



## President's Message



Dear Fellow Members and Employees Benefits Professionals and Plan Sponsors,

As we quickly approach the end of our program/fiscal year of June 30<sup>th</sup>, it is my distinct privilege to thank all

of those who have made this past year such a rousing success! Thank you to all of our Members (and your complimentary Guests) for consistently attending our monthly Breakfast Forums, monthly Webinars, quarterly Technical Lunch Forums and annual ABCs Seminar. We have set new highs in participation for all of our topical and valuable program offerings and we hope you have enjoyed the benefits of earning continuing education credits, networking with other industry professionals, access to the WP&BC website with Membership directories for each Chapter and discounted registration for our annual conference. This year, we have a new non-profit Partner for our annual conference as we present the 2018 NIPA Annual Forum & Expo (2018NAFE) which will be held in just a

few short weeks (May 20<sup>th</sup> – 23<sup>rd</sup>) at the Cosmopolitan of Las Vegas—I hope to see you there! I also hope to see you at our final Breakfast Forum of the program year on May 10<sup>th</sup> entitled “Cyber-Security Threats” and at our annual Member Appreciation Event—keep an eye out for details as it will be a great summer event!

Further thank yous to all of our Directors who I have had the pleasure of volunteering with over these past years. Next month I have the honor of passing the baton to Mr. Hitz Burton, President of our Orange County Chapter and Ms. Shannon Main will be your President Elect. Mr. Mark Murphy, Treasurer and Mr. Curtis Farrell, Secretary are our Chapter's other Officers and as Programs Co-Chairs, Ms. Marilyn Thompson, Mr. Stuart Hack and Ms. Cindi Grossinger will continue to ensure that our Members and Guests are provided with the highest quality and relevant programming. Our regularly scheduled Breakfast Forums will resume in September and, as always, your Board of Directors will work with a collaborative spirit in



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## A Message From Our President

fulfilling the mission of the Western Pension & Benefits Council “which is to educate, foster sound industry principles and provide for networking opportunities to local retirement, health & welfare and other employee benefits professionals.”

Finally, a very heartfelt thank you to our Membership Chair, Doug Jones and Sponsorship Chair, Tom Drosky, who both have led us to the highest membership on record. In addition to having the highest individual and Corporate Members, ever, the 2017-2018 year brought us the most number of Sponsors. We owe special gratitude to those Sponsors who help underwrite the cost of our Programs allowing us to bring in top quality speakers. A [full list of the sponsors](#) are on the final page of this publication. Please join us in thanking them when you see their representatives at our meetings.

Speaking of Membership, Membership dues can be renewed now by [clicking here](#). For more information, see below.

At the end of my term as your Orange County Chapter President, my final HUGE THANK YOU is reserved for our amazing Chapter Administrator, Ms. Marti Hack. She has that perfect mix of shalom and hutzpah that have deeply enriched the operations of our Board. I will really miss working with her so closely. Marti has been—and, thankfully, will continue to be—an unbelievable asset and blessing to our entire Chapter!

Kindest regards,  
Douglas Van Galder, ERPA, QPA  
Boutwell Fay LLP  
(Soon-to-b Past) Orange County Chapter President

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***In 2017-2018 the Orange County Chapter grew by 25% to our largest ever!***

***Don't Miss the Opportunity to Grow with us!***

***For a 2018-2019 membership, join now!***

The benefits of membership in our Chapter include:

- **Members** are listed in our online membership roster
- **Members** have access to the rosters of all chapters of the WP&BC as well as access to the **Members-only** areas of the website
- **Members** receive **discounted registration** fees to Chapter events—our Breakfasts, Technical Lunch Forums, Seminars and the webinars !!
- **Members** may use the **Free Guest program** to bring clients to Chapter events

Our Chapter is dynamic! Our events provide high-quality education, continuing education credit for a number of certifications, and great networking opportunities. [CLICK HERE](#) to visit the membership page of our website to review the membership opportunities for 2018-2019.

Ready to support our Chapter at a higher level? Become a Sponsor!

Sponsors receive recognition throughout the year in our announcements and newsletters, on our website and at our Breakfast Forums. Visit the Sponsor page of our website. Questions? Contact Marti: [info@wpbcorangecounty.org](mailto:info@wpbcorangecounty.org) or (949) 859-6277 for more information.



## Member Profile



**Name:** Andy Hermann  
**Company:** Empower Retirement  
**Job Title:** Regional Sales Director  
**Years in the Industry:** 20+  
**First "real" job:** Financial Analyst, Gap, San Francisco  
**Education:** B.S. in Business/Finance, Cal Poly San Luis Obispo

### Business Background

**Nature of your work:** Retirement Plan Sales Consultant

**How you got into the field:** Referral from a family friend

**What you like about the field:** Interacting with good, intelligent people and working towards helping to improve participant retirement plan outcomes.

