COMPASS

Let Us Guide You

TO RETIREMENT PLAN SUCCESS

WWW.COMPASS-CG.COM

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OUR MISSION

Compass (home to Compass Retirement Consulting Group, Compass 360, and Compass Worldwide) is proud to be the gold standard in third party administration, actuarial services, and ongoing plan consulting.

Our highly experienced team has worked with many industries, from Fortune 500 companies to professional services firms, and from retail stores to non-profit organizations. Whatever business you're in—no matter the location, size, or number of employees—we can help you.

WHAT WE STAND FOR

At Compass, we think differently and work hard(er) to provide the best retirement plan design, actuarial services, 3(16) fiduciary services and ongoing plan consulting. We build long-term partnerships with Plan Sponsors and Advisors based on mutual respect and trust. We're committed to transparency and exceptional service to make your job easier. Our in-depth, consultative approach ensures that we deliver a customized, goal-driven, cost-effective solution that eases the burden for the plan sponsor and helps participants reach their retirement goals. Our tried and true method combines our traditional values, innovative ideas and the hardest working team to ensure long-term retirement plan success.

OUR COMMITMENT TO YOU

THE HIGHEST LEVEL OF EXCELLENCE

OUR COMMITMENT TO YOU INCLUDES:

- Phone calls and emails returned within one business day
- Periodic review of plan design and allocation methods
- Timely filing of all governmental forms
- Timely completion of annual compliance testing
- Peer-reviewed calculations and reports, to ensure accuracy

WE HOLD OURSELVES TO THE HIGHEST LEVELS OF EXCELLENCE:

- We offer continuing education to our team and encourage earning industry designations
- We have more than 35 employees, averaging 12+ years of experience and multiple credentials
- We invest in the best software available
- We maintain up-to-date errors and omission coverage

THE COMPASS DIFFERENCE

DYNAMIC CONSULTING

Your business is dynamic, and so is our consulting. We work with you to design the best customized plan for your business and employees, and suggest design improvements that reflect the growth and changes along the way.

CUSTOMER EXPERIENCE

We are committed to providing exceptional service and building long-term partnerships. Every client has a dedicated single point of contact to work side-by-side with you.

TECHNOLOGY & CYBERSECURITY

You want and deserve transparency, so our cutting-edge client management system gives you access to all of your plan documents in real-time. And keeping your sensitive and confidential data protected is paramount to us, so we're always adapting new security measures.

COST-EFFECTIVE SOLUTIONS

We consistently benchmark our payment structure to the industry to ensure our competitiveness. We believe Compass can give clients the best of both worlds: expert advice and quality services for reasonable costs.

PLANS & SERVICES

DEFINED CONTRIBUTION PLANS

A defined contribution (DC) plan is a retirement plan that allows employees to contribute money and employers match a certain percentage each year.

DC ADMINISTRATIVE SERVICES

- Plan design recommendations
- Plan Document & Summary Plan Description
- Plan illustrations
- DOL & IRS filings and schedules
- Plan compliance
- Annual valuations
- Administration and record keeping
- Conversations with your Benefits Consultant
- Benefit statements
- Contribution calculations annually
- Distributions & loans processing
- Determination of employee eligibility
- Initial discrimination testing
- Annual discrimination testing
- Summary Annual Report
- Track vesting of employee accounts
- Trust Account Reconciliations
- Preparation of Government Forms and other essential documents

DC CONSULTING SERVICES

- Plan design and review
- Educate HR to properly operate your plan
- Plan-redesign proposals
- Cost estimates

1500+ PLANS AND MILLIONS OF PARTICIPANTS

CASH BALANCE PENSION PLAN OVERVIEW

A cash balance plan is a defined benefit plan that operates similarly to a profit sharing plan. A participant's account grows annually through contributions and interest credits. The interest credit is guaranteed and is not dependent on the plan's investment performance.

BENEFITS TO AN EMPLOYER:

- Can provide for accelerated retirement savings (by allowing larger contributions and recognition of past service)
- Assets are invested by the plan's fiduciary or trustee (as opposed to individual plan participants), which provides the plan sponsor with more control over the investment strategy
- Easy-to-understand functionality and funding mechanism

WHO IS AN IDEAL CANDIDATE FOR A CASH BALANCE PLAN?

- Business owners who want to contribute more than the annual limits imposed by DC plans
- Business owners who need to catch up on their retirement savings
- Business owners who want a more significant current-year tax deduction and tax deferral
- Business owners with strong and reliable cash flow

CASH BALANCE PLAN CONSULTING SERVICES

WE OFFER A FULL RANGE OF ACTUARIAL SERVICES INCLUDING:

- Annual actuarial valuations that monitor the plan's funded status and cash contribution requirements

OUR CONSULTANTS ALSO SUPPORT CLIENTS IN THESE AREAS:

- Complex plan design and review (including frozen and terminating plans)
- Cost estimates and plan redesign proposals
- Special early retirement windows
- Supplemental executive retirement plans

150+ DEFINED BENEFIT & CASH BALANCE PLANS

3(16) FIDUCIARY SERVICES

PROVIDING THE COMPLIANCE PROTECTION YOU DESERVE

We recognize that our clients are often too busy to focus on every nuance in their retirement plan. Our 3(16) service provides an additional layer of fiduciary protection, so our clients and financial advisors can be assured their retirement plans are being well-managed and serviced.

