

# WorXsiteHR®

WorXsiteHR Retirement Solution

TAG Retirement Program | 401(k) Aggregated Solution



Providing a better retirement for Employees  
by making it easier for Employers

# 5 THINGS EVERY EMPLOYER WANTS IN A 401(K)

You want to provide a retirement plan for your employees that...

## IS EASY TO ADMINISTER

WorXsiteHR Retirement Solution performs 99% of the administrative duties required for a company to offer a 401(k) to their employees.

This removes the administrative burden from company employees and executives so you can focus on what's most important — running your business.

You don't want to be 401(k) experts.

## IS COST COMPETITIVE

WorXsiteHR Retirement Solution, powered by the TAG Retirement Program, is built on an "aggregated" model - your company gains the advantages of economies of scale in pricing.

You don't want to overpay.

## MINIMIZES FIDUCIARY LIABILITY

The TAG Retirement Program allows a company to shift its fiduciary duties to the greatest extent permitted by law providing a company fiduciary support to

mitigate defined legal obligations and responsibilities. This commitment by TAG Resources, provides for peace-of-mind that your fiduciary obligations are being met.

You don't want to be at risk.

## TEAMS WITH WELL KNOWN PROVIDERS

The TAG Retirement Program combines 3(16), 3(38), and TPA services for "end to end" retirement plan oversight.

TAG teams with Transamerica as Recordkeeper, with \$245 billion\* in assets serviced, and with Envestnet Retirement Solutions as the 3(38) Investment Manager, with over \$30 billion\*\* in assets under advisement.

*\*As of Dec. 2016*

*\*\*As of September 30, 2017, includes assets in 3(21) and 3(38) plans.*

You want to work with the best.

## IS COMPLIANT

As of the 2015 Department of Labor random audit period, the DOL reports more than 67% of 401(k) plans failed their audit.\*\*\* However, plans administered as directed by TAG Resources have never failed an audit. TAG is your 401(k) Support Staff, signs the Form 5500, and ensures each plan is consistently in compliance with the DOL and IRS regulations. If you are out of compliance, TAG is out of compliance - and that has not happened in TAG's 15+ years of operation.

*\*\*\*U.S. Department of Labor, Employee Benefits Security Administration, 2015.*

You don't want fines or penalties.

**TAG PROVIDES UNPARALLELED VALUE BY OVERACHIEVING ACROSS THE BOARD.**

# A Next Generation 401(k)

## WorXsiteHR Retirement Solution

WorXsiteHR provides a FREE, integrated, web based, Private Exchange and Enterprise Resource Planning (ERP) solution to companies of all sizes. ERP includes Human Capital Management functions such as benefits administration and enrollment, ACA compliance and reporting, HRIS, applicant tracking, time & attendance. The HRX® system also includes integrated payroll, scheduling, accounting, inventory management, point-of-sales, and insurance.

WorXsiteHR has teamed with TAG Resources, LLC, and retirement

heavyweights, Transamerica and Envestnet Retirement Solutions to power the **WorXsiteHR Retirement Solution**, an improved 401(k) with advanced technology for today's retirement needs – helping you make the most of your own 401(k).

Click for video or go to [tagresources.com/tag-animated-video](http://tagresources.com/tag-animated-video)



### Key Benefits of the WorXsiteHR Retirement Solution

**Pay Reasonable Costs:** Because the WorXsiteHR Retirement Solution is built on an “aggregated” model – your company gains the advantages of economies of scale in pricing.

**Ease of Administration:** TAG Resources performs 99% of the administrative duties required for a company to offer a 401(k) to its employees. This removes the administrative burden from company employees and executives so you can focus on what's most important — running your business.

**Well known and Substantial Providers:** TAG is the largest “end to end” aggregate provider of 401(k) services in America. TAG partners with Transamerica as Recordkeeper, with \$245 billion in assets serviced as of Dec. 2016, and with Envestnet Retirement Solutions as the Investment Manager, with over \$30 billion in assets under advisement as of September 30, 2017, which includes assets in 3(21) and 3(38) plans.

**Fiduciary Liability Protection:** This retirement plan allows a company to shift its fiduciary duties to the greatest extent permitted by law providing a company fiduciary support to mitigate defined legal obligations and responsibilities. This commitment by TAG Resources, provides confidence that your fiduciary obligations are being met. Regardless of the service provider's responsibilities as plan fiduciary, the employer still remains a fiduciary with all defined legal obligations and responsibilities.

**Consistent Compliance:** Historically, more than 67% of all 401(k) plans failed its Department of Labor random audit. \* However, plans administered as directed by TAG Resources have never failed an audit. TAG is your 401(k) Support Team, signs the Form 5500, and ensures each plan is consistently in compliance with the DOL and IRS regulations. If you are out of compliance, TAG is out of compliance – and that has not happened in TAG's 15+ years of operation.