**Why did you join the WP&BC?:** Because of the involvement of professionals I respect, Shannon Main and Doug Van Galder. I also wanted to meet industry professionals in Orange County and to help Empower's name recognition in Orange County.

### Personal Background

**Ways you spend free time:** With my wife and three daughters, being active, outdoors, vacations and road trips.

**Guiding philosophy:** Be the same person in a personal and a professional setting.

**Favorite charity:** WeCare Los Alamitos where my wife is active

**Restaurant recommendation:** Francos Italian Restaurant in Cypress near my office.

**What will you do when you retire:** Coach youth sports, officiate high school games, travel, volunteer, and spend time with my family.



## Ask The Expert



Edmund F. Murphy III  
President,  
Empower Retirement  
24 April 2018 Blog



### The secret to retirement progress is out

Alchemy this is not. Since the broad establishment and growth of the defined contribution system over the last four decades, there's been plenty of debate around the proper construction of retirement plans. We've engaged in the policy debates; read the behavioral finance theories; and considered all the pros and cons of various plan designs, advice models and participant communications strategies.

It's all good work. But, like the medieval alchemists who once upon a time tried to create gold from base metals, we are never going to discover a single secret solution that will achieve full income replacement nirvana for all investors in 401(k), 457(b), 403(b) and other workplace retirement plans. It's not going to happen.

However, some new survey results are showing there may in fact be a simple principle to help get American workers closer to the retirement success they need.

The findings, published this week, are available in a new white paper titled "[Scoring the Progress of Retirement Savers.](#)" The paper includes survey results from 4,000 American workers ages 18 to 64 who are saving for retirement in a workplace plan. The results are encapsulated in a numeric estimation of the percentage of working income American households are on track to replace in retirement.

An interpretation of the presented data shows employers can heavily influence the retirement prospects of their employees by offering key features in the workplace savings plans they sponsor. In turn, employees can help bolster their chances toward a secure retirement by actively pursuing financial advice and education, common features in modern retirement plans.

Collaboration between employers and employees is an essential ingredient necessary to achieving better retirement preparedness. Employers need to lean on providers and advisors for state-of-the-art plans. Likewise, eligible employees need to realize that engagement with their retirement plan may be in their best interest over the long term. Those who seek the help of an advisor and learn about the basics of their retirement plan are going to have a much better chance at achieving their retirement goals than those who do not.

It's clear that employers and employees need to travel the road to retirement together.

## Ask The Expert

Consider these key takeaways for employers:

**Start by creating a plan for workers:** The survey highlights a long-held view that those who are eligible to participate in a workplace retirement plan have a much higher chance of replacing their working income in retirement than those who do not have access — 79% versus 45%. Nearly 80% of those who have access to an employer provided plan are confident they are making the most of it to build the retirement income they need.

**Enroll employees automatically:** Workers in auto-enrolled plans are on track to replace 95% of their income compared to those who manually opt in to a plan, who are on track to replace 84% of their income in retirement on average.

**Boost their contributions:** The retirement picture is even better for those workers in plans that feature auto-escalation. Those workers achieve a median retirement income replacement score of 107% — a full 27 percentage points higher than those in plans without the auto-escalation feature.

For employees, habits for success include:

**Knowing the match:** An employer that offers a match is offering free money to their employees. Among those employees who understand the matching formula in their plan, 73% (56 % of total survey participants) set their savings rates to capture the full match.

Helping eligible employees become more knowledgeable about their plan might spur them to make different savings decisions to take full advantage of their plan's match feature.

**Getting advice:** Respondents who work with an advisor have a 33% advantage (91% versus 58%) in projected income replacement versus those who do not. We know what it takes to make these plans work effectively — there is no secret to this. The challenge/opportunity before us is to help employers and employees understand what we all need to do to create the retirement security workers in the U.S. deserve. And that's worth more than gold.

\*The research was organized by Empower Institute in collaboration with Brightwork Partners, LLC. Brightwork Partners, LLC., is not affiliated with Empower Retirement.

