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i INFORMATION

Reminder to Distribute Annual Participant Fee Disclosures



In the June issue of *Sponsor E-News*, we discussed the U.S. Department of Labor's (DOL) 2013 guidance allowing a reset of the annual distribution date for participant fee disclosure documents, as well as Transamerica's process that enables you to more easily reset your delivery date (if you choose to do so). As a reminder, under the DOL guidance, plan sponsors are permitted to make a one-time "reset" of the timing for distribution of their annual participant fee disclosure documents. The "reset" date may be any date within 18 months of the date that they distributed the 2013 fee disclosure to plan-eligible employees. Thereafter, the annual disclosures must be distributed to participants within 12 months following the new "reset" delivery date.

As an example: Due to the effective date of the original participant fee disclosure regulations, most of Transamerica's clients have an existing annual distribution date around August 30. If you choose to reset your delivery date and you delivered your 2013 participant fee disclosures to plan-eligible employees on August 15, 2013, you may choose to "reset" your annual fee disclosure distribution to any date between August 15, 2013 and February 15, 2015.

To give you the flexibility to reset your participant fee disclosure distribution date, Transamerica now posts updated participant fee disclosures to your online Document Center each quarter. These documents may be used to satisfy both your disclosure obligations to newly eligible plan participants and your annual disclosure obligations to all plan participants.

If you have chosen to reset the delivery date of your annual participant fee disclosure to the fourth quarter, you can use the most recent quarterly update in the online Document Center at ta-retirement.com.

Transamerica's next update (for the quarter ended September 30) will post to your online Document Center in mid-November. You will be notified by email when the new participant fee disclosure document is available online. Please note that your participants will be able to view the new quarterly participant fee disclosure document online in the Participant Document Center.

The Retirement Readiness Challenge: Five Ways Employers Can Improve Their 401(k)s



Nonprofit [Transamerica Center for Retirement Studies](#)® (TCRS) released a new [study](#) and [infographic](#) identifying five ways employers can improve their 401(k)s. This new study explores employers' current views on the economy, their companies, and the current state of retirement benefits that they offer to their employees. The study also compares and contrasts employers' views with workers' perspectives.

The 15th Annual Transamerica Retirement Survey finds that employers are increasingly offering 401(k) or similar plans (e.g., SEP, SIMPLE) to their employees. Between 2007 and 2014, the percentage of employers offering a 401(k) or similar plan increased from 72 percent to 79 percent.

Working together, employers, retirement plan providers, and policymakers can do even more to help workers prepare for retirement by fostering innovation, identifying and addressing workforce trends, and making it easier for workers to take full control of their financial futures. TCRS has identified the following five ways in which employers, with assistance from their retirement plan advisors and providers, can improve their 401(k)s:

1. Adopt automatic plan features to increase savings rates
2. Consider professionally managed services and asset allocation suites
3. Add the Roth 401(k) option to facilitate after-tax contributions
4. Consider extending eligibility to part-time workers to help expand retirement plan coverage
5. Address communication gaps between employers and workers

Click [here](#) to read *The Retirement Readiness Challenge: Five Ways Employers Can Improve Their 401(k)s* report, white paper, infographics, as well as a [survey tool](#) to gather feedback from employees.

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MONTHLY MARKET INSIGHT

MARKET COMMENTARY

America's Next Chapter: Renaissance or Decline?

In this month's [market commentary](#), the experts at AllianceBernstein discuss the economic future of the U.S. and its standing among world powers. They examine two divergent views: The optimistic view is driven by recent innovations in the energy sector that have resulted in a multitude of cheap sources of natural gas, and the highest production of oil and lowest level of oil imports in the U.S. in decades. Conversely, the pessimistic view is based on the dismal, post-recession, GDP growth rates that have left many analysts calling 2% the standard increase of the future. The AllianceBernstein professionals favor the optimistic view. However, they believe "more buttons on the Fed and government policy front need to be



We hope these articles provide you with useful information and education that you can share with your participants as part of your ongoing education efforts.

pushed for this view to become a reality."

INVESTOR EDUCATION

Investing During Uncertain Times

This [piece by BlackRock](#) reminds investors that over the long-term, and despite many major world events, the stock market has demonstrated upward growth. BlackRock states that the probability of a stock market loss decreases with a longer investment time horizon.

Transamerica Retirement Solutions does not provide investment advice. AllianceBernstein L.P. and BlackRock provide investment advisory services for some of the investment choices offered in Transamerica's retirement plans. AllianceBernstein L.P. and BlackRock are not affiliated with Transamerica Retirement Solutions.

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LEGISLATIVE / COMPLIANCE

2015 Pension Plan Limits Announced

The Internal Revenue Service recently announced the 2015 Cost-Of-Living Adjustment (COLA) affecting amounts that can be contributed to qualified retirement plans. [Learn more](#) about the new 2015 limits to retirement plan contributions.



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COMPLIANCE CALENDAR

October 3 – December 2

Safe Harbor Annual Participant Notice

If your calendar-year, defined contribution plan document includes a safe harbor plan design for the 2015 plan year, this is the timeframe for providing the required 2015 annual safe harbor notice.

October 3 – December 2

Qualified Default Investment Alternative (QDIA) Participant Notice

If your calendar-year, defined contribution plan intends to comply with the U.S. Department of Labor rules for default investments, this is the timeframe for providing the required 2015 annual QDIA notice.

October 3 – December 2

Automatic Enrollment Participant Notices

If your calendar-year, defined contribution plan document includes an Automatic Contribution Arrangement (ACA), Eligible Automatic Contribution Arrangement (EACA) or Qualified Automatic Contribution Arrangement (QACA) for the 2015 plan year, this is the timeframe for providing the required annual notice to participants.

October 15 – December 31

Required Minimum Distribution (RMD) Processing

Transamerica will send you detailed information by mid-November regarding participants in your plan who will be age 70 1/2 by the end of 2014. Transamerica will also provide you instructions on how to determine which of these age 70 1/2 participants must receive an RMD by December 31, 2014.

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Transamerica or Transamerica Retirement Solutions refers to Transamerica Retirement Solutions Corporation.

About Transamerica Center for Retirement Studies®

The Transamerica Center for Retirement Studies® (TCRS) is a division of Transamerica InstituteSM, a nonprofit, private foundation. Transamerica Institute is funded by contributions from Transamerica Life Insurance Company and its affiliates and may receive funds from unaffiliated third parties. For more information about TCRS, please refer to www.transamericacenter.org.

About the 15th Annual Transamerica Retirement Survey

Employers

This telephone survey was conducted within the United States by Harris Poll on behalf of TCRS between July 31 and September 17, 2014 among a nationally representative sample of 751 employers including large (500+ employees) and small (10-499 employees) companies. Respondents met the following criteria: Business executives who employ 10+ employees across all locations and who make decisions about employee benefits at his/her company. Results were weighted as needed on employee size using weighting targets from Dun & Bradstreet database to ensure each quota group had a representative sample based on the number of companies in each employee size range.

Workers

This online survey was conducted within the United States by Harris Poll on behalf of TCRS between February 21 and March 17, 2014 among 4,143 full-time and part-time workers. Potential respondents were targeted based on employment status and company size. Respondents met the following criteria: U.S. residents, age 18 or older, full-time workers or part-time workers in for-profit companies, and employer size of 10 or more. Results were weighted to account for differences between the population available via the Internet versus by telephone, and to ensure that each quota group had a representative sample based on the number of employees at companies in each employee size range. No estimates of theoretical sampling error can be calculated.