

COMPENSATION, RETIREMENT AND BENEFITS



New Opportunities to Help Build Your Practice

1. Does the employer take a holistic approach to benefit programs, compensation structures and rewards to attain specific goals (i.e., to help attract and retain employees, to match competitor benefits, etc.)?
 - A. No
 - B. Somewhat
 - C. Yes, the suite of offerings are comprehensive and consistent with company objectives
2. Does the employer have a clearly defined decision making process around its retirement, compensation and benefit programs?
 - A. No
 - B. Somewhat
 - C. Yes, written guidelines and a formal process are followed by the decision makers
3. Does the employer have a comprehensive and consistent communication plan to ensure employees are aware of the value of their total rewards program?
 - A. No
 - B. Somewhat, communications are concentrated during open enrollment and other specific events
 - C. Yes, consistent communication and education is a priority and employees understand the value of their total rewards package throughout the year
4. Does the employer benchmark market competitiveness of compensation and retirement? *(For retirement plans, benchmarking should be done on a level playing field and should assume no proprietary investments as these bury some of the costs.)*
 - A. No
 - B. Somewhat, a complete review was done within the past five years
 - C. Yes, the plans are reviewed and benchmarked at least every three years
5. Does the employer have a process to review the investment line-up for the retirement plans?
 - A. No, it has been more than five years since the investment line-ups were reviewed
 - B. Somewhat and the investment line-ups have been reviewed within the past five years
 - C. Yes, investment lines-ups are reviewed at least every two years
6. Does the employer's retirement plan take advantage of all automatic programs (i.e., auto enroll, auto invest, one-time auto-enroll for existing employees)?
 - A. No
 - B. Somewhat, but not every automatic program is in place
 - C. Yes
7. Does the employer have a process to fully address compliance, disclosures, nondiscrimination and fiduciary liability?
 - A. No, it has been more than three years since the last comprehensive review
 - B. Somewhat, most of these items were reviewed within the last three years
 - C. Yes, there is a process to review all aspects at least annually
8. Does the employer have an existing non-qualified plan that enhances benefits to senior leaders and encourages increased tenure and loyalty?
 - A. No (skip question 9)
 - B. Somewhat, there is a plan but its effectiveness and/or cost is questionable
 - C. Yes, the employer has an effective non-qualified plan
9. Please check the aspects of your non-qualified plan that could be improved:

<input type="checkbox"/> Plan design	<input type="checkbox"/> Eligibility
<input type="checkbox"/> Investment options	<input type="checkbox"/> Ability to bundle with a qualified plan
<input type="checkbox"/> Cost	<input type="checkbox"/> Informal funding
<input type="checkbox"/> Plan administration	<input type="checkbox"/> Other _____

 - A. More than three items could be improved
 - B. Less than two items could be improved
 - C. None of these aspects need to be improved

KEY: A – 10 points B – 5 points C – 1 point

Total your score by assigning 10 points for each A response, 5 points for each B and 1 point for each C.

14 points or less: The employer seems to have their bases covered. Continuing regular reviews and consistent processes will keep them on the right path. Changes in business structure or the regulatory environment may cause the employer to review and make changes to their plans. The employer should keep in touch with the advisor and plan providers to ensure all plans are well run and follow new rules and regulations.

15-69 Points: There appear to be opportunities to shore up the process and look for opportunities to help improve the structure, reduce costs, increase compliance and communication. The advisor and plan providers may be able to assist with developing stronger processes and plans to line up with corporate objectives. Please don't hesitate to contact us.

70-100 Points: It is likely that a complete review of objectives, structures, benefits, and communications would be beneficial. Newport Group along with your advisor are here to help! We can offer guidance on retirement plan structures, executive benefits, pricing and/or guidance on overcoming nondiscrimination testing challenges, plan merger-related issues and compensation questions. To initiate a conversation or submit a request for a proposal from our team, click [here](#).