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investments from the QDIA within 90 days of the first deposit). They also must receive an annual QDIA notice within a reasonable period of at least 30 days before the beginning of each plan year.

The QDIA notice must explain the employee's rights under the plan to designate how his or her contributions will be invested and, if he or she doesn't make any investment election, how the assets will be invested. The notice also must describe the QDIA, including the investment objectives, risk and return characteristics, and any fees and expenses involved. And it must explain the employee's right to transfer assets invested in the QDIA to other plan investment alternatives, as well as where to obtain information about other plan investments. Employees must be given a reasonable period after receiving the notice and before the beginning of the plan year to make investment choices.

Evaluating the QDIA

As is the case with any other 401(k) plan investment, the plan sponsor, as a plan fiduciary, is obligated to prudently select and monitor the plan's QDIA. For assistance, consult an experienced financial professional.

RBC® Wealth Management

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