

Retirement plan services

How to find the right recordkeeper for your clients



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Three factors to help find the right recordkeeper

Here's a handy reference guide to questions and considerations in three key areas.

1. Investments

Have you carefully considered the qualified default investment alternative (QDIA)?

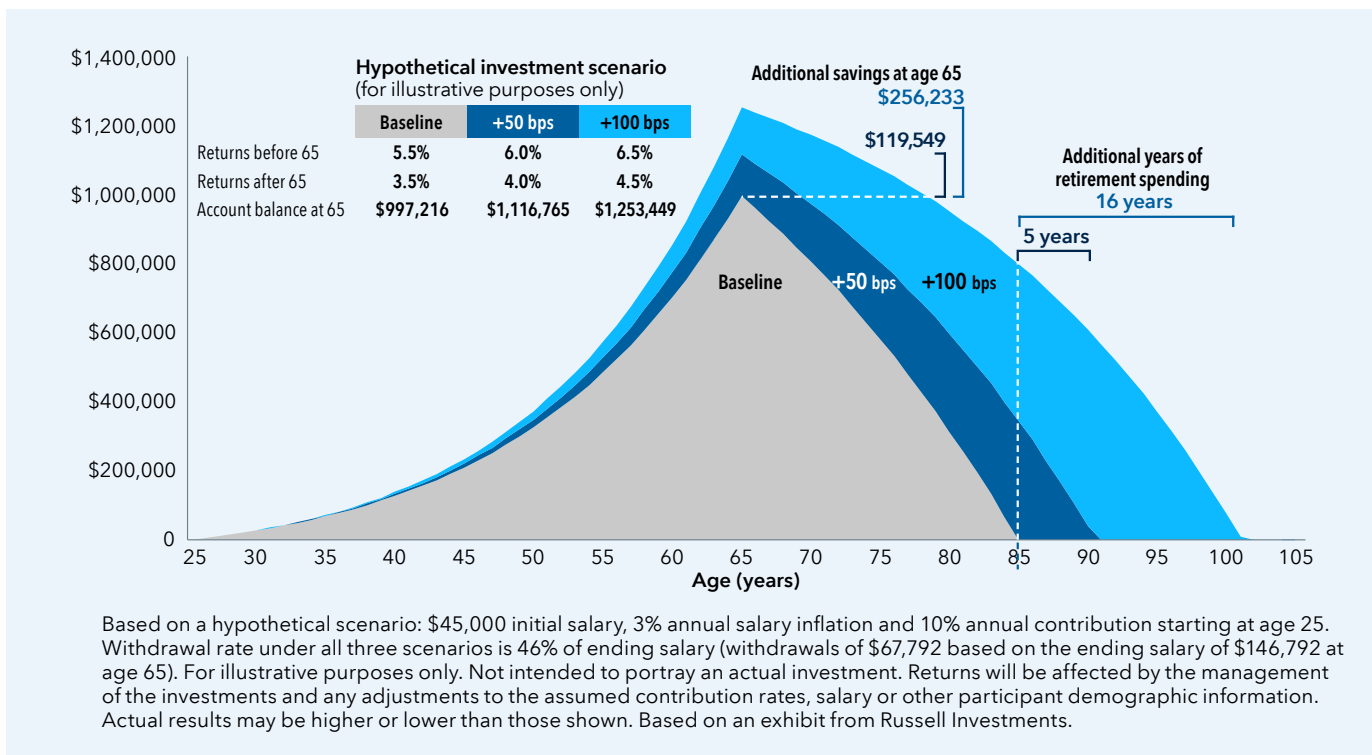
With the potential for fiduciary protection and better participant outcomes, QDIA selection is key.

How strong is the target date series?

Clients may benefit from solid underlying funds, low-cost value and a distinctive glide path.

Have you considered investment results over the long term?

Small differences in returns can make a big difference over time.



Are the investments aligned with your clients' goals?

Consider investment managers with a long-term focus, depth of experience and consistent investment approach.

Are the investment costs reasonable?

In addition to low fees, look for other factors such as a record of providing downside protection and manager ownership.

2. Service

How does the recordkeeper support you, your clients and participants?

Look for convenient and highly rated services, robust websites and apps, in-house service support, and more.

Plan services	Participant services
 Automatically track employee eligibility	 Estimate retirement income and health care costs
 Instantly add/update participants	 Compare savings to peers
 Conduct paperless enrollment	 See personal rate of return
 Submit contributions and send notices electronically	 Manage paycheck contributions and investments
 Automatically generate key reports	 Track savings progress and compare options
 Ability to review and approve loans and distributions online	 Manage loans and withdrawals
 Facilitate participant distribution kits	 Access educational info
 Monitor plan effectiveness	 Get plan info and forms

How easy is plan installation and contribution processing?

Understand the setup fee, implementation timeline and responsibilities.

How does the recordkeeper help sponsors meet their fiduciary obligations?

Resources may be provided to help assess plan health, fees and investments, as well as educate, update and notify participants.

What does the recordkeeper do to protect sensitive data?

Safety measures may include regularly updated security features, active threat monitoring and stringent website authentication.

What kind of plan administration services are provided?

Helpful features may include regulatory notice delivery, preparation of fee disclosure documents, distribution of 1099-R tax forms and more.

3. Fees

Are the recordkeeper's fees reasonable?

ERISA requires "reasonable" costs, not "cheapest" – consider the value clients receive for the price they pay.

How transparent are the recordkeeper's fees?

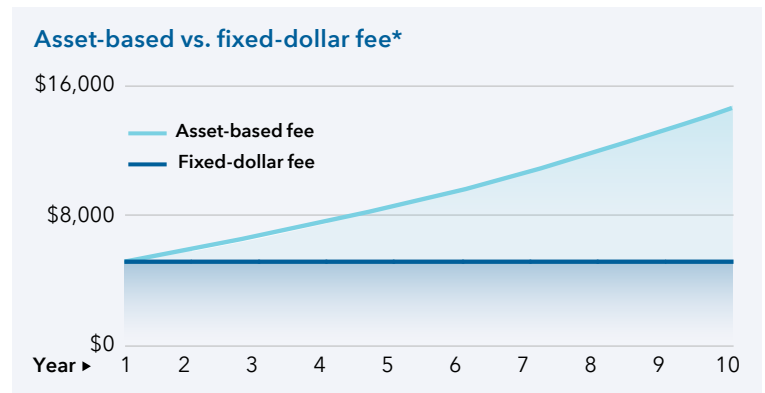
Look for a fee structure that's easy to understand so you're able to assess costs.

How does recent legislation impact your clients' plan costs?

Stay aware of regulatory changes and updates affecting plan sponsors and participants.

Does the fee structure meet the needs of you and your clients?

All fees are not created equal. For example, a fixed-dollar fee may not increase over time like an asset-based fee might.



* This hypothetical example is for illustrative purposes only and assumes a plan with \$2.5 million in assets, annual contributions of \$150,000, an asset-based fee of 0.21%, a year-one equivalent fixed-dollar fee (about \$5,200 or 0.21%), and a growth rate of 8% added at the end of each year starting with year 2.

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