

Offering a Retirement Plan Has Never Been More Appealing *and a Great Employee Retention Tool*

by GEOFF STUFFLEBAM, CRPS | NOBLEVEST PRIVATE WEALTH (AN MDIS PARTNER)

Offering a retirement program to your team is a great retention tool, as it is one of the most requested employee benefits of employees (along with health insurance). MDIS has partnered with our firm, Noblevest Private Wealth, to offer a Multiple Employer Aggregate Program (MEAP) 401(k). It's a solution that makes offering a retirement plan easy, affordable and with options! Let's review the common questions that come up when explaining the MDIS Multiple Employer 401(k) Savings Plan to dentists.

What is a multiple employer aggregate 401(k) program? It is a retirement plan sponsored by an association, like the MDA, that allows a group of employers, like private practice dental offices, to band together to create one large 401(k) plan.

How does this type of plan benefit me and my office? This MEAP allows for economies of scale pricing. When looking at retirement plan costs, the larger the plan the better the pricing, and by adopting the MDIS MEAP 401(k) you would benefit from all the collective offices that have adopted this plan from a pricing standpoint. Another nice benefit is there are no start-up costs! Additionally, there are significantly less administrative duties. Most plan sponsors don't realize they have fiduciary obligations to the plan; these duties come with personal liabilities, and if not done properly, complaints or audits findings may occur.

Do I give up plan choices if I adopt this plan? No! That is one of great things about

a MEAP: plan design for each office remains unique. This allows for choice among Safe Harbor matching or Non-Elective formula, and for choice to offer a profit sharing or not. And, this allows for plans to elect to offer a Cash Balance on top of 401(k) plan if they so desire.

Who would I work with if I adopted the MDIS MEAP 401k plan? The work begins with our retirement plan advisor team at NobleVest Private Wealth. Ken Roberts and myself are both Chartered Retirement Plan Specialists and work with plan sponsors on plan design and implementation. Our partner, Shweta Agarwal, is a Certified Financial Planner and serves the needs of your employees providing comprehensive financial planning, and this is offered at no additional cost! Additionally, Julie Billings assists the team in developing an on-going education calendar for you and your office so you are always getting timely market commentary and resources you may need.

Lincoln Financial Group is the Record-Keeper, or the custodian of the assets, where you can log in to see your accounts and your statements will come from Lincoln. They also provide oversight on all plan investments to deliver a best-in-class fund lineup. National Benefit Services is the MEAP's Third Party Administrator. They serve your office to help make sure you stay in compliance, process payroll contributions, file your 5500 and are the fiduciary for all things administrative with your retirement plan.



MDIS serves to ensure all parties have been vetted, monitor their services and fees, audit the plan and regularly communicate with all parties to help ensure all adopters' best interests are being served.

This all sounds great; how do I get started? If you have an existing plan and want to see if the MDIS MEAP 401k could be a better fit, NobleVest will provide you with a free plan benchmark so you can do a true side-by-side comparison of the costs and benefits to help make your decision. If you are looking to establish a new plan, NobleVest will provide you with a proposal and help you determine what plan design best fits your needs.

Please feel free to reach out to the MDIS team to get introduced to our partners on the team at Noblevest Private Wealth. [f](#)



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