

Washington Healthcare News

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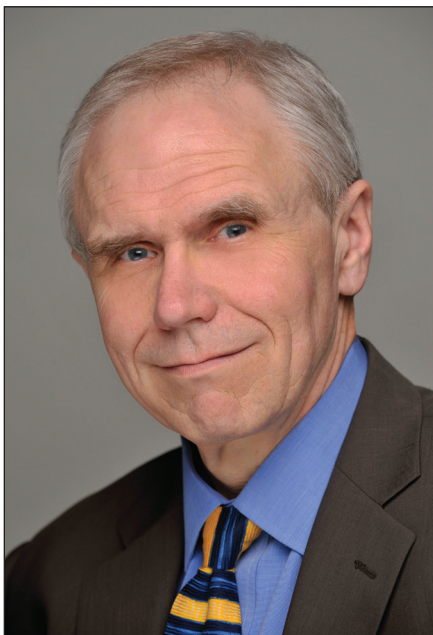
Articles, Interviews and Statistics for the Healthcare Executive

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Retirement 2.0 - What Now?

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In golf, to “take a mulligan” is the act of driving a second ball off the tee after a failed first attempt, a.k.a. “a do-over”.

Wouldn't it be nice to rewind our investment decisions of the last few years? Unfortunately, that's not an option in a world where in 2008 average 401(k) plans retirement plan assets were down by -27% and defined benefit plans did little better at a -25%.

With so much bad news about the economy, job losses and the markets, isn't it time for some good news?

While we can't grant you a mulligan on this course, there are ways

to improve your odds of getting on the green. In coming months, this column will seek to inform, educate and equip its readers to help make better investment decisions, manage your organizations and your careers. Let's do the best with what we have.

Many Washington Healthcare News readers play a role in managing or influencing the retirement plans offered by your organizations.

Our mission is your personal and professional success. Our core constituents are general management (CEOs and legal staff), finance and HR/benefits leaders and members of investment and retirement committees – or anyone interested in the success of the retirement plans of health care organizations.

Market, regulatory and business challenges provide the backdrop for our analysis of challenges (and opportunities) facing health care retirement plans – their sponsors and participants.

The Bad News

Many health care retirement plans (403(b), 401(k) and defined benefit) under perform in terms of risk, return, expense and services to participants. Even in good times, many of us are paying too much for what we get. More recently,

the results have been even more troubling.

Causes of this condition include poor alignment of client needs and vendor solutions along with a challenged sales/service paradigm, wrapped in an archaic business model. Add inattention due to other business priorities and it's no wonder that even well-crafted retirement programs may operate less efficiently and less effectively than we might desire.

The Good News

Resources are available to increase the probability of a favorable result. Through modern benchmarking tools and professional best practices, you can create effective, efficient and ethical processes to do the right things, in the right ways, for the right reasons.

This approach documents the efficacy and value of your efforts to boards, participants, regulators and – yes – even plaintiff's counsel should you ever be called to task.

These concepts, tools and techniques are equally valid whether you “do-it-yourself” or rely upon a trusted advisor.

This column's performance will be measured by your success. Please share your challenges, your aspirations, your successes and even your failures.

Our readers' perspectives and experiences will have great value for your professional community. Please tell us what you think.

Next Month: "Current Trends in Healthcare Defined Benefit Plans: Fund It, Fix It or Forget About It" Coming in June: National Webi-

nar on Health Care DB Plan Crisis Management

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How are your employee retirement plans doing?

- Do you have the right funds, the right pricing, the right relationships?
- If you manage an **employee retirement plan** (defined contribution, defined benefit or executive deferred compensation plan)

We can help.

800 638 8121

