

# Sunday, May 5, 2019

5/5 8:00AM-6:00PM

## Registration & Information Center Open

5/5 9:00AM-6:00PM

## EBP19101. Introduction to Employee Benefit Plan Audits

**Marilee Lau**

This all-day pre-conference workshop is geared toward individuals interested in a general overview and update of the audit, accounting and reporting requirements for employee benefit plans. Auditors new to employee benefit plan audits, experienced auditors interested in a refresher course, benefit plan professionals as well as service providers who want to understand the audit process, could benefit from this workshop. It provides a basic understanding of the requirements for all types of EBP audits based on the AICPA's Employee Benefit Plans - Accounting and Audit Guide as well as DOL requirements. Participants will have ample time to discuss specific issues and resolutions for real-life employee benefit problems. Attending this workshop will help participants choose beneficial sessions from the general conference to tailor the conference experience.

This session will address employee benefit plan audit quality issues based on findings from the DOL and peer review engagements and unique accounting and reporting issues.

Learning Objectives:

- Recognize the more common types of EB plans
- Indicate appropriate planning and substantive audit procedures with respect to investments, contributions, distributions, and benefit obligations
- Recall ERISA regulations
- Identify problems and potential resolutions within EBP audits

5/5 1:00PM-5:00PM

## EBP19102. Form 5500 Workshop

**Kimberly Flett** - Managing Director, National Practice Leader | BDO  
**Laura A. Anderson** - Senior Manager | Ernst & Young LLP

This half-day Form 5500 workshop will provide a practical review of the Form 5500 and related schedules. We will explore common practitioner questions and Form 5500 and related schedules' pitfalls. The session is designed for plan administrators, auditors, and preparers who want to learn about the Form 5500 as well as expand their knowledge of the Form 5500 filings.

Learning Objectives:

**Mike F. Kraemer** - Director, Regulatory Analysis and Consulting | Fidelity Investments

**Debbie Packer** - Director | PricewaterhouseCoopers LLP

- Identify Form 5500/5500-SF specifics
- Identify changes to the 2017 Form 5500
- Use Form 5500 related schedules and Form 8955-SSA
- Use the Electronic Filing/EFast2 system and determine when DOL enforcement may occur

5/5 2:00PM-6:00PM

## EBP19NG. Emerging EBP Professionals Workshop

**Lisa Germano** - President | Actuarial Benefits & Design  
**Amisha Patel** - Principal | Johnson Lambert LLP

This workshop has it all: hands-on training in specific areas, professional development skills, building credibility, fostering relationships, and communication tips. This workshop is designed to give technical and soft skills to those professionals who are fairly new to employee benefit plans, or who have much audit experience but are new to employee benefit plan audits. This is an ideal precursor to the main conference's Fundamental Track. The EEBP workshop will be led by EBP professionals with extensive experience in both accounting, auditing and tax practices within employee benefit plans. Mentors and experts will be on hand so you leave this afternoon with a cadre of new

**David Stern** - Partner | Fasten Halberstam LLP

skills and competencies. Emerging EBP participants will have an opportunity to interact directly with the workshop leaders on a wide variety of EBP topics during the conference and after the conference - this is a great way to expand your EBP expertise networking.

Learning Objectives:

- Identify sessions to attend during remaining days of conference.
- Indicate your goals in attending the conference to mentors and experts.
- Recall EBP training and apply to rest of conference.

5/5 6:00PM-7:00PM

## Networking Reception

# Monday, May 6, 2019

5/6 7:00AM-5:40PM

## Registration & Information Center Open

5/6 7:00AM-8:30AM

## Continental Breakfast & Vendor Displays

5/6 8:00AM-8:15AM

## Opening Remarks

5/6 8:15AM-9:05AM

## EBP1901. Cybersecurity

**Johnny Lee** - *Principal & National Practice Leader, Forensic Technology Services | Grant Thornton LLP*

Session will discuss trends and best practices from the cybersecurity and information privacy arenas.

Learning Objectives:

- Recall the latest trends affecting organizations and individuals (vis-à-vis cybersecurity and privacy)
- Select the leading practices for dealing with these trends in your company or your client's company
- Indicate what practitioners can do to safeguard their own organizational and personal data

5/6 9:05AM-9:15AM

## Change Break

5/6 9:15AM-10:30AM

## EBP1902. Washington Regulatory Update: IRS & DOL

Session Description Coming Soon!

Learning Objectives:

- Identify the latest initiatives and priorities within the DOL and IRS.
- Use the latest regulatory and enforcement developments in planning the EBP engagement and discussing potential issues with plan sponsors.

5/6 10:30AM-11:00AM

## Morning Refreshment Break & Vendor Displays

5/6 11:00AM-12:15PM

## EBP1903. New EBP Reporting Standard

**Linda Delahanty** - *Senior Manager | AICPA*

**Josie Hammond** - *National Director of Employee Benefit Plan Services | RSM US LLP*

The new EBP reporting framework addresses the auditor's responsibilities for forming an opinion and reporting on ERISA plan financial statements, including the form and content of the report when management elects to have an ERISA section 103(a)(3)(C) audit performed.

