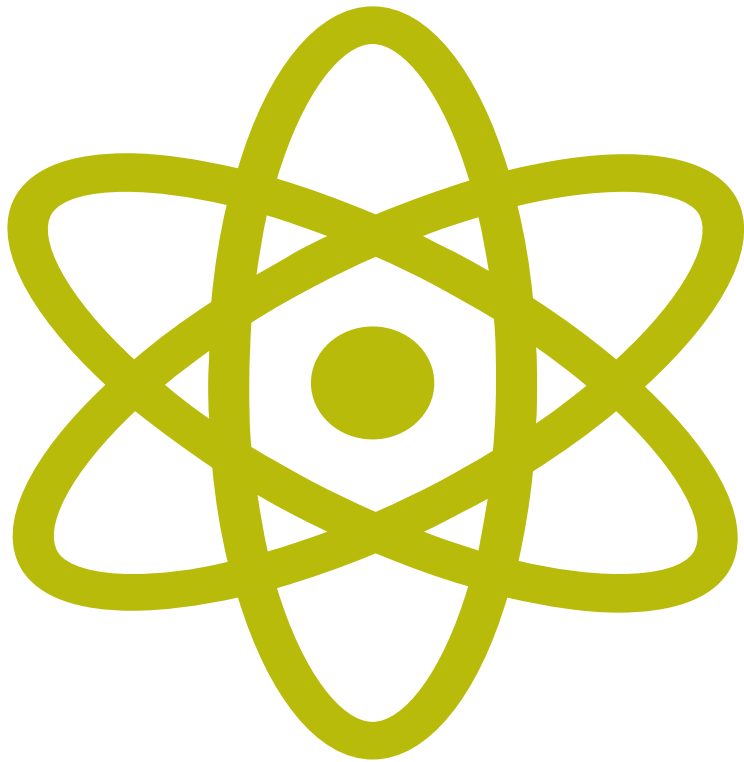
And now MEPs, PEPs, and GoPs

Change Energies



There are major energies driving change in the retirement space today, and they have nothing to do with MEPs and PEPs

Change Energies



- **Technology**, automation, AI/ML
- The “three Cs” of fee **Compression**, **Consolidation**, and line of business **Convergence**
- The **mass transfer** of fiduciary duties

PEPs as Prisms



PEPs are prisms that can focus the change energies of the U.S. retirement system

- Your best ideas, packaged
- Your firm's concentrated negotiating power
- A clear, uniform message to customers
- A delivery vehicle for your brand

Predictions and Speculations



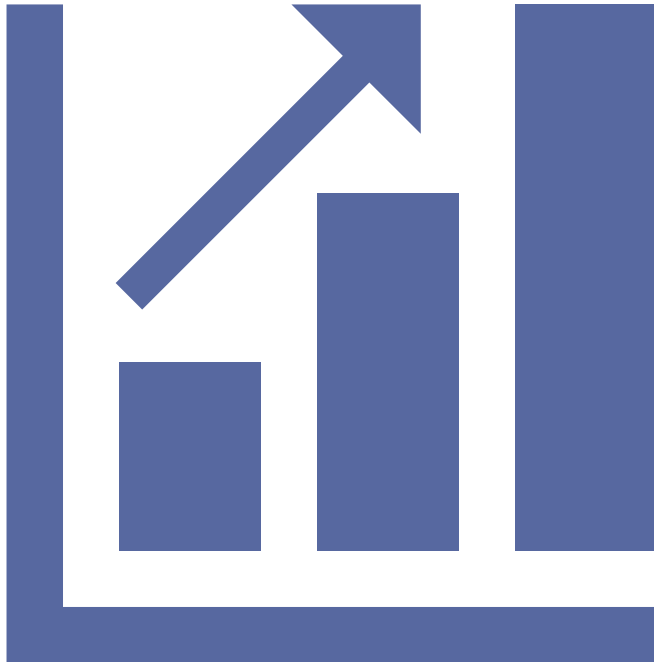
If...

- 8% of existing plans change vendors annually, and
- 25% of them change to a MEP/PEP

Then...

- 20% of today's plans will be in MEPs in 10 years

Predictions and Speculations



If...

- 300,000 employers newly sponsor or join a plan in the next 10 years, and
- Half of them do so in a MEP/PEP

Then...

