



## MULTIPLE EMPLOYER PLAN

# Unlocking Success Together

Maximize your retirement plan—and better manage your budget, resources and administration.

April 9, 2025

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## OUR MEP EXPERTISE

Partner with an industry leader—one of the first to offer 403(b) MEPs.

Year TIAA started offering MEPs

2018

Total MEP assets at TIAA

\$9.7B

Number  
of MEPs

26

Number of participants  
in a MEP

130k+

Number of member institutions  
that are part of a MEP

400+

Alook at what we'll cover today:



## Why

The benefits of a Multiple Employer Plan (MEP)



## What

The TIAA offer, and the expertise to support you



## How

Getting started with the transition and next steps

# MEP Sponsorship



Association of Independent  
Maryland & DC Schools



*Association of Delaware Valley  
Independent Schools*



## WHY A MEP?

# Get relief when it matters most.

The collective power of the participating institutions can make a big impact on the challenges they'd face sponsoring a plan on their own, as well as increase access to potentially higher-quality service providers.



### Administer easily

- Eliminate plan administration burdens with support for day-to-day compliance and operational tasks.
- Focus on other core programs and business responsibilities.



### Stay protected

- Experienced professionals act as your plan fiduciaries.
- Tasks and oversight are outsourced to an ERISA 3(16) plan administrator.



### Meet employees' needs

- Offer a comprehensive employee engagement program.
- Give participants more choices for a secure retirement with robust retirement plan options.