*The views and opinions contained here are my own, not those of Empower Retirement, and are intended to be educational and should not be relied upon for tax, legal or investment advice.*

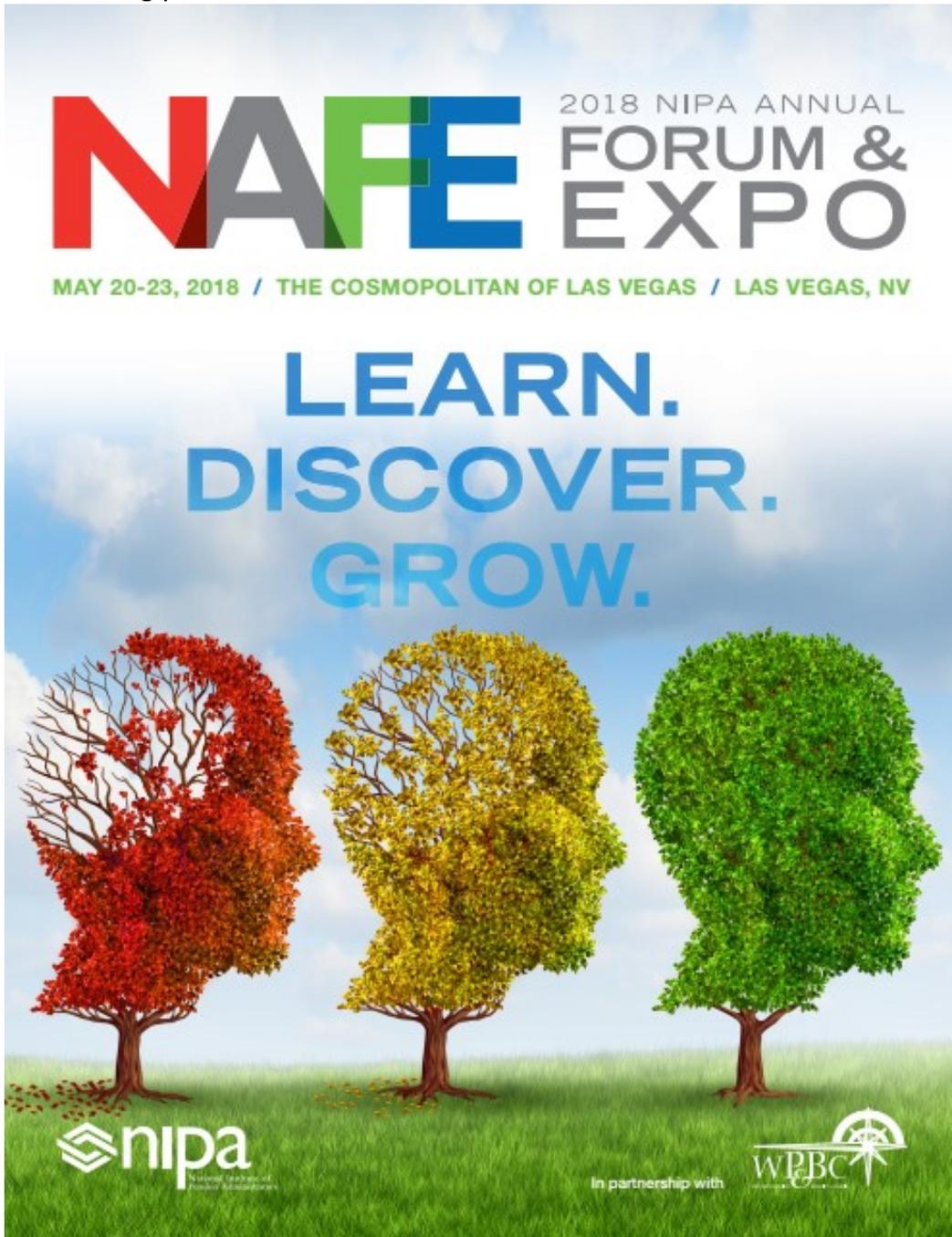
Additional in-depth information may be found by [following this link](#).

## NAFE — NIPA & WP&BC Annual Forum & Expo



At two consecutive Breakfast “Forums” the Orange County Chapter of the Western Pension & Benefits Council gathered business cards from attendees. Over 120 cards were collected. The purpose of the collected cards was to offer a paid registration to the NAFE Forum & Expo at the Cosmopolitan of Las Vegas from May 20—23, 2018. The value of the prize was a maximum of \$1,525.00. With Chapter President, Doug Van Galder presiding, a business card was drawn.

The lucky winner was our very own Jeff Crowder, QKA/Consultant with Pension Benefits Unlimited. Jeff has been a regular attendee to the WP&BC Breakfast Forums since joining PBU, Inc. in 2008. We are delighted to have been able to provide this opportunity. Enjoy the NAFE Forum & Expo, Jeff! We look forward to seeing you there.



