June 2026

Welcome to *Fiduciary Insights*, our monthly newsletter that keeps you in touch with issues, trends, events, and insights of significance to individuals connected with the retirement plan industry. The articles have been carefully selected from a variety of high-quality sources.

2026 IRS Limits for Retirement Plans have been Released, Please See Link Below

" 2026 IRS Limits for Retirement Plans"

Reminder:
Please contact us to schedule enrollment/update meetings and plan level review meetings.
Also, we would like to schedule retirement planning sessions with your near retiree employees.

-- In This Month's Issue --

Quick Links

Retirement Industry Eyes QDIA Personalization–With Caution

Advisers and providers praised top target-date funds but said personalized investing is on the horizon for defined contribution plans. Twenty years ago, Congress transformed retirement investing by establishing a fiduciary safe harbor for qualified default investment alternatives. Now industry experts say the future belongs to personalized solutions and, potentially, new innovations. At the "QDIA Evolution" session at the 2026 PLANSPONSOR National Conference in Nashville, Tennessee, this week, panelists from Vanguard, Capital Group and Strategic Retirement Partners agreed that the future of default investing will likely be more personalized. The speakers cautioned plan sponsors to resist change for its own sake and to remain focused on the participant outcomes they want their plans to achieve.
Source:plansponsor.com

Major Providers Join Forces to Expand Retirement Income Access

Transamerica, T. Rowe Price, and TIAA this week announced that they have agreed to collaborate to expand access to guaranteed lifetime income for retirement plan participants. To help participants create more predictable financial outcomes in retirement, the offering — known as T. Rowe Price IncomeSelect by Transamerica — combines target-date investing expertise with guaranteed income within a single retirement plan solution.
Source:napa-net.org

Workers Prefer Advisers Over Employers for Rollover Decisions

A report from the Investment Company Institute (ICI) found that though rollovers are driving IRA growth, participants prefer to seek rollover advice from professional advisors rather than their employer. When survey respondents were asked what sources of information they consulted during a rollover, 64% said they consulted an advisor, 45% a financial service firm, and 35% consulted their employer which included written materials produced or made available by their employer. 35% also consulted their spouse or partner. In 2022, the most recent year for which data was available, savers rolled over $670 billion from employer-sponsored

Managed Accounts Help Fill the Gap in Plans with Fewer Design Features

The value of managed accounts for participants comes primarily from encouraging better savings behavior, according to a report from Morningstar. However, since other plan features, such as automatic enrollment, can improve savings behavior by an even greater margin, they tend to reduce the marginal impact of managed accounts. As the report explains, the impact of managed accounts "is largest when participant behavior is less influenced by plan design, such as in plans with lower default contribution rates, no auto-escalation, and greater reliance on individual decision-making. In more structured plans, managed accounts still provide value, but the incremental opportunity is generally smaller because automatic features already place many participants on stronger savings trajectories."
Source: napa-net.org

How Employers Can Get Involved With Trump Accounts

Employers have a bigger role than originally thought when Congress created these accounts last year. Congress has now created a new account for children, because apparently, what new parents needed — right after diapers, more sleep, and a suspiciously expensive baby monitor — was a new tax-preferred investment account to navigate. Trump Accounts are being discussed mostly as a new savings vehicle for children. Fair enough — they are IRAs for kids. But the more interesting story is how these accounts could show up in the workplace — not as magic pixie dust for America's savings challenges, but maybe as a new tool in the total rewards toolbox. Source:psca.org

DC Plans Show Openness Toward Fixed Income, per PIMCO

As markets take a more active investment approach, surveyed plan sponsors said they would pay an additional 15 basis points in fees for a fixed-income strategy. Halfway through 2026, markets are shifting to a more active investment selection. According to T. Rowe Price's "2026 Midyear Market Outlook," six of the firm's eight expectations from the start of the year have proven true—especially those related to fixed income. T. Rowe Price plans to IRAs, according to ICI. Of those rollovers, 86% rolled over the entire balance. Source:psca.org

Nuts and Bolts: When Do Roth Contributions Make Sense?

While Roth contributions are often conflated with after-tax contributions, experts say it may help to think of retirement assets going into different tax 'buckets.' Differentiating between types of retirement contributions is typically explained as a choice between paying taxes now or later. However, that simplification can gloss over key details, particularly between Roth contributions and after-tax contributions. Advisers say the differences matter not only for tax treatment, but also for asset growth, withdrawals and broader retirement strategy. Source: planadviser.com

Is The Infrastructure Ready For Private Markets to Enter 401(k)s?