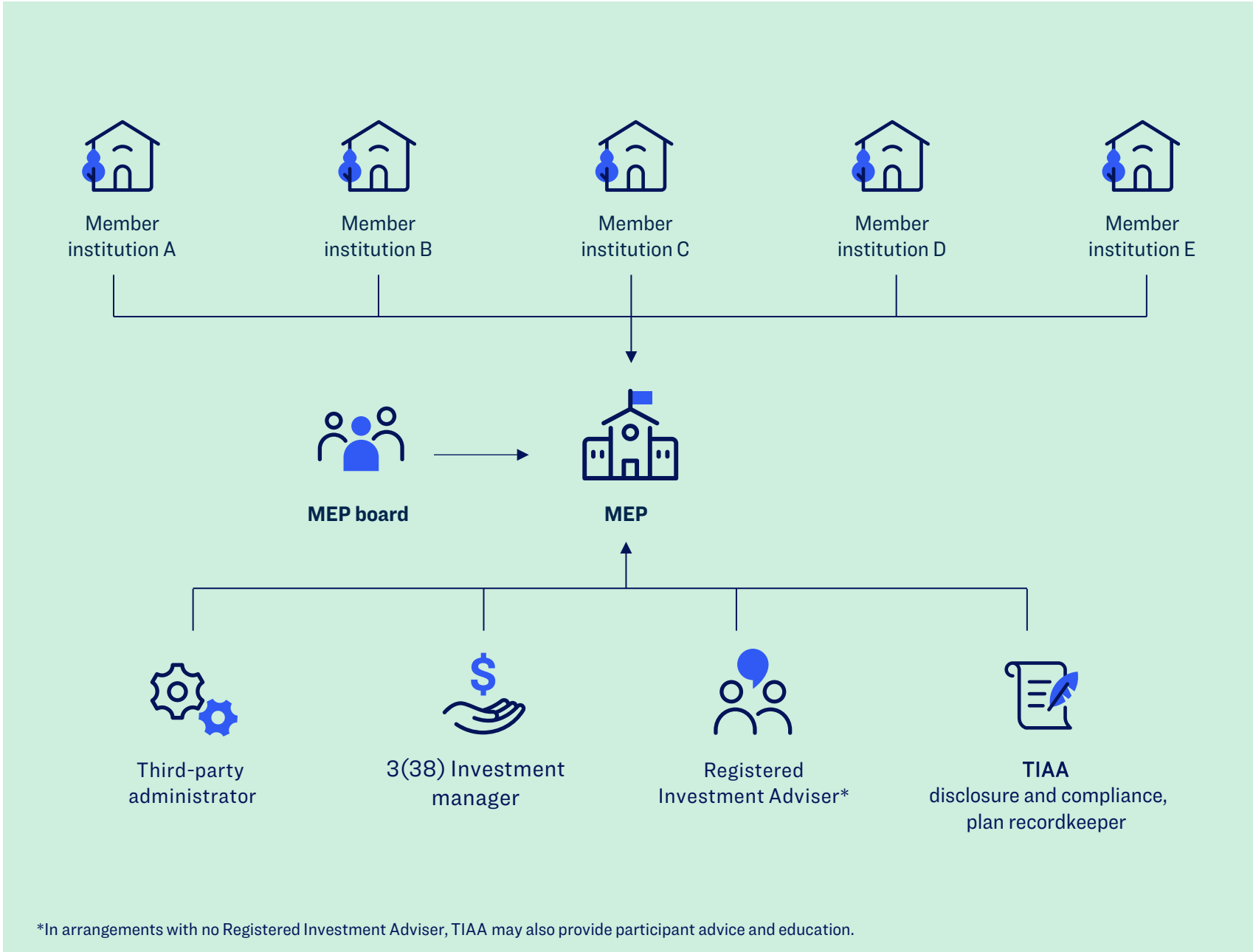
### Share plan costs

- Take advantage of competitive pricing that's available because the entire program's assets are leveraged to negotiate pricing and services.
- Provide employees more robust plan options at a reduced cost.

WHAT WE OFFER

Meet your MEP team—they work for you.

By coming together, all institutions have access to a team of specialists. This approach promises to pay immediate dividends because the MEP structure eliminates many of the administrative challenges, which frees up staff to focus on more critical tasks.



WHAT WE OFFER

You're supported by expert providers.

 <p><b>Third-party administrator</b></p> <p>ERISA 3(16) plan administrator responsible for the day-to-day operations, administration and ongoing compliance of the plan</p>	 <p><b>3(38) Investment manager</b></p> <p>Responsible for the selection and monitoring of funds in the investment menu</p>	 <p><b>Registered Investment Adviser*</b></p> <p>Responsible for providing ongoing education, help and advice, including on-campus education services and individual financial planning meetings</p>	 <p><b>Recordkeeper</b></p> <p>Plan recordkeeper who has delivered a secure retirement to millions of people for more than 100 years</p> 
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\*In arrangements with no Registered Investment Adviser, TIAA may provide participant advice and education.



# Top Considerations

- Services
  - What services do you have today?
  - What services does your plan need?
- Pricing
  - Does the participants see a savings?
  - Does my schools see a savings?
- Plan Control
  - What control is maintained?
  - What control is shifted?
- Relationships
  - What relationship is maintained?
  - What relationships will be new?
  - Is my institution willing to join my peers?



## WHY A MEP?

Everybody wins when you join the MEP today.

### Benefits for you:

- Centralized administrative and fiduciary support, reducing HR's workload
- Delegated investment selection plus monitored and mitigated fiduciary liability
- Better financial outcomes for your employees with on-site retirement planning education
- Enhanced benefits at potentially lower costs



### Benefits for your employees:

- Robust retirement plan options with more choices for responsible savings
- Best-in-class suite of investments to select from in their retirement plan
- Award-winning participant educational tools and resources from the plan's recordkeeper\*
- Financial consulting and support resources to help with retirement readiness

\*TIAA's best practices in offering investment and financial education to Defined Contribution plan participants have been recognized by *Pensions & Investments* (2017, 2018, 2021 and 2022 Eddy Awards), Plan Sponsor Council of America (2017, 2020 and 2021 Signature Awards), and the Mutual Fund Education Alliance (2016 Star Retirement Award). [tiaa.org/public/about-tiaa/news-press/press-releases/2022/03-28](https://www.tiaa.org/public/about-tiaa/news-press/press-releases/2022/03-28).

