



Plan Administrators, Inc.

....so why not your company's retirement plan?

What sets your company apart from your competitors? Your company is unique because of the people you hire and the services you provide. We know you take pride in what you give your clients. So does MVP Plan Administrators, Inc. Your company isn't like everyone else's, so why should your retirement plan be?

MVP views your company uniquely. We customize the design of your retirement plan to YOUR COMPANY!

Let us show you how to maximize benefits in your retirement plan for minimal costs. We can design retirement plans that allow you to defer income you didn't think was possible!

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Your Company is Unique...



Plan Administrators, Inc.



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WHY YOU NEED TO CALL MVP PLAN ADMINISTRATORS, INC. FOR YOUR RETIREMENT PLAN NEEDS:

MVP PLAN ADMINISTRATORS, INC. - A FULL-SERVICE TPA AND RECORD-KEEPER

MVP Plan Administrators, Inc.'s primary edge is that we do **NOT** sell investment product. We can assist and offer advice related to investment product. However, we do not profit in any way from the investments offered. Additionally, MVP Plan Administrators, Inc. has an "ALL-INCLUSIVE" fee schedule. We charge a flat fee for services! No more guess work in what you are paying for services!

INVESTMENTS:

Unfortunately, many Third Party Administrators are focused on the revenues that they can generate in commissions and remunerations from the mutual funds. This is why they guide you to make certain investment choices. If you knew that your Third Party Administrator was profiting from your investment choices in addition to **YOU or YOUR PLAN** paying them fees for their administration services, would you be happy? That is why MVP Plan Administrators, Inc. will not profit from any type of revenue sharing offered by mutual fund companies. HOWEVER, if revenue sharing is offered to MVP Plan Administrators, Inc. from the mutual fund company that the plan sponsor selects, it will be used to offset the cost of administration by the amounts offered by the mutual fund companies! **This could lower the cost of plan administration dramatically!** MVP Plan Administrators, Inc. believes that by not selling investment product the focus is on the compliance and administration of the plan. Keeping a qualified retirement plan in compliance with IRS regulations is an extremely challenging and technical service. Additionally, the plan sponsor can choose to utilize any investment custodian's product or various custodians' products.

What People Have to Say About MVP

"After a very bad experience with a TPA, we were hesitant about trying another company. MVP renewed our faith in TPAs. Their knowledge and performance with our retirement plan deserves 5+ stars! From reports to distributions and everything between MVP has lightened our workload and gave us peace of mind. The staff at MVP treats us like we are part of their "family". Our employees are impressed because they are receiving their retirement statements in a timely manner! We look forward to a long relationship with MVP."

Amy Edmondson
Plan Administrator
PHE, Inc., Hillsborough, NC 27278

You have choices on who you use to provide the best retirement benefit for you and your employees. Here's a "snap-shot" of types of providers:

BUNDLED VS. UNBUNDLED

Bundled

The bundled provider is typically an investment company that provides investment offerings, recordkeeping/administration, and educational services. Generally, no variation from the standard is allowed, including **NO** ability to use mutual funds or any other type of investment offered in the plan not managed by the provider. Bundled service providers can only provide administrative services from within a "one-stop-shop."

Bundled service providers typically are **not** flexible as to how plan sponsors provide data on their company. They require the sponsor to submit information (i.e. employee contribution information) in a format they specify. It is left up to the sponsor to maintain the information provided to the bundled provider. Typically this information is not scrutinized by the bundled provider for accuracy.

Often the bundled provider requires the plan sponsor to prepare their own compliance testing. Compliance testing is extremely complicated and the plan sponsor generally is not knowledgeable enough about IRS requirements to avoid costly plan defects.

In most cases, bundled providers package their services in a "one size fits all" menu. The primary driver in the cost formula is the broker/consultant's compensation. This unknown compensation is then factored into the initial proposal resulting in very little transparency to the plan sponsor. Additionally, fund expenses are typically quoted on the aggregate average of the available funds and do not necessarily reflect those used. Furthermore, revenue sharing arrangements with the custodian and underlying mutual funds are rarely, if ever, disclosed unless prodded to do so.

Unbundled

The unbundled approach is that the plan sponsor becomes the "bundler." Plan sponsors use a combination of independent service providers for each critical task. This allows for **maximum** control and the ability to pick the service providers that are the "best of the best," **including investment options.** In this case, **you select the investment advisor you want who acts as** a pension consultant and the investment adviser. MVP Plan Administrators, Inc., acts as the record-keeper or third party administrator (TPA).

Unbundled service providers work as a team on your company's retirement plan and, therefore, provide the greatest flexibility on investments, plan design, and how data is provided by the plan sponsor. If a plan sponsor is not happy with either the Investment Advisor or the TPA, they can terminate either party separately.

Unbundled providers offer a local presence to the plan sponsor and generally designate specific individuals to address the plan sponsors' issues, questions and/or concerns.

Unbundled providers offer full service on the investment and administration of the retirement plan. The unbundled providers do not leave it up to the plan sponsor to prepare any compliance testing or address compliance issues for their plan. This provides the plan sponsor with added security that the plan is being administered according to IRS regulations. Unbundled providers typically disclose services and fees using full transparency where you can readily identify the applicable costs for each service requested on a "customized" basis. Any potential revenue sharing paid from investments is readily identifiable and disclosed. Such an unbundled approach essentially results in a "custom-bundled" solution. This allows the plan sponsor to influence the types of services provided and the associated costs.

COMPARISON OF BUNDLED VS. UNBUNDLED

	Bundled	Unbundled
Able to get the "Best of the Best" service options	No	Yes
Able to have diverse investment options from more than one mutual fund family	No	Yes
Ease of changing investment options within the plan	High if within limited options made available; Low otherwise	High
Costs	Can appear to be low but typically undetermined	Low to Medium
Ease of administration for the plan sponsor	Usually unidentifiable	High
Single point of contact?	No	Yes
Need for ERISA attorney assistance	Low to Medium	No
Education services	Off the shelf with limited customization usually available	Highly customizable and tailored to plan sponsors needs
Complexity	High	Low
Range of additional services (e.g., investment advice, holding company stock, etc.)	Low to Medium	High

QUESTIONS TO ASK ANY THIRD PARTY ADMINISTRATOR (TPA)

Your company has a third party administrator (TPA) to handle the compliance and administration of your plan. There are some things you **need** to know about how your plan is being administered. You need to know because the plan sponsor is the responsible party for the qualified status of your retirement plan.

1. Where is our representative located?
2. Do you have a call center (toll-free participant and employer access)?
3. What hours is the call center available?
4. Do you offer participant Internet access?
5. Do you offer plan sponsor Internet access?
6. What disaster recovery plans do you have?
7. Do you provide daily account valuation?
8. How quickly are distributions processed? Employee deferrals? Fund transfers? Participant statements? Periodic Valuations? Plan Year-End Required Testing and Government Form Filings?
9. What data transmission requirements do you have?
10. Do you have Errors and Omissions insurance coverage?
11. Do you sell investments?
12. Do you receive payments from the investments or investment companies? Do you offset plan fees with these payments?
13. Do you provide employee communications, including enrollment meetings?
14. Do you sponsor plan documents?
15. What are the total annual fees for our Plan?
16. Are there any required retirement plan items you do not provide, such as Form 5500 and Non-discrimination testing?

