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>> Good afternoon everyone. Welcome to the Academy. My name is Joe I'm from GPO and I'm with my colleague Sean. We have a webinar for you today. It is entitled to making the most of workplace retirement and health plans the use Department of labor have resources that can help you. With us today are our presenters. A Beazer and Justin. They are assisted by their colleague Deborah Golden. They are from the U.S. Department of labor employee benefits administration. Let me read you a little bit about them. Beazer is a supervisory benefits advisor administrator. He's in Miami Florida. During his 26 years of federal service he has held silver -- several positions with the government. He has worked for two different divisions of the U.S. Department of Commerce particular the Bureau senses and the international trade administration. He worked briefly for the U.S. Department of Justice. Beazer also served in the Army where he was stationed in Europe and was a veteran of operation Desert Storm. He joined the Department of Labor employee benefits security administration in 1998 as a benefits advisor in the Miami office. He was promoted to lead benefits advisor in 2001 where he served until his selection in June 2009 as the first supervisor benefits advisor for the Miami District office. Beazer holds a bachelors degree in business administration with a major in accounting and is fluent in Spanish. Justin is a benefits advisor also for the department of labor employee benefits administrator from Dallas Texas. Justin graduated from the University of Texas in Arlington with a bachelors degree in psychology, after graduating in 2012 he joined the employee benefits administration as a student intern. He is working to complete his masters degree in public administration and social work. In 2014 he joined the employee benefits security administration as a benefits advisor. As such he provides assistance and guidance through employers, employees and the general public on laws and regulations concerning welfare and pension plans. So a very qualified individual who will be speaking today. Before we get started I have to go over some housekeeping reminders. If you have any questions or comments please feel free to chat them in the chat box located in the bottom right corner of your screen. I will keep track of all the questions that come in and at the end of the presentation of Beazer oh Justin will respond each of them. We are also recording today's session and email a link to the recording and slides to everyone who have registered for this webinar. We will be sending you a certificate of participation using the email you used to register for the webinar. If anyone needs additional certificates because you have multiple people watch the webinar with you please do the outreach@GPO.gov and include the title of today's webinar along with the names and email addresses of those who need it certificate. If you need to zoom in by the slope to the slides given by the presenter you can click on the full-screen button on the bottom left-hand side of your screen. It to exit the fullscreen mouse over the blue bar at the top of your screen so that it expands then click on the blue return button to get back to the default view. Finally at the end of the session we will be sharing a webinar satisfaction survey with you, we will let you know when the URL is available and it will appear in the chat box. We very much appreciate your feedback after the session is through today. Also keep in mind to reserve your comments about presentation style and value of the webinar for the survey and use the webinar chat box for questions you would like to ask the presenters and to report any technical issues you encounter. So with that introduction I will hand the virtual microphone over to Beazer who will take it from here.

>> Thank you Sean for the introduction. We are happy to join you today to share information about her agency. The U.S. Department of labor's employee benefit administration and the resources we have available. Some of you may not have heard of us before but you may be surprised to know that the issues we cover the R issues you experience personally. If you or your family members have a retirement plan or have coverage through a private sector employer than our resources can help you. Likewise the issues and resources will be of interest to many of your visitors. Today we will highlight many of the publications we have available to help workers and their families as well as small business owners with these issues. My name is Abby and I am joined by Justin. We have a lot to share with you today but we

will also provide contact information at the end in case you would like to follow up later. Let's get started.

>> As Abby said I'm Justin. The employee benefits security administration or EBSA is responsible for administering title I of ERISA. Despite his name it offers protections not only for individuals enrolled in retirement plans but also plans that are sponsored by private employers. It has a grievance and appeals process for people who have their benefits pain claims denied. Orissa includes a financial mandate to conduct its public can't pain to advance the public's understanding of importance of savings to ensure financial well-being and to encourage to commit to a retirement savings strategy recognizing that most people don't focus only on saving for retirement. Meeting Amy need to consider as part of their overall financial plan. As you can see from the mission statement EBSA carries out its responsibility and many, many ways. Issuing regulations, enforcing the law and providing education.

