Pensionmark Education Center Updates

Investor Education Center

- **Financial Wellness QuickTip – What’s New with Social Security**
- **Webinar Replay – Quarterly Market Update, Q1 2016**

Employer Education Center

- **Plan Sponsor NewsFlash – DC Plan "Ease of Use" Drives Higher Savings Rates, Employee Engagement**
- **Plan Sponsor NewsFlash – Web Resources for Plan Sponsors**

General Items

**Better Reaching and Serving Participants** -- Abstract: A new report asserts that today's consumers do not want "communication," they want personal guidance. They want to do things when, where and how they prefer. They want things easy and convenient. And they want the whole experience to be enjoyable. Source: Asppa.org

**Does Focus on Communications Mean Retirement Plan Participants Will Actually Read Them?** -- Abstract: The majority of employers struggle to get participants to open or read benefits material. To get retirement plan participants to read and act on benefits information, retirement plan providers should focus on the participant experience, just as marketers of some consumer brands have done, a new report said. Source: Bna.com

**403(b) Plans**

**Fewer Schools Sponsor Traditional 403(b) Plans** -- Abstract: It would be premature to signal the end of the traditional 403(b) defined contribution plan, but its long-term future as the favored retirement vehicle for higher education institutions appears to be fading. Source: Insurancenewsnet.com

**Insight: Studies, Research and White Papers**

**Understanding What Drives the Decision to Retire** -- Abstract: New Fidelity research identifies two key findings: Reaching financial goals isn't the key trigger for retirement. Health and lifestyle are stronger factors, and the transition to retirement is a gradual process. Most employees go through three distinct phases of "pretirement," which are rooted in life stage, not age. Source: Fidelity.com

**How to Open the Door to the Roth 401k Savings Opportunity** -- Abstract: For many employees, Roth 401k contributions are a smart move toward strengthening retirement readiness, yet they remain markedly underused. Employers should consider providing the option, educating employees on its value and providing a good modeling tool to help plan participants make the Roth decision. Article suggests some essential steps to increasing the use of a Roth 401k option. Source: Towerswatson.com

**Sixteen Facts About Women's Retirement Outlook** -- Abstract: Despite progress, women continue to be at greater risk of not achieving a financially secure retirement than men. These 16 facts aim to raise awareness of retirement risks that women face and highlight opportunities regarding how women can improve their retirement outlook. Source: Transamericacenter.org

**Retirement Confidence Stable, But Preparations Still Lag** -- Abstract: According to this press release on the 2016 Retirement Confidence Survey, overall confidence about being able to afford a comfortable retirement has plateaued among American workers and preparations to save for retirement are still lagging. Source: Ebri.org
Court and Legal

**The Latest Excessive Fee Suit...Excessive Participant Mailings** -- Abstract: A new excessive fee class action has been brought against a large retirement services provider for breaching its fiduciary duties under ERISA by "engaging in expensive duplicative mailings to beneficiaries in retirement plans it administers, unnecessarily mailing individual monthly statements to beneficiaries in separate mailings." Source: Napa-net.org

**Recent Employer Stock and Other Fiduciary Litigation** -- Abstract: This is a 43-page handout from a recent presentation at the 2016 Plan Administrator Skills Workshop, Southwest Benefits Association. Session was conducted by John L. Utz, Esq., Utz & Lattan, LLC. Source: Utzlattan.com

Compliance and Regulatory Related

**What Is a Prohibited Transaction?** -- Abstract: The term "prohibited transaction" is actually quite complex and the author provides a good basic overview of the type of transactions that qualify. Source: Plansponsor.com

**Do You Know Where Your Participants Are?** -- Abstract: The DOL has recently implemented an initiative to investigate the manner in which defined benefit plans of large employers comply with the required minimum distribution rules set forth in Section 401(a)(9) of the Internal Revenue Code. In light of the DOL's audit initiative, employers will want to assure that they have procedures in place to locate missing plan participants, inform terminated vested participants regarding their right to elect benefits, and commence benefit payments on or before each participant's required beginning date. Source: Benefitsbryancave.com

**Is Your Company's Retirement Plan Fine, or About to Be Fined?** -- Abstract: No matter the industry or size of the company, many employers seem to be making the same big mistake: They aren't as concerned about fiduciary liability related to their retirement plan as they should be. Sooner or later, it's going to cost them. Source: Cfo.com

**IRS Guidance Creates "Super Saver" Opportunity for 401k and 403(b) Retirement Plans** -- Abstract: The annual limits on employee contributions to 401k and 403(b) plans are an unwelcome cap to many "super saver" employees who want to maximize their retirement savings. But recent IRS guidance creates a workaround to the regular limits on employee contributions. This "super saver" opportunity may be of interest to many employers that sponsor 401k plans or 403(b) plans. Source: Fiallc.com