



EQUITABLE

Plan Insight



Publication of Retirement Plan Consulting Group

Fall 2021

Safe Harbor & SIMPLE Annual Notice Requirement

Employers with a safe harbor 401(k) feature in their retirement plan must meet two requirements to be able to take advantage of the safe harbor 401(k) regulations. One, they must make a matching contribution of (at least 100% of the first 3% of contributions and 50% of the next 2%) or at least a 3% non-elective contribution, and two, they must provide an annual notice to eligible employees if they choose the matching option. The notice is no longer required if your plan is using the non-elective contribution option.

The notice must be given to eligible employees no more than 90 days or less than 30 days before the beginning of the following plan year. For calendar year plans that means no earlier than October 1 or

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Helping plan sponsors better understand and administer their retirement plans with Equitable.

later than December 1. A sample notice was provided to plan administrators via e-mail or regular mail, if an email address has not been provided. It is also available on the program website on the Forms tab.

If required, this annual notice, including the Salary Deferral Election form, must be distributed to your eligible employees. You must get a signed Salary Deferral Election form from each eligible employee as¹

proof that the notice was provided to them in a timely manner. More information on the implications of not distributing the Safe Harbor 401(k) notice can be found at <https://www.irs.gov/retirement-plans/fixing-common-plan-mistakes-failure-to-provide-a-safe-harbor-401k-plan-notice>

Employees should take this opportunity to review their elections to determine if they are saving enough to meet their retirement goals and make adjustments as necessary by modifying their salary deferral agreement and returning to you to implement the change.

Web Spotlight

Plan Assets

One of the many useful features on our employer website is the **Plan Assets** tab where you can get a breakdown of the assets in your plan by asset class, investment option and contribution type as well as the current unit values for the investment options in which there are assets in your plan.

In addition, you can view and print out a summary of year-to-date (YTD) contribution by available money types and see the value of assets in your plan's forfeiture account.

The YTD numbers are another way you can reconcile your records with our recordkeeping system. Money is moved to the forfeiture account when a participant who is not 100% vested in their plan assets takes a distribution from the plan. The unvested assets are moved to the forfeiture account to be used to offset employer contributions made to the plan for the current or next plan year.

Plan Restatement Begins Now
 IRS Requirement every six years. Click here for information and FAQs.

PLAN ADMINISTRATION REPORTING

Plan Name: As of 09/15/2021 Participant Search: Search by last name or SSN

Plan ID: Plan Type: 401K

SUMMARY CALENDAR ONLINE CONTRIBUTIONS PARTICIPANTS **PLAN ASSETS** PLAN INFORMATION COMPLIANCE RESEARCH INVESTMENTS

Plan Assets | Employer Contribution and Employee Contribution | Forfeitures View By: Asset Class

Asset Class

- Asset Allocation: Age Based 78.34%
- Large Cap Growth 7.59%
- Large Cap Value 5.53%
- Large Cap Blend 2.68%
- International/Global 2.51%
- Small Cap Growth 1.87%
- Asset Allocation: Risk Based 1.44%
- Other 0.04%

Total Balance:
\$2,336,753.91

+ Show Contribution Type |

Investment	Price	Price Date	Balance
Asset Allocation: Age Based			
1290 Retirement 2030	\$13.436	09/15/2021	\$923,126.85
1290 Retirement 2025	\$13.243	09/15/2021	\$906,491.38
Target 2055 Allocation	\$18.526	09/15/2021	\$1,038.40
Target 2025 Allocation	\$20.585	09/15/2021	\$338.49



Calendar Year Plans

5500 Filing Deadline for plans on extension

The filing deadline for calendar year plans that have a Form 5588 filed to extend their filing due date is October 15, 2021.

If you have already filed, please disregard this article.

If you are filing a Form 5500-SF, visit the plan sponsor website, click on the Compliance tab and Go To 5500 Report button to review, sign, and file your form. If you are a one-participant plan (owner or owners and spouses only) and have more than \$250K as of the end of 2020, you can electronically file or file by paper.

Please contact a Retirement Plan Account Manager if you have any questions.

Required Minimum Distributions are required again in 2021

Participants who have met the age to begin receiving required minimum distributions are once again required to take their required minimum distribution in 2021. The CARES Act waived the requirement for 2020. Participants who are using the automated required minimum distribution feature will receive the required amount according to their original schedule (generally early December).

As a reminder, with the passage of the SECURE Act



participants born after June 30, 1949 can now wait until age 72 instead of 70 ½ to begin taking required lifetime minimum distributions.

Participant Fee Disclosure Document

The updated Participant Fee Disclosure document reflecting the current expenses is available on the employer website under the Plan Documents tab. The current Participant Fee Disclosure document must be distributed to plan participants, annually (at least once every 14 months according to DOL rules).

IRS Limits for 2022

The 2022 retirement plan limits will be available on the program website shortly after they are published by the IRS, generally late October.

Retirement myth and reality

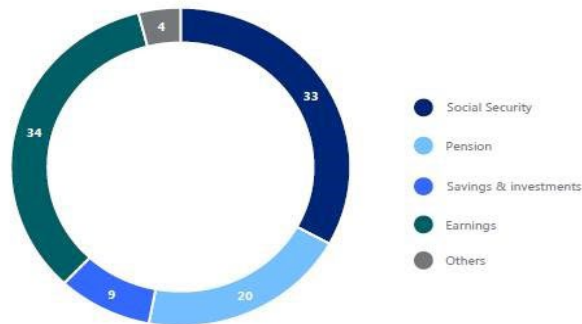
Myth: You and your employees can depend on Social Security for most of your retirement income.

Reality: The truth is, Social Security probably won't cover more than about a third of your expenses in retirement. This chart shows the different sources of retirement income for those age 65 and over. You'll notice that Social Security contributes 33%, while the rest of retirees' income typically comes from other sources.

How much will Social Security replace?

Your benefits will vary.

Sources of income, population age 65 and over



Source: *Fast Facts & Figures about Social Security, 2017, Social Security Administration*

Equitable believes that education is a key step for retirement plan participants toward addressing their financial goals, and we've designed this material to serve simply as an informational and educational resource for plan sponsors. Accordingly, this discussion does not offer or constitute investment advice and makes no direct or indirect recommendation of any particular product or of the appropriateness of any particular investment-related option. The needs, goals and circumstances of plan participants and sponsors are unique, and they require the individualized attention of a financial professional.

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