

February 26, 2015

President Obama has given the Department of Labor the green light for the redraft of a rule to amend and expand the definition of fiduciary under the Employee Retirement Income Security Act (ERISA). The end goal is to ensure that *"responsible Americans who are saving for retirement are getting a fair share of returns on their savings,"* Obama further noted, *"It's a very simple principle: You want to give financial advice, you've got to put your client's interests first. You can't have a conflict of interest."* Issues specifically addressed and outlined in the legislation are to include the following:

- Require retirement advisers to put their client's best interest first, by expanding the types of retirement investment advice subject to ERISA.
- Preserve the ability of working and middle class families to choose different types of advice.
- Preserve access to retirement education: The Department's proposal will allow advisers to continue to provide general education on retirement saving across employer-sponsored plans and IRAs without triggering fiduciary duties.

At Marsh & McLennan Agency, we want our clients to know that we have been and will continue to be one step ahead of this legislation. As a Registered Investment Advisor (RIA), we have been providing ERISA fiduciary guidance and advice for approximately 20 years. As such, we are contractually obligated to take ERISA fiduciary responsibility for over 200 defined contribution plan clients. We address the additional components of this legislation in the following ways:

- Our compensation structure is such that there is no variability in our compensation based on investment option selection. Any and all fees we receive are transparent and disclosed to our clients.
- We have no relationships - common ownership or financial - with investment management firms that could create a conflict of interest.
- We also address the "preservation and access to retirement education" by managing the employee education process. We work continually and directly with plan sponsors and with our retirement partners to develop educational goals, objectives and strategies so that the employee base is fully informed about the benefits of their retirement plan.

We feel the ability to act under this capacity gives our clients the confidence, satisfaction and complete transparency of knowing that any and all advice we provide is in the best interest of our clients and their employee base. For more information on how Marsh & McLennan Agency works with clients both as a fiduciary and in providing fiduciary guidance, please don't hesitate to contact us.

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