- 50% of small plans and 35% of all plans are in MEPs in 10 years

Choose Your Future

A Handful of Big MEPs



A Diversity of Solutions



Making it Happen



STRATEGIC

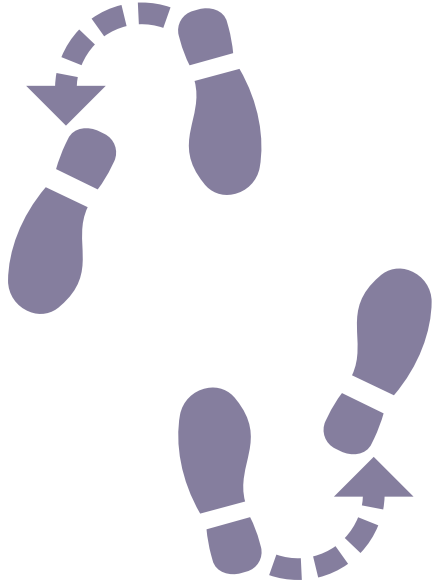


LEGAL



PRACTICAL

The “Dance of Details”



- Any 401(k) is a dance of details.
- The industry is used to the dance being done a certain way. We’ve become pretty good dancers.
- Even a few unfamiliar steps can ruin the dance, which is why MEPs and PEPs feel so hard to people.

The MEP/PEP “Knowledge Download”



15+ hours of learning...if you can find it all in one place.

Most people assemble a knowledge base over months and years, one snippet at a time, and don't know if it's a) complete, or b) correct.

The effort and lack of certainty are barriers to entry.

Elements of the Knowledge Base



Messaging, distribution, governance structures, vendor combinations, pricing, insurance, recordkeeper considerations, legal documents, a strong dose of technical stuff, a bit of history, types of group programs and where to apply them, and a solid understanding of the regulatory fishbowl and how you can comfortably live in it

Making the Strategy Light Turn On



“SELL THIS WIDGET”



“TO THESE PEOPLE”



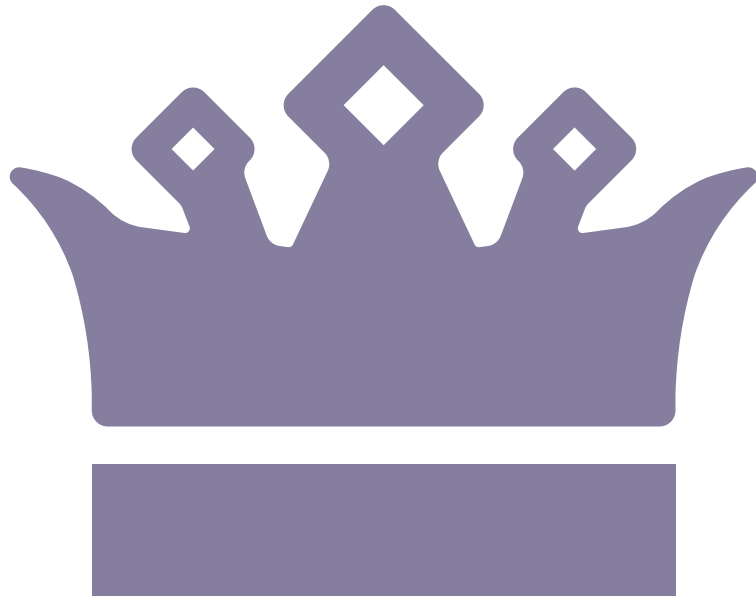
“FOR THIS MUCH”

Choose Your Team

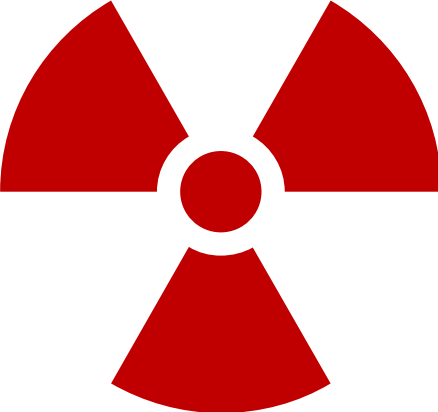


- Lawyers
- Consultants
- Recordkeepers
- TPAs
- Advisors
- Payroll providers
- PEOs

Who “Owns” It?



Risks



Protections



Action!

