


OCTOBER 18-21, 2015 | GAYLORD NATIONAL
NATIONAL HARBOR, MD

2015 ASPPA ANNUAL CONFERENCE
AHEAD OF THE CURVE
ASPPA
MAKING RETIREMENT PLANS WORK

**Workshop 58:
Best Practices for
Administering
Autoenrollment
Plans**

JJ McKinney, CPC, ERPA
Retirement Strategies, Inc.
asppaannual.org



Best Practices for Administering Auto Enrollment Plans

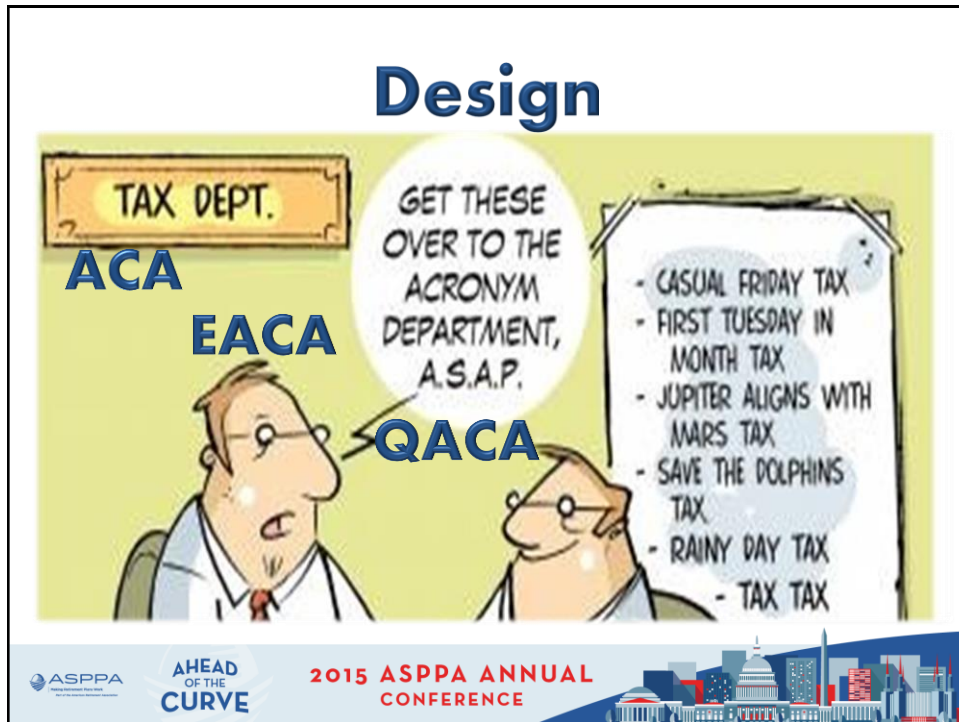
Designs & Features
Hazards & Fixes
Consultants' Craft



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Why Not

- Default Investments
- Administrative Burdens
- Default Contribution
- Will It Succeed?
- Cost – Contributions/Administration

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Hazards

- Fiduciary Liability
- Wage Garnish
- Small Balances
- Missed Deferral

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Hazards

**Wage
Garnish**

**Small
Balances**

**Fiduciary
Liability**



**Missed
Deferral**



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Hazards-Missed Deferral

Rev. Proc. 2013-12 = 50% QNEC

Rev. Proc. 2015-28

Consistent with ASPPA GAC

Comment Letter Sept. 19, 2012





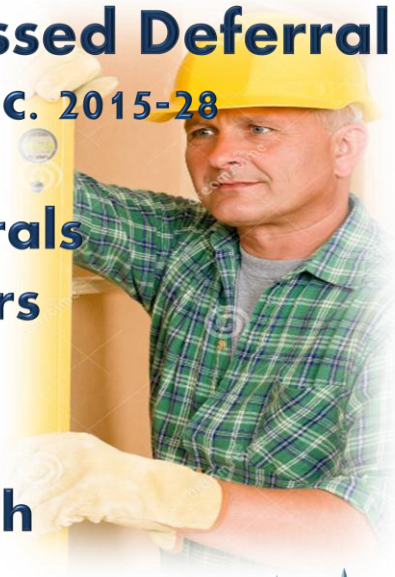
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Hazards-Missed Deferral Rev. Proc. 2015-28

1. **Begin Deferrals**
 1. **EE Discovers**
 2. **Other**
2. **Notice**
3. **Missed Match**



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Decisions, Decisions

Who to Autoenroll?

