

403(b) Plans for 401(k) Administrators Workshop – 2017

A full day overview of 403(b) plans and differences relative to 401(k) plans

- 8:00 a.m.** **Registration Check-in/Danish and Coffee**
- 8:30 a.m.** **Background** – History, contribution types, major differences between 403(b) and 401(k) plans, final regulations.
Eligible Employers - Types of employers eligible and ineligible to sponsor 403(b) plans
Investment Vehicles – Types of investment arrangements available to 403(b) plans, including Retirement Income Accounts
Plan Document Requirements - Written plan requirement, preapproved plans, IRS constraints, required provisions
ERISA requirements - Title I requirements, ERISA exemptions, meaning of “limited employer involvement”
5500 Reporting of Pre-2009 Assets – Unique rules applicable to pre-2009 investments
403(b) Plan Corrections – Consequences of uncorrected failures, EPCRS
- Noon** **Lunch** (provided)
- 1:00 p.m.** **Universal Availability Requirement** – Deferral eligibility requirements, permissible exclusions, related entities, deferral limits, effective opportunity
Eligibility Requirements – Administrative procedures and entry dates, early eligibility, two years of service, employer contribution exclusions
Contribution Limits – Applicability of the Code §402(g) and §415 limits; catch-up and special 403(b) catch-up contributions, includible compensation and year of service definition
Coverage and Nondiscrimination Requirements – Applicability of nondiscrimination tests to 403(b) plans, coverage requirements
Common Control Rules – Mandatory aggregation, permissive aggregation, permissive disaggregation, governmental plans
Distributions and Taxation – General rules, custodial accounts, RMDs, QDROs, frozen plans, rollovers, participant loans
403(b) Termination – What is termination, termination procedures, vesting, unique issues for 403(b) plans, orphan contracts, vendor participation, QJSAs
- 4:00 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.