



# WE ARE HERE FOR YOUR ENTIRE RETIREMENT

OFFERING YOUR EMPLOYEES A RETIREMENT PLAN IS ONE OF THE MOST **REWARDING & BENEFICIAL** ACTS AN EMPLOYEER CAN UNDERTAKE.



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# THE CURRENT INVESTMENT LANDSCAPE.

Before the ERISA Act of 1974, the primary retirement vehicles were pensions and social security. With the advent and popularity of 401K's, the stock markets were flooded with new money and the DJIA rose over 1,000% from 1980 to 2000, more than double the prior 90 years. This made retirement planning fairly easy and almost everyone could be successful.

The retirement landscape is completely different today. The trends that have driven the huge escalation in investment values cannot continue. Employees today must navigate a treacherous financial landscape without precedence to secure their retirement.



**We provide high caliber financial management and education to employees at no cost, helping them achieve their retirement ambitions and reducing the fiduciary exposure of the employer.**

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# OUR APPROACH

## **FOR EMPLOYEES:**

We understand a comprehensive review of everything necessary to understand the retirement picture for each person. We teach people how to use their current retirement plan to their advantage and manage their money to meet their savings goals. We educate them about expenses, savings and debit, and help them become effective stewards of their financial wellness.

## **FOR EMPLOYERS:**

Our educational employee approach reduces the employers fiduciary exposure by providing the employees access to financial planning at no cost. If an employee does not want the financial assistance, they can sign a letter refusing the benefit which also limits fiduciary liability since the employee refused the assistance.

## **SERVICES WE PROVIDE:**

1. Complete retirement planning
2. Cash flow and budget analysis
3. Estate analysis and planning
4. Insurance review with beneficiary analysis
5. Review of wills living wills and POA
6. Analyze current retirement plan and adjust to meet current timeframe
7. Asset allocation analysis for investments
8. Review and assess other investments and incorporate them into the retirement plan
9. Discuss debt and income ratios and help plan strategies to reduce debt if needed
10. Wealth guard education and activation assistance

We also work with a number of professionals in other fields such as attorneys and accountants to plan comprehensive financial services and advice for wills, POA's directive's trust development and reviews – whatever the person needs to complete their financial plan.



# EDUCATION & GUIDANCE ARE REQUIRED

**Many companies are trying to help their employees reduce their financial stress. In fact, IBM announced on July 13, 2017 their plan to “tackle employees financial stress.”**

“Having great benefits isn’t just about having a good healthcare program or 401(k) plan anymore,” says Ellen Exum, Vice president of global health and wellness strategy at IBM. “It’s also about providing employees perks that will promote well-being and help ease financial stress.”

“Many companies think of financial well-being is having a 401(k) investment opportunities or stock purchase programs. IBM offers all those benefits, but its main priority is the support I can offer for its employees – based on what individual needs – to help them for fill in their financial wellness needs” Exum says.

Many employers recognize the issues but are not equipped to handle this problem internally. We can help.

# MANY PEOPLE ARE UNPREPARED

We know you want your employees to be prepared for retirement, and it has never been more confusing and difficult to prepare for a secure financial future. Here are a few Facts that indicate the extent of the problem.

- ✘ **EMPLOYERS ARE** increasingly concerned for their employees financial wellbeing and are planning to take action
- ✘ **68% OF AMERICANS** aren't saving in an employer-sponsored plan
- ✘ **1 in 3 AMERICANS** have not saved anything for their retirement
- ✘ **49% of NON RETIRED AMERICANS** are not confident they will reach their retirement goals
- ✘ **ALMOST HALF** of all households with Americans 55 and older have no savings in their retirement accounts
- ✘ **THE MEDIAN SAVINGS** for all working age families in the US is just \$5,000
- ✘ **81% OF RESPONDENTS** don't know how much money they need to fund their retirement
- ✘ **MORE THAN HALF OF MILLENNIALS** feel a secure retirement is beyond reach
- ✘ **ONLY 27% OF PRE RETIREES AGE 50+** feel financially prepared to fund a 10 year retirement.
- ✘ **65% OF AMERICANS** say the finance language is confusing and not user-friendly.
- ✘ **AMONG THOSE SAVING FOR RETIREMENT**, the top triggers to saving involves an employer offering a retirement savings plan (46%) or information about retirement benefits (26%), rather than reaching a certain age.

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# RETIREMENT PLAN FIDUCIARY RESPONSIBILITY

**Administering a retirement plan and assuming the fiduciary responsibility that is part of the process requires knowledge and conformance to standards of conduct because you are acting on behalf of plan participants and their beneficiaries.**

## **Fiduciary responsibilities include the following:**

- ✘ Act solely in the interest of the plan participants and their beneficiaries with the purpose of providing benefits to them
- ✘ Carry out your duties prudently
- ✘ Follow the plan documents and ERISA
- ✘ Diversify the plan investments
- ✘ Pay only reasonable expenses
- ✘ Be aware of the actions of others who serve as fiduciaries for the plan
- ✘ Make participants aware of their rights and responsibilities under the plan to direct their investments and provide investment related information including information about fees and expenses.



# RISKS ASSOCIATED WITH THE FIDUCIARY RESPONSIBILITY.

OVER THE PAST DECADE LITIGATION AND JUDICIAL RULINGS HAVE MADE THE ENVIRONMENT MUCH MORE DANGEROUS FOR FIDUCIARIES OF RETIREMENT PLANS.

In 2008 the Supreme Court ruled in a unanimous opinion "any person who is a fiduciary with respect to a plan... Shall be personally liable to make good to such plan any losses to the plan resulting from fiduciary breach, and to restore such plan any profits of such fiduciary which have been made through use of assets of the plan by the fiduciary"

In 2014 TIAA- CREF agreed to pay \$19.5 million after allegations that it illegally skimmed money from account holders. -inside Higher Ed, March 2014

The street announced in May 2015 that the 90 supreme court ruling involving Edison public utility could lead the way for employees to file more lawsuits to fight back against the expensive mutual fund options and fees in 401(k) plans. The ruling highlights the burden of continuing obligation for trustees to monitor investments and remove imprudent ones

Yale MIT and NYU were targeted and excessive fee lawsuits concerning retirement plans. -investment news, August 2016

In September 2016 Ford warns of a tsunami a 401(k) lawsuit following the department of labor's fiduciary rule which requires greater transparency and fees and commissions and is intended to protect investors from excessive fees.

According to 401(k) specialist in April 2017, a rash of recent class action lawsuits has rattled 401(k) plans across the United States focusing attention on excessive fees share classes and fun buying up revenue sharing arrangements, investment vehicle choice and company stock.



# RETIREMENT PLANNING SERVICES GROUP

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