MULTIPLE EMPLOYER PLANS

Better Together

Provide your members with competitive retirement benefits for their employees
Enhance your membership value with a multiple employer retirement plan

A multiple employer plan lets you give your members a full range of retirement plan services, including a range of savings and investment options, streamlined administration and dedicated support from experienced plan specialists.

It’s the type of value-added program that can attract new members to your organization and help retain existing ones.
You get a comprehensive array of retirement plan services

Mutual of America makes it easy for you to offer multiple employer retirement plan benefits to your members. You get:

**Dedicated, full-service retirement plan support**
Our dedicated platform provides recordkeeping, administration and participant services. In fact, most daily tasks are automated through our SponsorConnect online plan administration system.

**Administrative fees waived**
Mutual of America will waive employer-paid per-life and contract fees for plans with more than $1 million in assets. In addition, as your collective plan assets grow, plan participants will realize additional savings through reduced account charges.

**Dedicated participant services**
The group plan is designed to encourage employees to save and invest. They can make direct salary contributions allocated among a robust array of options suitable for retirement saving and investing.

Mutual of America Participant Account Representatives are available for onsite plan education meetings, and they can provide answers to participants’ account questions. Our salaried representatives do not receive commissions. Account information and retirement planning tools are also available online.

Your plan is built for scale, service and efficiency

Most of your members probably know that a solid, well-managed retirement plan can help attract and retain top talent as well as emphasize to their employees the importance of saving for the future. But many businesses, especially smaller ones, find plan administration costly and time-consuming.

Now, through Mutual of America, you can give your members a retirement plan that’s a compelling addition to your existing membership services.

- **Unlimited employers**—you can allow any number of eligible employers to participate in the plan.

- **Streamlined administration**—no matter how many plans are merged into your multiple employer plan, you’ll only have one plan audit and be required to purchase one fidelity bond, and your members will no longer need to file their own Forms 5500. Your Mutual of America service team will help with the Form 5500 filing for the new plan as well as provide any needed information to your audit firm.

- **Support for existing plans**—if your organization or any of your members have existing retirement plans, we can see if it makes sense to merge them with your new multiple employer plan, subject to Mutual of America’s underwriting guidelines and requirements.

- **Protection for plan fiduciaries**—plan sponsors and fiduciaries are indemnified against claims brought against them with respect to the ERISA qualified plan investment funds offered under our contract, subject to certain terms and conditions.

All participating members enjoy the same benefits and services, with no minimums on the number of participants or amount of assets. You’ll also be able to generate up-to-date reports at the plan level and by participating organization.
A multiple employer plan with Mutual of America may be right for your members if they...

- Want to offer a retirement plan with streamlined administration and dedicated support.
- Closely watch the bottom line because every dollar counts.
- See the value of plan communication, investment tools and personalized participant service.
- Want local service from an experienced team.
- Recognize the importance of retirement readiness.
- Believe that strong benefits will boost morale and help them recruit and retain talent.
Want to offer a multiple employer plan to your members?

Here are 5 frequently asked questions:

1. **What qualifications do my members need to participate in a multiple employer plan?**
   Your members need to be in related industries or trades, or have a principal place of business in the same region that does not exceed the boundaries of a single state or interstate “metropolitan area,” even if the metropolitan area includes more than one state.

2. **How does the multiple employer retirement plan work in practice?**
   Your organization acts as the plan’s sponsor, while your members join the plan through participation agreements. While the primary structure of the plan is adopted by all participating employers, variations on certain plan features are included in an adoption or participation agreement.

3. **How will our plan be treated under the Employee Retirement Income Security Act (ERISA)?**
   A multiple employer plan is treated as a single plan under ERISA. Only one Form 5500 must be filed, and only one fidelity bond must be purchased covering the aggregated plan assets. Multiple employer plans will not need to have an annual plan audit if the total participant count is less than 1,000 and each participating employer has less than 100 participants. To date, however, the DOL has not adopted these modifications.

4. **What are members’ fiduciary responsibilities within the multiple employer plan?**
   Most fiduciary responsibility resides with the plan’s sponsor, such as choosing and monitoring the plan’s investment alternatives, Form 5500 filings and sending out required participant communications. All other participating members’ responsibilities may be limited to deciding to join the plan, depending on how the participation or adoption agreement is structured.

5. **What about the “one-bad-apple” rule?**
   This former regulation held that all of the member employers of a multiple employer plan were responsible for the disqualifying actions of any of the others. The SECURE Act eliminated the “one-bad-apple” rule for plan years beginning in 2021, clearing the way for greater multiple employer plan adoption.
Ready to get started?
Mutual of America is here to help.

Across the entire spectrum of business and nonprofit organizations, we offer a platform of carefully selected savings and investment options, so participants can build long-term retirement assets on their timetable, in line with their goals for the future.

All of us at Mutual of America are committed to using our experience and expertise to help you offer a retirement plan that’s easy to administer—and that gives your members an effective way to help their employees prepare for tomorrow.

Call your local office or 866.954.4321 to speak with a Mutual of America representative

Visit us at mutualofamerica.com/group to find out more
You should consider the investment objectives, risks, and charges and expenses of the variable annuity contract and the underlying investment funds carefully before investing. This and other information is contained in the contract prospectus or brochure and underlying funds prospectuses and summary prospectuses, which can be obtained by calling 800.468.3785 or visiting mutualofamerica.com. Read them carefully before investing.

Mutual of America’s group and individual retirement products that are variable annuity contracts are suitable for long-term investing, particularly for retirement savings. The value of a variable annuity contract will fluctuate depending on the performance of the Separate Account investment options you choose. Upon redemption, you could receive more or less than the principal amount invested. A variable annuity contract provides no additional tax-deferred treatment of benefits beyond the treatment provided to any qualified retirement plan or IRA by applicable tax law. You should consider a variable annuity contract’s other features before making a decision.