

110TH CONGRESS  
1ST SESSION

# S. 2473

To amend the Employee Retirement Income Security Act of 1974 to provide special reporting and disclosure rules for individual account plans and for other purposes.

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## IN THE SENATE OF THE UNITED STATES

DECEMBER 13, 2007

Mr. HARKIN (for himself and Mr. KOHL) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To amend the Employee Retirement Income Security Act of 1974 to provide special reporting and disclosure rules for individual account plans and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Defined Contribution  
5       Fee Disclosure Act of 2007”.

1 **SEC. 2. SPECIAL REPORTING AND DISCLOSURE RULES FOR**  
 2 **INDIVIDUAL ACCOUNT PLANS.**

3 (a) IN GENERAL.—Part 1 of subtitle B of title I of  
 4 the Employee Retirement Income Security Act of 1974 is  
 5 amended—

6 (1) by redesignating section 111 (29 U.S.C.  
 7 1031) as section 113; and

8 (2) by inserting after section 110 (29 U.S.C.  
 9 1030) the following new sections:

10 “DISCLOSURE TO EMPLOYERS SPONSORING DEFINED  
 11 CONTRIBUTION PLANS

12 “SEC. 111. (a) SERVICE DISCLOSURE STATE-  
 13 MENT.—The plan administrator of an individual account  
 14 plan which includes a qualified cash or deferred arrange-  
 15 ment (or any other plan official with contracting authority  
 16 under the terms of the plan) may not enter into any con-  
 17 tract with any person for services to the plan unless such  
 18 plan administrator or other official has received, reason-  
 19 ably in advance of entering into the contract, a written  
 20 statement from such person which—

21 “(1) describes the services for the plan that will  
 22 be provided under the contract and identifies any  
 23 other entity that will be performing such services  
 24 under the contract (including any other affiliated or  
 25 third party service providers) pursuant to a direct  
 26 contract with the plan administrator (or any other

1 plan official with contracting authority under the  
 2 plan), and

3 “(2) provides the expected total annual charges  
 4 for the services for the plan that will be provided  
 5 under the contract including a reasonable allocation  
 6 of such total annual charges among all relevant com-  
 7 ponent charges.

8 For purposes of paragraph (2), the expected total annual  
 9 charges and each component charge may be provided in  
 10 the form of a dollar amount or in the form of a formula,  
 11 such as a percent of assets or a dollar charge. The form  
 12 of the such charges shall be consistent throughout the dis-  
 13 closure.

14 “(b) MINIMUM ALLOCATION REQUIREMENTS.—

15 “(1) IN GENERAL.—The allocation required  
 16 under subsection (a)(2) shall, pursuant to rules pre-  
 17 scribed by the Secretary, provide the following com-  
 18 ponent charges (to the extent such services for the  
 19 plan are provided under the contract):

20 “(A) Charges for investment management.

21 “(B) Charges for recordkeeping and ad-  
 22 ministration.

23 “(C) Sales charges, including commissions,  
 24 and charges for advisory services.

1           “(D) Any other charges not described in  
2           subparagraphs (A), (B), and (C).

3           “(2) ESTIMATIONS.—To the extent the actual  
4           charges or percentages required to be disclosed  
5           under subsection (a)(2) are not known, the service  
6           provider may provide a reasonable and representa-  
7           tive estimate and shall indicate any such estimate as  
8           being such an estimate. If any estimate of a material  
9           charge provided under such subsection is subse-  
10          quently determined to be materially incorrect, the  
11          service provider shall provide the correct amount in  
12          an amended report as soon as is reasonable after  
13          such correct amount is known. Such amended report  
14          or, in the case of a plan year in which no estimate  
15          of a material charge has been determined to be ma-  
16          terially incorrect, a report setting forth such fact,  
17          shall be provided not less often than annually.

18          “(3) DEFINITIONS.—The Secretary shall pro-  
19          vide by regulation definitions of the terms used in  
20          this subsection.

