

## Rebalancing employees' perspective on their retirement plans



Hooker & Holcombe, founded in 1956, is a leading regional provider of comprehensive actuarial, investment advisory and retirement plan consulting services. Through the expertise of dedicated and knowledgeable professionals, including skilled actuaries and CFA Charterholders, the firm designs and implements customized retirement plan programs based on proven best practices and advanced technology that exceed client expectations. The firm also provides portfolio management services for individuals. Learn more at [hhconsultants.com](http://hhconsultants.com)

## Identify

A designer and manufacturer of non-ferrous metal products decided to freeze its pension plan. In order to continue providing exceptional employee benefits, the company chose to simultaneously increase its 401(k) match. Faced with a large older population who were concerned by this decision, the plan sponsor turned to Hooker & Holcombe's education team for advice.

## Achieve

Understanding the employee emotions that could result from this type of announcement, our educational team sprang into action. They worked with the plan sponsor to learn more about the company's employee population and how they may react to this news. Using their full array of tools and years of experience, our credentialed educational professionals delivered informative group seminars in conjunction with one-on-one meetings that helped our client's employees better understand their employer's decision. The instructor also provided insightful trends and tips to help participants make more informed financial decisions in the future.

## Exceed

The seminars not only gave employees a better understanding of their retirement benefits and what these changes may mean to them, it also helped many regain confidence in their employer's decision.

The results?

- 80% of employees attending the seminars increased their 401(k) contributions
- 75% of employees who were not contributing to the plan enrolled shortly after the seminar
- No employees decreased their contributions

Convinced that employee education is critical to helping individuals successfully reach their goals, the plan sponsor continues to work with our educational team to offer additional group seminars and one-on-one sessions to the company's employees.

This is just one example of the many ways we help plan sponsors and their participants maximize benefits while lowering costs. Leverage our experience for your retirement plan needs. Visit [hhconsultants.com](http://hhconsultants.com) to learn more.



The elements of success

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