

edelman financial engines 401k

Edelman Financial Engines 401k: A Smart Approach to Your Retirement Savings

edelman financial engines 401k has become a trusted name for many individuals looking to optimize their retirement savings and plan effectively for the future. In today's complex financial landscape, having a reliable partner to guide you through the intricacies of 401k management can make a significant difference. Edelman Financial Engines combines personalized financial planning with a deep understanding of employer-sponsored retirement plans, making their 401k service a compelling choice for those seeking both simplicity and sophistication in managing their retirement funds.

Understanding Edelman Financial Engines 401k Services

When it comes to employer-sponsored retirement plans, 401ks are one of the most popular vehicles due to their tax advantages and potential for employer matching contributions. However, managing a 401k can sometimes feel overwhelming, especially with the choices of investment options and the need to balance risk and growth. This is where Edelman Financial Engines steps in.

Edelman Financial Engines offers 401k advisory and management services designed to help participants make informed decisions about their retirement savings. Their approach blends advanced technology with personalized advice, ensuring that your portfolio aligns with your long-term goals, risk tolerance, and individual circumstances.

Personalized 401k Advice Tailored to You

Unlike generic investment platforms, Edelman Financial Engines provides tailored advice that takes into account your unique financial situation. Whether you're just starting your career or nearing retirement, their financial advisors analyze your current savings, investment choices, and future goals to recommend an optimal strategy. This personalized approach is critical because the best 401k allocation for one person might not be ideal for another.

Their platform evaluates factors like your age, income, expected retirement age, and even your comfort with market volatility to design a portfolio that balances growth potential with risk management. This ensures that your 401k investments are not only diversified but also aligned with your personal retirement timeline.

Technology Meets Expertise

One of the standout features of Edelman Financial Engines 401k services is their use of

cutting-edge technology. The platform employs sophisticated algorithms to monitor and adjust your portfolio as market conditions change or as you progress through different life stages. This dynamic approach helps keep your retirement plan on track without requiring constant manual intervention.

Additionally, their online portal and mobile app make it easy to review your portfolio, track progress, and communicate with your financial advisor. This seamless integration of technology and human expertise offers a convenient way to stay engaged with your retirement planning.

Benefits of Using Edelman Financial Engines for Your 401k

Choosing Edelman Financial Engines for managing your 401k can unlock several advantages that empower you to maximize your retirement savings.

Comprehensive Financial Planning

Edelman Financial Engines doesn't just focus on your 401k in isolation. Their advisors consider your entire financial picture, including other investments, debts, and future expenses. This holistic planning means that your 401k strategy fits into a broader roadmap designed to secure your financial future.

Cost Transparency and Competitive Fees

Many investors worry about hidden fees eating into their retirement savings. Edelman Financial Engines is known for clear communication about costs, helping clients understand exactly what they are paying for. Their fee structure is competitive in the industry, and considering the personalized advice and portfolio management you receive, many find the value well worth the cost.

Access to Fiduciary Advisors

Another key benefit is access to fiduciary advisors who are legally obligated to act in your best interest. This commitment provides peace of mind that the advice you receive is unbiased and focused solely on helping you achieve the best outcomes for your retirement.

Automatic Portfolio Adjustments and Rebalancing

Markets fluctuate, and your investment mix can drift away from your target allocation. Edelman Financial Engines proactively monitors your 401k portfolio and performs

rebalancing when necessary. This helps maintain the intended risk-return profile and can improve long-term growth potential.

How to Get Started with Edelman Financial Engines 401k

If your employer offers Edelman Financial Engines as part of your 401k plan services or if you're considering transferring your retirement assets to their management, getting started is straightforward.

Enrollment Process

Typically, when your employer sponsors Edelman Financial Engines' services, you'll receive an invitation to create an account and complete a risk assessment questionnaire. This helps the platform understand your financial goals and preferences.

Setting Your Investment Goals

Once registered, you'll work with a financial advisor to set realistic retirement goals. This might include deciding how much to contribute, selecting appropriate investment funds, and determining the right balance between growth and safety.

Ongoing Support and Education

Edelman Financial Engines also provides educational resources to help you understand your 401k options better. From webinars to articles, these materials empower you to take an active role in your retirement planning.