21          “(c) DISCLOSURE OF FINANCIAL RELATIONSHIPS.—

22                 “(1) IN GENERAL.—The statement required  
23                 under subsection (a) shall include a written disclo-  
24                 sure of—

1           “(A) any payments which the service pro-  
2           vider receives from an unaffiliated person other  
3           than the plan or plan sponsor in connection  
4           with the provision of services to the plan, in-  
5           cluding any payments received for including  
6           certain investment options as part of a menu of  
7           investment options,

8           “(B) any financial or personal relationship  
9           with the plan sponsor, the plan, or another per-  
10          son providing services to the plan, if such rela-  
11          tionship results in the service provider deriving  
12          any material benefit in addition to those al-  
13          ready identified in the contract in connection  
14          with its services to the plan, and

15          “(C) such other similar arrangements ben-  
16          efitting the service provider as may be specified  
17          by the Secretary.

18          “(2) INCLUSIONS.—Disclosures described under  
19          paragraph (1)(B) shall include the extent to which  
20          the service provider uses its own proprietary invest-  
21          ment products. Disclosures under this subsection  
22          may include a description of any applicable prohib-  
23          ited transaction exemption under section 408. Noth-  
24          ing in this subsection affects the operation of section  
25          406 or 408.

1       “(d) DISCLOSURE OF IMPACT OF SHARE CLASSES.—

2   The statement required under subsection (a) shall, to the  
3   extent applicable, disclose that the share prices of certain  
4   mutual fund investments may be different from the share  
5   price outside of the plan due to the existence of different  
6   share classes and the basis for these differences.

7       “(e) DISCLOSURE OF CERTAIN ARRANGEMENTS IN  
8   CONNECTION WITH FREE OR DISCOUNTED SERVICES OR  
9   REBATES BY SERVICE PROVIDERS.—

10       “(1) IN GENERAL.—In any case in which serv-  
11   ices are provided to the plan, or to the plan sponsor  
12   in connection with the plan, by any service provider  
13   without charge or for fees set at a discounted rate  
14   or subject to rebate, the statement required under  
15   this section shall include a description of the extent  
16   to which, and the amount by which, consideration is  
17   otherwise obtained by the service provider, the plan,  
18   or the plan sponsor for such services, directly or in-  
19   directly, by means of any charges against the ac-  
20   count of the participant or beneficiary.

21       “(2) EXCEPTION.—The Secretary may provide  
22   an exception to the requirement under paragraph (1)  
23   for small plans, if such requirements are determined  
24   by the Secretary to be overly burdensome on such  
25   plans.

1       “(f) MODEL STATEMENT.—The Secretary shall pre-  
 2       scribe a model statement that may be used for purposes  
 3       of satisfying the requirements of this section.

4       “(g) UPDATING.—Each contract with a service pro-  
 5       vider entered into as described in subsection (a) shall re-  
 6       quire that the service provider provide to the plan adminis-  
 7       trator, during the term of the contract, an updated written  
 8       statement described in subsection (a)—

9               “(1) at least annually, and

10              “(2) as soon as practicable after any material  
 11       change in the information provided in the statement.

12       “(h) AVAILABILITY TO PARTICIPANTS.—The plan  
 13       sponsor or plan administrator shall provide to participants  
 14       and beneficiaries a copy of any statement received pursu-  
 15       ant to this section within 30 days after receipt of a written  
 16       request for such statement.

17       “(i) LIMITATION.—The requirements of this section  
 18       shall apply with respect to any contract for services only  
 19       if the total cost for such services under such contract  
 20       equals or exceeds the greater of—

21              “(1) \$5,000 per plan year, or

22              “(2) 0.01 percent of the value of plan assets as  
 23       of the last day of the preceding plan year.

1       “(j) QUALIFIED CASH OR DEFERRED ARRANGE-  
 2       MENT.—For purposes of this section, the term ‘qualified  
 3       cash or deferred arrangement’ includes—

4               “(1) an arrangement described in section  
 5       401(k)(2) of the Internal Revenue Code of 1986,  
 6       and

7               “(2) an annuity contract described in section  
 8       403(b) of such Code that is subject to this Act.

