



MassMutual Plan Fiduciary Services

FOR PLAN SPONSORS. NOT FOR USE WITH THE PUBLIC.

Advisory and fiduciary services offered by MML Investors Services, LLC.

As an employer and retirement plan sponsor, your company bears a great many responsibilities.

Among them: listening to the needs of employees and selecting appropriate service provider(s), determining optimal plan design provisions, selecting and monitoring investments, keeping abreast of legislative changes, ensuring your plan is administered properly, and educating and informing plan participants – all at a reasonable cost.

While these responsibilities are required given the fiduciary standard of care that is required of plan sponsors under the Employee Retirement Income Act of 1974 (ERISA), these obligations can be time-consuming and complicated.

3(21) and 3(38) Fiduciaries

To help reduce fiduciary exposure from claims related to plan investment selection decisions and monitoring, many plan sponsors hire ERISA 3(21) or 3(38) fiduciary investment advisers to assist with these responsibilities.

Under a 3(21) fiduciary relationship, a plan sponsor may be seeking assistance with their fiduciary responsibilities, but still wants to retain discretion and control over the investment options within the plan.

Essentially, the 3(21) fiduciary offers advice, but the ultimate decisions on investment options remains with the plan sponsor.

In a 3(38) relationship, an investment manager is given discretion with respect to the selection, monitoring, and replacement of the investment options within the plan. Plan participants can then select investments from the list of options set by the 3(38) fiduciary.





How MML Investors Services can help

MassMutual Plan Fiduciary Services is a 3(38) discretionary, investment manager plan solution designed to provide an investment lineup, from which plan participants can select investment options, while helping you recruit and retain valuable associates. We do this by using an in-house investment analysis process to make sure your retirement plan has a broad selection of investments available for participants to choose from based on their needs and objectives.

Plan Investment Options

As a 3(38) plan level fiduciary for your retirement plan, we leverage the experience of MML Investors Services, LLC, (MMLIS) a wholly owned subsidiary of MassMutual®, and the Wealth Management Investment Team (WMIT), for the discretionary selection and ongoing monitoring of the investment options available in the plan.

Comprised of seasoned professionals with more than 110 years of combined industry experience, the WMIT implements a prudent, four-step process to assembling and maintaining a menu of quality investment choices that includes:

- Prudent selection
- Appropriate diversification
- Ongoing monitoring
- Investment replacement when necessary

The MassMutual Plan Fiduciary Services Advantage

As a plan sponsor, you can mitigate fiduciary liability through our extensive list of investment fiduciary responsibilities.

FIDUCIARY OWNERSHIP

Governance Structure	MassMutual Plan Fiduciary Services	
Process RESPONSIBILITIES	Plan Sponsor	MMLIS
Step One UNDERSTAND		
Objectives/Plan Design	✓	
Investment & Governance Structure*	✓	
Review Overall Fees	✓	✓
Step Two ANALYZE		
Review Qualified Default Investment Alternative	✓	✓
Review Asset Classes		✓
Review Investment Vehicle Selection		✓
Review Investment Menu Structure		✓
Step Three IMPLEMENT		
Notification of Investment Changes	✓	
Investment Menu Onboarded/Confirmed		✓
Step Four MANAGE		
Recordkeeper Monitoring	✓	
Investment Options: Add/Remove/Replace		✓

*The fiduciary who appoints the investment manager also has the responsibility to monitor its performance.

When selecting MassMutual Plan Fiduciary Services, you will experience a wide array of benefits that include:



PARTNERSHIP

A reliable relationship between your MassMutual financial professional, MMLIS investment analysts, and a select Recordkeeper.



LIABILITY MITIGATION

MMLIS assumes primary responsibility for the plan's investment selection.



DIVERSIFICATION

Both passive and active investment choices are offered across a variety of investment styles and asset classes.



THOUGHT LEADERSHIP

Access to institutional investment managers and the best ideas from industry experts.



ACCESS

To fiduciary products and services that were traditionally available only to larger institutional plans.



PRUDENT PROCESS

Each step of the investment process is performed with a fiduciary level of prudent care.



TIME WELL SAVED

Increase productivity by utilizing MMLIS to conduct due diligence, monitoring, and replacement of plan investments, while you focus on what's most important to you – your business and your employees!

Your Investment Adviser Representative

In addition to the 3(38) services and benefits offered by MMLIS, your investment adviser representative can assist you and your plan participants with:

- Your evaluation and selection of:
 - Recordkeepers
 - Investment platforms
 - Administrative platforms
- Participant enrollment
- Communication and education

**To learn more,
please contact your
investment adviser
representative.**



MassMutual...

Helping you secure what matters most.

Since 1851, MassMutual has been building a reputation for financial strength and integrity. At MassMutual, we operate for the benefit of our customers. Our business decisions are based on a single guiding principle: to help people secure their future and protect the ones they love.

Learn more at www.MassMutual.com.

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MML Investors Services, LLC, 1295 State Street, Springfield MA is a registered investment adviser and a MassMutual subsidiary. Investment advisory services are offered through Investment Adviser Representatives of MML Investors Services.

For information about MML Investors Services, contact your Investment Adviser Representative to request Part 2A and 2B of Form ADV.