>> As noted EBSA administers and enforces title I of ERISA. It includes the fiduciary reporting and disclosure provisions as well as many health benefit law provisions. EBSA carries us out with nine offices noted on the organization chart. Each office focuses on a specific function such as regulations, enforcement or education. EBSA also has field offices which handle enforcement and assistance manners. EBSA's organizational chart makes it seem like a large agency but it is relatively small for the size of the universe recover. Our jurisdiction covers approximately 694,000 private sector retirement plans. Approximately 2.2 million health plans and a similar number of welfare benefit plans that provide benefits to nearly 100 -- 150 million workers retirees and their families. These plans hold approximately 9.7 trillion in assets. In fiscal year 2017 EBSA recovered 1.1 billion in direct payments to plans, participants and beneficiaries. This was recovered through investigations and informal complaint resolution. The office we will be focusing on today is the office of outreach, education and assistance which administers 21's participant and compliance outreach, education and assistance program. This program provides participant and clients directly to the public through a staff of benefits advisors located at EBSA field offices. It answers inquiries and complaints received by phone, mail, electronically or in person. EBSA's benefits advisors responded to over 174,000 telephone, written and electronic inquiries and complaints from plan participants, employers, plan sponsors in fiscal year 2017 assisting them in understanding their rights and obligations under the law. Also in obtaining benefits that may have been denied. The benefits advisor obtained over 418 million on perhaps -- behalf of participants and beneficiaries through informal dispute resolution. Our primary focus today will be on this offices work in leading the development of a variety of educational materials for consumers and plan officials and related outreach. We will get into more detail on these activities shortly. OEA is also responsible for EBSA's website .

>> To help carry out its work EBSA has 10 regions. Each with its own regional office. In addition several regions have smaller district offices. For example Abby who is presenting with me today happens to be from the Miami District office which is that square on the mat. That is part of the overall Atlanta regional office. The regional and district office staff are investigators that conduct civil and criminal investigations and benefit advisors to answer individual inquiries from workers and employers. They also conduct participant and compliant assistant outreach. EBSA administers several important laws recovering retirement and health plans.

>> Some of them may be familiar to you. The health benefit plan laws which are administered in coordination with the Department of Health and Human Services and the Department of treasury include the employee retirement income security act also known as ERISA. The consolidated Omnibus reconciliation act also known as cobra. The health insurance portability and accountability act also known as HIPAA. The newborns and mothers health protection act referred to as newborn Zach. The mental health parity and addiction equity act also known as my PR. The women's act known as [indiscernible] the children's health insurance program and reauthorization act referred to as chipper.

The 21st century cures act. In addition EBSA administers retirement plan laws in coordination with the Department of treasury and the head of pension benefit guaranty Corporation. Including the the ERISA .

>> We have just given a more technical description of what EBSA does. The laws that we administer and enforce. Another way of explaining this is to highlight some of the common issues we work with. These might be more familiar to you. Starting with retirement plans. First one of the most common issues is benefit distribution. People switch jobs they may want to rollover those benefits to a new employer's plan or an IRA, an individual retirement account. Workers nearing retirement want to find out about their distribution. This includes the plans process, the form of the distribution, the timing and the amount. Depositing employee contributions is an important issue for our guidance and enforcement. One we most tend to hear about. This usually occurs when employers are experiencing financial difficulty, unfortunately sometimes an employer will use the money to keep their business operational instead of forwarding the money to the retirement plan account. We issued rules relating to the timing of when contributions are to be deposited both civilly and criminally when there are problems with contributions making it to the plan. 401(k) plans have numerous investment options from which plan participants can choose. Saving for retirement can seem complicated especially when selecting investments and trying to understand the related fees and expenses. EBSA has issued rules that require information to be provided to participants to help them understand and compare their plans investment options and related fees and expenses. Based on this we have also developed publications and videos to help plan participants understand this exposure requirement. We also developed publications that help small business owners understand their responsibilities in selecting investment options and providing those disclosures. Finally when a worker participates in a retirement plan sponsored by their employer the amount the worker will want or need to contribute to the plan might not be clear. It can be overwhelming for workers to think about how much they will need for a secure retirement. How much do they need to save. How much will retirement cost? Which is the spend down or the withdrawal rate of their savings. The timeframe for saving and for retirement are both long. This is a very common issue. We know people need help getting started and they are looking for unbiased information. We provide retirement savings education to highlight the importance of saving including making the most of a workplace retirement plan. This is the easiest way for most people to save. Taking advantage of free money another words the employer matching contribution. We've also developed a mini -- many online tools to help target savings rate assesses status of progress in saving for retirement and estimate this been down or that withdrawal rate of the retirement savings to make sure it lasts over their retirement. We will discuss shortly the education and tools we have developed to help.

