

*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 (Q3 - 2019)

For Benefits, Human Resources, CFOs, Controllers & CPAs



Topics in this Edition:

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- Arizona SHRM State Conference / Ron Lang Speaking
- Benchmark Your Plan (and a Fiduciary Review)
- HSA (Health-Savings Account) Contribution Limits Raised (Update)
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By The Numbers

Everything we do is about Numbers. We can't get away from it; Social Security Number, Phone Number(s), Speed Limit, Exit Number, Retirement Age, Salary, Bonus, Retirement Contribution, etc. There is obviously many more numbers that run our life. We've mentioned this before, but the Financial and Investment literacy is at an all-time low. How many people actually reconcile their checkbooks? An informal poll at our workshops shows less than 1/3 on average actually reconcile their checkbooks monthly. Even our own 401(k) and SIMPLE IRA clients on average check their investment statements only 1-3 times per year. At the minimum, you should be checking it quarterly. There are by-product benefits to your investments. By saving more, you feel confident that you can handle a large expense if it was brought upon you. Even an emergency expense you can handle easily and feel good that you are consistently putting away for your retirement. By doing all these things, you have eased your mind and focused on more important things in life.

By saving, you are reducing and eliminating financial stress. By investing in your retirement, you have less worries about being able to retire at a reasonable age. So one action helps create a reaction that is positive. Those that know me are aware that I am technical weenie and especially when it comes to the Moon Landings. Last month on July 20th marked the 50th anniversary off the first moon landing and there were hours upon hours of TV specials and documentaries. They were all about how things started with the Mercury program, expanded in the Gemini program and then with all that learning experience, the Apollo program was a success all the way up to the first moon landing until the last. There were

many byproduct breakthroughs through all the learning experiences by creating the technologies they did in order to be successful. Just like you with proper saving and investment activities, the space program had many benefits beyond just the moon landing. Below is a link to a terrific article that you should read and share with your friends and family.

[CLICK HERE - The Facts & Figures Behind The \\$152 Billion Moon Landing](#)

So, By The Numbers your goals can and will be achieved through your learning experiences and making more of the right decisions early, along with determination. Your 401(k) plan is there to help employees, senior management and ownership make the right decision to first, help put away for retirement, Second to provide a company match as a major benefit to help accelerate the retirement savings process. The mental benefits of knowing that your retirement is accumulating with a terrific financial and investment plan in place is significant for the near and long-term.



PA SHRM State Council Conference (September 19th)

Ron Lang will be speaking at this year's "PA SHRM State Council Conference" in a Breakout Session titled, "Financial Stress is Killing Productivity". Below is a Registration Link for the event and hope you attend Ron Lang's session on September 19th.

[Register Here for the Event](#)

Benchmark Your Plan (along with a Fiduciary Review)

Every year in the June, July and August timeframe most companies do a mid-year review across all departments and benefit offerings. First, its part of your Fiduciary Responsibility to get this done every couple of years. Second, it helps create a baseline that you can build off of if you are looking to review your Service Provider and review your asset lineup for performance versus it's benchmark.

[Click Here for More Information](#)

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. DON'T Forget, if you company doesn't offer a HSA, you can set one up on your own. [Learn More](#)

October 2019- 401(k) / HSA Seminar/Workshop

We will have multiple educational Seminar/Workshop dates to give you an opportunity to attend. You can invite and bring in other team members. We've updated and refreshed many areas of the content from previous seminars/workshops. If you have attended one of our Seminars/Workshops over the past few years,

you will find this event both a refresher and new refreshing content. We will always present the well-received Educational Content that we have in all off our seminars and workshops.

King of Prussia/Valley Forge - Thursday, October 31st, 2019

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

"401(k) Plan & HSA - Improving your Benefit Offerings"

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"

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

PART 4 - "Learn More about HSA (Health-Savings Accounts)"

PART 5 - "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 these Seminar/Workshops

How to Establish a Strong Investment-Focused 401(k) Plan Committee [Article Link - CLICK HERE](#)

5 Things of Which Plan Fiduciaries Need to be Aware [Article Link - CLICK HERE](#)

Are Your Client's Retirement Plans Working? No. An Here's Why. [Article Link - CLICK HERE](#)

ERISA 3(38) and 3(21) - What's the Difference? [Article Link - CLICK HERE](#)

FUN LINKS

[13 Ways to Protect Your Home](#)

[One Thing You Should Do This Summer Based Upon Your Zodiac Sign](#)

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 Information](#)

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

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](#)





COMPANY RETIREMENT SPECIALISTS
www.Atlas401kPlans.com 888.403.9400

[Visit our website](#)