\* United States Department of Labor statistics from review period of 2015

[Click to learn more about the Retirement Solution](#)

This material is being provided for informational purposes only. It should not be viewed as an investment recommendation by Transamerica for customers or prospective customers. Customers seeking advice regarding their particular investment needs should contact a financial professional.

The information expressed herein is for general information only and does not constitute legal, tax, securities, or investment advice. Investment Manager 3(38) services when offered are provided by Envestnet Retirement Solutions, LLC (“ERS”). ERS is a majority owned subsidiary of Envestnet, Inc. Envestnet Retirement Solutions, LLC is a majority owned subsidiary of Envestnet, Inc. TAG Resources, WorXsiteHR, Envestnet Retirement Solutions, LLC, and Transamerica are separate unaffiliated entities.



TAG Resources

866.315.1463 • [info@tagresources.com](mailto:info@tagresources.com) • [tagresources.com](http://tagresources.com) • 6322 Deane Hill Dr, Suite 201 • Knoxville, TN 37919

©2018 TAG Resources, LLC. All Rights Reserved.

WorXsiteHR401kProgramTrans-Envestnet-OnePageFlyer-5pillars07102018JK

# Substantial Well Known Providers Your Professional Support Team

## TAG Resources

### Plan Administrator 402(a), 3(16), 3(21)

TAG Resources is the Plan Administrator and a Named Fiduciary, as defined under ERISA sections 402(a), 3(16), and 3(21). It is our job to perform all functions necessary to keep your plan compliant.

As such, TAG Resources is responsible for the day-to-day operations of your plan. The functions we perform on your behalf include: the signing and filing of the Form 5500, QDRO determinations, authorization of benefit payments, ensuring proper spousal consent on payments are obtained, service of legal process for any potential lawsuits related to the Plan, plan operations, participant claims and appeals, distributions, beneficiary determinations, and timely completion and filing of annual information returns on Form 5500, including any related extensions to the plan.

## Transamerica

### Recordkeeper

Transamerica is an industry leader that, along with affiliates, has more than 75 years of experience providing innovative, best-in-class retirement plan services and solutions. With more than \$245 billion in assets serviced as of December 2016, Transamerica is ranked as one of the top providers of retirement plans. In addition to being the recordkeeper for the handling of the benefit payments and enrollments, Transamerica also provides support up to and through the plan participant's transition to retirement.

## Financial Advisor

Offering a 401(k) and selecting the providers to run the 401(k) plan is a fiduciary decision. The Financial Advisor plays a key role in helping you with the due diligence process and documentation of that process.

Financial Advisors that offer the TAG Program are in tune with the complexity and liability of running a 401(k) Plan. Advisors that use the TAG Program look to reduce the administration duties and risk to you to the greatest degree possible, and at a cost that is competitive.

In addition, many advisors offer services that will help increase participation, help with enrollment meetings, provide investment guidance and education for the plan participants, provide plan reviews on a regular basis, and suggest potential plan-design enhancements.

## TAG Bedrock Reporting System

The Bedrock Reporting System™ aggregates data from client uploads to check eligibility and rate changes. With the data gathered from the contribution files from the plan sponsors and recordkeepers, TAG can match their employees with the specifics provided in the sponsor's plan documents to determine eligibility and check match amounts.

The Bedrock Reporting System also captures rate changes, new loans, and hardships for the sponsors and monitors contributions and distributions to ensure compliance with plan documents and 401(k) limits. Every step in the process is time stamped so the complete data cycle is monitored from the payroll date to when the upload files arrive at TAG, to the time the funds are traded at the recordkeeper.

The Bedrock Reporting system allows TAG to produce a quarterly Fiduciary Report for each plan in the program so that TAG can monitor the operational health of the plan and catch minor errors before they expose the plan to possible compliance violations.

## Investnet Retirement Solutions (ERS)

### Investment Manager 3(38)

As the named 3(38) Investment fiduciary to the plan, ERS is responsible for the selection and monitoring of the funds in the investment menu in accordance with the Investment Policy Statement (IPS) for the plan.

ERS is a majority owned subsidiary of Envestnet, Inc. (NYSE: ENV), which has over \$1.1 trillion of assets under management, administration, and licensing arrangements. Envestnet is a strategic partner to more than 55,000 advisors, and supports more than 5.8 million investor accounts under management, administration, and licensing arrangements. Combining technology, research, and experienced staff, ERS provides fiduciary solutions to more than 13,000 retirement savings plans with \$30.64 billion in assets.\*

*\*September 30, 2017*

## Coulter and Justus, P.C.

### Audit Firm:

Coulter & Justus, P.C. is an AICPA Employee Benefit Plan Audit Quality Center Member and conducts over 200+ 401(k) audits each year.

