

# Raymond James Retirement Plan Monthly Newsletter

Dec, 2017

Welcome to Fiduciary Insights, the monthly newsletter that keeps you in touch with issues, trends, events, and insights of significance to individuals connected with the retirement plan industry. The articles have been carefully selected from a variety of high quality sources.

## [General Items](#)

401k Enrollment: How to Get More Employees Saving  
Leveraging Retirement Goals and Business Objectives in a 401k Plan  
401k and Retirement Plan Limits for the Tax Year 2018

## [Fiduciary and Plan Governance Material](#)

How to Reduce Your ERISA Risks, and the Role of Fiduciary Liability Insurance  
Five Dangerous Fiduciary Assumptions  
The Truth and Myth Over the 401k Investment Policy Statement

## [Insights: Studies, Research and White Papers](#)

Plan Sponsors' Use of Best Practices Continues to Climb  
U.S. Receives "C" Grade in Global Retirement Study  
GAO Report Says American Retirement System Not Providing Adequate Security  
Are Your Older Employees Thinking Differently About Retirement?

## [Compliance and Regulatory Related](#)

Tax Reform Contemplates Changes to Employee Benefits  
Tax Reform Update – A (Mostly) Good First Step  
Legislative Fixes Would Make MEPs More Attractive Option  
The Trump-Era Fiduciary Rule

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## General Items

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401k Enrollment: How to Get More Employees Saving

Abstract: Despite efforts to bolster their employee's retirement savings, many plan sponsors realize something is missing. While enrollment rates have improved in recent years, there are still plenty of employees who fail to enroll in the company 401k. When asked about the reasons for not saving into the plan, 28% of plan sponsors reported that a "lack of awareness or understanding" was the primary reason employees did not participate in their plans. Source: Forusall.com

Full Article Available Here ---> <https://www.forusall.com/401k-blog/401k-enrollment/>

# Raymond James Retirement Plan Monthly Newsletter

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## Leveraging Retirement Goals and Business Objectives in a 401k Plan

Abstract: The primary retirement goal is to maximize retirement savings. Business objectives are more complex in the sense that they encompass a dual purpose of maximizing benefits to the employer/owner(s) and providing a valuable benefit to the employees. Source: Rpgconsultants.com

Full Article Available Here --->> <https://www.rpgconsultants.com/401k-resources/leveraging-retirement-goals-business-objectives-401k-plan/>

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## 401k and Retirement Plan Limits for the Tax Year 2018

Abstract: On October 19, 2017, the Internal Revenue Service announced cost of living adjustments affecting dollar limitations for pension plans and other retirement-related items for the tax year of 2018. Chart, highlights, and detail. Source: 401khelpcenter.com

Full Article Available Here --->> [http://www.401khelpcenter.com/2018\\_401k\\_plan\\_limits.html](http://www.401khelpcenter.com/2018_401k_plan_limits.html)

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## Fiduciary and Plan Governance Material

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### How to Reduce Your ERISA Risks, and the Role of Fiduciary Liability Insurance

Abstract: If there had been any doubt, the last few years have made clear that lawsuits against all parties involved with retirement and welfare plans are here to stay. Indeed, plan sponsors and fiduciaries now face increased risks of litigation on many fronts, and the need for comprehensive fiduciary liability insurance is greater than ever. This white paper discusses the responsibilities of ERISA fiduciaries and the types of litigation that may be brought against them, as well as some practical suggestions on plan design and administration that may help reduce litigation risk. Source: Groom.com

Full Article Available Here ---

>> [http://www.groom.com/media/publication/1882\\_ERISA\\_Risks\\_Role\\_of\\_Fiduciary\\_Liability\\_Insurance.pdf](http://www.groom.com/media/publication/1882_ERISA_Risks_Role_of_Fiduciary_Liability_Insurance.pdf)

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### Five Dangerous Fiduciary Assumptions

Abstract: There's an old saying that when you assume...well, you know the rest. Here are five assumptions that can create real headaches for retirement plan fiduciaries. Source: Asppa.org

# Raymond James Retirement Plan Monthly Newsletter

Full Article Available Here --->> <http://www.asppa.org/News/Article/ArticleID/9167>