The momentum behind the inclusion of private assets in US contribution plans is building. Recent guidance from the U.S. Department of Labor has signaled that the door is creeping open to private markets within 401(k)s, with the SEC also continuing to explore how retail investors can access alternative assets safely.
However, this isn't exactly a full endorsement. Regulators so far seem to be outlining the direction rather than laying out a detailed roadmap toward retailization. The industry is being encouraged to move forward, but the responsibility for making it work still sits firmly with managers and service providers.
Source:wealthmanagement.com

Automatic Plan Features Drive Participation and Account Balance Growth

Automatic plan design features are stronger than ever before and are only expected to continue growing as legislation advances in the future. Findings from Vanguard's 25th annual How America Saves report, out today, show that automatic enrollment adoption has tripled in almost 20 years. By year-end 2025, 61% of defined contribution (DC) plans who utilize Vanguard adopted auto-enrollment solutions, including 79% of plans with at least 1,000 participants. Further, over 70% of plans with auto-enrollment solutions utilized automatic annual deferral rate increases in 2025. Automatic enrollment defaults have also jumped in the past 10 years, with 62% of plans defaulting employees at 4% or higher, compared to 43% of plans in 2015.

anticipated fiscal expansion would push government bond yields higher, while credit markets would remain resilient, making selectivity increasingly important. Source:planadviser.com

Staying the Course Drives Long-Term Retirement Portfolio Growth

Participant engagement is also a top factor of long-term progress with retirement savings, Empower reports. Holding steady with savings contributuons, even during times of market uncertainty, can drive long-term growth in portfolios. That's one of the main findings in Empower's latest corporate report, "Empowering America's Financial Journey," which showed that participants enrolled in retirement plans for a minimum of five years saw balances grow by 2.1 times compared to figures in 2020. Source:401kspecialistmag.com

Four Strategies for Making Your Retirement Savings Last

Much of what you read in the popular press about retirement savings focuses on the "magic number"—how much money you'll need to save to retire comfortably. However, just as important is having a plan for how to spend down that sum once you do retire—a process called decumulation. You'll need money to live on and, depending on your age and the type of account, the government requires you to withdraw some money (referred to as required minimum distributions (RMDs)) from individual retirement accounts (IRAs) and defined contribution (DC) plans. Source:blog.ifebp.org

The real challenge in retirement isn't saving — it's spending

As Americans transition from saving for retirement to spending in retirement, new research suggests sustainable income matters more than account balances.According to new research from Vanguard, that may be the wrong question for pre-retirees. The more important one, the firm argues, is how much income those savings can generate once retirement begins.
Vanguard makes the point that many investors spend decades concentrating on wealth accumulation only to face a new challenge once they retire: figuring out how to turn those assets into a reliable source of income that can last them throughout retirement. Without a clear income strategy, some retirees risk spending too much and depleting their savings too quickly, while others

About one-third of plans now offer deferral rates at 6%, for another all-time high. Source:401kspecialistmag.com

Where 401(k) Plans Go Wrong

Most 401(k) compliance failures don't stem from bad intentions. They come from capable, well-meaning teams who assume their processes—or their partners—have everything covered. That's what auditors that specialize in retirement plans see year after year. Their findings highlight a consistent pattern: plan sponsors often believe they've mitigated risk when, in reality, critical gaps remain. Source:consultrms.org

spend too little, fearing they will run out of money. Source:investmentnews.com

How to Gauge Participant Engagement

Plan sponsors may think they have the content and frequency of their participant communications down to a science, but measuring the effectiveness of the message and whether participants are actually reading what is sent to them is another story. "I think if you asked a group of [human resources] professionals what their largest challenge is, it'd be engagement," says Kelli Send, co-founder of and senior vice president of financial wellness services at Francis LLC. "Communications are sent, but oftentimes not read, understood or acted upon". Source:plansponsor.com

Western Benefits & Pension Council
Please visit **westernpension.org** for all current and upcoming programs.

Small Business Council of America
Please visit the Small Business Council of America (SBCA) website at **SBCA.net**. The SBCA is the only national organization whose sole purpose is to represent the interests of privately held businesses in the areas of federal income and estate tax, retirement, pension, healthcare, and other employee benefits concerns.

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Online Resources

Our company website is filled with resources for your financial planning needs. Please visit: **lwarner.com**.

WPBC

Please find all the upcoming panel and speaking events for Western Pension and Benefits Council at: **westernpension.org**.

Editor

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Thank you.

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