

## *From The Corner Office*

Dear Valued Readers,

As we move through Q2 2025, Enterprise Iron remains firmly committed to our mission of driving innovation, resilience, and trusted guidance to our Clients. The broader economic landscape continues to evolve—marked by market recalibrations, regulatory developments, and a renewed focus on technology and data security. And yet, we see powerful signals of strength and momentum.

Our industry stands at the intersection of legacy and transformation with continued shifts in retirement expectations and a heightened demand for transparency and adaptability. We are proud to be expanding our skillsets and thought leadership in ways that enable us to better help our clients meet these demands head-on.

In this newsletter, Tim Scott provides an overview of how our Consultant Services can find the elusive Purple Squirrel, John Kirkland and Mark Kalafsky explore AI in the Retirement Plan Recordkeeping Industry—a conversation gaining urgency as technological capabilities grow, and Margie Brown delivers a practical perspective on What Service Providers Need to Do Now to Support Plan Sponsors and Participants, guiding readers through the real-world implications of legislative changes of SECURE 2.0.

Every challenge brings with it a unique opportunity to lead, adapt, and improve outcomes for our team and those we work with. Thank you for continuing to place your trust in us—wishing you a season of growth, insight, and progress.

Warm regards,

**John Crocker**  
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## ***Finding the Purple Squirrel: How Our Consultant Services Can Help You Find the Right Fit***

**By Tim Scott, SVP of Business Development**

If you search for the term “Purple Squirrel” on Google, you’ll find a range of definitions, but they generally converge on the same idea: the challenge of recruiting. In nearly every case, the term refers to the difficulty of finding a highly sought-after, uniquely qualified candidate who perfectly matches a specific job requirement. When your resource needs are especially precise—particularly for a short-term project—having the right partner to identify and secure that ideal candidate is crucial to your success.

I was a client of Enterprise Iron long before I became an employee. My first experience with the firm came when I led a large professional services division for a major software and services company. We were managing several large projects, and our business model heavily relied on partnerships to fill resource gaps. There were times when I reached out to Enterprise Iron to provide teams of 20 or more specialists with specific skills, roles, and timelines—sometimes with only 45 to 60 days’ notice. In every case, Enterprise Iron delivered, meeting our exact needs.

Since joining the firm, I’ve witnessed firsthand how Enterprise Iron continues to successfully staff teams—whether small groups of 4–5 or larger teams of 25. We have the experience and network to match the right resources with the right projects.

### **How Do We Do It?**

At Enterprise Iron, our team members average over 20 years of relevant experience in the industries we serve. As a result, we maintain broad professional networks that allow us to identify and recruit highly qualified candidates. We employ people who have held jobs that are similar to those of our clients, thereby giving our team members keen insights into the challenges our clients face.

In addition, we employ a dedicated team of full-time recruiters with backgrounds in the financial services industry. They bring deep domain knowledge, experience, and established relationships, allowing us to effectively

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meet our clients' resource needs in both the private and public sectors. One significant advantage we offer is the ability to access talent within organizations that may be "off limits" for our clients to hire directly—often due to non-compete clauses or other contractual constraints.

As an independent advisory consulting firm, Enterprise Iron is not restricted by these agreements (except with our clients). We are always careful to honor our client commitments, but we can often deliver resources that might otherwise be out of reach. Additionally, we continually evaluate partnerships with software vendors who want to leverage our expertise as integration and implementation partners.

### Recent Successes

We've built a strong reputation in both the private and public sector retirement and pension markets. Clients often turn to us for our expertise in vendor systems (e.g., Recordkeeping and Pension Administration Systems) or in managing proprietary applications they've built and maintained. Our experience in compliance services, implementation support, and modernizing legacy platforms continues to set us apart.

In recent years, however, we've also been asked to provide resources with expertise beyond the traditional retirement and pension ecosystem. The industry has seen an influx of fintech firms using modular approaches to enter the market. In many cases, clients utilize enterprise-level applications that, while not specific to retirement, still require highly specialized expertise. Enterprise Iron has successfully supported several clients by sourcing candidates with these niche skill sets.

On multiple occasions, clients have told me, "Enterprise Iron is my first call when I need resources," and one client remarked, "I couldn't believe how quickly Enterprise Iron was able to find these resources."

### In Summary

Enterprise Iron is known for delivering high-quality projects that are on time and on budget. However, there are also times when clients simply need additional resources for short-term engagements. If you want to avoid the hassle of hiring and then downsizing staff after a project concludes, remember that Enterprise Iron can be your virtual bench.