Tips for Maximizing Your Edelman Financial Engines 401k Experience

To make the most out of your 401k with Edelman Financial Engines, consider these practical tips:

- **Contribute Enough to Get the Full Employer Match:** Employer matching contributions are essentially free money. Make sure you're contributing at least enough to take full advantage of this benefit.
- **Review Your Portfolio Periodically:** Even though automatic rebalancing is in place,

regularly reviewing your investments helps you stay informed and adjust your goals if needed.

- **Increase Contributions Gradually:** If you can't max out your 401k contributions right away, try to increase your contributions incrementally over time.
- **Utilize Financial Advice:** Don't hesitate to reach out to Edelman Financial Engines advisors whenever you have questions or need guidance.
- **Stay Informed About Plan Changes:** Keep an eye on any updates or changes to your employer's 401k plan offerings and investment options.

Comparing Edelman Financial Engines 401k to Other Retirement Planning Services

With many financial advisory firms and robo-advisors in the market, it's natural to wonder how Edelman Financial Engines stacks up.

Personalized Human Advice vs. Robo-Advisors

While robo-advisors offer low-cost, automated portfolio management, Edelman Financial Engines combines technology with access to live financial advisors. This hybrid approach appeals to those who want professional guidance without losing the benefits of automation.

Focus on Employer-Sponsored Plans

Unlike some advisory firms that focus solely on individual accounts, Edelman Financial Engines specializes in employer-sponsored 401k plans. Their expertise in this niche means they understand plan-specific rules, fund options, and how to maximize benefits within the structure of your employer's offering.

Fiduciary Standard

Not all financial advisors are fiduciaries. Edelman Financial Engines adheres to this standard, ensuring that their recommendations prioritize your best interests, which is a critical consideration when choosing a 401k advisor.

Why Edelman Financial Engines 401k Could Be the Right Choice for You

Planning for retirement is one of the most important financial decisions you will make, and partnering with a trusted advisor like Edelman Financial Engines can simplify this journey. Their 401k services offer a blend of personalized advice, advanced technology, and fiduciary responsibility that helps you navigate the complexities of retirement planning with confidence.

By leveraging their expertise, you can feel assured that your 401k investments are aligned with your goals and adjusted as life changes. This proactive approach not only helps reduce the stress of managing retirement savings but also enhances the likelihood of achieving a comfortable retirement.

Whether you're just starting to save or are well on your way, exploring what Edelman Financial Engines offers for 401k management could be a smart step toward securing your financial future.

Frequently Asked Questions

What is Edelman Financial Engines 401(k) plan?

Edelman Financial Engines 401(k) plan is a retirement savings plan managed by Edelman Financial Engines, offering personalized investment advice and portfolio management to help employees optimize their retirement savings.

How does Edelman Financial Engines help with 401(k) investment decisions?

Edelman Financial Engines provides tailored financial planning and automated investment management based on individual goals, risk tolerance, and time horizon, helping 401(k) participants make informed investment choices.

Can I roll over my old 401(k) into Edelman Financial Engines?

Yes, Edelman Financial Engines allows you to roll over your previous employer's 401(k) into their platform, consolidating your retirement accounts for easier management and personalized advice.

Are there any fees associated with Edelman Financial Engines 401(k) services?

Edelman Financial Engines charges advisory fees based on assets under management, which vary depending on the plan and services used; it is important to review the fee

details in your specific 401(k) plan documents.

How do I access my Edelman Financial Engines 401(k) account online?

You can access your Edelman Financial Engines 401(k) account by visiting their official website and logging in with your credentials, where you can view balances, monitor investments, and update personal information.

What makes Edelman Financial Engines 401(k) different from other 401(k) providers?

Edelman Financial Engines combines personalized financial advice with technology-driven portfolio management, offering a holistic approach to retirement planning that includes behavioral coaching and ongoing plan optimization.

Additional Resources

Edelman Financial Engines 401k: A Detailed Review of Services and Benefits

edelman financial engines 401k represents a significant player in the retirement planning and investment management landscape, especially for individuals seeking robust 401(k) solutions. Formed through the merger of Edelman Financial Services and Financial Engines, this firm has positioned itself as a leading independent financial advisor and digital wealth management provider. Their 401(k) services, blending personalized advice with technology-driven investment management, attract considerable attention from employers and employees alike. This article explores the nuances of Edelman Financial Engines 401k offerings, evaluating its features, advantages, and areas of consideration to help investors make informed decisions.