>> Going to the previous slide this is a short list of common issues we work with related health plans. As with retirement issues these are issues we work with through regulations, enforcement, education and research that are of great interest to the public as we see from inquiries and website visits. Many people have questions about dependent coverage, parents, millennial's, etc. Dependents are eligible to stay on their parents health plan until age 26 if the employer's plan offers dependent coverage. Health issues just like retirement issues impact one's financial security so it is important for workers and their families to understand their protections under the law and be prepared to make informed decisions. It is not surprising that the health benefits claims is a very common issue. Especially denials of benefit claims. We probably have all experienced this. This is an issue where we have issued rules and provide education. This is where people will contact us if they are not sure if their plan follow those rules. Another example is continuing health coverage under COBRA. People have probably heard of cobra even if they have not had the opportunity to consider taking the coverage. Questions about cobra happen most often when someone terminates employment. There are other instances where someone can elect COBRA coverage, many common life events such as life of dependent coverage and divorce. Finally life changes or work changes can impact health coverage. We just noted some in discussing COBRA coverage. Other lifework changes can include marriage, childbirth, adoption, death, a new job,

changing jobs, or retirement. You have probably experienced at least one of these events and can recall there was a decision to be made related to health coverage for you or someone in your family such as a new spouse or a child. There are additional protections beyond COBRA that impact health coverage at these key points. As with the other issues noted above the agency works on these issues across the board including providing education and responding to inquiries to help workers and their families so they are prepared to make informed decisions when needed.

>> To develop and coordinate education and outreach on issues such as those just noted EBSA conducts three national education campaigns. The saving matters retirement savings education campaign, the fiduciary education campaign, and the health benefits education campaign. Through the education campaign EBSA develops education materials and provides outreach to answer frequently asked questions were both the workers -- for both workers and employers. Information gained from participant assistance and results from EBSA enforcement are used to develop the education materials. The three campaigns educate workers and their families, employers and service providers on technical topics in an easy-to-understand manner. All this while maintaining accuracy. Education campaigns are carried out across the country. The savings matter or saving matters retirement savings education campaign provides education on financial and retirement planning to help workers get started. That way they will be prepared to make informed decisions. We know that many workers pay -- live paycheck to paycheck and have more pressing financial needs and goals. Savings mattered helps workers understand how saving for retirement can be part of an overall budget. This provides an easy way for workers to engage in financial planning. It is never too late to get started. The earlier the better to get time on their side. The saving matters website has information for employees, small businesses and employers about saving for retirement and tools to get started. The agency's goal is to provide comprehensive information that is relevant to a wide range of audiences. The fiduciary education campaign is getting it right, know your fiduciary route -- responsibilities is a compliance program to educate employers, particularly small business owners and service providers about their fiduciary responsibilities under ERISA. Plan sponsors and other fiduciaries have a solemn responsibility to protect the interests of the workers and retirees in their benefit plan. The campaign provides employers and plan officials with enough this -- understanding of the law and responsibilities. It also focuses on steps for avoiding the most common problems, that EBSA encounters and its enforcement activity. The program emphasizes the obligation of plan sponsors and other fiduciaries to understand the terms of their plan, select and monitor service providers carefully, make timely contributions to fund benefits, avoid prohibitive transactions, and make timely disclosures to workers and their beneficiaries and reports to the government. The fiduciary education campaign includes nationwide education seminars and webcasts at education materials and tools on topics such as selecting a service provider, and understanding these. The health benefits education campaign is designed to educate participants about their rights and responsibilities under ERISA. They also provide compliance assistance to help sponsors and service providers. The campaign educates consumers on the protection available under the many health benefits laws, that EBSA administers. This helps them make informed decisions when necessary due to life and work events. These events include marriage, divorce, birth, adoption, death, loss of employment, new employment, and retirement. The campaign uses publications and in interactive website, videos, outreach and more. The health benefits education campaign compliance assistant seminars bring together the federal and state regulators of private-sector employers health plans. They provide employers, particularly small businesses, third-party administrators, insurers and other health benefit plan officials with a comprehensive program on health benefit plan issues. The two-day seminar include speakers from the Department of Labor and the state Department of Insurance and covers various health benefits that EBSA administers.

