

# Key Questions to Consider



## Plan sponsors should ask themselves the following preliminary questions prior to analyzing any type of retirement plan income solution:

- Is a large portion of our workforce nearing retirement age?
- Is the retention of plan assets, even with respect to terminated vested participants, an important objective?
- Is increasing the likelihood of employee “on-time” retirements important?
- Is enhancing the value of our defined contribution plan critical since (i) our defined benefit plan is frozen or terminated or (ii) we have never offered a traditional defined benefit plan to our employees and we want to ensure that our employees have a secure retirement?

## What level of commitment do we, as the plan sponsor, want to assume in offering any type of income solution?

- We simply want to make retirement income options available to plan participants.
- We want to actively encourage plan participants to elect retirement income solutions.
- We want a retirement income solution option to be utilized by as many of our plan participants as possible.

## How much are we, as the plan sponsor, willing to take on by offering any type of income solution?

- Administration
- Communication
- Costs
- Fiduciary liability