General Session 2: Trends in IRS, DOL and PBGC Audits and Investigations

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Agenda

• IRS Fiscal Year 2020 Program
• EBSA enforcement Initiatives
• Referrals
• Communicating with the IRS/DOL

IRS FISCAL YEAR 2020 PROGRAM

• Compliance Strategies
  • ESOP:
    • Proper Valuation
    • Annual Allocation of Employees Stock and Nondiscrimination requirements
  • 403(b)/457 plans
    • Universal Availability issues
    • Deferral limits and 415
    • 457(b) excessive contributions
    • 3 year catch up contribution rule
IRS FISCAL YEAR 2020 PROGRAM
• Compliance Strategies
• SERP/SEP IRA
  • Controlled group analysis
• Termination of Cash Balance Plans
  • Reversions

DOL ENFORCEMENT INITIATIVES
• Health Plans
  • Title 7 Compliance Issues
• Criminal Investigations
• Civil Investigations
• Distributions
  • Required Minimum Distributions

Referrals
• Selection of Plans for Audit/Investigations
• IRS Compliance Checks
• DOL Voluntary Compliance
• When do we refer plans for audits/investigations?
Communicating with the IRS/DOL
- IRS
  - Agent
  - Manager
- DOL
  - Investigator
  - Manager

Questions