Understanding Edelman Financial Engines 401k Services

Edelman Financial Engines 401k is designed to assist both employers and employees in managing retirement savings more effectively. The company leverages a hybrid approach that combines human financial advisors with sophisticated digital tools to deliver retirement plan advice and investment management. Unlike traditional 401(k) providers that might focus solely on plan administration, Edelman Financial Engines emphasizes advisory services, aiming to enhance participant engagement and optimize investment outcomes.

At the core of their 401(k) service is personalized retirement planning. When employees enroll in a plan managed by Edelman Financial Engines, they gain access to tailored guidance that considers their unique financial goals, risk tolerance, and time horizon. This bespoke approach contrasts with standard 401(k) offerings that often provide generic investment options without individualized input.

Key Features of Edelman Financial Engines 401k

Several features distinguish Edelman Financial Engines 401k from other retirement plan providers:

- **Personalized Advice:** Participants receive one-on-one consultations with certified financial planners, either virtually or in person, helping them create a retirement strategy aligned with their needs.
- **Automated Portfolio Management:** The firm employs algorithms to continuously monitor and rebalance 401(k) portfolios, ensuring investments remain aligned with the participant's risk profile and market conditions.
- **Comprehensive Financial Planning Tools:** Their platform includes calculators and interactive models that help users visualize retirement outcomes and understand the impact of different saving rates or investment choices.
- **Fiduciary Responsibility:** Edelman Financial Engines operates under a fiduciary standard, meaning they are legally obligated to act in the best interest of their clients when managing 401(k) assets.
- **Participant Education and Engagement:** The company offers educational resources such as webinars, newsletters, and online content aimed at increasing participant knowledge and encouraging proactive retirement planning.

Comparing Edelman Financial Engines 401k to Other Providers

When evaluating Edelman Financial Engines against other prominent 401(k) providers, several factors come into focus, including fees, advisory quality, technology integration, and plan flexibility.

Fees and Cost Structure

Edelman Financial Engines typically charges fees based on assets under management (AUM), often ranging between 0.25% to 0.50% annually, depending on the plan size and services selected. While this fee range is competitive within the industry, it may be higher than some low-cost providers like Vanguard or Fidelity, which offer basic 401(k) administration with minimal advisory services.

However, the value proposition lies in the personalized advisory support and fiduciary oversight. For employees who seek active guidance and regular portfolio adjustments, these fees can be justified. Employers should weigh the cost against the potential benefits

of improved participant outcomes and higher plan engagement.

Technology and User Experience

The digital platform of Edelman Financial Engines is user-friendly and designed for ease of access across devices. Participants can log in to review their portfolio performance, adjust contributions, or schedule advisor meetings. The integration of robo-advisory tools with human expertise provides a hybrid model that appeals to a broad demographic, from tech-savvy younger employees to those preferring direct human interaction.

In comparison, some competitors offer more robust mobile apps or social features, but Edelman Financial Engines remains strong in delivering a balanced digital and personal service.

Plan Flexibility and Customization

For employers, Edelman Financial Engines offers customizable plan designs that can include automatic enrollment, auto-escalation of contributions, and a curated menu of investment options. This flexibility supports compliance with regulatory requirements and aligns with best practices for participant outcomes.

Moreover, the firm's advisory services extend beyond 401(k) plans to encompass holistic financial planning, allowing participants to integrate other assets and retirement vehicles into their strategy.

The Pros and Cons of Edelman Financial Engines 401k

While Edelman Financial Engines 401k has many strengths, it is important to consider both advantages and potential drawbacks.

Pros

- **Comprehensive Advisory Support:** Access to certified financial planners enhances decision-making and retirement readiness.
- **Fiduciary Duty:** Commitment to acting in clients' best interests offers peace of mind regarding investment recommendations.
- **Hybrid Model:** Combines technology with human interaction, catering to diverse participant preferences.

- **Customized Plan Features:** Employers can tailor plans to encourage savings and compliance.
- **Strong Educational Resources:** Participant engagement tools help improve financial literacy.

Cons

- **Fees May Be Higher:** Compared to purely digital or passive administration providers, costs can be steeper due to advisory services.
- **Potential Over-Reliance on Algorithms:** While technology is advanced, some users may prefer fully human-guided management or greater transparency in robo-advice methodologies.
- **Limited Plan Sizes:** Firms with very small employee bases might find minimum account sizes or service thresholds restrictive.

Who Should Consider Edelman Financial Engines 401k?