Learning Objectives:

**Tracey Harding** - *Principal | BerryDunn*

- Analyze the requirements of the new EBP reporting framework
- Differentiate the new form and content of the EBP reports compared to the current standard
- Determine when it is appropriate to use the ERISA section in the audit report

5/6 11:00AM-12:15PM

## EBP1904. Fringe Benefits Post Tax Reform

**Jeff Martin** - *Partner | Grant Thornton LLP*

This session will review the current rules and regulations regarding fringe benefits, including the ability of an employee to exclude the value of such benefits from income and the ability of an employer to deduct the cost of those benefits.

Learning Objectives:

**Deborah Walker** - *National Director, Compensation and Benefits | Cherry Bekaert LLP*

- Identify the fringe benefits that are best for your client based on the tax treatment of such benefits for the employer and the employee
- Apply current rules and regulations to your clients in order to assist in designing a cost efficient fringe benefit plan

5/6 12:15PM-1:15PM

## Lunch

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5/6 1:15PM-2:30PM

### EBP1905. ERISA Basics and Plan Documents

**Travis Jack** - Partner, Chairman - Benefit Plan Audit Services Group | RubinBrown

This session will provide a basic overview of ERISA, highlighting certain key elements for plan auditors, and introduce the plan document provisions of the defined contribution case study, which is utilized for all the fundamental track sessions.

Learning Objectives:

**Brad Wall** - Partner | Moss Adams

- Recall the ERISA law from an auditor's perspective
  - Recognize different types of plan document designs and common plan amendments
  - Identify key plan provisions of the case study to consider risk assessment and develop audit procedures
  - Indicate key elements of the plan provisions using the AICPA EBPAQC's Plan Document Tool
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5/6 1:15PM-2:30PM

### EBP1906. Work The Core, Don't Fail in Assessing Risk (Repeated in Session 62)

**Carl Mayes** - Associate Director - CPA Quality and Evolution | AICPA  
**Diane Walker** - NA | Johnson Lambert LLP

Partners, are you starting your audit off properly? Most practitioners answer, "yes." However, more than a decade after the risk assessment standards were issued, the AICPA Peer Review team found that more than half of all firms fail to comply with AU-C Section 315 or 330.

At the core of every audit are the goals of identifying, assessing, and responding to risks of material misstatement. Ensure your EBP audits comply with risk assessment standards. The discussion will include misconceptions commonly held by senior-level

**Michelle Weldon** - Partner | PricewaterhouseCoopers LLP

practitioners and how to avoid these common areas of non-compliance.

Learning Objectives:

- Interpret commonly misapplied requirements of AU-C Sections 315 and 330.
  - Contrast common areas of non-compliance found by AICPA Peer Review team research to your EBP audit performance.
  - Assess practical application of the standards in EBP audits.
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5/6 1:15PM-2:30PM

### EBP1907. 401(k) Testing and Alternatives

**Cindy Dwyer** - Shareholder | Mayer Hoffman McCann PC

An in-depth look at 401(k) plan testing and alternatives including APD/ACP testing from a tax perspective. These compliance tests are complicated and this session can assist auditors in become more adept in the area related to non-discrimination testing.

Learning Objectives:

**Kimberly Flett** - Managing Director, National Practice Leader | BDO

- Apply proper use of ADP/ACP testing based on its purpose.
  - Identify issues involved with testing failures and corrections.
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5/6 1:15PM-2:30PM

### EBP1908. Audit Innovation- General

Session Description Coming Soon! |

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5/6 1:15PM-2:30PM

### EBP1909. Not the Usual: Unique and Uncommon Issues within EPCRS Correction Programs

**Thomas Pevarnik** - Deloitte Tax | Managing Director

This session will cover uncommon, highly technical correction techniques and requirements under the IRS' EPCRS.

Learning Objectives:

**Mark Ritter** - Managing Director | Grant Thornton LLP

- Formulate correction methods where no pre-existing examples are provided
  - Evaluate less-common issues and problems that may arise when doing qualified plan corrections
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5/6 1:15PM-2:30PM

## EBP1910. Understanding Management's Responsibilities for Your Plan

**Santiago Bianchi** - *Benefit Plans Reporting Manager | ExxonMobil*  
**Bonnie Marcantel** - *Director | Postlethwaite & Netterville*

**Chris Shankle** - *Senior Vice President | Argent Financial Group*

The panel will provide an overview of benefit plans' management responsibilities, including, but not limited to: accomplishing all regulatory requirements under management scope and all necessary elements, activities, recommendations, and decisions that ensure those requirements are satisfied

Learning Objectives:

- Identify management's main/key areas of focus regarding a benefit plan's scope of responsibilities.
- Apply the panel's recommendations on areas of focus and responsibilities to your company.

5/6 1:15PM-2:30PM

## EBP1911. Multiemployer plan audits

**Eric Carroll** - *Partner | RSM US LLP*

**Stacy Meyer** - *Principal | CLA*

Session Description Coming Soon!

5/6 2:30PM-2:40PM

## Change Break

5/6 2:40PM-3:55PM

## EBP1912. Risk Assessment and Planning Part I

**Gregory Clark** - *Partner | Business Compliance & Controls*  
**Chip Harris** - *Partner, Chairman - Benefit Plan Audit Services Group | RubinBrown*

**Theresa McDowell** - *Partner | Plante Moran*

This session is part 1 of 2 of working through the planning and risk assessment process for the fundamental track case study and will continue in Session #19. These sessions include consideration of SOC 1 reports and certifications for limited scope audits.

