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## Retirement Plan News - June 2017

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### ACEC RT Education Center Updates

Employer Education Center

#### General Items

[Transforming the Participant Experience](#) -- Abstract: Retirement communications have reached a tipping point and leading plan providers are looking to embrace a new path. They see converging trends: changing workplace demographics, technological innovations, evolving participant demands, increasing margin pressure, low savings rates, and added regulatory scrutiny. Any one of these trends would be challenging to manage. Taken together, they require fresh perspectives to find opportunities. Source: Broadridge.com

[Five Time-Tested Tactics to Save for Retirement](#) -- Abstract: Kiplinger's Personal Finance distilled their best advice on how to build, protect and enhance your wealth throughout your life starting with these tips to save more for retirement. Source: Kiplinger.com

#### Fiduciary and Plan Governance Material

[Duty, Opportunity, Mastery: Investment Committee Best Practices](#) -- Abstract: The purpose of this 21-page paper is to provide investment committee members with practical guidance on meeting their fiduciary responsibility through proper debate and documentation, constructing their committee thoughtfully with well-vetted leaders and members with diverse skills and backgrounds, conducting well-structured and productive meetings, and anticipating and resisting counterproductive behaviors. Source: Vanguard.com

[Free Guide: "The Intelligent Fiduciary"](#) -- Abstract: Fiduciaries can't insulate themselves from being sued, but they can minimize their risk and be in a good position to defend a lawsuit if they follow good fiduciary practices. Attorney Carol Buckmann has been writing on the topic for years and has now compiled some of her more popular works in this free booklet. Source: Cohenbuckmann.com

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

[People With Student Loans Have Trouble Saving for Retirement](#) -- Abstract: A crushing load of student debt is preventing young people from saving for retirement, buying a home or even deciding to start a family, Prudential Financial found in a survey of 2,369 people last September. Source: Plansponsor.com

[Agency Predicts \\$224 Trillion Retirement Gap \(Seriously\)](#) -- Abstract: The World Economic Forum predicts a coming retirement funding shortfall of an eye-popping \$224 trillion deficit by 2050 in the world's largest pension systems. The obvious inference is that demographic changes in longevity mean defined benefits can no longer get it done, and it makes the case (again) for 401k-style defined contribution plans. Source: 401kspecialistmag.com

[How 401k Plan Design Can Increase Retirement Savings](#) -- Abstract: You can and should assist participants by providing them with a good investment menu and by adopting plan features that help participants save. Here are eight suggestions for how to provide even those who aren't applying the lessons of the education program with support to accumulate an adequate 401k account. Source: Penchecks.com

[401k Regaining Importance as Future Income Source](#) -- Abstract: Half of nonretirees expect 401k to be a major income source in retirement. This is up from a low of 42% in April 2009, but still below earlier highs. Planned reliance on

Social Security is near a 17-year high. Source: Gallup.com

## Cybersecurity

[401k Service Providers and Cybersecurity: Questions to Ask \(Updated\)](#) -- Abstract: 401k plan fiduciaries have an obligation to secure and keep private the personally identifiable information of plan participants and beneficiaries. Part of this essential task is ensuring that plan service providers take cybersecurity preparedness and plan data protection seriously. Source: 401khelpcenter.com

## Compliance and Regulatory Related

[Acosta Declines to Extend Delay of DOL Fiduciary Rule](#) -- Abstract: Labor Secretary Alexander Acosta confirmed Monday night that the agency's fiduciary rule will become applicable on June 9. His decision is a victory for supporters of the rule. Source: Investmentnews.com (registration may be required)

[Treatment of "Collateral" Employees Under Retirement Plans](#) -- Abstract: It is common for employers to contract with one or more third parties to provide individuals to perform services for the employer. Various issues may arise regarding the treatment of such individuals under a retirement plan maintained by the employer. Source: Spencerfane.com

[Are You Computing Your Maximum Participant Loan Amount Correctly?](#) -- Abstract: The IRS issued a Memorandum providing two alternatives for computing the maximum participant loan amount when the participant has prior loans. Prior to this Memorandum, the law was not clear concerning how to compute the maximum loan amount where a participant had taken a previous loan during the year. Source: Benefitslawadvisor.com

[Administrative Check-Up on Participant Plan Loans](#) -- Abstract: The IRS just issued a memo to its auditors approving two different methods for calculating the statutory limitation on available loan amounts when a participant takes a new loan within 12 months of having paid off another loan or is obtaining a new loan with another loan outstanding. In addition to verifying your recordkeeper is properly utilizing one of the two approved methods, it is also a great time for an overall plan loan check-up. Source: Poynerspruill.com

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