The graphic features the NAFE logo in large, multi-colored letters (red, grey, green, blue) on the left, and the text '2018 NIPA ANNUAL FORUM & EXPO' in grey on the right. Below this, the dates and location are listed: 'MAY 20-23, 2018 / THE COSMOPOLITAN OF LAS VEGAS / LAS VEGAS, NV'. The central text reads 'LEARN. DISCOVER. GROW.' in large blue letters. Below the text are three stylized trees with autumn foliage in red, yellow, and green. At the bottom left is the NIPA logo (National Institute of Pension Administrators) and at the bottom right is the WP&BC logo (Western Pension & Benefits Council) with the text 'In partnership with'.



## Western Pension & Benefits Council - Orange County Chapter

### Nominating Committee Report to the Members

Hitz Burton will transition from the President-Elect position to become the President, and Doug Van Galder will become the Immediate Past President, for the 2018-2019 and 2019-2020 fiscal years (July 1, 2018—June 30, 2020) as provided for in our Bylaws.

The Nominating Committee has nominated the following Members to serve as the Officers of the Organization for the 2018-2019 and 2019-2020 fiscal years (July 1, 2018 through June 30, 2020):

Shannon Main:	President-Elect
Curtis Farrell:	Secretary
Mark Murphy:	Treasurer

The following Members have been nominated to serve on the Board of Directors for the Organization for the 2018-2019 and 2019-2020 fiscal years (July 1, 2018 through June 30, 2020):

Kathleen Bass:	Director at Large (Newsletter Chair)
Tom Drosky:	Director at Large (Sponsorship Chair)
Alison Fay:	Director at Large
Samantha Graboff:	Director at Large (Webinars Chair)
Stuart Hack:	Director at Large (Programs Co-Chair)
Doug Jones:	Director at Large (Membership Chair)
Margaret Martinazzi:	Director at Large
Dylan Porter	Director at Large

The following Members will continue on the Board of Directors for the organization for their two-year terms beginning July 1, 2017 and ending June 30, 2019:

Marilyn Thompson:	Director at Large (Programs Co-Chair)
Cindi Grossinger:	Director at Large (Programs Co-Chair)

## Spring 2018 Calendar of Programs

All Breakfast Forum Meetings will be held at

**Andrei's Restaurant**  
**2607 Main Street**  
**Irvine, CA 92614**

Our slate of speakers and topics is subject to change throughout the year. To find the most current information about upcoming meetings, visit [www.WPBCOrangeCounty.org](http://www.WPBCOrangeCounty.org), then select "Events."

<p>5/10/2018          Andrei's Restaurant          Irvine, CA 92614</p>	<p><b>Breakfast Forum:</b> Cyber-Security Threats to Plan Participants and Individuals Are Becoming More Pervasive</p>	<p>Bill Murdoch, <i>FBI</i>          Doug Peterson, <i>Great West</i></p>
<p>5/20—5/23/2018          The Cosmopolitan          Las Vegas, NV</p>	<p><b>Annual Western Benefits Conference is joining NIPA in Las Vegas:</b> An event designed exclusively for retirement plan professionals.</p> 	<p><a href="#">For an Overview Click Here.</a>  <a href="#">For the Agenda Click Here.</a></p>
<p>6/12/2018          Online Webinar          Western Pension &amp;          Benefits Council</p>	<p><b>Online Webinar:</b> The important differences between 403(b) plans and 401(k) plans</p>	<p>Evan Giller, <i>Boutwell Fay, LLP</i>          Bob Toth, <i>Law Office of Robert J. Toth, Jr., LLC</i></p>
<p>6/13/2016          American Funds          6455 Irvine Center Dr          Irvine, CA 92618</p>	<p><b>Technical Lunch Forum:</b> Uncashed Checks and Missing Participants—What do you do?</p>	<p>Spiro Prevolos, Vice President, Business Development  <i>PenChecks</i></p>

### Meeting Details:

**Breakfast Forums** are held at Andrei's Restaurant, address above. Registration is \$75 per person, with discounts for members and early registration. Your registration fee includes a full breakfast buffet and hosted valet parking. Check-ins begin at 7:30 am, breakfast and networking until 8 am. Presentations typically end at 9:30 am. Members may bring one guest for free.

**Technical Lunch Forums** are held at the Precept Advisory Group or the American Funds Campus in Irvine. Registration is \$50 per person, with discounts for members. Your registration fee includes a full lunch and parking. Check-ins begin at 11:30 am and typically end at 1:40 pm. Walk-ins cannot be accommodated.

**Online Webinars** are sponsored by the Western Pension and Benefits Council. Registration for a 100 minute session is \$50.00 for members and \$65.00 for non-members.

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The Western Pension and Benefits Council appreciates our Sponsors whose support enhances all that we do!



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