

*Yes, A Superior 401(k) Plan is Possible  
We are Crusaders Against Wall Street Greed!*

***Outstanding Content, Retirement Plan Tips, Articles,  
Juicy Nuggets, Events, Resources and Overall Thoughts***

# **401(k) Newsletter (Q1 - 2019)**

***from Atlas 401(k) Retirement Specialists***

***For Benefits, Human Resources, CFOs, Controllers & CPAs***



## **Topics in this Edition:**

- 2019 Outlook for Company Retirement Plans
- Contribution Limits Raised
- HSA (Health-Savings Account) Contribution Limits Raised
- Fee Transparency
- Rule of 55?
- **(New)** Webinar Schedule
- Reviewing your 401(k) Plan
- 401(k) Article Topics Resource Section - Links

## **Looking forward to 2019 -**

After a volatile year in the markets, 2019 offers some interesting insight into what a 401(k) plan should offer your employees. If you have a good plan with an excellent asset lineup, then you know diversification is critical to its success. This means the asset lineup should offer low volatility, conservative and even ultraconservative solutions to the participants. Too many plans stick to what's best for Wall Street investment houses and not for the participants. You need to review this and ask questions, its your fiduciary responsibility.

The government is looking into retirement plan reform, including the possible offering of an annuity-type of contract that would guarantee participants income for life when they retired. Essentially a "pension light" plan that helps participants choose something that will give them some type of low volatility investment with a guaranteed payout. This may be a good choice for part of their 401(k) portfolio make-up, but we will have to see what provisions the government tries to put in place that is the favor of the participant and not the insurance companies. It would be a terrific win for the participant and for advisors to offer as a choice and part of the portfolio mix.

In 2019 look for an outcry for more investment "Education". It still amazes us today the lack of education offerings from other service providers to participants. There is a percentage of participants that don't want

any help and will never ask for it, but your fiduciary responsibility requires that as a Plan Sponsor, you need to at least offer it and document when you offered it. If the education is offered on-site, you should also be documenting via a sign-up sheet who took advantage of the on-site education. Yes, it is a CYA , but you don't want the DOL knocking on your door and questioning why education wasn't offered as part of the plan fees or why you didn't pay for it if it wasn't included. Most Service Providers offer education and one-on-one guidance, but it's still important that a plan is in place.

Atlas is beginning a new Webinar Education series starting at the end of January. This has been a long-time request since many haven't been able to make it to our seminars and workshops. Our schedule is now live so check it out and see what topics and calendar dates work for you. The Webinars are HRCI and CPE approved (*depends on what state you are in, please inquire*) .

[CLICK HERE FOR WEBINAR DETAILS AND REGISTRATION](#)

## **Contribution Limits are Raised on Retirement Accounts for 2019 -**

401(k)/403(b) accounts have raised their contribution limits from \$18,500 to \$19,000 and the catch-up provision if you are over 50 will remain at \$6,000 (total of \$25,000). Traditional IRA and Roth IRA accounts raised their contribution limits from \$5,500 to \$6,000 and the catch-up provision if you are over 50 will remain at \$1,000. For SIMPLE IRA accounts the contribution was raised \$500 to \$13,000 and the catch-up provision if you are over 50 will remain \$3,000 (total of \$16,000).

## **HSA (Health Savings Account) Contribution Limits for 2019 -**

For a Single Person the HSA is being raised \$50 to \$3,500 and for a Family, HSA is being raised \$100 to \$7,000. Over 50 years old, the catch-up contribution remains at \$1,000. HSA has been a growing trend for companies and individuals who have a "high-deductible healthcare plan". It is a cheap benefit for companies to offer their employees and as a "pre-tax" benefit for both short-term and long-term money and investments, its almost a no-brainer. [Learn More](#)

## **Fee Transparency**

If you have been paying attention to our newsletters, seminars or following the DOL and other industry trends over the last 5+ years, fee transparency has become a major talking point. At Atlas, we have performed a lot of analysis for audit risks and benchmark analysis studies to realize that Wall Street is still not behaving well, especially many of the big box investment houses when they present their plans. Remember how the 2012 legislation that required all 401(k) Service Providers to produce a 408(b)(2) document annually that was supposed to disclose all fees, how much and who got them. We have seen that many of the investment houses has skirted their responsibility over and over again. Read the article in the PLANADVISOR Magazine called, "**Fee Transparency, Custom Defaults on Client Agendas for 2019**" . - [CLICK HERE FOR PLANADVISOR ARTICLE](#)

## **Did you know?**

**What Is the Rule of 55?** - The IRS Rule of 55 allows an employee who is laid off, fired, or who quits a job between the ages of 55 and 59 1/2 to pull money out of his 401(k) or 403(b) plan without penalty. This applies to workers who leave their jobs anytime during or after the year of their 55th birthdays...