Default Rate?

Auto Escalate?

Eligibility requirements?

Employer Contribution?

Logistics?

How to Roll Out?

Who can help us?



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How A Plan Comes Together

**Investment
Consultant**



**Recordkeeper/Technology
/Education**



**ERISA
Consultant**





**Willing
Sponsor**



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The Willing Sponsor

Invites Expertise

Wants Help

Trusts Consultants

Follows Recommendations



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Data Limitations?

Balances Only?

Bundle?

Notices?

Enrollers?

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Investment Consultant

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graph TD
    IC[Investment Consultant] --- GK[Gatekeeper]
    IC --- I[Introductions]
    IC --- FE[Focus Efforts]
    IC --- SE[Supplement Education]
    I --- B1[ ]
    I --- B2[ ]
    I --- B3[ ]
    FE --- B4[ ]
    SE --- B5[ ]
    
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Gatekeeper

Introductions

Focus Efforts

Supplement Education

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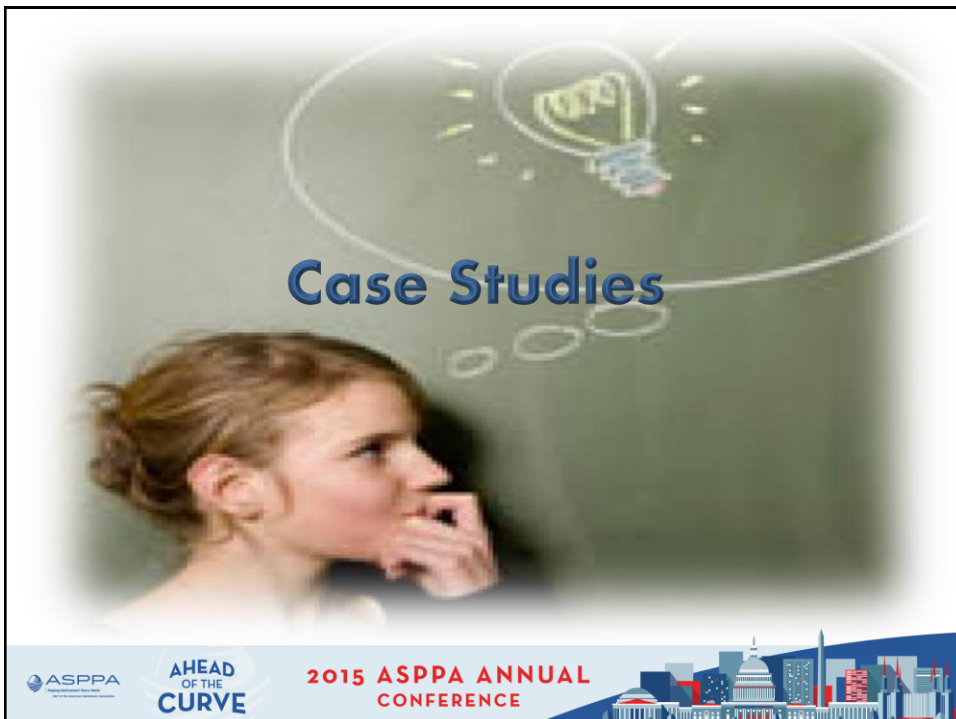
Pension Administrator
ERISA Consultant

Diagnose
Design
Compliance

3[16]

Calculations

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Case Studies

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