

## **Program Options**

The following approach uses the North Carolina Department of State Treasurer sponsored 403(b) option as the core offering, then adds additional layers of services if the employer so chooses. All three approaches would be offered and the employer would make the decision which one best fits their needs.

- I. 403(b) Service Offering Only**
- II. Employer Directed Compliance and 403(b) Service Offering**
- III. Treasurer Controlled Full Compliance and Investment Solution**

### **I. 403(b) Service Offering Only**

This is the core offering. It consists solely of a 403(b) account that is offered to any willing employer alongside other 403(b) options chosen by the employer. Overall compliance is performed by the employer or its agent (the Compliance TPA). Monitoring of the offering's investment options as well as education and outreach are the primary responsibilities.

### **II. Employer Directed Compliance and 403(b) Service Offering**

In this service offering the addition of a state approved Compliance TPA combined with the state sponsored 403(b) is provided for the employer. The employer makes the decision as to what vendors are allowed (subject to certain compliance constraints). The TPA maintains the plan document and keeps the plan in compliance. The state sponsored 403(b) can be labeled by the employer as the "preferred provider" at its discretion.

### **III. Treasurer Controlled Full Compliance and Investment Solution**

This is a full service, turn-key single or multi-vendor option where the Treasurer's office takes full responsibility for all aspects of the plan, relieving the employer of most liability while saving them time and money. It could be run as a Multiple Employer Plan with a single plan document or as a series of plans that have a common structure. The state sponsored Compliance TPA would manage the compliance processes and the vendors are selected via a Request for Proposal process and monitored on an ongoing basis by the Treasurer's office. The employer has the ability to choose a single or multiple vendor option, both of which will utilize the new state sponsored 403(b) offering. All contracts will be "group" contracts and controlled by the Treasurer's office (but the employer could take possession of them at anytime).