## GET IN TOUCH

All your contacts are at your fingertips.

### TIAA

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**Scan the QR code  
to maximize your  
retirement plan.**



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#### **TIAA RetirePlus®**

TIAA RetirePlus is an asset allocation program that includes asset allocation models that a plan participant may choose to guide the investment of his or her account into underlying investment options selected by the plan sponsor (the “underlying investments”). The plan sponsor selects the specific underlying investments available under its plan to represent the various asset classes in the models. An independent third-party advisor engaged by Teachers Insurance and Annuity Association of America (“TIAA”) developed the target asset class ratios for the models and the TIAA RetirePlus is administered by TIAA as plan recordkeeper. In making the TIAA RetirePlus available to plans, TIAA is not providing investment advice to the plans or plan participants.

The target asset class ratios for a plan participant’s model-based account will become more conservative over time as the plan participant’s years to retirement decreases. For information regarding the changes to the target allocations, please contact TIAA. An account’s actual allocation percentage to an underlying investment may vary from the target allocations due to the performance of the underlying investments or other factors. Accounts invested in accordance with the models will be rebalanced to the applicable target allocations periodically. The underlying investments included in a model are subject to change and may not be representative of the current or future underlying investments for the model. Some or all of the underlying investments included in a model may be sponsored or managed by TIAA or its affiliates and pay fees to TIAA and its affiliates.

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#### **TIAA RetirePlus Pro®**

TIAA RetirePlus Pro, a model-based service, is administered by Teachers Insurance and Annuity Association of America (“TIAA”) as plan recordkeeper.

The TIAA RetirePlus Pro Models are asset allocation recommendations developed in one of three ways, depending on your plan structure: i) by your plan sponsor, ii) by your plan sponsor in consultation with consultants and other investment advisors designated by the plan sponsor, or iii) exclusively by consultants and other investment advisors selected by your plan sponsor whereby assets are allocated to underlying mutual funds and annuities that are permissible investments under the plan. Model-based accounts will be managed on the basis of the plan participant’s personal financial situation and investment objectives (for example, taking into account factors such as participant age and risk capacity as determined by a risk tolerance questionnaire).

The plan fiduciary and the plan advisor may determine that an underlying investment(s) is appropriate for a model portfolio, but not appropriate as a stand-alone investment for a participant who is not participating in TIAA RetirePlus Pro. In such case, participants who elect to unsubscribe from the service while holding an underlying investment(s) in their model-based account that has been deemed inappropriate as a stand-alone investment option by the plan fiduciary and/or plan advisor will be prohibited from allocating future contributions to that investment option(s).

Established restrictions: Each plan participant may, but need not, propose restrictions for their model-based account, which will further customize such plan participant’s own portfolio of underlying investments. The plan fiduciary is responsible for considering any restrictions proposed by a plan participant, and for determining—together with plan advisors—whether the proposed restriction is “reasonable” in each case. TIAA RetirePlus Series®, TIAA RetirePlus® and TIAA RetirePlus Pro® are registered trademarks of Teachers Insurance and Annuity Association of America-College Retirement Equities Fund, 730 Third Ave., New York, NY 10017.

TIAA Traditional is issued by Teachers Insurance and Annuity Association of America (TIAA), New York, NY.

Annuity contracts may contain terms for keeping them in force. TIAA can provide you with costs and complete details.

TIAA Traditional is a fixed annuity product issued through these contracts: Form series including but not limited to: 1000.24; G-1000.4; IGRS-01-84-ACC; IGRSP-01-84-ACC; 6008.8. Not all contracts are available in all states or currently issued.

Paycheck is the annuity income received in retirement. Guarantees of fixed monthly payments are only associated with TIAA’s fixed annuities.

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