



**SCHNEIDER DOWNS**

Big Thinking. Personal Focus.

**BIG PROBLEM:  
LOW 401(K) ENROLLMENT NUMBERS**

**BIG THINKING:  
IMPLEMENT AUTOMATIC ENROLLMENT AND BOOST  
PARTICIPATION TO NEARLY 90%**



## Retirement Solutions Case Study

Daniel Napierkowski joined Schneider Downs in 2001 and works with retirement plan participants to assist with plan portfolio construction, monitoring, and education. He is also available to help participants develop a financial plan to help meet their retirement needs and goals on an individual level.

During a routine retirement plan committee meeting, Dan's client brought up the need to grow employee participation in their 401(k) plan. "The benefit of increased participation is two-fold," said Napierkowski. "Employees can take advantage of company match and other benefits with the retirement plan, and it gives highly compensated employees the ability to contribute more to the plan by lessening the likelihood of a failed discrimination test."

Knowing the benefits of increased enrollment, Dan and his team recommended implementing an automatic enrollment provision to the plan. Going forward, all employees that were eligible to participate as well as newly eligible employees would automatically be enrolled in the retirement plan at a designated deferral percentage unless they opted out. Once implemented, overall participation in the plan jumped from around 60% to 90%.

### About Schneider Downs

Schneider Downs provides Big Thinking and Personal Focus in delivering a variety of services for large and small businesses, both publicly and privately held, as well as nonprofit organizations, government entities and more. Through our commitment to thought leadership and knowledge management, we deliver the solutions our clients need with a personal commitment to service.

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