Reach out to us at [tscott@enterpriseiron.com](mailto:tscott@enterpriseiron.com) to find out how we can help you find *your* Purple Squirrel!



### ***Is There a Place for AI in the Retirement Plan Recordkeeping Industry?***

**By John F. Kirkland**, *Director of Retirement Services*  
**Mark Kalafsky**, *SVP of Solutions & Delivery*

The Retirement Plan Recordkeeping Industry is navigating a perfect storm of rising complexity, regulatory scrutiny, and participant expectations. Plan Sponsors demand flawless administration while participants seek intuitive, personalized experiences. Artificial Intelligence (AI) offers a powerful solution to these challenges, transforming how recordkeepers operate and engage. AI is not a futuristic concept—it's a practical tool to enhance efficiency, ensure compliance, and elevate participant outcomes.

Enterprise Iron, with our deep industry expertise and technological prowess, can guide recordkeepers to successfully integrate AI and stay ahead in a competitive landscape. AI's potential in recordkeeping is vast. For operational tasks like transaction processing, contribution tracking, and balance reconciliations, AI-driven automation could reduce errors and accelerate workflows, cutting costs in a margin-sensitive industry.

Machine learning algorithms can proactively identify anomalies—such as contribution limit violations or potential fraud—flagging issues before they trigger compliance risks. For example, AI can analyze plan data to ensure adherence to IRS and DOL regulations, minimizing audit exposure with less manual effort. These efficiencies free up resources for strategic priorities.

For participants, AI delivers personalized, accessible experiences. Natural language processing powers intelligent

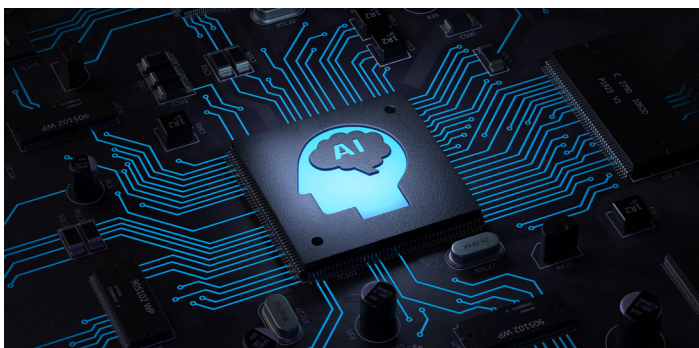
chatbots and virtual assistants that answer inquiries about plan features, enrollment, or distributions 24/7, easing the burden on call centers. Predictive analytics can pinpoint participants at risk of under-saving or early withdrawals, delivering tailored nudges or educational content to drive better decision-making. By enhancing engagement, AI builds participant trust and strengthens plan retention.

However, AI adoption comes with challenges. Protecting sensitive participant data requires robust cybersecurity and transparent practices. Ensuring compliance with ERISA, IRS, and DOL rules demands AI systems that are both accurate and explainable. Overreliance on automation risks undermining the human touch that plan sponsors value for complex issues. We're uniquely equipped to address these obstacles, blending industry insight with technical expertise to deliver tailored AI solutions.

How can Enterprise Iron help you get to that place? We start by assessing your operations to identify high-impact AI opportunities, such as automating compliance checks or deploying participant-facing chatbots. Our team designs secure, compliant AI systems that integrate seamlessly with your existing infrastructure.

We provide comprehensive training to ensure your staff can maximize AI's benefits and work closely with you to align solutions with regulatory standards. Enterprise Iron also helps you communicate AI's value to plan sponsors and participants, reinforcing trust by balancing technology with human expertise.

Artificial Intelligence undeniably has a place in our industry, but you need a firm like Enterprise Iron who can harness its power to streamline operations, delight participants, and lead the industry forward. Email our team to discuss further: [technologiesolutions@enterpriseiron.com](mailto:technologiesolutions@enterpriseiron.com)



### Artificial Intelligence & Vision Planning for Best Solutions

Enterprise Iron has the privilege to partner with organizations across the retirement industry, consistently striving to deliver forward-thinking, result-driven solutions. To best serve our clients, we are on a constant quest to explore innovative tools and emerging technology to empower our clients so they can thrive, be successful, achieve their goals, and exceed expectations.