Learning Objectives:

- Recognize necessary procedures to properly plan an employee benefit plan, through utilization of an example
- Recall risk assessment standards and linkage to planned procedures based on risk evaluation by audit area at the assertion level, utilizing examples of documentation tools
- Recognize when limited-scope audits are appropriate utilizing evaluation tool
- Identify a SOC 1 report and recall its components' (i.e., user controls) impact on planned procedures and risk assessment by walking through a SOC 1 evaluation

5/6 2:40PM-3:55PM

## EBP1913. Using an Actuarial Report in Your Audit

**Dennis Polisner** - *Director | KPMG LLP*

**Diane Walker** - *NA | Johnson Lambert LLP*

This session will cover the objectives and uses of an actuarial report, the information contained in a report, assessing the actuarial methods and assumptions and discussing the information in the report that is most useful to an auditor.

Learning Objectives:

- Determine what information is relevant for auditing purposes
- Analyze the structure of a typical report
- Apply the assumptions used and how to assess them
- Select an actuary as a specialist based the qualifications

5/6 2:40PM-3:55PM

## EBP1914. Auto-enroll Plans

**David Stern** - *Partner | Fasten Halberstam LLP*

**Mark Swedelson** - *Goldberg, Swedelson & Associates*

Session Description Coming Soon!

5/6 2:40PM-3:55PM

## EBP1915. Fringe Benefit Trends

**Anne Bushman** - Tax Senior Manager | RSM US LLP

Fringe benefits are a hot topic for employers looking to attract and retain talent in a tight labor market. Often, fringe benefits can be provided at relatively little cost while still providing benefit that employees value. Over time, changes in the business environment and employee demographics cause different fringe benefits to be perceived as valuable. This course will provide an overview of recent fringe benefit trends and the considerations for offering those benefits. Some benefits covered may include student loan

**Jeff Martin** - Partner | Grant Thornton LLP

payments, snacks, reward programs, and wellness programs.

Learning Objectives:

- Recognize recent trends in fringe benefits
- Recall tax consequences of trending fringe benefits
- Identify important factors when choosing fringe benefits

5/6 2:40PM-3:55PM

## EBP1916. Employee Benefits and Executive Compensation Issues in Mergers and Acquisitions

**Christa Bierma** - Principal | Ernst & Young LLP

Session covers various employee benefit and executive compensation issues that arise in connection with mergers and acquisitions, including strategies for both buyers and sellers to address the issues.

Learning Objectives:

**Keith Mong** - Managing Director | Grant Thornton

- Identify health benefit plan issues in mergers and acquisitions
- Develop and assess strategies for addressing the various issues that may arise.

5/6 2:40PM-3:55PM

## EBP1917. Common Mistakes Identified in Inspections Peer Review: Case Studies and What Can Auditors Learn from the Mistakes of Others Inspection Results

**Jennifer Clayton** - Senior Manager - Professional Ethics | AICPA

Session Description Coming Soon!

5/6 2:40PM-3:55PM

## EBP1918. Peer Review Part I

**Marilee Lau**

\*Note for Peer Reviewers: You must attend both sessions to satisfy your annual EBP must-select training requirement.

This session will address new and recent changes to guidance related to peer reviews of employee benefit plan (EBP) audit engagements. For peer reviewers, attendance of both parts I and II will satisfy the annual peer review must-select training requirement to review EBP engagements.

This session is designed to be interactive with ample time for participants to discuss specific issues related to conducting reviews, using the EBP checklist, and resolutions of real-life EBP audit findings. This presentation is primarily designed for peer reviewers; however these sessions will help subject matter experts gain a better understanding of the peer review process and the benefits of serving as a team member in peer reviews.

**Thomas J Parry** - Partner | Navolio & Tallman LLP

Presenters will provide:

- Updates about recent or upcoming changes to peer review guidance related to EBP audit engagements
- Insight from DOL quality reviews
- Updates on the Enhanced Oversight Program and common issues identified
- Recent changes related to the Peer Review Employee Benefit Plan Audit Engagement Checklist, including considerations related to bolded questions.
- Both lecture-based content, as well as hands-on application of learning objectives using case studies.

Learning Objectives:

- Interpret guidance for reviewers of EBP must-select engagements
- Assess ramifications when answering bolded questions on the EBP checklist
- Evaluate and anticipate DOL quality review findings

5/6 3:55PM-4:25PM

## Afternoon Refreshment Break & Vendor Displays

5/6 4:25PM-5:40PM

## EBP1919. Risk Assessment and Planning Part II

**Gregory Clark** - Partner | Business Compliance & Controls

This session is a continuation of Session 19.

5/6 4:25PM-5:40PM

## EBP1920. Sort Out the SOC Reports used in Your EBP Audits (Repeated in Session 57)

**Chip Harris** - Partner, Chairman - Benefit Plan Audit Services Group / RubinBrown

Each year, you hear about increasing the usage of SOC 1 reports in your EBP audits. Attend this session and leave knowing why it's imperative to use a SOC 1 report in your audit, if applicable. The session will cover key differences between SSAE 16 and SSAE 18. Content will also include subservice provider reports and noting subservice provider user controls, efficient ways to review and summarize a SOC 1 report, and what to do if you can't obtain a SOC 1 report but need one.  
Learning Objectives:

**Patricia McCormick** - Audit Manager | Deloitte & Touche  
**Susan Peirce** - Principal | Apple Growth Partners

- Identify the appropriate audit approach regarding subservice organizations and complimentary user entity controls.
- Analyze the impact of carve-outs, complementary user controls, exceptions in testing, and report qualifications.
- Analyze the differences between SSAE 16 and SSAE 18.
- Determine efficient ways to summarize and evaluate information in SOC 1 reports.