>> As noted EBSA's education outreach program carried out by the campaigns provide many resources to help workers and families and employers particularly small business owners. A significant component

of EBSA education program are the more than 80 publications available to help workers and their families. The publications help workers and their families and small business owners understand their retirement and health benefit plans and the laws that apply. For workers they also provide education on saving for retirement and basic financial and retirement planning. Many of these resources and outreach are also available in Spanish. To provide an easy way for workers to get started with financial and retirement planning EBSA created online worksheets and calculators. These tools can be accessed on the EBSA website. The worksheets allow individuals to enter their own financial information so that they can see where they are financially and discuss steps needed to reach the retirement goal. The worksheets allow individuals to save their data so they can return at a later time to complete it and updated periodically as their financial situation changes. The worksheets can also be printed to be kept as a record. Later we will introduce two of our more -- most popular retirement publications. One is savings fitness and the other is taking the mystery out of retirement. They provide important information for workers throughout their careers and include the financial and retirement planning tools. EBSA also conducts in-person workshops and seminars across the country. It holds national web costs including outreach to help people walk through the financial and retirement planning tools to help get started with employer compliance assistance. The webcast can be viewed live or archived on trans ones website at any time. We have videos posted on her website. The videos provide information related to our publications that were short of messages. This gets peoples started and provide information on more detailed information. We will discuss the videos in more detail later. We also use public service announcement, social media and more to provide education and outreach. Given the overlapping issues involved in planning for retirement and operating a retirement or health plan EBSA regularly works with agencies responsible for the related topics to provide the needed expertise to provide comprehensive one-stop education, tools and outreach. The agency works regularly with the Social Security Administration, the centers for Medicare and Medicaid services, the IRS, the small business administration, the Department of Education, the Federal Trade Commission, and others. As well as with private entities with needed expertise such as the certified financial planner Board and the American Institute of Certified Public Accountants.

>> The EBSA publication webpage is an easy way to access all of the publication that EBSA offers. On this slide the featured publication drop-down is selected and shows six of our most popular publications. These are both for workers and their families and employers and advisors. As you can see there are six additional drop-down menus that list additional grouped publications to make it easier for each audience to find more easily. Today will highlight the publications found in the top four drop-down menus. The publications available on the website are also available in print and can be ordered electronically. You select the hyperlink at the top of the page or by calling the toll-free number 866 444 3272. Again that is 866-444-3272. Many of the publications are also available in Spanish.

>> I retirement savings education addresses workers over there career. Starting with those new to the workforce. Time is on your side which is on the screen now. It encourages new entrants to the workforce to start saving even though retirement may seem far away. It shows how beginning to save early allows someone to save less later on in life. By getting time on their side the publication highlights the magic of compounding. The publication highlights how a workplace retirement plan is an easy way to save. Many new entrants will be learning about the employee benefits of their new job. This will hopefully encourage them to follow up on their retirement plan offered. The publication makes a point about starting early with a simple example and related graphic. A 20-year-old that saves \$1000 a year for 11 years in a row then stops but leaves the money there to earn 7% interest will have 168 thousand \$514 at age 65. A comparison however who start saving 1000 a year for 35 years also earning 7% will have only \$147,913 at age 65. Even though the 30-year-old has put in more money for more years and has less time to earn that compound interest.

>> Do you realize the most expensive purchase you by is your retirement. You are paying today for the cost of your retirement tomorrow. With longer and healthier life spans it is important to have control of your finances so you can make changes if needed for a financially secure retirement. Savings fitness is for workers of all ages and those about to enter the workforce. DOL provides information and tools on basic financial planning to help workers and their families learn how to manage their financial life. EBSA's education program includes financial planning to help workers understand how saving for retirement can be a part of an overall budget and why the goal of a secure retirement should be one of everyone's financial goals. For those who wonder how they can achieve that goal when so many other financial issues have priority EBSA's financial planning worksheets help them see how it can be done. DOL partnered with certified financial planner Board of standards or the CSP board to create savings fitness. The publication and online interactive worksheet provides a number of financial planning tools for individuals to use and see how they can achieve their various financial goals including a secure retirement. The savings fitness publication sheets show you how to manage your money so you can afford today's needs yet still safe for tomorrow's goals. It helps you to make saving for retirement and other goals and habit. It explains how to save your money to make it work for you and how to protect it so it will be there when you need it for retirement. It describes how to take advantage of retirement plans at work. It also highlights the importance of tracking your progress in making retirement a priority. Savings fitness makes it easy for people to get started and we will talk more about the worksheet later.