9       “(k) ELECTRONIC MEDIA.—Any disclosure required  
 10      under this section may be provided through an electronic  
 11      medium under rules prescribed by the Secretary. Such  
 12      rules shall be similar to those applicable under the Inter-  
 13      nal Revenue Code of 1986 with respect to notices to par-  
 14      ticipants in pension plans. The Secretary shall have the  
 15      authority to modify such rules as appropriate to take into  
 16      account new developments, including new forms of elec-  
 17      tronic media.

18      “(l) REGULATIONS REGARDING CERTAIN PROD-  
 19      UCTS.—The Secretary shall prescribe regulations identi-  
 20      fying any investment alternatives that may not have spe-  
 21      cific fees associated with the investment, including invest-  
 22      ment alternatives that provide a guaranteed rate of return.

23      “(m) PLAN ASSETS.—This section shall not apply to  
 24      any contract under which payment for services is made  
 25      in a manner that does not involve assets of the plan.



1 “INVESTMENT ELECTION INFORMATION

2 “SEC. 112. (a) ADVANCE NOTICE OF AVAILABLE IN-  
 3 VESTMENT OPTIONS.—The plan administrator of an indi-  
 4 vidual account plan which permits a participant or bene-  
 5 ficiary to exercise control over the assets in the account  
 6 of the participant or beneficiary shall provide to the partic-  
 7 ipant or beneficiary with respect to each plan year notice  
 8 of the investment options available for election under the  
 9 plan at least 15 days prior to—

10 “(1) the participant’s initial investment of any  
 11 contribution made on behalf of such participant, and

12 “(2) the effective date of any material change  
 13 in investment options.

14 In the case of an automatic contribution arrangement (as  
 15 defined in paragraphs (A) and (B) of section 514(e)(2)),  
 16 the notice required under paragraph (1) may be provided  
 17 within any reasonable period prior to such initial invest-  
 18 ment. With respect to the notice required under paragraph  
 19 (2), the Secretary shall prescribe regulations creating ex-  
 20 ceptions to the 15-day notice requirement in cir-  
 21 cumstances similar to those described in section  
 22 101(i)(2)(C).

23 “(b) INFORMATION INCLUDED IN NOTICE.—The no-  
 24 tice required under subsection (a) shall—

1           “(1) set forth, with respect to each available in-  
2       vestment option—

3                   “(A) the name of the option,

4                   “(B) the investment objectives of the op-  
5       tion,

6                   “(C) the risk level associated with the op-  
7       tion,

8                   “(D) whether the option is a comprehen-  
9       sive investment designed to achieve long-term  
10      retirement security or should be combined with  
11      other options,

12                   “(E) whether the investment option is ac-  
13      tively or passively managed,

14                   “(F) a comparison to a nationally recog-  
15      nized market-based index or other investment  
16      option that is recommended in the retirement  
17      industry as a benchmark investment option, as  
18      identified by the Secretary,

19                   “(G) where, and the manner in which, ad-  
20      ditional plan- and option-specific and generally  
21      available investment information regarding the  
22      option may be obtained,

23                   “(H) the historical return and percentage  
24      fee assessed against amounts invested under the  
25      option, and

1           “(I) include, together with any form nec-  
 2           essary for making the election of investment op-  
 3           tions, a statement explaining that investment  
 4           options should be selected not only on the basis  
 5           of the level of fees charged by each option but  
 6           also on the basis of careful consideration of  
 7           other key factors, including the risk level of the  
 8           option and historical returns by the option, and

9           “(2) include an investment comparison chart,  
 10          relating to all investment options available under the  
 11          plan, as provided in subsection (c).

12          “(c) INVESTMENT COMPARISON CHART.—

13               “(1) IN GENERAL.—

14               “(A) IN GENERAL.—The notice provided  
 15               under this section shall include an investment  
 16               comparison chart consisting of a comparison  
 17               chart of the potential service fees that could be  
 18               assessed against the account of the participant  
 19               or beneficiary with respect to the plan year.  
 20               The investment comparison chart shall be pre-  
 21               sented in a manner which is easily understood  
 22               by the average participant and include such in-  
 23               formation as the Secretary determines nec-  
 24               essary to permit participants and beneficiaries  
 25               to assess the potential services that could be

1 provided in connection with the investment op-  
2 tions and the potential fees that could be as-  
3 sessed against their accounts for such services.

