



**Integrated|Capital|Management**  
RETIREMENT PLAN SOLUTIONS



**BRINGING LIFE INTO FOCUS**

Finding a retirement plan solution that fits your needs, and the needs of your employees, while maintaining a cost/benefit structure is a daunting task, not to mention finding a solution that is easy to understand and compliant. Stop and allow yourself to take a deep breath and think of the weight of the responsibilities that you bear as the owner of a business or senior manager of a business. You are focusing on expanding revenues. Are you recognizing your best contributors? Are you offering the most competitive benefits package to retain or recruit talent? Are you getting the best and most cost-effective benefits? Are you complying with the myriad of regulations regarding your retirement plan? If you answered no to any of these questions, we encourage you to read on.

Over the next few pages, we will explore together the major obstacles faced by business owners and senior managers like yourself, and how the iCM Retirement Plan program has helped them to focus their energies on revenue-producing activities that should be driving your daily schedule and not worry about your retirement plan. We encourage each of our plan sponsor partners to continue to strive for excellence in their business and leave the retirement plan solutions to us.



## Benefits of an iCM Retirement Plan

- 1 Easy to offer with little administrative burden.
- 2 Cost-effective and designed to meet your unique needs.
- 3 Compliant with industry rules & regulations including ERISA 404(a) and 408(b).<sup>\*</sup>
- 4 Quality, name-brand fund line up.

\*Compliance is a partnership. Our plans are designed to make compliance simple. Compliance is not guaranteed without your participation. We cannot attest to, nor be responsible for, plan sponsor responsibilities included, but not limited to, timely remittance of contributions or failure to distribute participant notices.



# Easy to Offer

A common concern among employers who know they need a retirement plan as part of their benefits package is the additional burden that may be placed on their staff. By offering an iCM retirement plan, we do the heavy lifting so that you can focus on what you do best...managing your business and its future growth.

## What we do for you:

- Hands-off total portfolio management solutions for participants at **no additional cost.**<sup>1</sup>
- Ongoing professional oversight and management as a 3(38) Fiduciary for both the risk-based investment models and full fund lineup.
- Easy-to-use platform for retirement savings.
- Production of quarterly research materials to aid DOL review requirements.
- Employee Meetings and Participant Education.
- Annual Testing & Reporting.<sup>2</sup>
- Independent custody of assets, daily valuation & recordkeeping, plus administrative services.<sup>2</sup>

## Plan Sponsor Responsibilities:

- Timely remittance of participant contributions and matched dollars.
- Deliver iCM created plan communications to employees if necessary.
- Dedicate your energies to your business and let iCM handle the rest.



Whether your needs require a fully bundled turn-key solution that integrates recordkeeping, TPA & investment services or an **á la carte** solution, we're uniquely suited to meet your needs.

<sup>1</sup> iCM charges one comprehensive fee. Portfolio management solutions are included in the comprehensive fee.

<sup>2</sup> iCM partners with leading Third-Party Administrator and recordkeeping firms for full service offerings.

