Frequently Asked Questions – Updated August 3, 2020

Ohio University Retirement Plan Transition FAQ

1. Why is the university changing retirement plan vendor options?

In 2017 members of the Inter University Council of Ohio, which include the fourteen public universities in Ohio, received a legal guidance clarifying that State of Ohio law places fiduciary duties on universities for retirement plans such as the 401(a) Alternative Retirement Plan, 403(b) plan, and 457(b) plan.

As fiduciary employers must take a more active role in oversight of retirement plans offered to employees. This normally includes negotiating and monitoring fees and expenses charged by retirement plan vendors, monitoring investment options provided including the performance of options, simplifying the ability for employees to review and compare investment options and fees, and managing retirement plans in the best interest of employees.

Due to this new determination Ohio University partnered with other Ohio Inter University Council (IUC) institutions to select an independent advisor to guide us through a process to meet the recommendations presented. After an IUC led RFP process, Cammack Retirement Group, Retirement Group, an independent investment advisor, to conduct a full review of 401(a) Alternative Retirement Plan (ARP), 403(b) retirement plan, and 457(b) retirement plan programs in an effort to:

- Simplify the ability for employees to review and compare options and fees by
  - establishing an appropriate amount of investment options available from each ARP, 403(b) and 457(b) plans vendor, and
  - reducing the number of vendors offering ARP, 403(b), and 457(b) plans.
- Negotiate reduced/improved investment expenses and fees charged to Faculty and Staff participating in the ARP, 403(b), and 457(b) plans, wherever possible;
- Establish a process to continually monitor fees and expenses charged to employees and monitor the performance of investment options.
- Establish a Retirement Benefit Investment Committee to partner with Cammack to better position the university in terms of compliance and the ability to carry out fiduciary responsibilities.

2. Who serves on the Retirement Benefit Investment Committee?

In forming the Retirement Benefit Investment Committee, the university sought individuals with sought faculty and staff members with focused expertise in investments and retirement plan administration, and related experience in serving on similar committees for employers. The Retirement Benefit Investment Committee members include David Gaume, Director of Investments; Andrew Fodor, Professor and Chair of Finance – College of Business; Colleen Bendl, Chief Human Resources Officer; and Greg Fialko, Director of Benefits. This committee has a separate charge from the Benefits Advisory Committee (BAC) as it does not contemplate change to the employee benefit but is focused specifically on the fiduciary duties of the University as it relates to the retirement plan investments. The BAC would be consulted should there be discussion related to the actual benefit level.

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7. How does this improve retirement plansp l a n s p l a n s

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All of the funds you have invested now can remain invested where and with whom they are invested. And, you can continue working with your investment advisor regarding the investment of those funds. However, starting November 1 all new retirement plan contributions will need to be through one of the four selected vendors.

15. Why can't I continue to make retirement contributions to a de selected vendor?

Allowing as many as eleven vendors to continue to provide services works against the university's fiduciary duty to simplify investment options, monitor investment lineups and performance v " XqóP e " Îñ1óF d o