5/6 4:25PM-5:40PM

## EBP1921. Is an ESOP Right for Your Company?

**Keandra Greene** - Washington Nat'l Tax | RSM US LLP  
**Theresa McDowell** - Partner | Plante Moran

This session will discuss whether an ESOP is the best business succession planning tool for a company. We will provide an overview of an ESOP, why a company might or might not want one, and tax/economic/business perspectives of an ESOP. We will provide a case study to illustrate the analysis.  
Learning Objectives:

**Mark Welker** - Partner | Husch Blackwell LLP

- Identify clients in which an ESOP as a business succession planning alternative is appropriate.
- Recall aspects of an ESOP in order to propose to potential ESOP candidates.
- Recognize potential advantages and disadvantages of ESOPs, including concerns related to risk, cost, and complexity.

5/6 4:25PM-5:40PM

## EBP1922. Data privacy & security

Session Description Coming Soon!

5/6 4:25PM-5:40PM

## EBP1923. Stable Value

**Kristin Daniels** - Principal | Galliard Capital Management, Inc.

Stable Value Case Study: Walk through two case studies on financial reporting for stable value investments.

Learning Objectives:

- To understand the structure of stable value investments, the various types of fully benefit responsive investment contracts utilized, and the investment vehicles commonly available to plans
- To apply that knowledge to real life examples, including simplified FASB reporting and 5500 reporting

**Deborah Smith** - Partner | Grant Thornton LLP

5/6 4:25PM-5:40PM

## EBP1924. Plan Sponsor Best Practices, Fees & Communications

**Wayne Kamenitz** - Vice President & Regional Compliance Practice Leader | Segal Company

Session Description Coming Soon!

**Chris Shankle** - Senior Vice President | Argent Financial Group

5/6 4:25PM-5:40PM

## EBP1925. Peer Review Part II

**Marilee Lau**

\*Note for Peer Reviewers: You must attend both sessions to satisfy your annual EBP must-select training requirement.

This session will address new and recent changes to guidance related to peer reviews of employee benefit plan (EBP) audit engagements. For peer reviewers, attendance of both parts I and II will satisfy the annual peer review must-select training requirement to review EBP engagements.

This session is designed to be interactive with ample time for participants to discuss specific issues related to conducting reviews, using the EBP checklist, and resolutions of real-life EBP audit findings. This presentation is primarily designed for peer reviewers; however these sessions will help subject matter experts gain a better understanding of the peer review process and the benefits of serving as a team member in peer reviews.

**Thomas J Parry** - Partner | Navolio & Tallman LLP

Presenters will provide:

- Updates about recent or upcoming changes to peer review guidance related to EBP audit engagements
- Insight from DOL quality reviews
- Updates on the Enhanced Oversight Program and common issues identified
- Recent changes related to the Peer Review Employee Benefit Plan Audit Engagement Checklist, including considerations related to bolded questions.
- Both lecture-based content, as well as hands-on application of learning objectives using case studies.

Learning Objectives:

- Apply guidance for reviewers of EBP must-select engagements
- Assess ramifications when answering bolded questions on the EBP checklist
- Evaluate and anticipate DOL quality review findings

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5/6 5:40PM-6:45PM

## Welcome Reception

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# Tuesday, May 7, 2019

5/7 6:30AM-5:30PM

## Registration & Information Center Open

5/7 6:30AM-8:00AM

## Continental Breakfast & Vendor Displays

5/7 7:30AM-8:20AM

### EBP19201. EBPAQC Update

**James Haubrock** - Partner | Clark, Schaefer, Hackett & Co.

**Ian MacKay** - Director | AICPA

Learn about new resources and tools from the Employee Benefit Plan Audit Quality Center. Help your firm apply best practices and achieve efficiencies in your EBP audits. Learn how to network in the EBP audit community to enhance your audit quality.

Learning Objectives:

- Select EBPAQC tools to perform efficient EBP audits.
- Recall best practices to improve audit quality.

5/7 7:30AM-8:20AM

### EBP19202. Beyond the Audit: AICPA Resources

**Kelly Davis** - Principal, Employee Benefit Plans | CliftonLarsonAllen LLP

**Wayne Kamenitz** - Vice President & Regional Compliance Practice Leader | Segal Company

**Chris Shankle** - Senior Vice President | Argent Financial Group

**Kristin Esposito** - Senior Manager - Tax Advocacy | AICPA

The AICPA has a wealth of resources for many aspects of ERISA and retirement planning. AICPA staff and members will review these resources to give participants familiarity with what they can offer for a vibrant ERISA practice or to plan sponsors for use by internal accounting or human resources staff – or even plan participants.