Federal law requires employee benefit plans with 100 or more participants to conduct an annual audit. Coulter and Justus, PC is registered with the Public Company Accounting Oversight Board, which is a requirement to perform audits for SEC companies. This requires Coulter & Justus, P.C. to have the highest level of quality controls and peer reviews.

## NAPLIA: Umbrella Fidelity Bond

NAPLIA is a boutique insurance agent that has provided clients with their best option for professional liability and errors & omissions insurance since 1998.

## WorXsiteHR Retirement Solution

Powered by TAG Retirement Program | 401(k) Aggregated Solution

### About WorXsiteHR

WorXsiteHR provides a FREE, integrated, web based, Private Exchange and Enterprise Resource Planning (ERP) solution to companies of all sizes. ERP includes Human Capital Management functions such as benefits administration and enrollment, ACA compliance and reporting, HRIS, applicant tracking, time & attendance. The HRX® system also includes integrated payroll, scheduling, accounting, inventory management, point-of-sales, and insurance.

After a comprehensive search and due diligence, WorXsiteHR has partnered with well-known retirement industry providers to offer the WorXsiteHR Retirement Solution, powered by TAG Resources, LLC, the largest provider of combined 3(16), 3(38), and TPA services in the United States to provide “end to end” oversight.

### What is the WorXsiteHR Retirement Solution Powered by the TAG Retirement Program?

The TAG Retirement Program | 401(k) Aggregated Solution is based on sound structural elements that have been reviewed and successfully tested based on the fiduciary responsibilities specified in the law and regulations, from the Internal Revenue Service (IRS), the Department of Labor (DOL), Employee Retirement Income Security Act (ERISA), and other government agencies.

### The WorXsiteHR Retirement Solution is built around the 5 issues employers wanted solved:

#### 1 Easier to Administer 401(k) Plans

With the TAG Retirement Program, employers outsource the functions and liability of the retirement plan administration. **TAG becomes each employer’s Retirement Plan Support Team in action and accountability. TAG eliminates a majority of your plan administration burden, allowing you to focus on your business.**

#### 2 Compliant 401(k) Plans

Employers are faced with a voluminous number of regulations, documentation, record keeping, and tasks that come from both DOL and IRS requirements. These would include, but are not limited to signing and being accountable for the accuracy of the Form 5500, verifying the results of the non-discrimination testing, tracking contribution and eligibility to ensure compliance with ERISA guidelines, processing new enrollees, coordinating your annual audit (if applicable), processing loan and hardship requests, and processing distributions. **TAG, as the ERISA 3(16) Plan Administrator on each retirement plan, takes on the oversight and execution of the tasks required to keep each plan compliant.**

#### 3 Substantial and Well Known Providers

Since 2004, TAG has been offering aggregated retirement services. TAG works with Transamerica as recordkeeper, with \$245 billion in assets under management, and with Envestnet Retirement Solutions as the Investment Manager, with over \$30 billion in assets under management, as of September 30, 2017, includes assets in 3(21) and 3(38) plans.

#### 4 Protection from Fiduciary Liability

TAG takes on the highest level of fiduciary liability by serving as an ERISA 402(a) Named Fiduciary on each plan in the TAG Retirement Program. This makes TAG responsible and accountable for operational and investment oversight. In addition, TAG serves as the ERISA 3(21) Non-investment Fiduciary and has selected Envestnet as the 3(38) Investment Manager. **TAG, as a Named Fiduciary, signs off on all actions and decisions made for each retirement plan in the TAG Retirement Program.**

#### 5 Pay Reasonable Cost

Leveraging the aggregation model, The Prototype Plan™, results in minimal billables to employers with retirement plans in the TAG Retirement Program. This allows monies that would normally be spent on fees, to instead be used for enhancements to the retirement plan offering.

Fee reductions occur as the individual plan’s asset balance migrates through pricing tiers, and as the entire TAG Retirement Program’s asset balance meets specific benchmarks set with Transamerica.

The TAG Retirement Program is competitively priced, and often costs less than other programs offering fewer comprehensive services.

Pricing for TAG’s services include, but are not limited to: record keeping fees, document fees, plan design services, profit sharing design and on-going calculations, compliance and disclosure notifications, annual testing, loan administration, hardship determination and administration, tracking employee eligibility, and filing/signing Form 5500.