4 “(B) FORM.—For purposes of this sub-  
5 section, the potential service fees may be pro-  
6 vided in the form of a dollar amount or in the  
7 form of a formula, such as a percent of assets  
8 or a dollar charge for each instance that a par-  
9 ticipant or beneficiary enters into a specified  
10 transaction. The form of the potential service  
11 fees shall be consistent throughout the disclo-  
12 sure.

13 “(2) CATEGORIZATION OF FEES.—The invest-  
14 ment comparison chart shall provide information in  
15 relation to 4 categories of fees paid by the partici-  
16 pant or beneficiary, as follows:

17 “(A) Fees that vary depending on the in-  
18 vestment options selected by the participant or  
19 beneficiary, including expense ratios and invest-  
20 ment-specific asset-based fees.

21 “(B) Fees that are assessed as a percent-  
22 age of the total assets in the account of the  
23 participant or beneficiary, regardless of the in-  
24 vestment option selected. Such category shall  
25 include a statement noting fees and expenses of

1           1 or more investment alternatives which pay for  
2           services other than investment management and  
3           a statement explaining that investment options  
4           should be selected not only on the basis of the  
5           level of fees charge by each option but also on  
6           the basis of careful consideration of other key  
7           factors, including the risk level of the option  
8           and historical returns by the option.

9           “(C) Administration and transaction-based  
10          fees, including plan loan origination fees, pos-  
11          sible redemption fees, and possible surrender  
12          charges, that are either automatically deducted  
13          each year or result from certain transactions  
14          engaged in by the participant or beneficiary.

15          “(D) Fees and expenses which may be de-  
16          ducted from participants’ or beneficiaries’ ac-  
17          counts and which are not reflected in subpara-  
18          graphs (A), (B), and (C).

19          “(d) MODEL NOTICE.—The Secretary shall prescribe  
20          a model notice that may be used for purposes of satisfying  
21          the requirements of this section, including a model invest-  
22          ment comparison chart.

23          “(e) ESTIMATIONS.—To the extent the actual charges  
24          or percentages required to be disclosed under subsection  
25          (b) or (c) are not known, the plan administrator may pro-

1 vide a reasonable and representative estimate and shall in-  
 2 dicate any such estimate as being such an estimate. If any  
 3 estimate of material information provided under this sub-  
 4 section is subsequently determined to be materially incor-  
 5 rect, the plan administrator shall provide the correct  
 6 amount in an amended report as soon as is reasonable  
 7 after such correct amount is known.

8 “(f) ELECTRONIC MEDIA.—Any disclosure required  
 9 under this section may be provided through an electronic  
 10 medium under rules prescribed by the Secretary. Such  
 11 rules shall be similar to those applicable under the Inter-  
 12 nal Revenue Code of 1986 with respect to notices to par-  
 13 ticipants in pension plans. The Secretary shall have the  
 14 authority to modify such rules as appropriate to take into  
 15 account new developments, including new forms of elec-  
 16 tronic media.

17 “(g) REGULATIONS REGARDING CERTAIN PROD-  
 18 UCTS.—The Secretary shall prescribe regulations identi-  
 19 fying any investment alternatives that may not have spe-  
 20 cific fees associated with them, including investment alter-  
 21 natives that provide a guaranteed rate of return. In addi-  
 22 tion, the Secretary shall prescribe regulations providing  
 23 for distinct reporting of investment alternatives that—

24 “(1) are difficult to value with reasonable cer-  
 25 tainty on an annual basis, or

1 “(2) do not have generally accepted benchmarks  
2 for comparison purposes.”.