Learning Objectives:

- Identify tools from the AICPA Tax Technical Resource Panel
- Recall tax advocacy initiatives
- Identify AICPA Tax Section tools
- Identify AICPA Financial Literacy tools for plan sponsors and plan participants

5/7 8:20AM-8:30AM

## Morning Announcements

5/7 8:30AM-9:45AM

### EBP1926. (Is the Future Behind) Door #1, Door #2, or Door #3?

**Rebecca Ryan** - Founder | NEXT Generation Consulting, Inc.

If you knew the future, how would you lead your firm or change your strategy? Most of us use foresight every day, but we don't realize it so we don't think about how we anticipate the future. In this presentation, futurist and economist Rebecca Ryan takes you behind the scenes to show you:

Learning Objectives:

- How futurists think about EVERY problem...and how you can think like a futurist about your firm, your career, your role and beyond
- How "everyday people" like math teachers and postal workers fine-tune their foresight skills and outperform the Department of Defense in making predictions
- Which future scenarios your firm must consider, to be ready for anything
- About Rebecca – Rebecca Ryan has been named a "Top 100 Most Influential" by Accounting Today and a "Thought Leader" by CPA Practice Advisor. She's a former partner with The Advisory Board and worked with Top 200 firms on human resource strategy and foresight.

5/7 9:45AM-10:15AM

## Morning Refreshment Break & Vendor Displays

5/7 10:15AM-11:30AM

## EBP1927. Contributions, Eligibility and Participant Data, Part I

**Gwen Bryant** - Assurance Partner | HoganTaylor LLP  
**Tiffany White** - Shareholder | Clark Schaefer Hackett

**Sara Wilson** - Senior Manager | Grant Thornton LLP

This session is part 1 of 2 that focuses on the testing of eligibility, participant data and contributions for the fundamentals track case study, including discussion of common errors found in these areas. This session will be continued in Session #34.

Learning Objectives:

- Identify the various contribution types that are typical in a defined contribution plan, review the annual limits, and understand the participant and employer contributions based on the fundamental track case study's plan provisions, considering eligibility and eligible compensation for each type of contribution
- Recall the risk assessment of relevant assertions and the planned audit procedures of the case study
- Select sampling and testing procedures utilizing examples from the case study for payroll, definition of compensation, participant eligibility, participant data, contributions, and the timely remittance of contributions
- Recognize common errors found in testing of contributions, eligibility and participant data

5/7 10:15AM-11:30AM

## EBP1928. Auditing in a Digital World

**Monique Elliott** - Shareholder/Owner | Elliott Group CPAs, PLLC

**Wendy Terry** - Partner | WithumSmith+Brown, PC

Audits in the digital world continue to evolve and make auditors' work more complex. We will review strategies to assist auditors in ensuring you meet current auditing and documentations standards.

Learning Objectives:

- Determine appropriate audit evidence in an electronic environment
- Choose best practices for auditing in electronic environment.

5/7 10:15AM-11:30AM

## EBP1929. Unrelated Business Taxable Income

**J. Calvin Marks** - Manager | Johnson Lambert LLP

**Deborah Walker** - National Director, Compensation and Benefits | Cherry Bekaert LLP

Special rules apply to unrelated business income for employee benefit plans. This session will review the rules for unrelated business income in general and those that apply to employee benefit plans in particular.

Learning Objectives:

- Determine if unrelated business income tax is applicable to a specific welfare benefit plan
- Analyze whether it is appropriate for your client to fund a specific welfare benefit plan and the tax implications of doing so in a tax exempt or taxable trust
- Calculate unrelated business income tax when a qualified retirement plan needs to pay unrelated business income tax, if applicable

5/7 10:15AM-11:30AM

## EBP1930. Anti-Assignment Rules – procedures, legal and tax issues

Session Description Coming Soon!

5/7 10:15AM-11:30AM

## EBP1931. Executive Compensation: Tax Reform & Beyond

**Eddie Adkins** - Retired Partner | Grant Thornton LLP  
**Karen Field** - Senior Director | RSM

**Keandra Greene** - Washington Nat'l Tax | RSM US LLP

Session Description Coming Soon!

5/7 10:15AM-11:30AM

## EBP1932. Auditing DB Plans - Distributions and Census Data

**Stacy Meyer** - *Principal | CLA*

This session will discuss the key audit areas and considerations when auditing a defined benefit plan. Areas include distributions and auditing census valuation data. The session will also address the risk assessment process for a defined benefit plan and testing strategies.

NOTE: The session will not focus on the actuarial report or the assumptions that drive the actuarial valuation which are both covered in another session.

Learning Objectives:

**Steve VanSteenkiste** - *Partner | Plante & Moran PLLC*

- Understand best practices when designing testing strategies for auditing distributions and the census valuation data
- Identify the unique risk assessment considerations when auditing a defined benefit plan
- Recognize strategies available when there

5/7 10:15AM-11:30AM

## EBP1933. The Specificity of an ESOP's Tax Rules

**Anne Bushman** - *Tax Senior Manager | RSM US LLP*

ESOPs are a unique type of qualified retirement plan. This unique aspect of owning and leveraging employer shares brings about unique tax consequences. This session will review tax rules specific to structuring ESOP transactions (such as S corporation vs. C corporation treatment and 1042 tax deferral) and existing ESOP sponsors (such as deduction limits, book-tax differences, and section 409(p).) The session assumes intermediate competency related to ESOPs. Auditors will benefit from the material as it is based on ESOP operations that have financial statement effects. Learning Objectives:

**Mark Welker** - *Partner | Husch Blackwell LLP*

- Assess effects of income tax rules on a company that sponsors an ESOP
- Interpret necessary facts for accurate tax compliance for ESOP sponsors
- Categorize issues related to ESOP, including section 409(p) issues

5/7 11:30AM-11:40AM

## Change Break

5/7 11:40AM-12:30PM

## EBP1934. Contributions, Eligibility and Participant Data, Part II

**Gwen Bryant** - *Assurance Partner | HoganTaylor LLP*

Continuation of Session 27 focusing on the testing of eligibility, participant data and contributions for the fundamentals track case study, including discussion of common errors found in these areas.

