

Workshop 64

Informal Defined Benefit Session

Wednesday, October 26, 2013

8:00 a.m. – 9:15 a.m.

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This open forum provides an opportunity for you to discuss topics with fellow attendees on current problems and issues facing defined benefit plan sponsors. Topics covered may include items from the following outline. Feel free to bring your own!

I. Coverage and Nondiscrimination

- A. Controlled and Affiliated Service Group rules
- B. Identifying employees
- C. Otherwise excludable employees
- D. Cross testing
- F. Timing of plan amendments to change formula
 - 1. anticutback rule
 - 2. "corrective" amendments under 1.401(a)(4)-11(g)

II. General Issues

- A. Distribution rules
 - 1. Discrimination
 - 2. Spousal consent -- multiple annuity starting dates
 - 3. Withholding income tax
 - 4. Final IRC 436 rules
 - 5. Cashout of benefits in pay status
- B. Deduction rules
- C. Operating plan in accordance with its terms
 - 1. Anticipating plan amendments
- D. PPA plan amendments
 - 1. "Operational compliance" opportunities
 - 2. Anticutback rule

III. Valuation Issues

- A. MAP-21 interest and mortality rates
- B. AFTAP Certifications for 436 benefit restrictions
- C. Funding notice
- D. Changes in funding methods/rates

VI. DB/K

- A. One plan or two
- B. Documents
- C. Minimum benefits
- D. Cash balance backloading
- E. Small employer
- F. Mergers and spinoffs