

## **PENSION INC. and 403(b) ~**

**The People, the Process, the Plan**

### **PENSION INC. AS THIRD PARTY ADMINISTRATOR ~**

Since 1988, Pension Inc. has specialized in the administration of defined contribution retirement plans. While retirement plan law has undergone many changes over the years, no comprehensive changes have been made in the area of 403(b) plans since the 1960s. As a trusted business partner, Pension Inc. is prepared to assist investment advisors and plan sponsors in maintaining compliance with the new IRS regulations generally effective on January 1, 2009.

### **SUMMARY OF 403(b) CHANGES ~**

The new regulations will lessen some of the differences between the rules that apply to 403(b) plans and those that apply to 401(k) plans by:

- Imposing a written plan document requirement on all 403(b) plans including non-ERISA plans.
- Generally limiting direct transfers from all 403(b) accounts to only fund sponsors that agree to share information with the plan sponsor.
- Requiring employer-funded 403(b) retirement plans to apply the statutory nondiscrimination requirements, including new controlled group rules.
- Requiring a triggering event prior to all in-service distributions from 403(b) plans.

### **WHICH INSTITUTIONS ARE ELIGIBLE TO SPONSOR A 403(b) PLAN~**

- Public school systems
- Public colleges and universities
- 501c(3) tax-exempt organizations
- Churches

### **SINGLE SOURCE PROVIDER ~**

Many publications express that the ideal 403(b) plan should operate within a single-source model. For an increased administrative fee, Pension Inc. can offer multiple providers however, by choosing one investment vendor, plan sponsors and participants benefit from lower and more transparent investment costs and reduced administrative burdens. Pension Inc. offers the following 403(b) vendor choices:

- PI InterLink, Pension Inc.'s complete open architecture platform for investment advisors to choose among 10,000+ mutual funds available at Net Asset Value (NAV).
- Pension Inc. has also partnered with individual 403(b) vendors such as ING and American Funds.

### **CONTACT PENSION INC. ~**

Pension Inc. is a comprehensive retirement plan administrative firm for compliance-conscious, relationship-driven employers and advisors looking for accurate and accountable service. For more information, please contact Pension Inc. at (920) 432-7020 or visit [www.PensionInc.net](http://www.PensionInc.net).



**Pension Inc.**

136 North Maple Avenue, Green Bay, WI 54303-2748  
Phone (920) 432-7020 • Fax (920) 432-7101

[www.PensionInc.net](http://www.PensionInc.net)