>> So now we have taking the mystery out of retirement planning which is a publication and online tool to help people who are about 10 to 15 years away from retirement. You can help give them an idea of how well they are prepared financially for retirement and what additional planning they may need to do. This will allow them to make changes while there is time before retirement. They will learn how to track down and understand their savings, 401(k) plans and equity and other assets. Their Social Security benefits and how to decide when to start drawing benefits mother spending now and in retirement and if they have a gap in the retirement savings. If they have a gap the publication provides ways they can close the gap so they can enjoy financially secure retirement. There is also a discussion on how to make their money last because retirement can be a long. Of time and people do not want to live out their savings.

>> The retirement toolkit was created in collaboration with the -- three federal agencies involving keep up components of retirement planning and security. The Department of Labor, the Social Security Administration, and the centers for Medicare and Medicaid services. The publication addresses retirement savings plans, Social Security, Medicare part a, B, C and D and Elder rights and protection. The toolkit includes a list of publications and interactive tools to help in retirement planning and contact information for each agency for your questions.

>> And employers retirement savings plan is an essential part of the future financial security of American workers. It is the easiest way for most workers to save for a secure retirement. Is important to understand how the plan works and what benefits participants will receive. Just as someone will keep track of money that they put in a bank or other financial institution it is in their best interest to keep track of their retirement benefits. The publication called what you should know about your retirement plan helps people understand their plan and explains what information should be reviewed periodically and where to go for help with questions. It includes information on different types of retirement plans, what information someone can get about their plan, when and how someone can receive retirement benefits, what to do if someone has a question or fines and a mistake, the responsibilities of those who manage the plan and its investments, the participants responsibility to understand and monitor their plan, and specific circumstances such as how a divorce or change of employer ownership may affect the retirement benefit.

>> The last three retirement publications we will highlight are the top 10 ways to prepare for retirement, filing a claim for your retirement benefits, and when and if retirement savings. The top 10

ways to retire for retirement provides 10 easy tips that anyone can use to get started saving for retirement. No matter where they are in their career. This publication will help people who have an employer-sponsored retirement plan as well as those who do not. Women face particular challenges in saving for retirement. For instance women are more likely to work in part-time jobs that do not qualify for retirement plans or take time out of the workforce to care for family members. Women in retirement savings provide information and tips to help women address these challenges as they think about retirement and take charge of their financial future. Filing a claim for your retirement benefits helps those who have participated in a pension plan, a 401(k) plan or other retirement plans sponsored by a private sector employer. They will want to know how to file a claim for benefits that they have earned. This publication will help explain what to review before filing the claim. What to consider when filing a claim. Waiting periods. Claim denials and the appeal process and what to do if your appeal is denied.

>> Many people have questions about their health coverage at work. Where should they turn? EBSA -- EBSA answers questions about protections workers have with respect to their workplace health plans. Here are three publications to start with. As with retirement publications most of the health benefits publications are also available in Spanish. The publication titled top 10 ways to make your health benefits work for you can help you make the most of your health benefits. The publication provides 10 tips when thinking about your health benefits. Publication all contains a list of many federal health benefits laws administered by EBSA in the protection they provide to workers and their families. These laws and protections include COBRA and ERISA which we mentioned before. They address issues including reviewing the benefits available, reading plan documents, understanding mental health and substance abuse coverage, looking for wellness programs, knowing how to file an appeal of a health benefit claim is denied, assessing coverage as family status changes, being aware of the changing jobs and other work events can affect health benefits, and planning for health coverage in retirement. Many people may not realize how changes in their lives can affect their health benefits unless -- until those events occur. Publication entitled life changes require health choices, know your benefit options, provides information on the impact of health coverage when life events including marriage, childbirth, adoption, loss of dependent status, divorce or death and coverage options available under the protections under the health benefits laws. Life changes, work changes affect health changes -- healthcare two. Work changes require health choices. The protection rights. It helps when people begins a new job, loses their job, changes jobs or retire so they can consider their options and be prepared to make a decision.

>> EBSA also has publications focused on the health coverage laws mentioned earlier providing more detail on the protections they provide. One of the most familiar laws is COBRA. An employee's guide to health benefits under COBRA it explains the rights for employer health coverage. It is called COBRA continuation coverage. This booklet provides a general overview of COBRA rights and responsibility. Describes the rules that the health plans must follow and highlights the right to benefits while receiving COBRA continuation coverage. For anyone diagnosed with breast cancer, your rights after mastectomy provides answers to frequently asked questions about protections for breast cancer patients who elect breast reconstruction in connection with the mastectomy. One more example of a publication on the protections under a health coverage law is your genetic information and your health plan. Know the protections against discrimination. The publications describe the protections under GINA which prohibits discrimination in group health plan premiums based on genetic information and generally prohibit group health plans from requesting genetic information or requiring genetic test.