3 (b) QUARTERLY BENEFIT STATEMENTS.—Section  
4 105 of the Employee Retirement Income Security Act of  
5 1974 (29 U.S.C. 1025) is amended—

6 (1) in subsection (a)(2)—

7 (A) by redesignating subparagraph (C) as  
8 subparagraph (D); and

9 (B) in subparagraph (B)(ii)—

10 (i) in subclause (II), by striking “di-  
11 versified, and” and inserting “diversified,”;

12 (ii) in subclause (III), by striking the  
13 period and inserting “, and”; and

14 (iii) by adding at the end the fol-  
15 lowing:

16 “(IV) with respect to the portion of a  
17 participant’s account for which the partici-  
18 pant has the right to direct the investment  
19 of assets—

20 “(aa) the starting balance of the  
21 participant’s account,

22 “(bb) the participant’s vesting  
23 status,

24 “(cc) contributions made during  
25 the quarter, itemizing separately to-

1           tals for employer and totals for em-  
2           ployee contributions,

3           “(dd) interest earnings on the ac-  
4           count balance during the quarter,

5           “(ee) actual or estimated fees as-  
6           sessed from the account during the  
7           quarter, expressed in dollars or as an  
8           expense ratio,

9           “(ff) the ending balance of the  
10          account,

11          “(gg) the participant’s asset allo-  
12          cation, categorized by investment op-  
13          tion, including the current asset value,  
14          the changes in the asset value during  
15          the quarter, and the net return for  
16          the quarter, expressed as an amount  
17          and as a percentage, and

18          “(hh) the performance of the in-  
19          vestment options selected by the par-  
20          ticipant during the quarter as com-  
21          pared to at least 1 nationally recog-  
22          nized market-based index, as identi-  
23          fied by the Secretary.



1           “(C) ADDITIONAL REQUIREMENTS.—With re-  
2       spect to a pension benefit plan described under para-  
3       graph (1)(A)(i), the following shall apply:

4           “(i) INFORMATION TO BE AVAILABLE UPON  
5       REQUEST.—At the request of the participant or  
6       beneficiary, the plan administrator shall, not  
7       later than 30 days after the receipt of such re-  
8       quest, provide information on the service fees  
9       charged against the participant’s account for  
10      the quarter for each investment option, indi-  
11      cating separately—

12           “(I) fees that vary depending on the  
13      investment options selected by the partici-  
14      pant or beneficiary, including expense ra-  
15      tios, investment-specific asset-based fees,  
16      possible redemption fees, wrap fees, and  
17      possible surrender charges,

18           “(II) fees that are assessed as a per-  
19      centage of the total assets in the account  
20      of the participant or beneficiary, regardless  
21      of the investment option selected,

22           “(III) administration and transaction-  
23      based fees, including plan loan origination  
24      fees, that are either automatically deducted  
25      each year or result from certain trans-

1 actions engaged in by the participant or  
2 beneficiary, and

3 “(IV) fees and expenses that may be  
4 deducted from participants’ or bene-  
5 ficiaries’ accounts that are not reflected in  
6 subclauses (I), (II), and (III).

7 For purposes of this clause, the service fees  
8 may be provided in the form of a dollar amount  
9 or in the form of a formula, such as a percent  
10 of assets or a dollar charge for each instance  
11 that a plan participant or beneficiary enters  
12 into a specified transaction. The form of the  
13 service fees shall be consistent throughout the  
14 disclosure.

15 “(ii) OTHER INFORMATION.—The plan ad-  
16 ministrator shall include in such quarterly pen-  
17 sion benefit statement information relating to  
18 the historical return and risk of each invest-  
19 ment option and the estimated amount that the  
20 participant needs to save each month to retire  
21 at age 65.

22 “(iii) ESTIMATIONS.—To the extent that  
23 the actual charges or percentages required to be  
24 disclosed under this subparagraph are not  
25 known, the plan administrator may provide a

1 reasonable and representative estimate and  
 2 shall indicate any such estimate as being such  
 3 an estimate. If any estimate of material infor-  
 4 mation provided under this clause is subse-  
 5 quently determined to be materially incorrect,  
 6 the plan administrator shall provide the correct  
 7 amount in an amended statement as soon as is  
 8 reasonable after such correct amount is known.