Learning Objectives:

- Identify the various contribution types that are typical in a defined contribution plan, review the annual limits, and understand the participant and employer contributions based on the fundamental track case study's plan provisions, considering eligibility and eligible compensation for each type of contribution
- Recall the risk assessment of relevant assertions and the planned audit procedures of the case study
- Select sampling and testing procedures utilizing examples from the case study for payroll, definition of compensation, participant eligibility, participant data, contributions, and the timely remittance of contributions
- Recognize common errors found in testing of contributions, eligibility and participant data

**Tiffany White** - *Shareholder | Clark Schaefer Hackett*

5/7 11:40AM-12:30PM

## EBP1935. Breaking Down the Definition of Compensation (Repeated in Session 207)

**Chip Harris** - *Partner, Chairman - Benefit Plan Audit Services Group | RubinBrown*

**William O'Malley** - *Senior Director | RSM US LLP*

**Kimber Smail-benedict** - *Partner | Plante Moran, PLLC*

Session Description Coming Soon!

5/7 11:40AM-12:30PM

## EBP1936. Compliance Testing in DC Plans

**Karen Field** - Senior Director | RSM

Session Description Coming Soon!

5/7 11:40AM-12:30PM

## EBP1937. Legal Update and Recent Court Cases

**Renee Cahill** - Manager | Grant Thornton LLP

This session is intended to provide an update on key legal developments over the last year including legislation, agency guidance, and relevant court cases surrounding

**Keith Mong** - Managing Director | Grant Thornton

significant employee benefit plan issues.

5/7 11:40AM-12:30PM

## EBP1938. What Officers and Directors Need to Know

**Lisa Germano** - President | Actuarial Benefits & Design

Officers and Directors are not always aware of their responsibility for information and oversight. This session will provide information to those who are responsible for their employer's retirement plan or who want to know the details for the oversight responsibilities and will include information about information to the plan auditor, hiring a plan auditor, hiring the service providers, fidelity bond and fiduciary insurance coverage along with best practices for

Administrative or Investment Committees – including the Request For Proposal process.

Learning Objectives:

- The responsibilities Officers and Directors have to hire and oversee the plan audit.
- What each service provider should bring to the table and how to monitor the providers – and maintain good committee documentation of actions taken.

5/7 11:40AM-12:30PM

## EBP1939. "Keys for Effective Training"

**Carey Blakeman** - Senior Manager - Portfolio & Content Development | AICPA

**Dr. Reggie R. Padin**

Session Description Coming Soon!

5/7 11:40AM-12:30PM

## EBP1940. Effective Audit Planning: Best Practices for Plan Sponsor and Auditors

**Santiago Bianchi** - Benefit Plans Reporting Manager | ExxonMobil

Session Description Coming Soon!

5/7 12:30PM-1:30PM

## Lunch

5/7 1:30PM-2:45PM

## EBP1941. Investments Commonly Used in Employee Benefit Plans

**Travis Jack** - Partner, Chairman - Benefit Plan Audit Services Group | RubinBrown

**Yuli Mihaylov** - Senior Manager | MOSS ADAMS LLP

This session provides an overview of investments commonly held by defined contribution plans and focuses on investment testing and disclosures relevant to the fundamentals track case study.

Learning Objectives:

- Identify the key characteristics of various investments commonly held in plans, including insurance products, common/collective trust funds, pooled separate accounts, mutual funds, and self-directed brokerage accounts.
- Recall the risk assessment of relevant assertions and the planned audit procedures of the case study
- Select sampling and testing procedures utilizing examples from the fundamentals track case study for investments and investment income
- Recognize unique financial reporting requirements for investments

5/7 1:30PM-2:45PM

## EBP1942. Audit and Accounting for Common Investments

**Eric Carroll** - Partner | RSM US LLP

This session will discuss various investments that are commonly held by employee benefit plans including investment contracts and stable value products. The session will also cover relevant valuation and classification concepts.

Learning Objectives:

**Steve VanSteenkiste** - Partner | Plante & Moran PLLC

- Identify common investments held by employee benefit plans
- Analyze stable value products, including design, valuation, and operation
- Distinguish reporting of common insurance company products compared to other investments
- Recognize unique considerations needed for these investments

5/7 1:30PM-2:45PM

## EBP1943. Common IRS/DOL Errors and How to Correct Them (Repeated in Session 64)

**Renee Cahill** - Manager | Grant Thornton LLP

This course will provide an introductory discussion about the basic parameters relating to how common IRS/DOL errors can be corrected under the IRS Employee Plans Compliance Resolution System (EPCRS). This course will include comments on the recently released EPCRS Program.

