

## SunGard's Advanced Pension Conference – Chicago

Westin Michigan Avenue Hotel, Chicago, IL – August 28-30, 2013

### AGENDA

#### *Wednesday, August 28*

8:00 - 8:30 a.m. Registration and Continental Breakfast

#### General Sessions

8:30 - 8:45 a.m. **Welcome and Announcements** – Watson

8:45 - 10:25 a.m. **Keeping Current** – Ferenczy, Watson  
Join Ilene and Derrin for an entertaining session that highlights the latest guidance from Congress, the IRS, the DOL, and the courts. Emphasis is given to areas not covered elsewhere in the program.

10:25 - 10:45 a.m. Refreshment Break

10:45 - 12:00 p.m. **Tax Reform's Impact on Retirement Plans** – Forbes, Kaplan  
Ideas on the table – Obama's budget proposals, \$3 million limit; the likely changes to retirement plans; effective date of changes; amendment requirements; opportunities under tax reform; what your clients should do now; dealing with uncertainty in tax planning.

12:00 - 1:15 p.m. Hosted Luncheon

**Concurrent Sessions** 1:15 - 5:15 p.m. – Group I sessions are 75 minutes each. Group II sessions are 60 minutes each. Attend **two** topics from Group I and **one** from Group II.

**GROUP I:** 1:15 - 2:30 p.m. and repeated 2:40 - 3:55 p.m.

**01. Advanced Topics in Cross-tested Plans** – Watson

- Use of smoothly increasing schedules to avoid gateways
- Imputing permitted disparity
- Rate group banding

**02. Busting Pension Myths: Why Everything You Think You Know about Qualified Plans Is All Wrong** – Starr

Lies – Roth 401(k) is great; matches are critical; all employees must receive the same level of contributions; employees must have the right to borrow; if owners have the right to self-direct, the participants must have the right; life insurance; and more.

**03. 403(b) Plans: Pre-approved Plans and Document Language** – Richter

- What to expect for pre-approved 403(b) plans
- Different types of pre-approved plans
- LRM highlights and issues

**04. Early Eligibility Provisions and Rehired Employees** – Forbes

- Almost half of the plans have eligibility provisions of less than one year

- How do you count hours for a plan with less than one year of service?
- Must you count hours? Can you exclude part-time employees?
- How do you test? How do you handle rehired employees?

3:55 - 4:15 p.m. Refreshment Break

**GROUP II - Part 1:** 4:15 - 5:15 p.m. and *repeated on Thursday morning as Part 2.*

**05. Participant Forms and Notices – Kaplan, Richter**

Over the last few years, the communications a 401(k) participant must receive have grown in number and complexity. The methods for furnishing these required disclosures are also difficult to apply thanks to the different standards under the IRS and the DOL regulations. This session will explore the communications that would typically be required in a 401(k) plan, when they need to be given as well as the acceptable ways this information may be distributed. We will also discuss what to expect from IRS and DOL initiatives with regard to electronic communication.

**06. What Every Retirement Plan Professional Should Know about Social Security Benefits – Starr**

- Social security payroll taxes
- When to start collecting?
- Normal, early and delayed retirement
- Spouse on payroll - pros and cons

**07. ERISA Recapture Accounts, Forfeiture Allocations, and Lost Participants – Forbes**

- Plan document language
- Plan level account vs. credit approach
- Timing and allocation of forfeitures
- Resolving lost participant issues

**08. E&O Coverage and Bonding: What Does It Cover and What Doesn't It Cover? – Ferenczy**

- What you really want a services contract to do
- Provisions that you: are crazy not to have; would be crazy to have; should really think about
- The care and feeding of service contacts: signatures, modifications, and notices
- E&O Contracts: protecting you further from unacceptable liability

5:15 p.m. Cocktail Reception

**Thursday, August 29**

8:00 - 8:30 a.m. Continental Breakfast

**Concurrent Sessions** 8:30 - 12:30 p.m. – Group II sessions are 60 minutes each. Group III sessions are 75 minutes each. Attend **one** topic from Group II and **two** from Group III.