# 2

## Cost-Effective Solutions

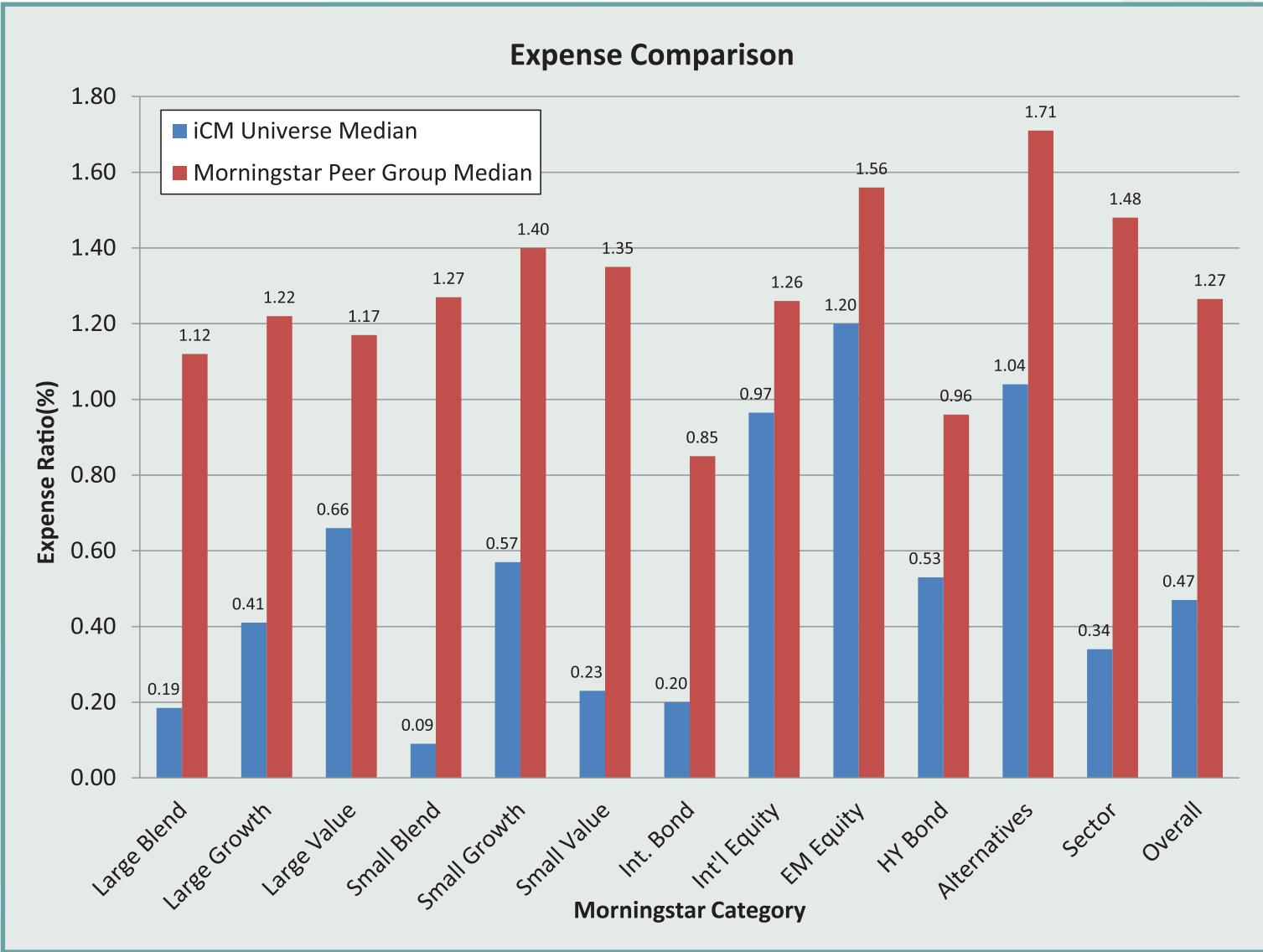
Any time the discussion of an employee benefit is broached, it typically comes with a discussion on cost. The retirement plan landscape is riddled with land mines ranging from complicated share class structures to platform fees and contract charges. Most have one goal in mind; to make it seem like you are paying less than you are for a retirement offering.

## We're Different.

With iCM, you can rest easy knowing that full 3(38) fiduciary services for investment models and a complete fund line up are included in our offer. iCM bundles the 3(38) fiduciary services and plan provider expenses, which are typically offered by separate providers. By eliminating an additional layer of cost, iCM provides a comprehensive retirement plan solution at a more effective price point.



# Purchasing Power at Work



Source: Morningstar. Alternatives include Long-Short, Market Neutral, Multi- Alternative, and Commodities Peer Groups.  
Sector includes REITS, Healthcare, and Energy Sector Peer Groups. Data as of 9/30/2015



- Know exactly what you are paying and what you are receiving.
- Access to institutional pricing.
- Our fund line up median expense ratio is 63% less than the Morningstar category average.

# 3

# Compliant

One of the greatest challenges faced by a plan sponsor is figuring out who is ultimately responsible. In a word, the answer is you! When you consider an overwhelming majority of all lawsuits are caused by a retirement plan issue related to a breach of fiduciary duty, it is of the utmost importance that you partner with a team that takes the details seriously.\*

In an effort to limit liability, a retirement plan should include several components that aid a plan sponsor in delivering a more compliant offering. This begins with an ERISA 3(38) fiduciary like iCM. Hiring a consultant who makes recommendations that you must approve is simply not enough. The act of approving the recommendation makes you responsible! When working with a 3(38) fiduciary like iCM, we keep you informed, but will never ask you to make an investment decision. That's our job.