>> All of the publications discussed so far are for workers and their families. The next two slides are dedicated to publications for employers, especially small businesses and their plan service providers. The publications on this slide focus on retirement plans. The first one choosing a retirement solution for your small business is a publication to encourage and help small business owners who do not have

retirement plan, choose a retirement plan from the many options. The publication explains the tax advantages and other incentives that come with having a retirement plan. The publication provides information and all of the available options with HR to help compare the features of each option to help small businesses determine which options are most appropriate for their business and their goals. Starting a retirement savings plan can be easier than most of business owners think. The other, meeting your fiduciary responsibilities provide plan sponsors and third-party service providers with a basic overview of the fiduciary responsibilities involved in operating a retirement plan. Fiduciaries have important responsibilities under the law to protect the retirement plan. As well as related liabilities so it is important to understand the basic information. Even for employers who hire service providers who operate their plan is important for them to know they have fiduciary responsibility. The publication will help them understand the key elements of a plan, who the plan fiduciary is, what the significance of being a fiduciary is, how the responsibilities affect the operation of the plan, prohibitive transactions and exemptions and what help is available when a mistake happens, because mistakes do happen. The reporting of a disclosure guide for employment benefit publication is the basic reporting and disclosure requirements for health and retirement plans. He is a quick reference guide with information including a general description, timing and who receives the relevant report or disclosure. The required disclosures include cobra notices, a summary plan description, a summary of benefits and coverage and benefit claims notices. The primary report is that annual financial report most plans file which is a form 5500.

>> EBSA also has publications for employers , especially small businesses providing compliance assistance for the laws governing health plans. A few of the publications are shown here. The compliance assistance guide helps benefits coverage under federal law, addresses a number of health coverage laws including the health insurance portability and accountability act or HIPAA. The affordable care act, the mental health and addiction equity act, and the women health and cancer rights act. The publication includes FAQs for each law, a self compliant checklist and model notices. Understanding your fiduciary responsibility under a group health plan provides an overview of basic fiduciary responsibilities applicable to group health plans under the law to help employers understand the basic responsibility involved in operating a health plan. Similar to the publication for retirement plan this publication will help them understand the key elements of a plan, who the plan fiduciaries are, what the significance of being a fiduciary is, how the responsibilities affect the operation of the plan, prohibited transactions and exemptions and what help is available when a mistake happens among other issues. The end employers guide to group health continuing coverage under COBRA explains COBRA continuation coverage including who is entitled to continuation coverage, the COBRA notice and election procedures, and the benefits and duration of COBRA. And payment for continuation coverage.

>> In addition to the publications previously mentioned EBSA websites provide wet many resources. We will highlight a few of those now. Let's start with the savings matter campaign dedicated. The employee webpage has information, tools, videos and public service announcements and more for workers at each stage of their career, whether entering the workforce, midcareer, nearing retirement are in retirement. All of the resources can help with financial and retirement planning. Getting people started and making monitoring their progress easy. There is also information on what one can do if their employer does not offer a retirement plan.

>> The saving matters webpage for employers offers publication tips, tools and other compliance assistance resources. There is information for employers who are already offering retirement plans including the resources from the fiduciary education campaign, there is also information for small businesses who do not offer a retirement plan including the available retirement saving option and finally there is information for the self-employed on saving for retirement.

>> The online version of a publication savings fitness a guide to your money and your financial future mentioned earlier includes interactive worksheets. The interactive worksheets are similar to the worksheets in the printed publication. The online version allows visitors to enter and save their financial

information so that they can return to complete their work. Basically no pressure to completed at one time. As well as we periodically update the financial information as it changes. The interactive worksheets will perform the calculations for you. They can print out the worksheets to keep them for their records as well. The financial tools help individuals to identify their financial goals both short-term and long-term, organize their financial documents, establish a budget to meet their goals so including saving, manage their debt and determine retirement savings rate so they know how much of their salary to save now to meet their retirement goal. This is the only online version of savings want to identify goals and priorities. Both short-term, which is five years are left less and longer than five years. There are six financial planning worksheets to help visitors manage their financial life and begin a savings fitness plan.

