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Keeping You On Target.

Medicare ID Scam Targets Seniors Receiving New Cards



Millions of people 65 or older will soon get new Medicare cards to prevent identity theft, but fraudsters are exploiting the nationwide rollout to try and fleece seniors into revealing personal information, according to reports.

Social Security numbers aren't being printed on the new cards. Instead, they will contain 11-digit personal identifiers with numbers and letters. As of this month, the new cards are being sent to the nation's 58 million Medicare recipients.

[Read more](#) from FOX News.

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Financial Wellbeing Programs: Today's Tools for a Healthy, Productive Workforce



The American workforce is stressed out—and finances play a major role. Many workers say they're living paycheck-to-paycheck, and the routine is stressing them out so much that it's taking a toll on their health. Often, people bring their personal financial problems to work, resulting in absences, distractions, or other unproductive behaviors.

Financial stress costs companies about \$5,000 per employee annually, the Federal Reserve reported in 2010. Although this statistic comes from the period immediately following the financial crisis and recession—and many Americans' personal balance

sheets have strengthened since then—there's no doubt that workers' financial stress remains a significant drag on employers' bottom lines.

To address this problem, employers are increasingly taking a proactive approach through financial wellbeing programs. This year, 91 percent of employers say they will create or expand financial wellbeing strategies, according to a survey by consulting firm Alight Solutions. Meanwhile, just 7 percent say they've fully executed on a program, leaving plenty of room for growth.

Read the full article [here](#).

Treating Numbers Like Numbers
and People Like People



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Get Your Finance Team Ready for Automation



Emerging technologies like artificial intelligence and blockchain will radically transform how companies view and perform finance and accounting functions in the very near future.

Some global companies and large banks are already automating finance and accounting tasks like reconciliations, accruals, and journal entry. Although the technology is still several years away for many companies, it is simply a matter of time before automation is the rule.

[Read the full article](#) from the *Journal of Accountancy*.

Roth 401(K), Worth a Fresh Look?

This year marks the 20th anniversary of the Roth Individual Retirement Account (IRA). While the Roth IRA has been widely hailed as a powerful retirement saving vehicle because of its tax-free-growth and has seen widespread adoption by individuals who meet the income requirements, the Roth 401(k) isn't nearly as popular.

That status, however, may change. The recent tax reform law poses an opportunity for employers to take another look at the Roth 401(k). While the new law doesn't include significant changes for 401(k)s, lower marginal income tax rates may make the Roth 401(k) option slightly more attractive to participants and may spur more plan sponsors to add Roth plans to their benefit offerings.

[Click here](#) for more.

Expanded Missing Participants Program: What Plan Sponsors Need to Know About Terminating Plans



For more than 20 years, the program has been available to PBGC-insured single employer defined benefit (DB) plans only. Now, the final rule, published in the Federal Register on Dec. 22, 2017, helps more plan sponsors with the tedious issue of locating missing participants when closing out plans and increases the likelihood that more participants will be reunited with their lost retirement money.

Read the full article [here](#).

Mitigating Healthcare Costs With HDHPS and HSAs: What Plan Sponsors Need to Know

It's no secret that healthcare is expensive—and costs are likely to continue going up. While preferred provider organizations (PPOs) are still the most popular plan type, many companies are turning to consumer-directed, high-deductible health plans (HDHP) to help manage costs and are adding reimbursement accounts like health savings accounts (HSA) to help employees pay for expenses.



Still, employees have many misconceptions about HDHPs and HSAs. In fact, just a little more than half of Americans say they understand HSAs, according to a March report by the LIMRA Secure Retirement Institute and Insured Retirement Institute. Employers have difficulty understanding these savings vehicles as well.

With more companies using and integrating consumer-driven benefits like 401(k)s and HDHP/HSAs, there's an opportunity for plan sponsors to learn more about ways to help employees optimize their funding for health and retirement wealth.

[Click here](#) for more.