**GROUP II - Part 2:** 8:30 - 9:30 a.m. See above for Group II session descriptions.

9:30 - 9:40 a.m. Refreshment Break

**GROUP III:** 9:40 - 10:55 a.m. and repeated 11:05 a.m. - 12:20 p.m.

**09. Fee Disclosure: What Record Keepers Learned The First Time Around and Changes for Round Two – Kaplan**

- What we learned the first time around
- The deadlines for the second and future rounds
- What type of feedback did we get from participants
- Who paid for the disclosures - different companies used different methods

**10. Component Plans: Another Way to Design and Test a Cross-tested Plan – Forbes**

- When restructuring is useful
- Where to "draw the lines"
- Effect on coverage and minimum gateways
- Examples showing benefit of restructuring

**11. Benefits, Rights and Features: Identifying, Testing and Amending – Watson**

- What are benefits, rights and features
- Nondiscrimination testing
- Retroactive amendment correction
- Current and effective availability

**12. TPA Contracts: The What and Why of the Contract Provisions – Ferenczy**

- Why you need one
- Clauses needed for your protection
- Relationship to fee disclosure
- Information sheet or signed contract?

12:20 - 1:30 p.m. Hosted Luncheon

**Concurrent Sessions** 1:30 - 5:00 p.m. – Group IV, Group V, and Group VI sessions are 60 minutes each. Attend **one** topic from each group.

**GROUP IV:** 1:30 - 2:30 p.m.

**13. 457 Plan Rules: Government vs. Tax-exempt Organizations – Forbes**

- Different distribution requirements
- Rollovers, loans and catch-ups
- Protected trust vs. part of employer's assets
- Reporting requirements

**14. We Are All Investment Idiots: Behavioral Economic Basics – Starr**

- Fight, fright or freeze
- Risk tolerance? How big of an idiot are we?
- Long term, real-life portfolio return?
- Changing investment behavior
- Listening to experts

**15. *Session replaced by:***

**Impact of Same Gender Marriage Rulings on Retirement Plans**

– Richter, Watson

**Benefit Statements: What Does the New Guidance Require? – Richter**

**GROUP V:** 2:40 - 3:40 p.m.

**16. Preapproved Plans: PPA Opportunities and Limitations – Richter**

- New procedures and sample language
- Safe harbor 401(k) plans and forfeitures
- Options for modifying trust language
- How far can the "describe" line be pushed?
- Status of PPA approval

**17. Tax Consequences of Plan Disqualification – Ferenczy**

- Corporate, plan and individual tax consequences
- Does the IRS really disqualify plans?
- Impact on audit CAP sanction
- Statute of limitations
- Tainted asset rule

- Plan disqualification affecting only HCEs
- Rollover correction

**18. Cash Balance Plans for DC Practitioners – Watson**

- Why don't my assets equal my account balances?
- Interest rate issues and options
- Can I self-direct my cash balance account?
- The role of a non-actuary in a cash balance plan
- Combining with safe harbor 401(k) plans

3:40 - 4:00 p.m. Refreshment Break

**GROUP VI:** 4:00 - 5:00 p.m.

**19. 401(k) Compliance Survey: What the IRS Learned and What We Need To Do – Watson**

- What the IRS learned, what the IRS is likely to do with the results
- Survey results
- Top heavy minimums, eligibility issues, early eligibility and rehired employees
- Required corrective actions

**20. Roth Transfers and Tax Strategies – Forbes**

- New guidance and amendment deadlines
- Recordkeeping buckets
- 72(t) recapture rules for transfers, rollovers and conversions
- Roth basis recovery rules

**21. 403(b) Corrections: Correcting under the New EPCRS Procedure – Kaplan**

- Correcting universal availability
- Failure to restate in 2009 for final regulations
- 415 correction
- Correcting excess amounts/excess allocations

**Friday, August 30**

8:00 - 8:30 a.m. Continental Breakfast

**General Session**

8:30 - 8:40 a.m. **Announcements** – Watson

8:40 - 9:40 a.m. **Pension Jeopardy** – Panel  
Join Derrin Watson as he hosts our version of the popular game show. Topical questions test the knowledge of our expert speakers. This session is not only fun, but also highlights important pension issues in a memorable way.

9:40 - 9:50 a.m. Refreshment Break

9:50 - 10:50 a.m. **Self-correction under EPCRS 2013** – Watson

- Changes in the new procedure
- 415 correction
- When can I use plan amendments?
- QNECs vs. forfeitures

10:50 - 11:00 a.m. Refreshment Break

11:00 - 12:00 p.m. **Ask the Experts Workshop** – Panel  
Get those tough questions answered. Case studies will be used in a discussion of the issues currently facing practitioners in employee benefits area.

12:00 p.m. – Adjourn