

# INTRODUCING THE PLAN MERGER SHOP

AT

ARTISAN INVESTOR SERVICES

## UNDER ONE UMBRELLA

When your company buys another you also acquire the subsidiary's retirement plan or 401(k) plan, and sometimes both. Your company may already have a number of such "legacy" benefit plans under the corporate umbrella.

The goal usually is to establish a uniform employee benefits program across the entire company. That's more easily said than done. Often the solution is to migrate acquired employees to your core 401(k) plan while freezing their former plan.

"Frozen" or not, as long as that legacy plan exists you still have to devote resources to manage it.

Most companies would like to merge the acquired plans into their core plan, but the effort required to accomplish a plan merger is significant. Internal staffs usually do not have the specialized knowledge, nor the time, needed to manage a plan merger.

A plan merger is a "special project" that requires your people to learn a whole new set of skills (skills that they will not use very often) and the project is a distraction from their primary responsibilities. That is not an efficient use of your staff's time and talent.

***The only way to manage plan mergers efficiently  
and economically is to do a lot of them!***



*401(k) plan  
mergers*

*profit sharing  
plan mergers*

*mergers of  
traditional  
pension plans*

*charitable  
foundation  
mergers*



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## WHY MERGE?

When you combine plans you simplify your benefit programs for both employees and plan managers. Every time you merge two plans you eliminate the need to administer one of them ~ thus saving the costs of separate regulatory filings, ERISA audits, trustees, investment managers, and fees for legal, actuarial and participant recordkeeping services.

## EFFICIENCY BY EXPERIENCE

We have managed countless mergers of defined contribution plans [profit sharing plans and 401(k) plans] as well as defined benefit plans [traditional pension plans and cash balance plans]. We have even merged a few charitable foundations.

The “special project” for your internal staff is a familiar process for Artisan. We know all of the steps that have to be taken and the order in which they need to occur.

## TOTAL MANAGEMENT

Our plan merger process begins with meeting your people, learning your objectives and studying the plans that are to be merged.

We formulate a plan for the merger, review it with your staff, obtain the necessary approvals, assist with required regulatory filings then implement the plan.

We coordinate the efforts of your ERISA legal counsel (internal and external), actuaries if appropriate, recordkeepers, trustees, custodians, asset managers, auditors and others needed to make the merger succeed. We often can accomplish a plan merger over a weekend so that your plan members can access their accounts by the start of business on Monday morning.

***For additional information contact Robert Skena, CPA, CFA  
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**ROBERT SKENA, CPA, CFA**

Robert Skena is the founder of Artisan Investor Services, a firm that serves as Investment Office to institutional investors on an outsourced basis. Artisan offers its services to endowment funds, charitable foundations, retirement plans and non-profit organizations.

Before starting his firm he worked for more than twenty-five years at Mellon Bank where he served as Chief Investment Officer for the Mellon Bank Retirement Plan, the Mellon 401(k) Plan, the Mellon Bank Charitable Foundation and a wide range of other trust funds. By the time he left to build his new business he was responsible for \$10 billion of institutional assets.

He holds a B.A. in English and a M.S. in Industrial Administration, both from Carnegie Mellon University. In addition to his principal occupation as an investment practitioner he has taught investment management courses at the university level.

Bob is a Chartered Financial Analyst and member of the CFA Institute. He is a Certified Public Accountant and a long-time member of the American Institute of CPAs.

