

**Plan Documents** 

Base plan document

Adoption agreement

Summary plan description

IRS determination letter

Hardship procedures

Plan amendments Effective date(s): \_

# FIDUCIARY REVIEW CHECKLIST

This Fiduciary Review Checklist is a guide to assist retirement plan sponsors in developing and maintaining a plan documentation file.

Plan Year:			_ Plan Name:				
PLAN G	OVERN	IANCE					
Yes	N/A	Meeting Documents	Yes	N/A	Plan Governance Best Practices		
		Meeting minutes			Fiduciary file is maintained and contains		
		Meeting date(s):			all pertinent plan documents		

Maintain a committee charter

Retain proof of fiduciary training

Document loan policy

Obtain fiduciary insurance

**Regulatory Documents** 

Form 5500 filing, prior plan year

Independent plan audit, prior plan year

Fidelity bond

IRS corrections documentation (if applicable)

#### INVESTMENTS

Yes	N/A	Investments	Yes	N/A	Investments Best Practices
		Investment policy statement (IPS) is approved and followed			Utilize a 3(21) investment advisor or 3(38) investment manager as an investment fiduciary
		Qualified default investment alternative (QDIA) is documented in the IPS			
		Review investment fees for reasonableness			Evaluate investment vehicle share and class
		Plan includes a broad, well-diversified in- vestment lineup that covers the risk and return spectrum			Document intention to be 404(c) compliant in the Form 5500 and summary plan description
		Investment review was conducted at least annually and measured against the IPS			



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#### **PROVIDER DOCUMENTS**

Yes	N/A	Recordkeeping Provider	Yes	N/A	Provider Management Best Practices
		Recordkeeper service agreement			Ensure providers disclose fiduciary status
		Recordkeeper agreement amendments			Review provider fees for reasonableness
		Recordkeeper 408(b)(2) fee disclosures			Review missing participant procedures
		Third Party Administrator (if applicable)			Review cybersecurity process and procedures
		TPA service agreement			Document fee payment methodology for each vendor
		TPA agreement amendments			
		TPA 408(b)(2) fee disclosures			
		Advisor			
		Advisor service agreement			
		Advisor agreement amendments			
		Advisor 408(b)(2) fee disclosures			

### EMPLOYEE COMMUNICATIONS

N/A	Participant Notice Distribution	Yes	N/A	Employee Communications Best Practices
	404(a)(5) participant fee disclosure			Participants have access to investment advice
	Summary annual report (SAR), prior plan year			Group employee education meetings Meeting date(s):
	Qualified default investment alternative (QDIA)			Regular communication to new employees and ongoing education program
	Plan investment(s) changes			
	Effective date(s):			
	Summary of material modifications (if applicable)			
	Safe harbor (if applicable)			
	Automatic enrollment (if applicable)			
	Summary plan description (as applicable)			
	N/A	404(a)(5) participant fee disclosure Summary annual report (SAR), prior plan year Qualified default investment alternative (QDIA) Plan investment(s) changes Effective date(s): Summary of material modifications (if applicable) Safe harbor (if applicable) Automatic enrollment (if applicable) Summary plan description	404(a)(5) participant fee disclosure Summary annual report (SAR), prior plan year Qualified default investment alternative (QDIA) Plan investment(s) changes Effective date(s): Summary of material modifications (if applicable) Safe harbor (if applicable) Automatic enrollment (if applicable) Summary plan description	404(a)(5) participant fee disclosure Summary annual report (SAR), prior plan year Qualified default investment alternative (QDIA) Plan investment(s) changes Effective date(s): Summary of material modifications (if applicable) Safe harbor (if applicable) Automatic enrollment (if applicable) Summary plan description