9 “(iv) MODEL STATEMENT.—The Secretary  
 10 shall prescribe a model quarterly pension ben-  
 11 efit statement that may be used for purposes of  
 12 satisfying the requirements of this subpara-  
 13 graph or subparagraph (B)(ii).

14 “(v) EXCEPTION FOR SMALL EMPLOY-  
 15 ERS.—Any plan described in paragraph  
 16 (1)(A)(i) that has fewer than 100 participants  
 17 and beneficiaries may provide the pension ben-  
 18 efit statement under such paragraph on an an-  
 19 nual rather than a quarterly basis.”; and

20 (2) by adding at the end the following new sub-  
 21 sections:

22 “(d) ASSISTANCE TO SMALL EMPLOYERS.—The Sec-  
 23 retary shall make available to small employers—

24 “(1) educational and compliance materials de-  
 25 signed to assist such employers in selecting and

1 monitoring service providers for individual account  
2 plans, investment options under such plans, and fees  
3 relating to such options, without any bias as to the  
4 size of the service provider and the way any particular  
5 service provider delivers plan services, and

6 “(2) services designed to assist small employers  
7 in finding and understanding affordable investment  
8 options for such plans.

9 “(e) ASSISTANCE TO PLAN SPONSORS AND PLAN  
10 PARTICIPANTS AND BENEFICIARIES.—The Secretary shall  
11 provide assistance to plan sponsors of individual account  
12 plans and participants and beneficiaries under such plans  
13 with any questions or problems regarding compliance with  
14 the requirements of this section.

15 “(f) ELECTRONIC MEDIA.—Any disclosure required  
16 under this section may be provided through an electronic  
17 medium under rules prescribed by the Secretary. Such  
18 rules shall be similar to those applicable under the Internal  
19 Revenue Code of 1986 with respect to notices to participants  
20 in pension plans. The Secretary shall have the  
21 authority to modify such rules as appropriate to take into  
22 account new developments, including new forms of electronic  
23 media.

24 “(g) REGULATIONS REGARDING CERTAIN PRODUCTS.—The Secretary shall prescribe regulations identifying

1   fying any investment alternatives that may not have fees  
 2   associated with them, including investment alternatives  
 3   that provide a guaranteed rate of return. In addition, the  
 4   Secretary shall prescribe regulations providing for distinct  
 5   reporting of investment alternatives that—

6           “(1) are difficult to value with reasonable cer-  
 7       tainty on an annual basis, or

8           “(2) do not have generally accepted benchmarks  
 9       for comparison purposes.”.

10       (c) ENFORCEMENT.—Section 502(c)(7) of such Act  
 11   (29 U.S.C. 1132(c)(7)) is amended by striking “section  
 12   101.” and inserting “section 101, or to provide a state-  
 13   ment to participants and beneficiaries or to plan adminis-  
 14   trators in accordance with section 105(a)(2)(B)(ii), 111,  
 15   or 112.”

16       (d) CONFORMING AMENDMENT.—The table of con-  
 17   tents in section 1 of such Act, as amended by section 2,  
 18   is amended by striking the item relating to section 111  
 19   and inserting the following new items:

“Sec. 111. Disclosure to employers sponsoring defined contribution plans.

“Sec. 112. Investment election information.

“Sec. 113. Repeal and effective date.”.

20       (e) EFFECTIVE DATE.—

21           (1) FINAL REGULATIONS.—The Secretary of  
 22   Labor shall issue final regulations to carry out the  
 23   amendments made by this section not later than De-  
 24   cember 31, 2008.

1           (2) APPLICATION OF PROVISIONS.—The amend-  
 2           ments made by this section shall apply to plan years  
 3           beginning after December 31, 2009.

4   **SEC. 3. ANNUAL PUBLICATION OF SURVEY DATA.**

5           (a) IN GENERAL.—Part 1 of subtitle B of title I of  
 6           the Employee Retirement Income Security Act of 1974  
 7           (29 U.S.C. 1021 et seq.), as amended by section 2, is  
 8           amended—

9                   (1) by redesignating section 113 as section 114;  
 10           and

11                   (2) by inserting after section 112 the following  
 12           new section:

13                   “ANNUAL PUBLICATION OF SURVEY DATA

14                   “SEC. 113. On an annual basis, the Secretary shall  
 15           survey and publish, on the Internet website of the Depart-  
 16           ment of Labor, data on plan investment options and me-  
 17           dian fee levels of index, lifecycle investment options, bal-  
 18           anced investment options, and other investment options as  
 19           the Secretary deems relevant.”.