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## The Truth and Myth Over the 401k Investment Policy Statement

Abstract: When you are a 401k plan sponsor, you hear a lot about an investment policy statement and how you need one. Yet many plan sponsors don't know what it is or what it does. This article breaks down what an IPS is, what it does, and what it doesn't do. Source: Jdsupra.com

Full Article Available Here --->> <http://www.jdsupra.com/legalnews/the-truth-and-myth-over-the-401k-inves-72550/>

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## Insights: Studies, Research and White Papers

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### Plan Sponsors' Use of Best Practices Continues to Climb

Abstract: Plan sponsors continue to embrace best practices when it comes to running their retirement plan. Automatic enrollment, higher initial deferral rates, and financial counseling are just a few that more employers are adopting. Source: Planadviser.com

Full Article Available Here --->> <http://www.planadviser.com/Plan-Sponsors-Use-of-Best-Practices-Continues-to-Climb/>

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### U.S. Receives "C" Grade in Global Retirement Study

Abstract: In a new global study of retirement systems around the world, the U.S. received an overall grade of "C," meaning the country's system has some good features, but also has major risks and/or shortcomings that should be addressed, according to the classification. Source: Napa-net.org

Full Article Available Here --->> <http://www.napa-net.org/news/managing-a-practice/industry-trends-and-research/u-s-receives-c-grade-in-global-retirement-study/>

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### GAO Report Says American Retirement System Not Providing Adequate Security

Abstract: The three pillars of the American retirement system -- Social Security, workplace retirement plans and individual savings -- will not provide adequate retirement security for a growing number of

# Raymond James Retirement Plan Monthly Newsletter

people, according to a report issued Wednesday by the U.S. Government Accountability Office.  
Source: Investmentnews.com (registration may be required)

Full Article Available Here ---

>> <http://www.investmentnews.com/article/20171018/FREE/171019927/gao-report-says-american-retirement-system-not-providing-adequate>

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Are Your Older Employees Thinking Differently About Retirement?

Abstract: Employers invest a tremendous amount of time and cost in employee benefit offerings which are designed to help their employees save and financially prepare for retirement. Ironically, few employers are focused on the actual process of retirement and its workforce-related implications. Source: Blr.com

Full Article Available Here --->> <http://hrdailyadvisor.blr.com/2017/10/04/older-employees-thinking-differently-retirement/>

## ----- Compliance and Regulatory Related -----

Tax Reform Contemplates Changes to Employee Benefits

Abstract: The House Committee on Ways and Means publicly released a working draft of the Tax Cuts and Jobs Act. In the weeks leading up to the release of the draft, speculation has swirled as to whether it would eliminate or otherwise limit the ability to make pre-tax employee deferrals into 401k plans. The current draft of the bill would not impact 401k deferrals, but would bring other changes to employee benefit plans and programs beginning in 2018, as described in this article. Source: Erisapracticecenter.com

Full Article Available Here --->> <https://www.erisapracticecenter.com/2017/11/tax-reform-contemplates-changes-to-employee-benefits/>

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Tax Reform Update – A (Mostly) Good First Step

Abstract: House Republican leaders on Nov. 2 released their much-anticipated tax reform plan that left 401ks and IRAs alone, but contained a number of proposals to modify various pension and retirement savings provisions. Source: Asppa.org

Full Article Available Here --->> <http://www.asppa.org/News/Article/ArticleID/9263>  
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# Raymond James Retirement Plan Monthly Newsletter

## Legislative Fixes Would Make MEPs More Attractive Option

Abstract: Previous regulatory actions by the Department of Labor have made open multiple employer plans a less attractive option for employers, but legislative fixes proposed by Congress could significantly improve the overall appeal of MEPs. Source: Asppa.org

Full Article Available Here --->> <http://www.asppa.org/News/Article/ArticleID/9205>

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## The Trump-Era Fiduciary Rule

Abstract: Where does the DOL's fiduciary rule stand? What might we expect in the future? ERISA attorney Fred Reish provided an update on the former and shared his thoughts on the latter in an Oct. 24 workshop at the 2017 ASPPA Annual Conference. Source: Asppa.org

Full Article Available Here --->> <http://www.asppa.org/News/Article/ArticleID/9208>

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