



Creating a place to save



Nurturing the foundation of the plan



Adding growth

# 1 BASICS

- Strategic importance to the organization
- Operate plan in compliance with plan document
- Understand and address compliance testing
- Develop audit level internal controls
- Establish ownership of compliance and oversight

# 2 PROCESS DEVELOPMENT

- Establish oversight philosophy / process
- Review savings health
- Review participant engagement / needs

# 3 TAKING ACTION

- Assessing our vendor
- Development of investment architecture
- Address participant savings rates

# 4 OPTIMIZING OUTCOMES

- Align design with human capital strategy
- Participant needs near and into retirement