20           (b) CONFORMING AMENDMENT.—The table of con-  
 21           tents in section 1 of such Act is amended by striking the  
 22           item relating to section 113 and inserting the following  
 23           new items:

“Sec. 113. Investment election information.

“Sec. 114. Repeal and effective date.”.

1 **SEC. 4. ENFORCEMENT COORDINATION AND REVIEW BY**  
 2 **THE DEPARTMENT OF LABOR.**

3 (a) IN GENERAL.—Section 502 of the Employee Re-  
 4 tirement Income Security Act of 1974 (29 U.S.C. 1132)  
 5 is amended by adding at the end the following new sub-  
 6 section:

7 “(n) ENFORCEMENT COORDINATION OF CERTAIN  
 8 DISCLOSURE REQUIREMENTS AND REVIEW BY THE DE-  
 9 PARTMENT OF LABOR.—

10 “(1) IN GENERAL.—

11 “(A) NOTIFICATION AND ACTION.—The  
 12 Secretary shall notify the applicable regulatory  
 13 authority (including, as determined appropriate  
 14 by the Secretary, the Securities and Exchange  
 15 Commission or the Comptroller of the Cur-  
 16 rency) in any case in which the Secretary deter-  
 17 mines that a service provider is engaged in a  
 18 pattern or practice that precludes compliance  
 19 by plan administrators with section 111 or 112.  
 20 The Secretary shall, in consultation with the  
 21 applicable authority, take such timely enforce-  
 22 ment action under this title as is necessary to  
 23 assure that such pattern or practice ceases and  
 24 desists and assess any appropriate penalties.

25 “(B) DISSEMINATION.—The Secretary  
 26 shall widely disseminate to employee pension

benefit plans covered by this title and their participants and beneficiaries the identity of any service providers with respect to such plans found to be engaged in any pattern or practice that precludes compliance by plan administrators with section 111 or 112 and the particulars of such pattern or practice. Prior to the dissemination of the identity of any service providers identified and determined by the Secretary to be engaged in such a pattern or practice, such service provider shall receive a notice of intent to disseminate, an opportunity to request an administrative hearing, and a timely appeal to the Secretary.

“(C) REGULATIONS.—The Secretary shall issue regulations for the administration and enforcement of this subsection.

“(2) ANNUAL AUDIT OF REPRESENTATIVE SAMPLING OF INDIVIDUAL ACCOUNT PLANS.—The Secretary shall annually audit a representative sampling of individual account plans covered by this title to determine compliance with the requirements of sections 111 and 112. The Secretary shall annually report the results of such audit and any related recommendations of the Secretary to the Committee on



1 Education and Labor of the House of Representa-  
2 tives and the Committee on Health, Education,  
3 Labor, and Pensions of the Senate.”.

4 (b) REVIEW AND REPORT TO THE CONGRESS BY  
5 SECRETARY OF LABOR RELATING TO REPORTING AND  
6 DISCLOSURE REQUIREMENTS.—

7 (1) STUDY.—As soon as practicable after the  
8 date of the enactment of this Act, the Secretary of  
9 Labor shall review the reporting and disclosure re-  
10 quirements of part 1 of subtitle B of this title and  
11 related provisions of the Pension Protection Act of  
12 2006.

13 (2) REPORT.—Not later than 18 months after  
14 the date of the enactment of this Act, the Secretary  
15 shall make such recommendations as the Secretary  
16 considers appropriate to the appropriate committees  
17 of the Congress to consolidate, simplify, standardize,  
18 and improve the applicable reporting and disclosure  
19 requirements so as to simplify reporting for em-  
20 ployee pension benefit plans and ensure that needed  
21 understandable information is provided to partici-  
22 pants and beneficiaries of such plans.

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