



To perform as an effective operational fiduciary, you need a very robust process. To perform at scale, you need a process that can overlay existing vendor technologies and operations to perform efficiently.

That's GPS.

A New Kind of Fiduciary

Group Plans share an overriding need: professional fiduciaries operating at scale. There are two broad types of fiduciaries needed: investment fiduciaries and operational fiduciaries. The industry has lots of investment fiduciaries and competition is fierce. But the marketplace of operational fiduciaries is in its infancy and the solutions available in the marketplace today tend to either a) accept too little responsibility, b) cost too much, or c) attempt to bolt on separate organizations' processes and technologies with clunky results. The solution is a new breed of fiduciary service provider who brings more certainty for less money.

GPS Offers Two Services



INDEPENDENT
OPERATIONAL
FIDUCIARY



CONSULTANT

As a Fiduciary we can serve as:

Pooled Plan Provider
ERISA Sec. 402(a) Named Fiduciary
ERISA Sec. 3(16)(A) Plan Administrator

As a Consultant we can help with:

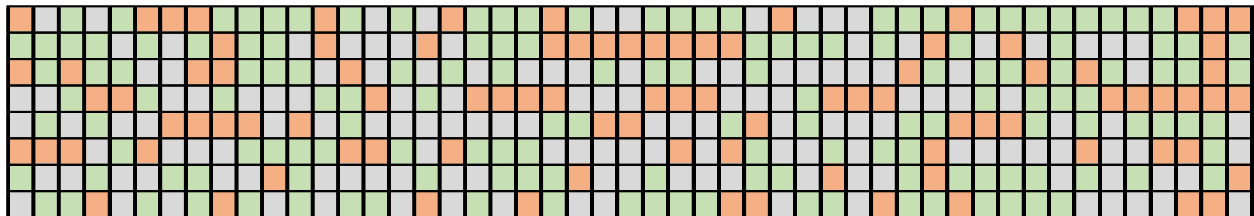
Business, product, & distribution strategy
A unique approach to RFPs
Building/managing group plan solutions

Through our sister companies—Pension Resource Institute (PRI), Retirement Law Group (RLG), and Waypoint Fiduciary (Waypoint)—we offer legal, compliance, expert witness, and other retirement industry consulting specialties. One way to think of it is that we keep people out of trouble while helping them grow and thrive.

Supporting Employers in a New Way

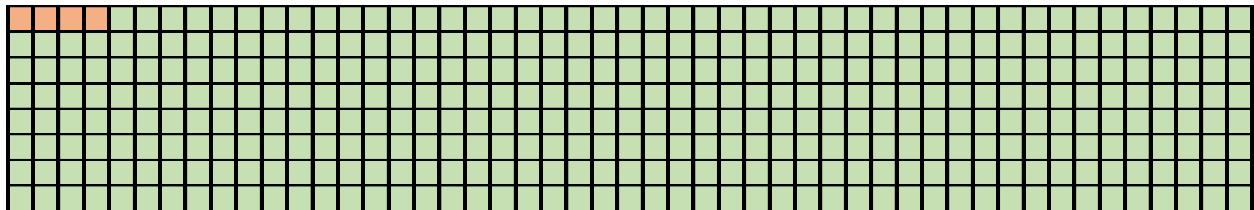
There are over 400 administrative duties a plan sponsor must fulfill to offer a retirement plan to employees. Without the support of fiduciaries to take on the burden of those duties, sponsoring a retirement plan is an unrealistic task for most employers. Most employers are not aware of their obligations until something goes wrong. If properly structured, with carefully crafted vendor contracts, a Pooled Plan Provider can take on substantially all of the administrative duties.

Heat map of administrative duties for a single employer 401 (k).



Grey	Less important, not a common source of error
Green	Vendor accepts responsibility
Orange	Employer is responsible

Heat map of administrative duties in a PEP with GPS.