>> There are also online worksheets for taking the mystery out of retirement planning. A publication discussed earlier. To make retirement planning easier. These worksheets are for individuals from age 50 to 70. They are generally the same as those in the booklet but they automatically perform the calculation. The publication provides the instructions including background for the worksheet. The worksheets will help visitors determine their pre-retirement assets and savings and the assets and savings they will have in retirement, their expenses now and in retirement, also called the spend down of their savings. They will also determine if there will be a savings gap so they can make adjustments before they retire. They can try different scenarios with the worksheet to see the impact on closing the savings gap. Like the financial planning worksheet visitors can save their data by creating an account. That way it will be there when they come back another day for up to one year. The department cannot access their account to protect their privacy and to encourage the use of the savings feature. These worksheets give both an estimate and an easy way to get started with retirement planning.

>> EBSA also has dedicated webpages on to re-provide a range of resources including roles, guidance, tips, tools, publications, videos and answer questions about that specific law. Here is example of the mental health and equity act. Mental health is a timely issue with a focus on opioid addiction among other issues. This page as many visitors a new information being added regularly to provide more resistance. Each page has resources for workers and families and for employers and advisors.

>> EBSA conducts many outreach events including in-person seminars and workshops and national webcasts for workers and small businesses. The webcasts make cover many popular topics including financial planning for college seniors and new interest in the workforce and retirement planning for workers nearing retirement. We have conducted web tests for servicemembers transitioning to private sector employment, women, small businesses with no read plan and small businesses with a retirement or health plan. We've also conducted webcasts entirely in Spanish. The webcast can be viewed live or by visiting the archives on the EBSA website.

>> EBSA has numerous videos including savings for retirement by helping millennial's picture themselves at retirement age. Creating awareness of EBSA assistance in resources. EBSA providing important benefits information for workers who lost their jobs. Other videos help workers understand the fees related to the 401(k) plan. There are videos for small businesses including the one of the slide that we created with the AICPA to show accountants and their small business clients discussing retirement plan options and why they made their choices. Many of these videos are also available in Spanish. To access a video list go to the EBSA website click on the resource center link in the center of the page and select videos.

>> Finally even with all of the available publications, tools, website materials, videos and outreach workers and their families and employers and their advisors may have questions. In the event anyone has a question about their retirement or health plan EBSA's benefit advisors are available by telephone or electronically to help answer questions. Or if someone wants you can submit a complaint or report a problem the benefits advisors will follow up and work to in -- resolve the issue. Each office and district office has benefits advisors available Monday through Friday from 815 until 4:45 local time. A benefits

advisor can be reached toll-free at 866-444-3272 which is the phone number I also provided earlier or on the web at [WWW.DOL.GOP/agencies/tran01/about Dash-tran01/ask-ask-a-question/ask a friend EBSA](http://WWW.DOL.GOP/agencies/tran01/about-Dash-tran01/ask-ask-a-question/ask-a-friend-EBSA). That is a long hyperlink and you can Google that also.

>> Ears contact information and links for the resources we discussed today. The toll-free number and the EBSA website address can be used to order printed copies of the publications we noted and many additional publications available on retirement savings, retirement plans and health plans. They can also be used to contact her benefits advisors across the country. We hope you found the resources discussed of interest to you and your visitors.

>> Thank you. A great webinar. I would like to jump into some of that myself. The links to the worksheets on the previous slide I will check that out myself. Any questions for Justin and -- we have a question here. Cheryl says many librarians work for government agencies, do the same rules apply to the public sector?

>> I can answer that question. Although ERISA enforces the law on private sector employers sponsored health plans that does not include government entities or church plans. However sometimes HHS enforces what we call mirror or similar regulations and in order to get that address HHS can be contacted at non-Fed, sorry I usually have that off the top of my head. Give me one second because I have their phone number and an email address. They prefer to be contacted by email. You tend to get a better response. That phone number is 877-696-6775, again 877-696-6775 that is for HHS's nonfederal plans and the email there is non-Fed at CMS.HHS.GOP.

>> I just wanted to adding addition to what Justin said I just wanted to add that with the question do these rules apply to the public sector? What you will find is that most government agencies, they will run their own retirement program and the ERISA law basically does not have authority over those particular government entities. That's with regards to retirement. With health plans what we are finding is after the passage of the affordable care act several years ago more and more public sector health plans basically are very similar to what you will find in the private sector. If that helps any.