## ***NEW*- 401(k) Webinar Series for 2019**

We will have multiple educational Webinar dates for our Webinar Series to give you an opportunity to attend without leaving your office. You can invite and bring in other team members. The webinar series is based upon the content from our 401(k) Workshops Atlas has given over the last four years. We've updated and refreshed many areas of the content from the workshops. If you have attended one of our Workshops over the past few years, you will still receive some top notch expertise to help you with your own 401(k)/403(b) plans. We will always present the well-received Educational Content that we have in all off our seminars and workshops. These Webinars "will" be interactive and give you the ability to ask questions.

**CE CREDITS** - Depending on which state you are located in, we are offering CPE and HRCI CE credits for all webinars if you are in Pennsylvania or Arizona.

### **"401(k) Plan - Making Your a More Informed Plan Administrator"**

**PART 1** - "Understanding the 401(k) Company Plan, Design Ideas and Increasing Participation Ideas"

**PART 2** - "Breaking Down The Fee Structure In The 401(k) Plan and How It Affects the Participants & The Plan Sponsor"

**PART 3** - "Fiduciary Responsibility - The Forgotten But One Of The Most Important Aspects of Managing The Plan"

### **"Learn More about HSA (Health-Savings Accounts)"**

How a HSA Program can improve your Benefit Offerings.

### **"Atlas 401(k) Plan and Service Offerings"**

Want to learn what a "Best-of-Breed" 401(k) Product and Service offering looks like? Attend this Webinar and walk through how a plan offering can reduce your Fiduciary Responsibility, lower fees and increase long-term performance for your participants.

**[LEARN MORE or REGISTER for ANY of these Webinar Topics](#)**

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### ***Time to Review Your Plan?***

#### ***Looking to change Providers in the next 6 - 12 months?***

*Assessing your current 401(k) Service Provider Relationships and  
Satisfying your Fiduciary Responsibility*

Reviewing your 401(k) Plan and Service Provider for a possible change? You need to know what questions to ask and what areas are important for you to examine further. We never liked articles like that speak in generalities, we aren't like that. This article will give you the specific questions to ask and why along with the key areas of your plan that you may be susceptible to a possible DOL Audit or a participants citation (complaint). At Atlas, it has never ceased to amaze us.....

**[READ THE REST OF THE ARTICLE - TIME TO REVIEW](#)**

BENCHMARK YOUR PLAN - [CLICK HERE](#)

## **Headline Article -**

**"5 Steps to Retirement Security" - [CLICK HERE](#)**

## **More Articles**

["8 Things to Know About the State of Financial Wellness" - CLICK HERE](#)

["Everything is Awesome! Why 401\(k\) Plan Problems Go Undetected" - CLICK HERE](#)

["Who Do Roth Versus Traditional IRA Savers Compare" - CLICK HERE](#)

["Can Arbitration Shield You From 401\(k\) Class Actions" - CLICK HERE](#)

["Employers May Underestimate The Importance of 401\(k\)s" - CLICK HERE](#)

["Plan Distribution Options Matter, DCIIA Study Says" - CLICK HERE](#)

["How to Make Financial Education Work" - CLICK HERE](#)

## **FUN LINKS**

[1947 best-picture Oscar sells for nearly \\$500,000 at auction - CLICK HERE](#)

[US Postage being increased to \\$ .55 - \[CLICK HERE\]\(#\)](#)

["Famous Mugshots of Celebrities" - \[CLICK HERE\]\(#\)](#)

**Reuters Special Report : *"Fidelity Puts 6 Million Savers on Risky Path"* - [CLICK HERE](#)**

***Atlas Response to the Reuters Special Report - [CLICK HERE](#)***

# **Archive of Prior Atlas 401(k) Quarterly Newsletters**

**[CLICK HERE FOR COMPLETE LISTING](#)**

## ***MORE Article Links that you will find Interesting and Educational:***

Transamerica settles 401(k) Excessive-Fee Lawsuit with its Employees for \$3.8M - [CLICK HERE](#)