For larger plans that require an annual audit, TAG has negotiated a significant price reduction for the audit conducted by an independent audit firm. TAG prepares the data, contributing to the efficiency and cost reduction of the audit process. Audits are conducted on the premises of TAG Resources, thereby, not interrupting employers’ daily business.

| Administrative Role                | Who Shoulders The Responsibility |                                   |
|------------------------------------|----------------------------------|-----------------------------------|
|                                    | Without TAG                      | With Your TAG Team                |
| 402(a) Named Fiduciary             | Employer                         | TAG Resources, LLC                |
| 3(16) Plan Administrator Fiduciary | Employer                         | TAG Resources, LLC                |
| 3(21) Non-investment Fiduciary     | Employer                         | TAG Resources, LLC                |
| 3(38) Investment Manager Fiduciary | Employer                         | Envestnet Retirement Solutions    |
| Third Party Administrator          | Employer                         | TAG Resources, LLC                |
| Common Payroll Remitter            | Employer                         | TAG Resources, LLC                |
| Recordkeeper                       | Employer                         | Transamerica                      |
| Auditor                            | Employer                         | Coulter & Justus, PC              |
| ERISA Law Firm                     | Employer                         | The Law Offices of Robert J. Toth |



# WorXsiteHR Retirement Solution

Powered by the TAG Retirement Program | 401(k) Aggregated Solution

The bottom line is that, for every plan, TAG acts as the company's 401(k) support team, so the company doesn't have to act as a retirement expert. TAG acts as a buffer between the Plan Sponsor and the DOL and IRS, and works to keep each plan in compliance with all applicable laws. TAG's experts make the decisions and take responsibility for those decisions with respect to the services they provide, taking away one more thing that might keep Plan Sponsors awake at night. TAG does all of this at a price comparable to plans that offer fewer services.

## Plan Sponsor Responsibilities without WorXsiteHR Retirement Solution

- 3(38) Investment Manager Appointment
- 402(g) Limit Reporting
- 404(a)(5) Notice Distribution
- 404(c) Notice Distribution
- 408(b)(2) Notice Distribution
- Annual Discrimination & Coverage Testing
- Annual Fee Negotiations With Vendors
- Audit Completion Support
- Audit Firm Hiring & Monitoring
- Auto Enrollment Notice Distribution
- Beneficiary Designation Form Maintenance
- Beneficiary Determinations
- Blackout Notice Distribution
- Census Review
- Corrective Distributions
- Death Benefit Approval
- Distribution Reporting
- DOL and IRS Issue Resolution Assistance
- Eligibility Calculations
- Eligibility Notifications
- Employer Contribution Monitoring
- ERISA Bond Review
- Error Correction Monitoring
- Fiduciary Insurance Coverage Review
- Force Out Processing
- Form 5330 Preparation
- Form 5500 Preparation, Signing, & Filing
- Form 8955 Preparation, Signing, & Filing
- Fund Change Notice Distribution
- Hardship Withdrawal Approval
- Loan Approval & Reporting
- Loan Default Monitoring
- Loan Policy Administration
- Lost Earnings Calculations
- Participant Enrollment Assistance
- Payroll Aggregation
- Payroll File Aggregation
- Plan Design Review
- Plan Document Interpretation
- Plan Document Preparation & Archiving
- Plan Irregularity Notification
- QDIA Notice Distribution
- QDRO Determinations & Reporting
- Quarterly Investment Review Meetings
- Rate Change Monitoring & Reporting
- Required Minimum Distributions
- Safe Harbor Notice Distribution
- SAR Production & Distribution
- SMM Notice Distribution
- SPD Production & Distribution
- Spousal Consent Approvals
- Termination Date Verification & Maintenance
- Termination Withdrawal Approval
- Trustee Duties
- Upload Payroll Files \*
- Vesting Verification & Tracking
- Year End Data Collection & Review \*

## Plan Sponsor Responsibilities WITH WorXsiteHR Retirement Solution

- Monitor TAG
- Upload Payroll Files \*
- Year End Data Collection \*

**WorXsiteHR  
RETIREMENT  
SOLUTION  
PERFORMS  
99%**

of administrative tasks by becoming your retirement department support team

*This material is being provided for informational purposes only. It should not be viewed as an investment recommendation by Transamerica for customers or prospective customers. Customers seeking advice regarding their particular investment needs should contact a financial professional.*

*The information expressed herein is for general information only and does not constitute legal, tax, securities, or investment advice. Investment Manager 3(38) services when offered are provided by Envestnet Retirement Solutions, LLC ("ERS"). ERS is a majority owned subsidiary of Envestnet, Inc. Envestnet Retirement Solutions, LLC is a majority owned subsidiary of Envestnet, Inc.*

*TAG Resources, WorXsiteHR, Envestnet Retirement Solutions LLC, Coulter and Justus, P.C., NAPLIA, and Transamerica are separate unaffiliated entities.*

\* Required, but may be provided by payroll company

## How can I learn more or get started?

If you would like more information about WorXsiteHR Retirement Solution, please contact us at:

Dr. John Zabasky MA, MBA, PhD

PRESIDENT & CEO

877-479-3591 x701 | 877-849-9004 fax

[www.worxsitehr.com](http://www.worxsitehr.com) | [jzabasky@worxsitehr.com](mailto:jzabasky@worxsitehr.com)