Edelman Financial Engines 401k is particularly suited for mid to large-sized companies that want to enhance their retirement offerings with personalized advisory services. Employers aiming to improve employee engagement and retirement outcomes will find value in the firm's hybrid advisory model. Similarly, employees who appreciate tailored financial advice and ongoing portfolio management are likely to benefit from this approach.

Individuals who prefer a hands-off investment strategy with minimal fees might explore other providers offering low-cost passive management. However, for those prioritizing comprehensive retirement planning and fiduciary oversight, Edelman Financial Engines remains a compelling option.

Integration with Other Financial Services

An additional advantage of Edelman Financial Engines 401k is the seamless integration with broader wealth management services. Clients can consolidate their 401(k) investments with IRAs, taxable accounts, and other financial goals within the same advisory framework. This holistic approach supports more efficient tax planning, withdrawal strategies, and overall financial health monitoring.

Final Observations on Edelman Financial Engines 401k

Overall, the Edelman Financial Engines 401k offering stands out for its emphasis on fiduciary responsibility, personalized advice, and the fusion of technology with human expertise. While fees may be somewhat above average, the depth of services and participant engagement initiatives justify the investment for many plan sponsors and participants.

As retirement landscapes grow increasingly complex, having access to professional guidance through platforms like Edelman Financial Engines can be a critical factor in achieving long-term financial security. Employers and employees evaluating 401(k) options should carefully assess their priorities—whether that is cost minimization or comprehensive advisory support—to determine if Edelman Financial Engines aligns with their retirement planning goals.

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edelman financial engines 401k: What Should I Do with My 401k? Tim Clairmont, 2019-07-18 With pension plans becoming an endangered species, more and more Americans are now dependent on their 401k. With no other solutions in sight, investors have watched their balances go up and down like a roller coaster at a theme park. In What Should I Do with My 401k?, author Tim Clairmont answers the question on everyone's mind: What should I do with my 401k? This veteran fiduciary, who is gifted at making the complicated simple and easy to understand, shares the facts and circumstances behind annuities, managed money, mutual funds, ETFs, and the limited array of options for the investment of your 401k plan. Whether you're an expert or starting from scratch, Tim gives enough information to help you make your own decisions about the approach you want to use. Answering a host of questions, and offering a clear view of the investment landscape, What Should I Do with My 401k? provides useful advice about retirement planning and investment choices.

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edelman financial engines 401k: 401(k) Fiduciary Solutions Christopher Carosa, Christopher Carosa, MBA, CTFA, 2012-04-20 In an economy that demands focused attention, 401k plan sponsors must concentrate on their business, not its employee benefits. Ironically, this same economic environment provides an ideal opportunity to create a retirement plan that can best help employees retire in comfort. Companies achieving this ideal will find it easier to hire quality employees. How can 401k plan sponsors balance these two opposing forces? The answer most likely lies not within the walls of the company, but in its ability to outsource certain key fiduciary duties to recognized leaders in the fiduciary service industry. 401(k) Fiduciary Solutions covers all 401k compliance issues in a single reference source. It is written for plan managers, sponsors and others with 401k plan fiduciary responsibilities. Smart plan participants may also find the book a helpful source for advice on how to actively monitor plan performance and regulatory compliance. 401(k) Fiduciary Solutions helps readers: - Learn the 5 areas of fiduciary liability. - See a benchmarking template on how to best measure your plan. - Read what issues experts and industry thought leaders say matter most. - Discover how to avoid hiring vendors with hidden conflicts-of-interest. - Recognize what academic research suggests will help employees making good decisions. - Find out what industry pros are doing to create better 401k plans. - Follow an easy-to-implement approach to develop effective plan education. 401(k) Fiduciary Solutions contains an exhaustive appendix filled with great resources and useful checklists. Here's What Others Are Saying About Christopher Carosa's 401(k) Fiduciary Solutions: The collection of material Carosa has compiled in 401(k) Fiduciary Solutions is nothing short of extraordinary. He digs deeply into an expansive set of topics to extract the practical insights diligent fiduciaries can use on a daily basis as they work with their retirement plans. - Mike Alfred, Co-Founder & CEO BrightScope, Inc. Chris provides a treasure trove of practical & invaluable information and insights for plan sponsors and financial advisors to 401K plans. If you wear either of these hats you MUST read this book. - Harold Evensky, CFP, AIF, President, Evensky & Katz Carosa demonstrates a knack for cutting through the clutter of investment, administrative and regulatory issues plan sponsors face to uncover the essence of what the reader needs to know and points to great resources for more information. - Blaine F. Aikin, CEO, fi360 What sets this book apart from others I've seen in this space is the thoroughness of Chris's