>> Thank you we just got a comment from Christina. Please include this information in the email version of this webinar.

>> We will.

>> Christina mentioned those last comments you made if you want to email that to me I can see that that gets included. Anymore questions? I have a shout out here. Thank you so much. I was wondering are there any parallels, do you work with the consumer financial protection Bureau, it seems like some of your duties have a few similarities. Do you partner with them?

>> We do not. There's one of the federal level and then each state normally has one. We visit each other and we refer people to each other but when it comes to the protections they vary. Consumers have protections, depending on the issue. Basically what we have been discussing today is employer-sponsored benefits and so that's going to be basically exclusive.

>> Oh, thank you for clarifying that. Anymore questions for Justin and Beazer? This is a great webinar. I really appreciate it. Perhaps you mentioned it, retirement calculators where you punch in and put in some numbers and a form that will estimate how much you need to save or how much you can spend is that part of your package at all?

>> That is correct. Online on our website you can access that retirement calculator. We talked about there are two different versions one is geared more towards a 50 to 70 and that is a little more user-friendly as far as automatically doing the calculations. Then there is the other one for entering the workforce to try to figure out what your retirement savings will be.

>> In addition to that we think the audience and also a lot of this is retirement information especially the time is on your side information. We try and get this information out to the grassroots organizations. We tried to get it to schools. We are asking the librarians in the audience if you know of organizations that we can make presentations to specifically on the time is on your side materials, these retirement

seminars if you know of organizations that would have us and have us a speakers for their audiences especially the schools feel free to give that information to us and we can coordinate throughout the United States.

>> Thank you, thank you. Here is a question from Lori. For agencies not offering retirement plans do you have suggestions to convince the governing board to develop a retirement plan for employers -- employees. Also is it too late for him an employee who is 70 now. ; Let me answer the last question first. Under IRS rules they have a required mandatory distribution rule at 70 1/2. After that you are required to initiate distributions on your retirement plan. That calculator we have on line goes from 50 to 70. Although it is never too late to start saving in some other method outside of a tax-sheltered or employer-sponsored retirement plan. For agencies that do not offer retirement plans the best suggestion we can give is that there are many benefits to offering a retirement plan. Obviously the biggest draw from an employer's standpoint is there are some tax release whenever you offer a retirement plan and make contributions to those plans. This is both for the business and the employee. In addition to that it helps to maintain competitiveness in the marketplace. Employers who offer retirement plans generally are more competitive as far as obtaining and retaining employees. That -- those are a couple of really good issues if you are trying to convince an employer to adopt a retirement plan.

>> Thank you. Anymore questions? Certainly we welcome you back to talk about presenting to groups. We welcome you to come back again for another webinar if you got updates to your programs or new information. We would love to have you present about that. Sean just puts a satisfaction survey in the chat box so please fill that out. I'm going to go into my wrap-up comments. We still got time for questions though so while I am speaking and wrapping things up please get the questions in for Justin and Beazer. The first thing I would like to thank you once again Justin and Beazer for a great webinar. I enjoyed it I'm sure -- I'm sure the audience also did. I would like to thank my partner Sean for keeping things running smoothly as he always does. Thank you audience I know you enjoyed this webinar as much as we did at GPO. Don't forget our upcoming webinar, Sean is going to put an article in the chat box it talks about the Academy, the many webinars we do. Plus other things so give that a look and it will give you a nice picture of the FDL Academy. Don't forget our upcoming webinars. We have one more on our schedule for July. The next one is next week Tuesday July 31. Entitled update to the Census Bureau's new dissemination platform. You will receive notice of all of our upcoming webinars when they are announced if you sign up for our news and events email alert service. From the FDL P Academy webpage which is linked to an index section at the bottom of the homepage you can view calendar of upcoming webinars and events. You can access pass webinars from her archives. You can also volunteer to present a webinar. There are people in the audience who can do a great webinar on how you manage your depository or special resources you know about and like to share with the community. This will be on any topic of interest, please consider presenting a webinar for us. Let's see if there are any other last questions. This was a great webinar. I really enjoyed it. As did the audience. Getting some nice shout outs. Annie last questions? -- Any last questions? I think you both covered all the bases extremely well. So I think I will close out the webinar. Thank you one last time. Great job, great webinar. Thank you audience and please come back to the FDL Academy for more webinars and have a great West -- rest of the day. Thank you.

>> [Event Concluded]