

Fiduciary Checklist

Give your people everything they've earned. Then show them everything they're worth.

As a plan sponsor, your job requires you to understand your key responsibilities, including your fiduciary duties under the Employee Retirement Income Security Act of 1974 (ERISA). When choosing a retirement plan for your employees, there are some important things to consider before making your final decision.

Do you have a full understanding of your fiduciary responsibility, especially regarding investment decisions?

The critical fiduciary issue for the plan sponsor is the selection and ongoing monitoring of the investment alternatives offered for participant direction. Brinker Capital accepts fiduciary responsibility as an ERISA 3(38) investment manager in writing.

Does your plan have an Investment Policy Statement?

An Investment Policy Statement helps you and your investment team establish realistic objectives, define asset allocation policies, establish responsibilities and plan management, and outline communication procedures. Brinker Capital can provide a plan sponsor with a comprehensive Investment Policy Statement.

Have all costs (explicit and implicit) been accurately expressed and accounted for?

A hallmark of the Brinker Capital Retirement Plan Services program is to provide full transparency of all fees and use any 12b-1 or sub-transfer agency fees to offset recordkeeping and administrative expenses to the plan.

Have all trustees acknowledged their fiduciary status?

Retirement plan sponsors have important fiduciary responsibilities to plan participants. Understanding plan expenses and determining if they are reasonable are among the most important. For plan sponsors, it's critical that expenses are well-disclosed and easy to understand. Brinker Capital regularly looks for opportunities to reduce the investment expenses for a plan.

Does your plan have an education process in place?

It is important to provide participants adequate information to assist them in making investment and fund election decisions consistent with their personal goals and objectives. Brinker Capital's Retirement Plan Services program provides a number of tools and services to create a robust education process.

Do you conduct formal reviews of your plan?

Review requirements under ERISA Section 404(c) for the plan and confirm that the 404(c) requirements are satisfied.

Review the plan's Investment Policy Statement and revise as appropriate (or adopt a written Investment Policy Statement if one has not already been adopted).

Periodically review the plan's investment options to measure performance against criteria consistent with the investment policy.

Brinker Capital strikes a balance between constant innovation and steady investment principles, with a keen eye for the minute-to-minute details and a clear focus on the long term. Brinker Capital offers a range of investment services for group retirement plans.

- Active and ETF-based managed accounts
- Brinker Capital is an ERISA 3(38) investment manager and assumes fiduciary responsibility for our managed accounts
- Full fee disclosure and transparency
- Fully bundled or unbundled solutions