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i INFORMATION

A Generation Under Pressure: The Retirement Outlook of Twentysomethings Around the World

Nonprofit [Transamerica Center for Retirement Studies®](#)¹ (TCRS), in collaboration with Aegon, recently released [The Changing Face of Retirement: The Young, Pragmatic, and Penniless Generation](#)², a report evaluating the state of retirement preparedness among workers in their twenties (twentysomethings) in 12 North American, European, and Asian countries.



The report reveals the following views of this global group of twentysomethings:

- 57 percent believe that retirement savings are important, but not a priority for them at the moment, a sentiment shared by 55 percent of young Americans
- 25 percent are "habitual" savers who "always make sure" that they are saving for retirement while 35 percent of young Americans are most likely to be habitual savers.
- An additional 41 percent are "aspiring" savers who intend to save compared to 36 percent of young Americans
- 87 percent believe a workplace retirement plan with employer contributions will be an important factor when choosing their next job while 84 percent of young Americans believe this to be an important factor

In addition to a pay raise or a more generous match, the survey found that information and education are motivators to save for retirement, and suggests that many may not be aware of all the tools and resources already offered as part of their company-sponsored retirement plans. Plan sponsors can help their employees to improve their retirement outlook by simply promoting such tools and resources.

Please visit www.transamericacenter.org to view the full report, and discover insights that may help you increase the enrollment of the twentysomethings at

Survey Predicts Increased Participant Engagement through Improved Customization and Enhanced Mobile Technology by 2017



Transamerica Retirement Solutions' recent survey predicts that new technologies, along with improved plan design and products, will drive personalized retirement planning that focuses on participant goals and outcomes suited to the mobile, data-driven worker.

"*Prescience 2017: Expert Opinions on the Future of Retirement Plans*" measures perspectives from more than 50 industry experts who believe that American workers' retirement readiness will increase during the next five years despite economic headwinds. The survey also explores upcoming trends in regulations, technology, investments, plan design, as well as participant education and communication.

Some highlights from the survey include expert predictions that by 2017:

- 55 percent of employers will have adopted automatic enrollment, and 45 percent of those will use default deferral rates of 6 percent or higher
- Retirement plan providers will tell employees how much they need to save for retirement
- 25 percent of plan sponsors will have conducted a search for an in-plan retirement income solution
- Plan sponsors will have increased their use of mobile technology to facilitate fiduciary process documentation will have increased

To read the survey summary and learn about other predictions by retirement industry experts, please click [here](#).

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MONTHLY MARKET INSIGHT

MARKET COMMENTARY

U.S. Economy Set for Stronger Growth Phase



The experts at AllianceBernstein are optimistic that the growth rate for real gross domestic product (GDP) in 2014 [will exceed their initial estimate of 3.3%](#). They believe that for the last 20 years, economic recovery has been powered by increases in asset prices and wealth, which promote spending and investment. With U.S. household wealth improving by over \$20 trillion from the end of the recession to the end of 2013, and U.S. companies rich in cash, AllianceBernstein proposes that "there is a good chance that real GDP growth will surprise on the upside in 2014."

INVESTOR EDUCATION

We hope you will share these articles with your employees as part of your ongoing investor education efforts.

Income for What's Next

This convenient [worksheet](#) from Franklin Templeton helps you prioritize your retirement goals and concerns, calculate your retirement expenses, and determine your retirement income, to help you plan for your future.

Transamerica Retirement Solutions does not provide investment advice. AllianceBernstein L.P. and Franklin Templeton Investments provide investment advisory services for some of the investment choices offered in Transamerica's retirement plans. AllianceBernstein L.P. and Franklin Templeton Investments are not affiliated with Transamerica Retirement Solutions.

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LEGISLATIVE / COMPLIANCE

Good Governance for Mutual Fund Investments

Did you know that mutual funds require votes from shareholders to make certain changes, such as merging with another fund? This helps provide good governance for mutual funds, which can help ensure better organizational performance, fewer conflicts of interest, and higher probability that the goals and objectives of such mutual funds will be attained.



If your plan offers mutual fund investment options (either directly or as an underlying investment of a separate account), as the plan sponsor, you may receive a voting instruction card to vote on potential changes. Voting is optional, but by casting your vote, you can help to ensure the mutual fund is making changes that align with the interests of the shareholders it serves.

When an investment or underlying investment in your plan's line-up issues a proxy, a voting instruction card will be sent directly to you (the plan sponsor) either in the U.S. mail or via email. Proxies or voting instruction cards will be sent to the primary contact listed in our files. The voting instructions should be provided to a plan fiduciary, which is usually the plan sponsor or may be an investment advisor that has been authorized to vote proxies on behalf of the plan. To cast your vote, you will be given instructions to either vote online or return a postage-paid ballot. If you have questions about any of the proxies you may receive, please reference the contact information on that notice, which generally contains instructions to call either the fund company or the proxy solicitation company.

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COMPLIANCE CALENDAR

Census Data Submission Deadline for 2013 Plan Year

Transamerica must receive complete census data and the Additional Plan Data Form, in good order, by the dates listed below to guarantee completion of the 401(k) nondiscrimination testing by March 10, 2014. Please review these dates to determine which one pertains to your plan:

- For employers that sponsor a Multiple Employer Plan, the deadline is **January 31, 2014**.
- For employers that sponsor a Single Employer Plan, the deadline is **February 14, 2014**.
- If your plan has an Eligible Automatic Contribution Arrangement (EACA), and if the EACA applies to all eligible employees, the deadline by which Transamerica must receive complete census data (including the Additional Plan Data Form) is **June 2, 2014**. This will guarantee completion of 401(k) nondiscrimination testing by June 27, 2014. Transamerica must receive refund instructions by June 27 in order for distributions to be made by June 30, 2014.

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Transamerica or Transamerica Retirement Solutions refers to Transamerica Retirement Solutions Corporation.

¹Transamerica Center for Retirement Studies®

The Transamerica Center for Retirement Studies® (TCRS) is a division of Transamerica InstituteSM, a nonprofit, private foundation. Transamerica Institute is funded by contributions from Transamerica Life Insurance Company and its affiliates and may receive funds from unaffiliated third parties. For more information about TCRS, please refer to www.transamericacenter.org.

²About the Survey

The Changing Face of Retirement: The Young, Pragmatic and Penniless Generation polled employees and retirees in 12 countries: Canada, China, France, Germany, Hungary, Japan, the Netherlands, Poland, Spain, Sweden, the United Kingdom, and the United States. The sample was comprised of 10,800 employees, including 2,722 people between the ages of 20 and 29, and 1,200 retirees.