THE ERISA INDUSTRY COMMITTEE
Shaping benefit policies before they shape you.

ANDREW BANDUCCI
Senior Vice President, Retirement and Compensation Policy

March 28, 2022

Dear Members of Congress:

The ERISA Industry Committee (ERIC) supports the passage of H.R. 2954, the *Securing a Strong Retirement Act of 2022*, by the House of Representatives. ERIC is a national nonprofit organization exclusively representing the largest employers in the United States in their capacity as sponsors of employee benefit plans for their nationwide workforces. With member companies that are leaders in every economic sector, ERIC is the voice of large employer plan sponsors on federal, state, and local public policies impacting their ability to sponsor benefit plans and to lawfully operate under ERISA's protection from a patchwork of different and conflicting state and local laws, in addition to federal law.

Americans engage with an ERIC member company many times a day, such as when they drive a car or fill it with gas, use a cell phone or a computer, watch TV, dine out or at home, enjoy a beverage or snack, use cosmetics, fly on an airplane, visit a bank or hotel, benefit from our national defense, receive or send a package, or go shopping.

Advancing the *Securing a Strong Retirement Act of 2022* is a significant step in building on the *Setting Every Community Up for Retirement Enhancement (SECURE) Act of 2019* and promoting the retirement security of workers and retirees. ERIC is particularly encouraged that the bill:

- **Supports increased retirement savings** by allowing employers to make "matching contributions" for employee student loan payments
- **Eases administrative burdens on plan sponsors** by expanding the self-corrections process, reducing unneeded notices, and requiring regulators to review current disclosures and make recommendations to simplify
- **Creates a searchable online database** to help plan participants locate lost retirement accounts
- **Updates the cap for transferring former employees' retirement funds** to an IRA from $5,000 to $7,000
- **Helps employers encourage retirement savings** by allowing plan sponsors to offer de minimis financial incentives to motivate employee participation
- **Increases the age** at which minimum required distributions begin to age 75
- **Provides additional savings opportunities for those close to retirement** by increasing the catch-up limit in plans to $10,000 per year beginning at age 62.
- **Clarifies the rules for recoupment** of inadvertent retirement plan overpayments to innocent participants

As such, ERIC is pleased to support the passage of H.R. 2954 by the House of Representatives. Additionally, ERIC and our large employer plan sponsor member companies look forward to continued conversations with you and other stakeholders to advance these measures in the United States Senate and explore improvements that can further promote retirement security for working Americans. In particular, we look forward to discussing how mandatory disclosures can be more effectively and efficiently delivered electronically, ensuring that defined benefit plan sponsors may continue to use excess plan assets to shore up retiree health programs, and protecting retirement plans from administrative and legal requirements that do not enhance financial security for workers and retirees.

ERIC thanks Chairman Neal, Ranking Member Brady, Chairman Scott, Ranking Member Foxx, and all Members who have led to help Americans retire with financial security. If you have any questions, please contact me at abanducci@eric.org or by calling 202-789-1400.

Sincerely,

Andrew Banducci