## Helping you to be Compliant & Safe:

- 3(38) fiduciary services covering model portfolios and fund line up. Most 3(38)s only cover their model portfolios, leaving you exposed.
- Online access for booking contributions help you remain in compliance with the DOL definition of "Timely Remittance." Seamless TPA integration for accurate plan testing and future design.
- Compliance for plan document drafting, and required EGGTRA updates.
- Quarterly investment review booklet (Retire Tracs), documenting DOL Plan Sponsor supervisory requirements.

**By working with iCM, we make it easy for you to offer a sensible retirement solution that is compliant with the changing regulatory landscape.**

# **3(38) vs Other Fiduciaries**

## **ERISA Section 3(21)**

ERISA Section 3(21) – Defines the broad duties of a plan fiduciary. For the purposes of investment selection, ERISA allows for Plan Sponsors to complete their Plan's investment selection on their own or hire an advisor or investment manager to assist them by providing suggestions, analysis, reports and/or specialized tools. These advisors and investment managers are considered to be Section 3(21) co-fiduciaries. While the advisor and investment manager serve as co-fiduciaries, this does not relieve the Plan Sponsor of its fiduciary responsibility for the selection and monitoring of the investments offered within the Plan. These advisors are only responsible for the suggestions they make, and the analysis they provide. They are not responsible for the ultimate outcomes, since the Plan Sponsor still maintains final decision making authority, and ultimately the liability that goes with it.

## **ERISA Section 3(38)**

Under this arrangement, an investment manager accepts authority to manage, acquire and dispose of investment options. The investment manager acknowledges, in writing, that they are a fiduciary with responsibility and accountability for the selection of the investments offered within the Plan. ERISA Section 405(d) provides that under a 3(38) arrangement "the Plan Sponsor and/or Trustees of the Plan are not liable for acts or omissions of the 3(38) investment manager, and are under no obligation to any investment or to otherwise manage any asset of the plan which is subject to the management of that investment manager." A 3(38) arrangement represents the highest level of investment liability transfer possible under ERISA from the plan sponsor to the investment manager.



# 4

# Quality Solutions that are Easy for Participants

Have we mentioned that it's easy to offer an iCM retirement plan? It's even easier for your participants. There are typically two investment personalities. Type A: Do it yourself and Type B: We do it for you. In either case, all investment options have undergone extensive due diligence (aka quality control) by our investment team.

Type A: In the "Do It Yourself" option, the participant can select their own funds from a menu of 30-50 options. These options range from traditional asset class offerings to sector funds and even liquid alternatives.

- Full fund line up of 30-50 brand name mutual funds for the do-it-yourselfers!
- Online access for participants providing timely investment and account information, account rebalance options, and service requests.

Type B: In the "Let Us Do It!" option, participants can complete a short risk profile questionnaire, then sit back, and leave the driving to us. We manage everything from fund selection to asset allocation. The best part... we do it for you at no additional cost.<sup>1</sup>

- Risk-based model portfolios managed by iCM and available at no additional cost.
- Online access for participants providing timely investment and account information, account rebalance options, and service requests.

Are you "Type A" who would prefer to do it yourself or "Type B" who would like us to do it? We have you covered either way!

## TYPE A Do It Yourself

1. Pre-screened fund line up of 30-50 brand name funds including the major asset classes, sectors and liquid alternatives.
2. iCM research including fund fact sheets.
3. Morningstar Research.
4. No trading costs!

## TYPE B Let Us Do It!

1. Complete a Risk Questionnaire.
2. The scoring directs you to a pre-mixed model portfolio.
3. iCM does everything for you including choosing the funds and the asset mix for your strategy.
4. No additional cost!<sup>1</sup>

<sup>1</sup> iCM charges one comprehensive fee. Portfolio management solutions are included in the comprehensive fee.