One such innovation is Artificial Intelligence, the superpower of technology, to use as a resource in transforming how we approach automation and data analysis for efficient driven results. Current initiatives include using AI for automating plan document processing and conducting platform assessments, to deliver faster, more accurate, and cost-effective outcomes.

At this stage, we are in strategic vision planning phase, looking ahead with purpose, ambition, and desire to serve and assist our clients and partners. Our focus is to utilize the full potential of AI-powered automation, while leveraging the expertise of our retirement industry professionals. This powerful combination allows us to offer you a future of smarter tailored solutions and exceptional successful outcomes.

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### **SECURE 2.0: What Service Providers Need to Do Now to Support Plan Sponsors and Participants** By **Margie Brown**, Principal Consultant

To ensure plan sponsors and participants fully benefit from SECURE 2.0 provisions, service providers such as recordkeepers, financial advisors, and third-party administrators (TPAs), must adjust their services and offerings to align with new or modified regulations.

Service providers must navigate and balance compliance challenges, streamline implementation efficiency, and adapt to changes all while bridging the gap between recordkeepers, plan sponsors, and participant outcomes.



Below is an overview of three key provisions making significant impacts effective 2025!

**Enhanced Automatic Enrollment Feature (SECURE 2.0 §101):** This provision mandates that most new 401(k) and ERISA-covered 403(b) plans established after December 29, 2022 must automatically enroll eligible employees at a contribution rate between 3%-10% of compensation. This rate must automatically increase by 1% annually until it reaches a minimum of at least 10%, up to a maximum of 15%. This provision is designed to boost plan participation and improve retirement outcomes by encouraging consistent and ongoing savings.

**Higher Catch-Up Contributions for Workers ages 60 through 63 years (SECURE 2.0 §109):** SECURE 2.0 significantly enhances the catch-up contribution limits for employees aged 60 to 63 years. The limit is increased to the greater of (1) \$10,000.00 (indexed) or (2) 150% of the regular catch-up contributions. The law increases the catch-up contribution limit and adjusts it for inflation, allowing workers to save more as they approach retirement.

**Reduced Service Requirement Long-Term Part-Time (LTPT) Employees (SECURE 2.0 §125):** LTPT rules will now apply to both 401(k) and ERISA-covered 403(b) plan. The three consecutive years is reduced to two consecutive years, employees must work at least 500 hours each of the two years and attain the age of 21 by the end of the second year to be eligible. The intention of this rule is to expand retirement savings opportunities for employees who might have previously been excluded from employer-sponsored plans.

### ***Steps Service Providers Should Take to Support Both Plan Sponsors and Participants***

**Systems and Platforms:** Update/enhance recordkeeping systems, thresholds, and platforms to support and comply with new regulatory requirements. This includes automating services to help reduce the burden of administration. Some provisions may require a sophisticated and advanced recordkeeping system to ensure that capabilities meet the required standards.

**Support Disclosure and Notice Requirements:** Service Providers should assist and/or furnish plan sponsors with applicable disclosure and notices in a compliant and time manner.

**Educate Participants and Improve Retirement Literacy:** Service providers need to proactively provide easy-to-understand educational materials, which are engaging, and available in various formats (online, in-person, and on-demand) to accommodate diverse learning preferences. These materials should explain new and/or modified SECURE 2.0 regulations, along with the intention of the provision, and any implications due to the change. Providers should offer tailored workshops, webinars, and tools that help participants factor in their age and account balances to meet their specific retirement goals.

**Permit Customization:** Service providers should continue to develop their product and service offerings to deliver the best possible participant experience. This includes offering the ability to utilize certain customization based on an employer's workforce needs.

**Coordinate and Align with Stakeholders:** Certain SECURE 2.0 provisions will require service providers to work closely with both the plan sponsor and their payroll provider for seamless integration. This alignment is essential to ensure operational accuracy and ultimately deliver better participant outcomes.

The SECURE 2.0 Act provisions represent a significant step forward in enhancing retirement savings and improve the financial security of American workers. By staying ahead of these legislative provisions, service providers are in a unique position to take the lead in strengthening relationships while empowering and guiding their clients through this evolving retirement landscape.

Our **Retirement Plan Compliance Services (RPCS)** team is highly skilled and can assist you with tailored solutions to suit your needs, Plan Document Services (regulatory plan amendments, restatements, new plan onboarding, and plan design changes), Government Form Filing, Audit & Operation Support, & Compliance Testing.

Email us: [compliance@enterpriseiron.com](mailto:compliance@enterpriseiron.com)

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