

September 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.

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General Items

[Simple IRA vs 401k](#)

Abstract: Although there are benefits to a Simple IRA plan, there are also trade-offs associated with these plans that need to be understood and considered when a small employer is deciding which type of plan to implement.
Source: Consultrms.com

[Switching From a SEP to a 401k](#)

Abstract: While a SEP may be the perfect plan type for some situations, many employers who start with a SEP later realize that a 401k plan may actually help the owners better meet their objective of maximizing contributions to themselves at a lower contribution obligation for the employees. Source: [Consltrms.com](#)

[Frequently Asked Questions About 401k Plans: Updated](#)

Abstract: The Investment Company Institute has updated their FAQ on 401k retirement plans. Some of the questions covered include: What is a 401k plan and how does it work? How have 401k plans grown since their introduction? What are the benefits of investing in a 401k plan? Is there a limit to how much an employee and employer can contribute to a 401k plan? Source: [Ici.org](#)

Fiduciary and Plan Governance Material

[Why Your Participants Should Avoid Active Trading of Their 401k](#)

Abstract: If plan sponsors understand that investors often work against their own self-interests, how can they use this information when designing their 401k investment lineup? One way is to offer a fund lineup that includes low-cost, passive funds. The result can be a one-two punch for boosting participant performance. Source: [Forusall.com](#)

[Customized Retirement Plan Communications Pack a Bigger Punch](#)

Abstract: Customized retirement plan communications pack a bigger punch. When it comes to communicating the benefits of an employer-sponsored retirement plan, one size does not fit all. Each generation has its own financial priorities and goals, from Baby Boomers on the brink of retirement to Millennials just starting out on the job. So as a plan sponsor, how do you make sure you're communicating to each demographic in a way that resonates? Source: [401ktv.com](#)

[Top Five Mistakes Made by 401k Plan Sponsors](#)

Abstract: Penalties for administrative blunders can be costly, through fines or, at the severe end of the spectrum, plan disqualification, creating a taxable event for all participants. Here are the most common mistakes plan sponsors make, as well as ways for plan advisers to guide their clients away from those mistakes. Source: [Investmentnews.com](#) (registration may be required)

[Can You Put Your Retirement Plan on Autopilot?](#)

Abstract: There's no risk-free way to put your retirement plan on autopilot. Having quality service providers is a good idea but they cannot relieve you, your company or your other in-house fiduciaries from all responsibility for investment and administrative decisions. Source: Retirementplanblog.com

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

[Natixis Releases Global Retirement Index](#)

Abstract: By 2050, the World Bank estimates that the global elder population will more than triple to 2.1 billion people, making retirement security one of the most pressing social issues facing the world in the next 30 years. Source: Durable Portfolios.com Natixis Global Asset Management

[The Economics of Retirement](#)

Abstract: In the latter half of the 20th Century, millions of retirees were able to construct a stable base for income from the three pillars of personal savings, employer pensions and government benefits. But now, early in the 21st Century, the balance has shifted. Source: Durable Portfolios.com Natixis Global Asset Management

[The Influence of DC Plan Design on Retirement Outcomes](#)

Abstract: This 16-page paper highlights where the 401k system is working well and where it could be improved, and identifies initiatives, behaviors, policies, and approaches that may either boost or diminish retirement readiness among American workers. Source: Dciia.memberclicks.net

Compliance and Regulatory Related

[Audit Survival Tips for Retirement Plans](#)

Abstract: Although the odds of your plan being audited are low, if the DOL or the IRS perceives some elevated risk of noncompliance, your chances of an audit will go up substantially. As a plan sponsor, there are three things you can do to make your plan audit-ready, should that letter arrive from the DOL or the IRS: organize, review, and retain. Article provides a list of action steps. Source: Findleydavies.com

Compliance and Regulatory Related

[DOL Proposing further delay to the Fiduciary Rule](#)

Abstract: The U.S. Department of Labor (DOL) submitted to the Office of Management and Budget (OMB) a proposal to delay until July 1, 2019 the implementation date for those portions of the DOL's fiduciary rule that are not currently applicable. Source: Lexology.com

[General Rules and Exceptions to the Three RMD Rules](#)

Abstract: The required minimum distribution amount must be calculated separately for each IRA and 403(b). However, such amounts may then be totaled and the total required minimum distribution taken from any one or more of the participant's IRAs or 403(b)s. Confused? This article looks at the main distinctions between the three RMD rules. Source: Ntsa-net.org

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