BACKGROUND
Custom Target Date Solutions (CTDs) are the fastest growing segment of 401(k) plans, and a growing percentage of the Target Date Fund (TDF) total. There are many reasons:

• Glide path flexibility
• Open architecture / best-in-class fund use
• No additional investment due diligence when using plan lineup funds
• Explicit and transparent fees
• Ability to combine passive and active strategies and products
• Clarity of fiduciary roles, responsibilities and functions

Despite these attractive characteristics, CTDs have historically been available only to the largest retirement plans. Now that’s changing. Plan sponsor and adviser interest, coupled with evolving recordkeeper capabilities, are creating realistic ways to also offer them to large and mid-sized plans.

CTDs may not be the answer for every plan, but most plans should at least consider them. The Department of Labor suggests as much in recent guidance, directing plan sponsors to “inquire about whether a custom or non-proprietary target date fund would be a better fit for their plan.”

PROGRAM
Federated developed No Two Alike: Creating Custom Target Date Solutions for DC Plans to help you satisfy plan sponsors’ growing interest in, and demand for, CTDs. The program empowers you with the understanding, materials and tools to:

• Assess the suitability of a CTD for a retirement plan
• Educate plan sponsors about CTDs
• Design a CTD tailored to a specific retirement plan
• Build and implement the CTD
• Monitor the CTD in the plan

Plan sponsors and participants can benefit from a CTD solution that’s customized to their needs. You, the adviser, can raise your value and deepen your relationship with plan sponsors by guiding them through the CTD process from education, design and implementation to ongoing monitoring. No Two Alike has the consulting tools to help you do it all.

AUTHORS
No Two Alike is written by Wilshire Associates, an institutional investment consultant with extensive CTD experience that provided program glide path and portfolio asset allocation guidance; Eugene F. Maloney of Federated; Bradford P. Campbell, ERISA attorney and former Assistant Secretary of Labor; and Ann Schleck of Ann Schleck & Co.
AND ONCE YOU’RE INFORMED, START HERE.

The No Two Alike program also includes separate sponsor-facing tools, organized chronologically and divided into four steps. They’re ready to use, and can include your brand.

- **Before discussing with a plan sponsor**
  - **Step Zero**
    - Plan Suitability Evaluator
  - **Step One**
    - Educate & Inform
    - CTD Overview Brochure
    - Meeting Slides & Scripts
    - Key Terms & Definitions
- **Step Two**
  - Plan & Design
  - Key CTD Decisions Worksheet
  - Plan-Level Risk Tolerance Questionnaire
- **Step Three**
  - Build & Implement
  - CTD Implementation Checklist
  - Sample CTD IPS Language
- **Step Four**
  - Monitor
  - Quarterly Conference Calls
  - Glide Path Technical Documents

Contact us at [FederatedInvestors.com](http://FederatedInvestors.com) or call 1-800-341-7400.

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