As the full scope 3(16) co-fiduciary on your plan, we provide white glove service while performing the duties of the plan administrator as outlined in the plan document.

PEACE OF MIND GUARANTEE

We offer direct supervision and approval of certain day-to-day plan administration duties and contractually take on an additional layer of fiduciary responsibility on behalf of our clients. As a 3(16) Fiduciary, we have a legal and vested interest in the health and proper maintenance of the plan. This gives our clients much-deserved peace of mind.

DID YOU KNOW?

In fiscal year 2020, the Employee Benefits Security Administration (EBSA) recovered over $2.6 billion due to retirement plan errors and corrections.*

300+ PLANS SERVICED AS THE 3(16) FIDUCIARY

*Source: https://www.dol.gov/sites/dolgov/files/ebsa/about-ebsa/our-activities/resource-center/fact-sheets/ebsa-monetary-results.pdf

YOUR 3(16) SERVICE PARTNER

- Named as fiduciary under ERISA on the plan document
- Recommending and reviewing plan designs
- Preparing and signing the Form 5500
- Determining eligibility and tracking, mailing enrollment material to new participants, and processing enrollment forms
- Tracking the vesting of employee accounts
- Submitting payroll contributions to the plan's record keeper
- Preparing and approving loans, distributions, and hardship withdrawals and terminations
- Preparing and distributing all participant notices and annual reports
- Preparing and distributing the Summary Annual Report (SAR)
- Purchasing a fidelity bond for the plan
- Testing initial and annual discrimination

BENEFITS FOR YOU

Our compliance expertise helps ensure your plan meets changing regulatory requirements and we offer professional processes and records management that can help limit your fiduciary exposure.

You deserve to focus on other important business needs.

LEARN MORE ABOUT OUR 3(16) SERVICES

Visit us at COMPASS-CG.COM.

Compass 360, LLC is our IRC 3(16) Fiduciary arm.

MEET THE TEAM

THE RIGHT TEAM FOR YOUR RETIREMENT JOURNEY

ANA PINTO | PARTNER, ENROLLED ACTUARY

As the Enrolled Actuary and a co-founder of Compass, Ana applies her extensive background and technical abilities to help large and small businesses with plan design, accounting and funding retirement programs. Ana's philosophy is to create and nurture partnerships with clients and uncover their true business needs, integrating both financial and human resource elements. Ana graduated from Cornell University and now lives in Swampscott, MA with her husband and has three adult children. Ana enjoys going to the beach and has big plans to move to Grand Cayman after retirement.

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CHRIS PATERNA | PARTNER

Chris leads Compass' growing sales and marketing teams. He also specializes in complex Multiple Employer Plans (MEPs) and Cash Balance plans, and is an invaluable resource to advisors and plan sponsors. Chris believes that plan-design education leads to successful retirement outcomes for business owners and their plan participants. Chris graduated from the University of New Hampshire and lives in Exeter, NH with his wife and three girls. He enjoys watching martial arts action movies, making pizzas, and being Italian.

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SETH LARNER | PARTNER

Seth heads up Compass' finances, strategy, and new initiatives. He's also an expert in 3(16) administration services and is the architect of the Compass 360 co-fiduciary service model. Seth believes business owners can truly help their participants and protect themselves by employing a thorough fiduciary process. He graduated from the University of New Hampshire and lives in Cohasset, MA with his wife and two boys. Seth is an adventure sports enthusiast and enjoys skiing and surfing.

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PATRICK DINGES | REGIONAL VICE PRESIDENT

Patrick is leading Compass' expansion into the west coast region. He specializes in MEPs, taking on the Fiduciary responsibilities and liability within 401(k) plans. He graduated from the University of Colorado at Boulder, with a degree in Economics, and now lives in Englewood, Colorado. Patrick feels strongly about helping hard-working Americans save for retirement, and that assisting business owners in optimizing retirement plans for their employees is the best way to do that. In addition to championing the American Dream, Patrick is an avid outdoorsman who enjoys hiking 14ers, camping, and exploring the outdoors with his dog, Duke.

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SEAN FLYNN | REGIONAL VICE PRESIDENT

Sean is spearheading Compass' growth in the east coast area, and is focused on implementing industry-leading retirement plan solutions. Through his 25+ years of customized retirement plan consulting, he promotes sound fiduciary guidance, enhanced plan design, optimized plan administration, and guides clients to make their retirement plans stronger. Sean is a graduate of the University of Massachusetts at Amherst, with a degree in Economics, and holds many titles and designations. He lives in Hanson, MA with his wife and four children. When he's not working or spending time with his family, you might find him playing golf or relaxing on the beach.

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JACQUELINE SOJKA | VICE PRESIDENT OF OPERATIONS

Jacqueline is responsible for operations and policies and procedures at Compass. She began working in the retirement plan industry in 1996 as a college intern while earning a degree in business management from Providence College. In her 20+ years of administration and consulting, Jackie has served in many different roles including but not limited to: sales, plan design, administration and account management, giving her an invaluable perspective into every side of the business. Jackie is the proud mother of three girls and two wonderful dogs.

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COMPASS

Contact Us

Let us be your compass for achieving successful retirement plans

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