

Advanced Pension Conference

Hyatt Centric Magnificent Mile • Chicago, IL
September 4-6, 2019

Empowering
the Financial World



Agenda

Wednesday, September 4

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

General Session

8:30 - 8:45 a.m.

Welcome and Announcements

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.

EPCRS 2019 – Ferenczy, Watson

In a development certain to be welcomed and useful to plan sponsors and service providers everywhere, newly released EPCRS procedures expand the availability of the self-correction program to certain participant loan and plan document failures. Derrin and Ilene will provide a detailed review of the new and expanded self-correction program.

12:00 - 1:15 p.m.

Hosted Luncheon

1:15 - 2:15 p.m.

Electronic Disclosures in an Increasingly Digital World – Schultz

The world changes rapidly, but regulations often take time to catch up. The IRS and DOL require delivery of dozens of different notices, but each agency has its own set of unique rules. Learn how to issue notices in a manner that is both compliant and efficient.

2:15 - 2:30 p.m.

Refreshment Break

2:30 - 3:45 p.m.

401(k) Plan Hot Topics – Hoffman

401(k) plans remain extremely popular with both plan sponsors and participants. The rules for hardship distributions have changed as a result of last year's federal budget bill. Proposed IRS regulations provide guidance and transitional options that plan sponsors must consider in bringing their plans into compliance. "Matching" contributions for student loan repayments is another 401(k) plan design concept garnering a great deal of attention. How does it work and what are the pitfalls? "Backdoor" Roth contributions have also been touted in the popular press but don't always make sense. Learn about these important hot topics and get your questions answered.

3:45 - 4:00 p.m.

Refreshment Break

4:00 - 5:15 p.m.

Cybersecurity and Fraud – Schultz

Phishing, social engineering, brute force attacks - con artists and hackers are turning their attention to 401(k) accounts and your participant websites and call centers are not immune. Learn how scammers are trying to access your customers' accounts and what you can do to protect participants and your firm.

5:15 p.m.

Cocktail Reception

Thursday, September 5

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

Concurrent Sessions 8:30 a.m. - 5:00 p.m. – Group I sessions are 60 minutes each. Group II sessions are 75 minutes each. Attend **two** topics from Group I and **two** from Group II.

GROUP I: 8:30 - 9:30 a.m. and repeated 9:40 - 10:40 a.m.

01. Mergers and Acquisitions – Ferenczy

Does your stomach clench when someone talks about a M&A issue? Does the phrase "transition period" make you want to run for the hills? Join Ilene Ferenczy for a practical, case study-based discussion of the major issues for which you should be on the lookout when there is a business purchase or sale.

02. Beneficiary Designations – Schultz

It seems so easy; so straight forward: the participant completes a beneficiary designation, and should the need arise, you transfer the balance to the designated beneficiary. But not so fast: from intra-family disputes to slayer statutes and beyond, this session will address best practices to minimize problems for plan fiduciaries and service providers.

03. Land of the (almost) Lost – Reconstruction Era Pension Plans Adapt and Evolve to Arrive and Thrive in the 21st Century – McKinney

When the Pension Protection Act Passed in 2006 cash balance plans, therefore, defined benefit plans received a new lease on life albeit a slow climb until the last few years witnessed a rapid increase. Those of us who have spent the majority of our careers in the defined contribution or more narrowly focused 401(k) plan environment need to understand how our qualified plan knowledge and experience can translate into grasping the nuances and particularities of defined benefit plans. This session provides a bridge to better utilizing your qualified plan understanding to navigate the land of new creatures such as AFTAPs, Funding, Interest Crediting Rates, Minimum Participation, and PBGC.

10:40 - 10:55 a.m. Refreshment Break

GROUP II - Part 1: 10:55 - 12:10 p.m. and *repeated after lunch* 1:20 - 2:35 p.m.

04. Getting Testy – When 401(k) Testing Pushes Back! – McKinney

401(k) testing is pretty simple really, you separate your populace, calculate some ratios, and BAM! You have results. We will explore the times when you need to apply some additional reasoning to fight through the mess and come out with the best result for the plan participants, the plan, and plan fiduciaries. What are all of my options for testing? What are my options for corrections? What if the employer has multiple plans? What are other considerations?

05. MEPs and PEPs - Legal and Regulatory Updates – Hoffman, Watson

Multiple employer plans have been championed by some as a way to increase retirement plan coverage. At the direction of the President, the Department of Labor has issued proposed regulations that could significantly expand their reach. At the same time, MEP supporters in Congress have introduced a number of bills that would address fiduciary concerns, as well potential problems under the Code. This session will review the current status of the laws regulating MEPs, the DOL proposed regulation and the various proposals intended to spur their growth as well as what the future portends.

06. Combination Plan Designs – Okum

Combining a cash balance plan with a 401(k) profit sharing plan (a "combo plan") can be a creative and powerful plan design option. In this session, we will discuss the mechanics and techniques used to design combo plan, as well as the funding, testing, and plan document issues that arise. We will also explore how to identify a good candidate for a combo plan and good plan design habits.

12:10 - 1:20 p.m. Hosted Luncheon

GROUP II - Part 2: 1:20 - 2:35 p.m. See above for Group II session descriptions.

2:35 - 2:50 p.m. Refreshment Break

GROUP III: 2:50 - 3:50 p.m. Sessions are 60 minutes each. Attend **one** topic from this group.

07. Rhapsody in Compliance - Sunlight Dawns When Compliance Time Comes – McKinney

Creative plan designs may often leave the plan consultant with a laundry list of additional testing. An inspirational match program results in benefit, rights, and features testing; top heavy status may further complicate both allocations and testing; separate divisions within a company adopt individual plans to fit their employees' needs. We will walk the corridor for the fun house of compliance and illustrate actual cases and whether they truly work or not.

08. 415 Rules for 403(b) Plans – Watson

We call this an Advanced Pension Conference for a reason! The limits of Code §415 as they apply to 403(b) plans resemble a walkthrough Neverland for qualified plan practitioners. In this session, we will review 403(b) specific issues, such as includible compensation, the penalty tax for exceeding the limit, 415 corrections, and the bizarre 415 plan aggregation rules unique to 403(b) plans.

09. Top-Heavy – Schultz

The top-heavy rules of Section 416 of the Code are among the most confusing and aggravating in retirement law. We have worked with them for years but the details often elude us. This session will take a deep dive into this often-overlooked topic.

GROUP IV: 4:00 - 5:00 p.m. Sessions are 60 minutes each. Attend **one** topic from this group.

10. How Service Agreements Can Save Your Practice – Ferenczy

Let's face it: the amount of money involved in retirement plans means that errors - either real or perceived by your clients - can lead to threats of litigation. Believe it or not, service agreements can save the day for the TPA. Come hear Ilene talk about real cases where the TPA was able to effectively defend against or significantly reduce its liability because of what it said in the service contract.

11. 457 for 401(k) Administrators – Watson

"Sure, I can handle your 457(b) plan. I mostly do 401(k) plans, but it's not that different." WRONG! It is "that" different. This session will highlight some of the key rules which apply to 457(b) plans, highlighting their differences with 401(k) plans, as well as the wide differences between governmental and tax-exempt plans.

12. Tackling Actuarial Reports – Okum

Actuarial reports can be daunting. What do all of those numbers mean? How do they affect the plan's operation? We will dive into the actuarial report and discuss actuarial concepts, the range of contribution levels, and the impact of funded status.

