

'Tis the season ... To review your 401(k).



Each year, you review your health benefits – but did you make sure to check-in on your retirement plan?

Though your plan may seem to be operating just fine, it's important to check in on it each year. The holiday season can be a bit hectic, but it's a good reminder that another year has passed. Make sure that you are spending some time reviewing your plan. Use the four topics below to guide you in the process.



Review the plan document. This refers to the document that governs the administration of your plan. Take a moment each year to review it, make changes to certain features (i.e. Adding Roth or Auto-Enrollment) and confirm that the day-to-day tasks are operating according to how the plan is set up.



Evaluate and sign an updated IPS. Your investment policy statement (IPS) should be reviewed annually to make sure you still agree with the philosophies set forth. This can also give your team a refresher on the investment protocol and an opportunity to add or remove individuals from the Retirement Plan Committee. While doing this, you will have taken a few moments to review the performance, something that should also be at the top of your annual checklist!



Benchmark your plan and vendors. There are many retirement plan providers in the industry and we are all held accountable to a certain standard of care. By benchmarking the fees within your retirement plan, you will be able to see what you are paying, what a suitable cost to be paying looks like, and what others similar to you are paying. This could help reduce costs or reevaluate providers to enhance or change levels of service. You can do this through third parties, some advisors, or by going out to bid to get quotes from different providers.



Educate your employees. Annually, set aside some time for your employees to be updated on the different features within the retirement program (i.e. Match, Profit Sharing, Annual limits) and to encourage them to join if they haven't already. Knowledge is power when it comes to retirement savings – try to educate your employees so they're ready to achieve their retirement goals. Some fiduciary advisors, like Statherós Financial, will come on-site to your place of business and host educational seminars discussing relevant topics.

These check-up reminders can help Plan Sponsors meet their fiduciary responsibilities when administering a retirement plan. Some retirement plan advisors can help organize and complete these tasks on an annual basis. As you would your own health, be certain you are aware of whether or not your plan has any symptoms or signs for a change. If it does, it's always better to catch them early.

Statherós Financial Solutions is always here to help you do this! Feel free to reach out with any questions. If we don't hear from you, have a merry and cheerful holiday season!