Learning Objectives:

**Mark Ritter** - Managing Director | Grant Thornton LLP

- Identifying common plan administrative and similar errors
- Recognize appropriate and compliant correction methods for respective errors.

5/7 1:30PM-2:45PM

## EBP1944. It's Never Too Soon to Start Retirement Planning

**Avery Neumark** - Partner | Marks Paneth LLP

Common research shows many individuals wait too long to start tax and retirement planning. This can cause one to work longer or unexpected stress as one nears retirement. Be proactive and get started now! It's never truly too soon. The session will cover topics such as IRAs and what is the right IRA for you, social security 101, estate planning, and navigating your current retirement plan.

Learning Objectives:

**Carol Zurcher** - Partner | Thomas, Zurcher & White, P. A.

- Recall retirement planning considerations for all generations and the importance of beneficiary selections
- Recognize important aspects of your retirement plan and select the appropriate IRA that matches your retirement goals
- Distinguish between a Roth or a Roth Conversion
- Identify key ages when discussing retirement goals

5/7 1:30PM-2:45PM

## EBP1945. Sponsor Accounting for Compensation in DB and HW (ASC 715)

**Dennis Polisner** - Director | KPMG LLP

This session will provide an overview of the accounting for DB and H&W plans based on the guidance from ASC 715-30 and ASC 715-60. It will compare and contrast the accounting for plan sponsors with the accounting for the plans under ASC 960 and ASC 965. The session will also cover the objectives of sponsor accounting, the balance

sheet and P&L aspects of the standards, and special situations such as curtailments and settlements.

Learning Objectives:

- Evaluate these unique accounting models
- Reconstruct sponsor accounting and plan accounting based on ASC 715

5/7 1:30PM-2:45PM

## EBP1946. Managing Self-Insured Benefits Costs

**Garret Hansen** - Sr Mgr. Benefit and Risk Management Finance | Quest Diagnostics, Inc.

A review of self-insured medical benefits costs, what has been driving the costs up recently, and steps companies are taking to manage, contain, and reduce costs.

Learning Objectives:

- Predict self-insured benefit plans costs based on plan characteristics
- Evaluate benefit plan costs management processes

5/7 1:30PM-2:45PM

## EBP1947. Health & Welfare Plans - Understanding the Claims Process and Testing Claims

**Gabriel O'Keefe** - Partner | Plante Moran

This session will help participants understand how medical, dental, vision, etc. claims are processed by self-insured health and welfare plans.

Learning Objectives:

- Reconstruct the process set by self-insured health and welfare plans for medical, dental, vision, etc. claims
- Formulate testing for these types of claims
- Assess usage of data analytics on auditing claims and risk assessment

5/7 2:45PM-2:55PM

## Change Break

5/7 2:55PM-3:45PM

## EBP1948. Distributions and Plan Expenses

**Anne Morris** - Principal | Windham Brannon, P.C.

This session will provide an overview of distributions and common errors in a defined contribution plan and will focus on the testing of distributions and plan expenses for the fundamentals track case study.

Learning Objectives:

**Tiffany White** - Shareholder | Clark Schaefer Hackett

- Identify the various types of distributions (retirement, rollovers, hardships, loans, etc.), vesting and forfeitures, as well as the different forms of payment (lump sum, annuities)
- Recall the risk assessment of relevant assertions and the planned audit procedures of the case study
- Select sampling and testing procedures for distributions (including vesting and forfeitures), participant loans, and hardships utilizing examples from the fundamental track case study

5/7 2:55PM-3:45PM

## EBP1949. Common Financial Statement Errors

**Jean Hackstock** - Senior Manager | Plante Moran PLLC

Go through common financial statements and the common errors using the disclosure checklist for DC, DB and H&W plans. Focus more on the common financial statement errors and how to correct them.

Learning Objectives:

**Jillian Mott** - Senior Manager | Mayer Hoffman McCann, P.C.

- Identify common errors seen in financial statements
- Differentiate financial statement presentation based on certain benefit plan types (e.g. defined contribution, defined benefit and health & welfare)

5/7 2:55PM-3:45PM

## EBP1950. Distributions & Participants Loans - All the Updates You Need To Know

**Avery Neumark** - Partner | Marks Paneth LLP

**Amisha Patel** - Principal | Johnson Lambert LLP

This session will focus on the tax compliance and auditing aspects, including plan design, related to participant loans and plan distributions.

Learning Objectives:

**Thomas Pevarnik** - Deloitte Tax | Managing Director

- Understanding the new developments regarding coordination of hardship distributions and participant loans
- Latest developments of the Tax Cuts and Job Act of 2017 and the Bipartisan Budget Act of 2018
- Discuss planning opportunities for both plan sponsors and participants

5/7 2:55PM-3:45PM

### **EBP1951. Revival of Pension Plans for Executives**

**Rob Keller** - *Tax Managing Director | KPMG LLP*

Session covers the use of pension plans as a tool for mitigating the impact of section 162(m), section 4960, and allowing for access to the section 199A deduction for a specified service trade or business.

Learning Objectives:

- Understand the treatment of qualified plans as income for purposes of section 162(m), section 4960, and section 199A.
- Develop and assess strategies for addressing the various issues that may arise.