This is the GPS difference. Through our thorough due diligence process, we vet service providers' capabilities to perform the hundreds of administrative tasks necessary, provide ongoing program support and supervision, and provide clarity to employers so they can focus on the handful of obligations they keep. Employers in a PEP arrangement with GPS as a PPP are left with only a handful of explicitly defined duties. Everything else is handled by the program providers and supervised by GPS.



About GPS

Group Plan Systems, LLC (GPS) is an independent fiduciary and consultant specializing in group retirement programs. Our founders—Pete Swisher and Jason Roberts—are two of the best-known subject matter experts on fiduciary law and practice in the United States. We bring a unique blend of skills—sales leadership, distribution strategy, and brand-building as well as top-of-class legal and technical expertise. GPS launched in August 2021 and our first programs went live in 2022. We demonstrate our dedication to fiduciary excellence through:

1. Independence. We are not tied to any single product, technology, or service vendor. Instead, we supply our Overlay, filling in a missing piece that lets them do what they do best with GPS filling a legal role that vendors cannot fill themselves.
2. Cost and Scale. The GPS approach has underlying costs comparable to other solutions in the marketplace, with no proprietary product or service requirements that can raise overall costs. We supply what is missing and only what is missing to promote operational compliance in a highly scalable way.
3. Statutory rigor. GPS supervision delivers its expert services through a detailed due diligence process and comprehensive ongoing fiduciary operational prudence.
4. Contractual Precision. GPS ensures an “except for” contract instead of an “only” contract. In many PEP programs, a vendor is contractually obligated to perform **only** certain specified tasks and all other duties are the employer's responsibility. In all GPS contracts, we accept all responsibilities **except for** specified responsibilities the employer keeps.

GPS was created as a partnership of two firms: Waypoint Fiduciary, LLC, a consulting and expert witness firm founded by Pete Swisher, one of the most recognized Group Plan experts in the U.S., and Pension Resource Institute, LLC (PRI), founded by attorney Jason Roberts as a unique compliance solution for registered investment advisers (RIAs), broker-dealers, and banks. Jason is also the founder and Managing Partner of Retirement Law Group.



Meet the Team

Pete Swisher, CFP®, CPC, QPA, TGPC is known widely in the retirement industry for his two decades of success as a brand-builder and sales leader yet also a subject matter expert, teacher, and government affairs leader. Pete is regarded as one of the top experts in the U.S. with respect to PEPs, MEPs, the ERISA Section 3(16) plan administrator role, and fiduciary duties in general.

Jason Roberts, esq., is an attorney specializing in both securities law and ERISA and is the founder and CEO of PRI, with roughly 70 RIA, bank, and broker-dealer clients who rely on PRI for one-stop compliance leadership. Jason is also founder and Managing Partner of Retirement Law Group, a law firm specializing in retirement plans.

Steve Niehoff, QKA, TGPC, QPFC, ChFC is Chief Operating Officer of GPS. Steve has more than 20 years of experience in operational and product leadership roles at a major recordkeeper and five years serving the RIA, bank, and broker-dealer communities as COO of both PRI and RLG.

Annie Messer, AIF®, CPFA®, QKA, RCC™ is Vice President, Fiduciary Services for GPS and brings more than 14 years of broker-dealer/RIA home office experience serving in a variety of roles, including planning, development and support of retirement plan technology solutions, fiduciary resources, regulatory and retirement education, and ERISA compliance.

Cherisha Chapman, ASRI is a Fiduciary Analyst for GPS and brings nearly two decades of experience in various operational leadership roles for a major recordkeeper. Her time in retirement plans has spanned public sector to private sector and everything from customer service and administration to underwriting.

Ashley Borders is a Fiduciary Analyst for GPS and brings nearly two decades of experience in customer service, operations support, technology support, and serving as the troubleshooter and make-it-happen person for two retirement plan sales teams.

Aditi Pokharkar is a Fiduciary Analyst for GPS and focuses her data science skills and experience in advisory compliance on improving efficiency and facilitating supervision of pooled employer plans.

How to Reach Us

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