Raymond James Retirement Plan Monthly Newsletter

February, 2018

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

Four Questions to Ask Before Doing a 401k Plan Re-Enrollment

Abstract: Employers do re-enrollments to make sure plan participants have appropriate asset allocations and savings rates. Having a process to help plan sponsors with 401k plan re-enrollments is becoming table stakes for retirement plan advisers. Source: Investmentnews.com (registration may be required)

Full Article Available Here ---
>> http://www.investmentnews.com/article/20171222/BLOG09/171229958/4-questions-to-ask-before-doing-a-401-k-plan-re-enrollment

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A Key to Strengthening Retirement Security: Return to Designing Retirement Plans Focused on Lifetime Income Strategies

Abstract: The problem with relying on a DC plan as a core or primary retirement plan is that DC plans were not designed to provide retirement security. As a result, these core DC plans are primarily focused on wealth accumulation and preservation while failing to offer workers options to help them manage their income to last a lifetime. Source: Georgetown.edu

Full Article Available Here --->> https://cri.georgetown.edu/a-key-to-strengthening-retirement-security-return-to-designing-retirement-plans-focused-on-lifetime-income-strategies/

Phased Retirement Largely Ignored Despite Flood of Retirees

Abstract: With 10,000 baby boomers retiring daily, it would seem that flexible retirement would be a staple benefit within the workforce. It's not. Source: Workforce.com

Full Article Available Here --->> http://www.workforce.com/2017/11/27/phased-retirement-largely-ignored-despite-flood-retirees/

Fiduciary and Plan Governance Material

Outside Plan Counsel -- When Should I Call?

Abstract: It doesn't make sense to consult your ERISA plan counsel about ordinary recordkeeping and testing matters, but here is a list of issues that call for legal advice from an expert at the earliest possible time. Source: 401ktv.com

Full Article Available Here --->> https://401ktv.com/outside-counsel-call-ask-lawyer/

Fiduciary Awareness Among DC Plan Sponsors Continues to Slip

Abstract: AllianceBernstein announced new research showing that fiduciary awareness among defined contribution plan sponsors has deteriorated significantly in recent years. Even though all survey participants qualified as plan fiduciaries, nearly half (49%) of plan sponsors did not consider themselves fiduciaries. Source: 401khelpcenter.com

Full Article Available Here --->> http://www.401khelpcenter.com/401k_press/pr_alliancebernstein_120517.html

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Is an Investment Policy Statement Right for Your Plan?

Abstract: Some plan sponsors create an investment policy statement to provide a framework for managing investment decisions. Yet, not all plan sponsors believe an IPS is the best vehicle for defining a plan sponsor's strategy for investment oversight. This is a brief discussion of some of the factors plan sponsors may want to consider as they evaluate the role of an IPS with respect to their plan. Source: Troweprice.com

Full Article Available Here ---
>> https://www4.troweprice.com/gis/content/dam/fai/Collections/DC%20Resources/Managing%20Investment%20Responsibilities/Managing_Investment_Responsibilities.pdf

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Five Awkward 401k Questions Every Good Fiduciary Must Know the Answer To

Abstract: Retirement advisers can sometimes be taken aback by the nature of some of the questions plan sponsors and participants ask them. Here are three commonly asked questions that may initially merit a "pooh-pooh," but upon further review actually open the door for teachable lessons. Source: Fiduciarynews.com

Full Article Available Here --->> http://fiduciarynews.com/2017/11/5-awkward-401k-questions-every-good-fiduciary-must-know-answer/

Insights: Studies, Research and White Papers

How Much Do Participants' Negative Behaviors Affect Retirement Readiness?

Abstract: Participants dipping into retirement savings early and suspending contributions to their 401k plans is projected to reduce their retirement savings by 14% percent on average, new analytics from MassMutual show. Source: Asppa.org

Full Article Available Here --->> http://www.asppa.org/News/Article/ArticleID/9427

Changes, Trends and Best Practices for 401k Administration in 2018

Abstract: It's important for HR to understand 2018's changes and trends in 401ks, but its just as important to ensure that your workforce understands what you're offering and how best to use it to meet their current and future needs. Source: Hrdive.com

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Full Article Available Here --->> https://www.hrdive.com/news/changes-trends-and-best-practices-for-401k-administration-in-2018/511246/

18th Annual Transamerica Retirement Survey

Abstract: The Annual Transamerica Retirement Survey explores attitudes about retirement and retirement readiness among American workers. The latest findings highlight differences and similarities among Baby Boomers, Generation X and Millennials. The study had more than 6,000 respondents. It was conducted by Harris Poll. Source: Transamericacenter.org

Full Article Available Here --->> http://www.transamericacenter.org/docs/default-source/retirement-survey-of-workers/tcrs2017_sr_three-generations_prepare_for_retirement.pdf

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DCIIA Fourth Biennial Plan Sponsor Survey

Abstract: This is a 12-page report on the results of a survey of plan sponsors' use-of and attitudes-toward automatic plan features including automatic enrollment, automatic escalation and re-enrollment in default investment funds known as Qualified Default Investment Alternatives. The survey represents the views of 194 DC plan sponsors. Sixty-two percent of respondents are larger plan sponsors, defined as plans with assets over $200 million, and the remaining 38% are smaller plan sponsors, defined as plans with $200 million in assets or less. Source: Dciia.com

Full Article Available Here --->> https://c.ymcdn.com/sites/dciia.site-ym.com/resource/collection/23D6FA15-31A6-4ABA-826B-A8718DC03E59/DCIIA_Fourth_Biennial_Plan_sponsor_survey_8._FINAL.11.30.17.pdf

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Compliance and Regulatory Related

What the New Form 5500 Means for 401k Advisors

Abstract: While the precise nature of any changes and the timing of implementation have yet to be finalized, proposals suggest that a 'modernized' Form 5500 will compel plan sponsors to deliver a trove of information -- some of it new -- in formats that facilitate data mining. The new Form 5500 has the potential to be a double-edged tool that both benefits plan sponsors and exposes plan vulnerabilities. Source: 401kspecialistmag.com

Full Article Available Here --->> https://401kspecialistmag.com/new-form-5500-means-401k-advisors/

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Tax Reform: Retirement Plan Changes in the Tax Cuts and Jobs Act

Abstract: While many retirement plan changes had been included in the separate bills passed by the House and the Senate, only a few survived the committee of House and Senate members that was convened to hammer out the differences between the two versions of the bill. The Act makes significant changes to both individual and corporate taxation, it only makes modest changes to retirement plans. Here is a brief summary. Source: Jpmorgan.com

Full Article Available Here --->> https://am.jpmorgan.com/gi/getdoc/1383514822651

Senate Confirms Rutledge to Key DOL Post

Abstract: The successor to regulatory powerhouse Phyllis Borzi who preceded him, supporters and detractors alike note Rutledge is very familiar with the responsibilities of the role, and industry advocacy groups praised the nomination and confirmation. Source: 401kspecialistmag.com

Full Article Available Here --->> https://401kspecialistmag.com/senate-confirms-rutledge-to-key-department-of-labor-post/