research, the variety of experts interviewed, and the breadth and depth of the topics covered. The book flows seamlessly from expert to expert and topic to topic. If you are a plan sponsor or in any way provide service and advice to plan sponsors this is a must-have book for your library. - Roger Wohlner, Co-founder Retirement Fiduciary Advisors Provocative yet conversational, Carosa's book will terrify plan fiduciaries before guiding them on a simple path out of the darkness. - Jan Sackley, Fraud Examiner, PI, Fiduciary Consultant Fiduciary Foresight, LLC Candid and forthright, Mr. Carosa proves he writes what he knows. The pithy and concise narrative translates the technicalities of the 401k fiduciary area into a relatable expertise. - Jenny Ivy, Managing Editor BenefitsPro.com To craft, as Chris has on a regular basis, information on a complex subject that is readable, timely, and instructive - as well as occasionally controversial - is a rare gift. - Nevin E. Adams, JD Director, Education and External Relations Employee Benefit Research Institute Carosa's work is highly regarded in the retirement community. His new book should serve as an essential reference for any plan sponsor or advisor who aspires to a higher fiduciary standard. - Kerry Pechter, Editor & publisher Retirement Income Jo

edelman financial engines 401k: 401(k) Success Stories... Gina DeLapa, 2001 This book teaches readers the importance of planning for their retirement by contributing to their 401(k) plan. It tackles the barriers that prevent many from maximising their 401(k) opportunity: lack of understanding of their plan, lack of money (too many other financial responsibilities) and lack of time to save before retirement starts. Readers will purchase this book because of its 'how-to' approach, and examples of how everyday people overcame barriers to save wisely for retirement while meeting their other financial responsibilities. The author writes in a concise, upbeat, conversational manner. The book will appeal to reader turned off by personal finance books filled with technical jargon. A friendly robot appears throughout the book, demonstrating the 'do's and don'ts' of managing a 401(k). The illustrations, personal stories, and upbeat tone invite the reader to 'dive-in' and learn about a subject many workers ignore.

edelman financial engines 401k: IRAs, 401(k)s and Other Retirement Plans Twila Slesnick, Tracy Shea, 2025-09-30 When you want or need to take money out of a retirement plan--whether you've inherited the plan or you're retiring, buying a house, or just in need of money--this book will help you make the best financial choices. Anyone who is approaching retirement, retiring early, changing jobs, or wondering what to do with an inherited plan will benefit from the advice in this book. Includes new rules from SECURE Act.

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starting point.

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edelman financial engines 401k: Fixing the 401(k) Joshua P. Itzoe, 2008 Are you a retirement plan fiduciary but unsure of what's required of you? Does it scare you to be held personally liable for bad decisions? Do you have a sneaking suspicion that your plan is paying too much in fees but you're not sure how to find out? Are you worried that your employees won't be able to retire? If the answer to any of these questions is Yes, this book is for you. Josh Itzoe has a remarkable capacity for seeing through the maze of regulations surrounding qualified plans to the handful of core ideals by which successful plans must operate. This is a great, understandable guide for plan sponsors. -Pete Swisher, CFP, CPC, Vice President and Senior Institutional Consultant, Unified Trust Company, N.A. and author of 401 (k) Fiduciary Governance: An Advisor's Guide Fixing the 401(k) is a bold and excellent work. Josh Itzoe reminds us that excellence is desperately needed within our private retirement system. By following the solid principles shared in this book, Itzoe reveals how any employer, large or small, can build and operate an excellent 401(k). The 401(k) is the mechanism that over fifty million people will rely upon to help their retirement dreams become a reality. This book is the starting point for employers who want to understand how to make their 401(k) truly excellent and help secure the common good of society. -Matthew D. Hutcheson, Congressional Expert and Independent Pension Fiduciary

