

Legislative News and Updates – Q3 2020

Updated IRS Guidance on CARES Act: On July 9, 2020, the IRS provided additional guidance on CARES Act provisions to expand the definition of a “qualified individual” as well as “qualifying conditions”. For more information on the enhanced provisions, click [here](#).

ESG Proposal from the DOL: The Department of Labor has proposed to provide a rule that gives “clear regulatory guideposts” for plan fiduciaries in light of recent trends involving environmental, social and governance (ESG) investing. To read the DOL’s press release on the proposed rule, click [here](#).

Important Deadlines: **September 30th** Summary annual reports are due to participants from plans with a December 31 year-end (if Form 5558 was not filed). **October 15th** Extended deadline for Form 5500 submission (must have already filed Form 5558) **November 15th** Summary annual reports are due to participants from plans with a December 31 year-end (if Form 5558 was filed). It is used to apply for an extension to file forms 5500 and/or 5330. *Note: Not all deadlines mentioned above are required for each retirement program. Ask your Alliant Retirement Consultant today which ones apply to your Plan.* Click [here](#) for the 2020 ERISA Plan Compliance Calendar.

Participant News

Cyberattacks Risks Increase as Remote Work Continues – “The widespread move to remote work in light of the COVID-19 pandemic means plan sponsors should take a careful look at their cybersecurity measures.” For tips on how to drive home the importance of cyber safety, click [here](#).

Industry Insider Tips – Avoid Pitfalls in Plan Administration

Timing on the Deposit of Employee Contributions

To **avoid increased audit risk as well as additional 5500 reporting**, plan sponsors should take extra caution when managing the remittance of employee contributions to their retirement plan. Should you have to make any corrections, be sure to read the IRS 401(K) Plan Fix-It Guide located [here](#).

Financially Speaking Webinar Series

The 6 G’s of Money for Recent College Grads

Click [here](#) for the replay!

Password: Grads2020

Managing Risk in Today’s Market Environment

Click [here](#) for the replay!

Password: Marketrisk2020

These can be sent to your plan participants.

COUNTING ALL OF THEM - After peaking at **\$36.1 trillion** on 2/19/20, the **total market capitalization** of all US equities **fell \$12.7 trillion to \$23.4 trillion** as of 3/23/20 but has since **added back \$12.4 trillion** to close 8/07/20 at **\$35.8 trillion** (source: Wilshire). **MIGHT AS WELL STAY** - Only 7% of workers “**auto-enrolled**” in an employer’s 401(k) plan elect to “**opt-out**” of the plan, i.e., 93% of all employees **remain in the plan** (source: Vanguard Research). **BEING CAUTIOUS** - The **personal savings rate** in the United States was a record **33.5% in April 2020** as Americans reacted to the COVID-19 pandemic outbreak. The personal savings rate in the United States **was 7.5%** in April 2019 or just 1 year earlier. The personal savings rate is defined as “**savings**” (i.e., after-tax income less consumption spending) divided by **after-tax income** (source: Department of Commerce). **SOURCE: MFS “By The Numbers” Newsletter August 10, 2020 Edition**

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