

Advanced Plan Design and Cross-Testing Workshop - 2019

8:00 a.m. Registration Check-in/Danish and Coffee

8:30 a.m. Client goals; plan alternatives - Understanding and determining plan sponsor objectives; design alternatives appropriate for different situations

Behavioral economics and design choices to increase deferrals – This session takes a look at the reasons participants defer inadequate amounts and strategies to maximize participation. Topics include communication strategies, the impact of plan design and features; automatic enrollment; practical strategies to maximize the benefit of automatic enrollment; automatic escalation; employee education; matching contributions; impact of investment options on participation

Safe Harbor 401(k) plan design options - ADP safe harbor; ACP safe harbor; choice between match and non-elective; design alternatives; triple stacked match; early entry; top heavy exemption

Noon Lunch

1:00 p.m. Advanced cross-tested plan designs – This session will include an in-depth review of cross-testing techniques and fundamentals with the intent of teaching the attendee practical strategies to maximize the benefits of cross-tested plan designs for plan sponsors of all types

Topics include: general test fundamentals and mechanics; testing by reference to benefits; average benefit test; minimum gateway contributions; group determination and structure; use with ADP tested 401(k); use with safe harbor 401(k); troubleshooting strategies, component plan restructuring

Retroactive corrective amendment - Use; deadlines; requirements; opportunities.

4:30 p.m. Adjournment

CE Credits: Total possible hours: 360 min. ÷ 50 = 7.0 CPE/CE hrs.*; 360 min. ÷ 60 = 6.0 CE hrs.*

*Final decision rests with governing body. Some governing bodies recognize fractions of hours; the program may qualify for a partial credit more than whole hours shown with these bodies.