

## December 2016

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

All Generations Struggling to Meet Retirement Goals

The Power of Combining Plans

401k Plans Are Popping up at Small Businesses

### Fiduciary and Plan Governance Material

403(b) Plans Looking a Lot Like 401k Plans by Making Similar Mistakes

Fiduciary Checklist

DC Retirement Plan Committees Face Tough Choices

### Insights: Studies, Research and White Papers

One Size Does Not Fit All DC Sponsors

2016 Employee Financial Wellness Survey

Enhancing DC Plan Design

### Compliance and Regulatory Related

How to Choose a 401k Plan Auditor

Court Dismisses Retirement Plan Suit Against Disney

Designated Roth Contributions -- Dispelling the Confusion

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### General Items

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### All Generations Struggling to Meet Retirement Goals

Abstract: Millennials, more so than other generations, grasp the importance of retirement savings, a survey by Natixis Global Asset Management found. Source: PlanSponsor

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### The Power of Combining Plans

Abstract: If your goal is to maximize the retirement benefits provided through qualified plans sponsored by your company as well as to potentially skew benefits in favor of a specific group of employees or give disparate benefits to different groups of employees, a plan design that should be considered is to combine a 401k/Profit Sharing plan with a Cash Balance Plan. Source: Legacyrsllc.com

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## [401k Plans Are Popping up at Small Businesses](#)

Abstract: Although the most recent numbers from the U.S. Government Accountability Office show just 14% of small businesses offer 401k plans to employees, small business owners, as well as benefits experts, say such plans are getting easier and easier to offer, while also becoming more important in the competitive recruitment landscape. Source: Thestreet.com

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## **Fiduciary and Plan Governance Material**

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## [403\(b\) Plans Looking a Lot Like 401k Plans by Making Similar Mistakes](#)

Abstract: With 403(b) plans now look similar to 401k plans, the mistakes that plan sponsors are making are, not surprisingly, also similar. Here are the mistakes the IRS sees most often on 403(b) examinations. Source: Retirementplanblog.com

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## [Fiduciary Checklist](#)

Abstract: This 4-page 'checklist' covers areas of review that retirement plan fiduciaries may want to consider when fulfilling their fiduciary responsibilities. Source: Troweprice.com

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## [DC Retirement Plan Committees Face Tough Choices](#)

Abstract: As workplace retirement plans continue to become the predominant method that American workers are using to save for retirement, the fiduciary responsibilities of retirement plan committees are becoming more complex, according to SEI. Source: PlanSponsor

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**Insights: Studies, Research and White Papers**  
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[One Size Does Not Fit All DC Sponsors](#)

Abstract: This 12-page white paper investigates the role plan sponsors play in participant retirement readiness. It also explores the plan features and services they are considering to ensure that their participants are adequately prepared for retirement. Source: Marketstrategies.com

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[2016 Employee Financial Wellness Survey](#)

Abstract: The 2016 edition of PwC's Employee Financial Wellness Survey tracks the financial well-being of full-time employed U.S. adults nationwide. After several years of improvements, this year marks the first time we are seeing a downward slide in many of the key indicators of employee financial wellness. Overall, this year's survey highlights just how fragile the situation is with regard to employees and their personal financial well-being. Source: Pwc.com

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[Enhancing DC Plan Design](#)

Abstract: This 4-page paper covers steps plan sponsors can take to help improve plan outcomes. Source: Jpmorgan.com

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**Compliance and Regulatory Related**  
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[How to Choose a 401k Plan Auditor](#)

Abstract: Selecting an auditor is a key aspect of running a plan. The plan fiduciaries are charged with the task should understand the complexities and risks involved in making the choice. Source: Cfo.com

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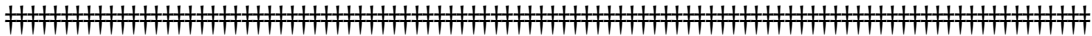
[Court Dismisses Retirement Plan Suit Against Disney](#)

Abstract: A participant in Disney's retirement plan alleged that fiduciaries should have dropped a fund from the plan investment menu because one of its underlying investments showed signs of trouble.  
Sponsor: PlanSponsor

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[Designated Roth Contributions -- Dispelling the Confusion](#)

Abstract: Designated Roth Contributions (DRCs) have been a permissible retirement plan feature since 2006; however, there is still confusion in the retirement plan community regarding DRCs. The author tests your knowledge and dispels the mist. Source: Ntsa-net.org



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