



Does your retirement plan address these 6 essential elements? [Learn more>](#)

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IRS Expands Determination Letter Program

The Internal Revenue Service has announced the expansion of areas for issuing determination letters for certain retirement plans. [Read more>](#)

Form 5500 Basics: What Sponsors Need to Know

The purpose of Form 5500 is to obtain information regarding plan design and basic plan sponsor information, and the regulatory penalties for failures in filing the form can be severe. [Read more>](#)

New Mortality Tables Issued for 2020 DB Plan Calculations

The IRS has issued Notice 2019-26, which specifies updated mortality improvement rates and static mortality tables to be used for defined benefit (DB) plans under Section 430(h)(3)(A) of the Internal Revenue Code (Code) and section 303(h)(3)(A) of the Employee Retirement Income Security Act (ERISA). [Read more>](#)

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Average 401(k) Account Balance Has Soared 466% in Past 10 Years

Fidelity Investments took a look at the balances of participants who remained invested in their 401(k) in the decade following the Great Recession of 2008. Overall, average balances soared 466%, from \$52,600 in the first quarter of 2009 to \$297,700 in the first quarter of 2019. [Read more>](#)

Support Grows for Keeping Assets in 401k Plans After Retirement

Major 401k consultants and advisors believe plan sponsors want to retain and continue to serve individual savers once they retire. That's up 14% from the previous year, as aging Baby Boomers confront the challenge of managing their savings once they enter retirement. [Read more>](#)

Do derisking strategies raise the pension expense?

Strategies to reduce risk are often implemented when a pension plan's funding rises. This path leads to a more conservative portfolio with a lower expected return. But the size of the asset base is just as important in determining the pension expense as the return. [Read more>](#)

How 401k Auto Portability is Linked to Higher Efficiency, Lower Expenses

Auto portability is the routine, standardized, and automated movement of a retirement plan participant's 401k savings account from their former employer's plan to an active account in their current employer's plan.

Read more>

Is your nonqualified plan causing you anxiety? Here's what to do

Most HR managers are familiar with qualified retirement plans, which are widely offered by companies of all sizes and available to employees of all job levels. Those include 401(k)s and pension plans described in Section 401(a) of the Internal Revenue Code that are subject to ERISA guidelines. By comparison, nonqualified plans — which include deferred compensation plans and executive retirement plans, and do not fall under ERISA guidelines or the same regulatory limits as qualified plans — are less common. **Read more>**

Mixed Results Seen in Annual 401(k) Participant Benchmarking Report

After several years of record-breaking plan and participant outcomes, 2018's market turbulence appears to have contributed to an increase in troubling participant behavior. **Read more>**



Newsworthy Notes

New employee:

We are pleased to announce that **Marc Condon, FSA, MAAA**, has joined our Actuarial Services Group as Pension Administration Consultant.

We are proud to support these upcoming events:

GFOA Golf Tournament on May 30

Hartford Marathon Foundation's UCONN Health Half Marathon on June 2

Klingberg Family Center's Vintage Motorcar Series from June - Sept.