

February 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

Fidelity Predicts Retirement Industry Trends for 2017

2017 Annual Plan Deadlines

Fiduciary and Plan Governance Material

Understanding Fiduciary Services, Does Outsourcing Work for You?

What Are Plan Sponsor Concerns About the Fiduciary Rule?

The Fiduciary Underpinnings of Plan Loans

Insights: Studies, Research and White Papers

Mercer Outlines 2017 Top Priorities for DC Plan Sponsors

What's the Most Common Match?

PSCA Releases Results of 59th Annual Survey of Profit Sharing and 401k Plans

Compliance and Regulatory Related

ERIC Responds to GAO Survey on Retirement Savings

Fred Reish: The Presidential Election: Now What?

ADP and ACP Tests

General Items

Fidelity Predicts Retirement Industry Trends for 2017

Abstract: An increased focus on education and wellness and plan designs focusing on retirement income are among trends Fidelity sees as gaining more traction this year. Sponsor: PlanSponsor

2017 Annual Plan Deadlines

Abstract: There are many important requirements for defined contribution plans (i.e., Section 401(a) and 401(k) plans) that occur either during the calendar year or during the plan year. These requirements include participant statements, compliance testing and remittance of plan contributions. Sponsor: PlanSponsor

Fiduciary and Plan Governance Material

[Understanding Fiduciary Services, Does Outsourcing Work for You?](#)

Abstract: Given intensifying scrutiny of fiduciaries in the courts and public-square, PSCA encourages readers to understand the nuanced world of fiduciary services, to educate colleagues about the role and importance of the fiduciary, and to lead their organization's through conversations about whether outsourcing fiduciary services will work for the organization. Source: Psca-mobile.org

[What Are Plan Sponsor Concerns About the Fiduciary Rule?](#)

Abstract: Though its implementation date and eventual scope may be uncertain at the moment, a new survey finds that plan sponsors do have some areas of concern about the fiduciary regulation. Sponsor: NAPA.net

[The Fiduciary Underpinnings of Plan Loans](#)

Abstract: We spend much of our time focusing on the minutiae of fiduciary investments making sure compensation is reasonable; finding ways to comply with variable compensation under the fiduciary rule; documenting procedures; evaluating cost and fees related to investments; and all manner of plan financial issues. In doing so, however, we cannot lose the proverbial forest for all the trees. This point becomes very real when dealing with plan loans. Source: Businessofbenefits.com

Insights: Studies, Research and White Papers

[Mercer Outlines 2017 Top Priorities for DC Plan Sponsors](#)

Abstract: The changing needs of individuals and an evolving regulatory landscape requires plan sponsors to reassess their defined contribution plans. Mercer suggests that DC plan sponsors prioritize eleven areas for 2017. Source: 401khelpcenter.com

[What's the Most Common Match?](#)

Abstract: The most common DC match turns out to not be the one that participants were more likely to get, according to a new report. Source: NAPA

[PSCA Releases Results of 59th Annual Survey of Profit Sharing and 401k Plans](#)

Abstract: Participation and deferral rates in Defined Contribution Profit Sharing and 401k Plans posted steady increases in the most recent annual survey published by the Plan Sponsor Council of America. Respondents to the survey report that almost 90 percent of US employees are eligible to participate in their employer's DC plan. The average percentage of eligible employees who have a balance in their plan is 87.6 percent, and 81.9 percent made contributions to their plan in 2015. This is up 5 percent over 2010. Source: 401khelpcenter.com

Compliance and Regulatory Related

[ERIC Responds to GAO Survey on Retirement Savings](#)

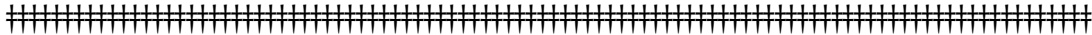
Abstract: The ERISA Industry Committee (ERIC) strongly disagrees with the recommendations made by U.S. Government Accountability Office's regarding 401k plans. Source: Eric.org

[Fred Reish: The Presidential Election: Now What?](#)

Abstract: One of the consequences of the presidential election is that the future of the fiduciary rule (and the exemptions) is uncertain. What does that mean to advisers...regardless of whether they are representatives of RIAs, broker-dealers, or an independent insurance agent? The answer is that nobody knows. However, this article outlines the most likely alternatives. Source: Fredreish.com

[ADP and ACP Tests](#)

Abstract: As a mechanism to prevent discrimination in DC plan deferral and match contributions, Congress developed the Actual Deferral Percentage (ADP) and the Actual Contribution Percentage (ACP) tests.
Source: Belfint.com



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