Wells Fargo's 401(k) Rollover Practices Under Investigation - [CLICK HERE](#)

Merrill Lynch to Pay \$25M in Lawsuit Over Fees in Small 401(k)s - [CLICK HERE](#)

Millions of Americans Overlook Retirement Savings Tax Credit - [CLICK HERE](#)

From SHRM - "401(k) Plan Sponsors are Focused on Fees" - [CLICK HERE](#)

VOYA Targeted in 401(k) Fee Suit - [CLICK HERE](#)

Wells Fargo Class Action Law Suit against its 401(k) Practices - [CLICK HERE](#)

What Happened With IRA Balances, Contributions, Allocations And Withdrawals?" - [CLICK HERE](#)

[401\(k\) - Top 6 Reasons Why It's That Important To Your Business](#) - **Authored by Ron Lang**

**Need a *SPEAKER* for your **Human Resource Association(SHRM) Group**  
**OR CPA Association/Group****

Ron Lang has been a very "well-received" speaker at many groups and offers a variety of topical content that have been SHRM, HRCI CE and CPE approved. - [EMAIL For More](#)

[CLICK HERE - Full Bio on Ron Lang & Recent Speaking Engagements](#)

## Are You A Fiduciary On Your 401(k) Plan?

This is a question we don't get often enough and is often forgotten in ignorance. Many people that may not think they have fiduciary responsibility, **but truly do**. If you are a/in business owner, management, human resources or business partner, you could have some level of fiduciary responsibility. If you are unsure, you need to contact your 401(k) Service Provider and/or an ERISA attorney. One of the best things your company should consider is outsourcing the 3(38) and 3(21) fiduciary responsibility.

**Fiduciary Compliance Tip** - If you have "eligible" employees for the 401(k) plan and the decline to participate, make them sign a letter that they have declined participation in the plan. If you ever get audited you now have documentation that they declined to participate. Consider doing this every year, not just the first year they are eligible.

**Understanding 3(38) and 3(21) Fiduciary Responsibility** - [CLICK HERE](#)

## Popular Topics from Prior Newsletters

### Do you have a HSA (Health Savings Account) Program?

One of the fastest growing company benefits that is a minimal cost to the company, but provides maximum benefit to the employee. If you have a " **High- Deductible Health Plan(HDHP)**" with a deductible over \$1,350/year (Self-Only) or \$2,700 deductible for Individual with Family Coverage, this is an inexpensive way to help them pay for healthcare during the current year (Pre-Tax) and save for future healthcare costs as they age and eventually retire. The HSA acts as a savings account that grows "tax free" and for the employees that truly are conscience of healthcare costs (both current and future), they will welcome this added benefit.

#### **Contribution Limits (2018) -**

Self-Only Coverage (\$3,450/annually), Individual with Family Coverage is \$6,000/annually)

#### **Out-of-Pocket Expenses(2018) -**

deductibles, co-payments and other amounts, but not premiums - are \$6,650 or less for Self-Only Coverage or \$13,300 or less for Family Coverage.

[Click Here for More Information on Company HSA Plans](#)

### **Ask yourself and your 401(k) Plan Committee the following questions:**

1. Have you reviewed your Investment Policy Statement (IPS) annually?
2. Have you compared EACH of your Funds/ETFs for reasonable fees and performance?
3. Have you sent out a company survey of 5-7 questions to solicit feedback on your 401(k) Plan?
4. Do you have a complete "Fiduciary File" of all your 401(k) Plan documents (centralized)?
5. Have you checked your Fidelity Bond amount to make sure it covers your total plan assets?
6. Do you have procedures for new eligible employees on your plan?
7. Do you get good service? Calls frequently? Offers Education? Offers tax strategy consulting?
8. Have you interviewed 1-2 other companies just to compare service and asset offerings?

*(These are just a sample of important questions to ask at this time of the year)*

## 401(k) Plan Review - Checklist

Atlas has provided a 2-Page 401(k) Plan Review checklist for you to download

[CLICK HERE TO VIEW THE CHECKLIST AND DOWNLOAD](#)



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