# About iCM Valuations Drive Returns!

The term "valuations" typically refers to the price of a stock (or of any group of stocks) relative to the earnings of the company (or companies) that issued the stock. We believe what is important from an investment perspective is valuations drive returns. While fear and greed can push an entire class of stocks (e.g., large-cap growth, small-cap growth) above or below its long-term fair value in the short-term, our research has shown that over longer periods markets inevitably find their way back to normal fair value. Since we design our portfolios for long-term results, we place a great emphasis on relative valuations in determining the allocation to each class of stocks within each portfolio.

## The Benefits of an iCM Retirement Plan Include:

- Professional management and oversight. ERISA 3(38) fiduciary status on both investment models and full fund lineup at one low cost.
- All-inclusive, fee-based pricing available.
- Independent custody, record-keeping and real-time reporting.
- Online account access with daily valuation for participants and plan sponsors.
- Quarterly research and investment insights intended to satisfy DOL due diligence requirements and employee education.



# Retirement Plan Options

Many retirement plan options exist within the current landscape. Finding the right plan or combination of plans is a very personal decision. Don't become overwhelmed. In partnership with your financial advisor, we will design a retirement plan structure that is right for you. Some things to keep in mind when making retirement plan decisions:

- Ownership structure of the business.
- Corporate structure of the business.
- What is your ideal financial contribution to your employees?
- Owner/Senior Management deferral options.
- Number of current employees.
- Are you expecting to expand your workforce?
- Do you have a current plan for your business?
- Does your business have unique needs or a non-traditional workforce?

## 401k /Money Purchase Pension

- Most common retirement plan designed with for-profit businesses in mind.
- Designated Roth Account Option.
- Safe Harbor.
- Profit Sharing.

## 403b Plan

- Designed for not-for-profit enterprises, charities, churches, hospitals.
- Designated Roth Account Option.

## 457 Plan

- Designed for state and local government employees.

## Cash Balance Plans

- Designed for closely held business/professional practices - medical groups, law practices, accounting firms.
- Form of defined benefit retirement plan.

All retirement plans with iCM are fully customizable to serve the unique needs of each business.

## DISCLOSURE

Integrated Capital Management ("iCM") is registered with the U.S. Securities and Exchange Commission ("SEC") as an investment adviser. Registration with the SEC does not imply any certain level of skill or training.

Investors should note that there are risks inherent in all investments, including the possible loss of all amounts invested. Past performance of any index, investment or strategy is not indicative of future returns and should not be relied upon as a guarantee of future results. There is no guarantee that a diversified portfolio will outperform a non-diversified portfolio in any given market environment. No investment strategy can guarantee profit or protection against loss in periods of declining values.

Sponsors of 401(k) plans and other types of defined contribution retirement plans with participant-directed investments are subject to the Employee Retirement Income Security Act of 1974, as amended (ERISA), as well as the service providers that work with such plans. iCM will comply in all respects with its respective fiduciary obligations under ERISA, including but not limited to the obligation (a) to act with the care, skill, prudence and diligence under the circumstances then prevailing that a prudent man acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims and (b) to avoid causing any such Fund it manages ("Fund") to engage in any non-exempt prohibited transactions under Section 406 of ERISA and Section 4975 of the Code.

iCM has notice filed to conduct advisory services in numerous states. For a complete listing, please refer to our form ADV Part 2 at [www.icm-invest.com](http://www.icm-invest.com). This brochure does not constitute an offer to sell, a solicitation of an offer to buy, or a recommendation of any security or any other product or service by iCM in states not listed. If you are interested in iCM's advisory services and reside in a state other than the listed states, please contact iCM so we may begin the notification process in order to discuss with you our advisory services.

Past performance of investments may not be indicative of future results or investments. Any investment strategy is subject to various factors, including, but not limited to general and local economic conditions, changing levels of competition within certain industries and markets, changes in interest rates, changes in legislation or regulation, and other economic, competitive, governmental, regulatory and technological factors affecting iCM's operations that could cause actual results to differ materially from projected results.

This brochure does not constitute a recommendation or solicitation to buy or an offer to sell any security or investment product mentioned in this document. Please refer to our Form ADV Part 2A for more information.



**Integrated | Capital | Management**

410 Spruce Street  
Scranton, PA 18503

Toll-Free (888) 426-4689

[www.icm-invest.com](http://www.icm-invest.com)