edelman financial engines 401k: You Can Do It Yourself Investor's Guide Charlie Emery, 2013-03 Charlie Emery has been an active, self-taught investor for over twenty years. He has invested in his 401k plan at work as well as regular and Roth IRAs. He has learned the hard way, by trial and error, what does and doesn't work. Building on that experience, You Can Do It Yourself Investor's Guide seeks to help today's working investor, most of whom will not have a traditional pension plan to fall back on when they retire. If you are familiar with or willing to learn to work with a spreadsheet program like Excel; you can chart your own investments effectively. By spending a few hours each week managing your own investments and following a disciplined plan of action for your investments, you can plan for your long-term financial health. Emery also provides a top-down plan for the ETF investor who doesn't have a lot of time or money to spend managing their portfolio,

along with a bottom-up plan that takes a little more time, but offers better rewards. This helpful guide can help you make your way past the financial planners and investment advisors who promise you big returns, but rarely deliver on their promises. You can manage your own investments and plan your financial future effectively. The time to start is now.

edelman financial engines 401k: *Smartest 401(k) Book You'll Ever Read* Daniel R. Solin, 2010-07-06 This book will change the way you think about and invest in your retirement savings plan-forever. Internationally bestselling author and consumer advocate Dan Solin challenges some basic and misguided assumptions about traditional retirement plans to reveal that: ? 401(k) and 403(b) plans are laden with Porky Pig fees, poor investment choices, and conflicts of interest. You may be better off just saying No! ? There is a simple way to make smart choices in these plans- and this book shows you exactly what to do and which funds to avoid. ? There is one investment that could be the key to a successful retirement plan. You can do it yourself, with pre-tax or after-tax money. Create your own, inflation-proof pension plan that is guaranteed to provide you with monthly income for as long as you live, and beyond! Smart Investing is not complicated. You have the power to make meaningful changes to your retirement savings plan-no matter what your age or financial status. If you haven't taken a recent look at what your own retirement investments are doing and-perhaps even more important-how they are put together, reading Solin's smart little book might provide the impetus for action. -Miami Herald

edelman financial engines 401k: *401K Tune-up: Do you really want to work 'til 80?* Hugh W. Connelly, 2013-01-15 Hugh W. Connelly is the managing member of Independent Retirement Advisers, LLC ("IR Advisers"), a NJ-based investment adviser. Hugh became very frustrated with the performance in his own 401K plan. He founded IR Advisers to help people better manage their 401K retirement plans. Hugh is a Chartered Financial Analyst (CFA). There are only about 100,000 CFAs in the world. He is also a Certified Fund Specialist (CFS). Hugh is an adjunct professor of finance at Strayer University in Philadelphia. Married with three children, Hugh is a British car enthusiast and an avid runner. He has completed over 24 marathons including the marathons in Philadelphia, New York, Boston, Reykjavik, Dublin, Rome and the Athens Marathon in Greece.

edelman financial engines 401k: *The 401(k) Revival* Michael Watkins, 2021-07-07 A New Day Has Dawned ?Side-Step Stock Market Crashes?Put your 401(k) on Autopilot?Forward Looking 401(k) Wisdom?Look like a Financial Genius ?Avoid Future Tax Burdens?Rescue Your Orphaned 401(k) Plans Now?Strategies Used by The Wealthy ?Peace of Mind and Confidence is Priceless

edelman financial engines 401k: *Your 401k* Roger Levy, Peter Roland, 2016-03-28 Does your 401(k) plan offer the investment options and features that are best suited to provide you with a secure retirement income? The danger that may lurk within your plan is that available options are imprudent and that you are paying excessive expenses that eat away at investment earnings. This guide brings a novel approach to help you answer that question. Employers have many responsibilities to meet before employees enroll in a 401(k) plan and many of these continue throughout the life of the plan. As a participant, you generally see only the results of your employer's decisions. The process your employer undertakes in making those decisions is rarely described. Yet if the employer's process was more transparent, you would have better tools to evaluate your plan and available investment options, building more confidence in the process. On the other hand, if you saw opportunities for improvement in the plan, you could bring these to your employer's attention. Within this guide, you will follow the prudent steps that your employer should take in managing a 401(k) plan's investment process, with easy questions to ask your employer if any of these matters are unclear to you or seems amiss. The foregoing matters are described in Part One of this guide. In Part Two, you will learn the basics of financial and retirement planning. Of necessity, this includes discussion of some of the material found in Part One, in case a reader should skip to Part Two first. In addition, because this guide may find its way into the hands of employers, there is a Message to Employers at the end of the guide, to explain the relevance of this guide to employers' fiduciary responsibilities. Finally, while the guide refers to 401(k) plans, it applies equally to work-place 403(b) plans!

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