5/7 2:55PM-3:45PM

### **EBP1952. Tax and Audit Lightening Round The Daily Double**

Session Description Coming Soon! |

5/7 2:55PM-3:45PM

### **EBP1953. How an Auditor Adds Value to a Client's Plan Governance**

**Jewell Lim Esposito** - *Partner & ERISA Attorney | FisherBroyles LLP*

Session gives CPAs tools and topics to coach their EB Plan clients on plan governance: reach of fiduciary responsibility/oversight, understanding "bundled" arrangements, why the DOL demands an IPS (even if the law does not), choosing a 3(21) or a 3(38) to assist, issues even auditors sometimes miss.

Learning Objectives:

- Formulate your firm's plan to be a value-add to an EBP client
- Interpret comments from a recent client survey to customize your EBP practice
- Predict issues auditors should find or consult on for their EBP clients

5/7 2:55PM-3:45PM

### **EBP1954. Accounting & Auditing for ESOPs**

**Theresa Banka** - *Partner | Plante Moran*

This hands on class will walk through the key areas of accounting, auditing and financial reporting for ESOPs.

Learning Objectives:

**Dena Herbolich** - *Partner | Moss Adams LLP*

- Understand relevant provisions of ESOPs
- Have practical knowledge for auditing private company stock, release of shares from suspense and other unique ESOP provisions
- Be able to recognize the proper reporting and disclosure requirements for ESOPs

5/7 3:45PM-4:15PM

### **Afternoon Refreshment Break & Vendor Displays**

5/7 4:15PM-5:30PM

### **EBP1955. Ask the Regulators: Fireside Chat**

Session Description Coming Soon! |

# Wednesday, May 8, 2019

5/8 6:30AM-12:25PM

## Registration & Information Center Open

5/8 6:30AM-8:00AM

## Continental Breakfast & Vendor Displays

5/8 7:00AM-7:50PM

### EBP19203. Ethics, Independence & EBPs

**Melissa Critcher** - Owner | *Melissa G. Critcher,CPA,PC*

With a particular focus on employee benefit plan audit considerations, this session will provide an overview of the AICPA Professional Code of Conduct and affiliate independence rules.

Learning Objectives:

**Gabriel O'Keefe** - Partner | *Plante Moran*

- Recall the AICPA Professional Code of Conduct
- Distinguish between the difference in independence and conflicts of interest
- Identify common threats to independence
- Recognize the affiliate entity rules in a benefit plan environment and related resources

5/8 7:00AM-7:50PM

### EBP19204. Building your EBP Practice

**Travis Jack** - Partner, Chairman - *Benefit Plan Audit Services Group | RubinBrown*

Overview of the step by step process of building a niche practice or service line focused on employee benefit plan attestation services.

Learning Objectives:

**David Torrillo** - Managing Member | *Torrillo & Associates, LLC*

- Session discussion topics will include tools and resources to enhance specialized knowledge necessary for employee benefit plan audits.
- We will also discuss successful marketing strategies to grow your practice and opportunities to implement efficiencies as you scale your practice.

5/8 7:00AM-7:50PM

### EBP19205. 404( c) and 404(a)(5) compliance Fund Selection Process

**Kelly Davis** - Principal, *Employee Benefit Plans | CliftonLarsonAllen LLP*

**Kimberly Flett** - Managing Director, *National Practice Leader | BDO*

Session Description Coming Soon!

5/8 7:00AM-7:50PM

### EBP19206. Future Workforce

**Gus De Franco** - Professor | *Tulane University*

Session Description Coming Soon!

5/8 7:00AM-7:50PM

### EBP19207. Breaking Down the Definition of Compensation (Repeat of Session 35)

**Chip Harris** - Partner, Chairman - *Benefit Plan Audit Services Group | RubinBrown*

**William O'Malley** - Senior Director | *RSM US LLP*

**Kimber Smail-benedict** - Partner | *Plante Moran,PLLC*

Session Description Coming Soon!

5/8 7:50AM-8:00AM

## Change Break

5/8 8:00AM-9:15AM

## EBP1956. Financial Reporting and Audit Wrap-Up

**Gwen Bryant** - Assurance Partner | HoganTaylor LLP

This session will cover audit completion and financial reporting for a defined contribution plan, focusing on the fundamental track case study, including required communications to management and those charged with governance.

Learning Objectives:

**Anne Morris** - Principal | Windham Brannon, P.C.

- Identify presentation requirements for defined contribution plans
- Recognize financial statement and excerpts of communications to management and those charged with governance relevant to the fundamentals track case study
- Recall procedures necessary related to a plan's Form 5500, compliance/discrimination testing, and supplementary schedules
- Distinguish between the required communications of the plan auditor to management and those charged with plan governance

5/8 8:00AM-9:15AM

## EBP1957. Sort Out the SOC Reports used in Your EBP Audits (Repeat of Session 20)

**Patricia McCormick** - Audit Manager | Deloitte & Touche

Each year, you hear about increasing the usage of SOC 1 reports in your EBP audits. Attend this session and leave knowing why it's imperative to use a SOC 1 report in your audit, if applicable. The session will cover key differences between SSAE 16 and SSAE 18. Content will also include subservice provider reports and noting subservice provider user controls, efficient ways to review and summarize a SOC 1 report, and what to do if you can't obtain a SOC 1 report but need one.

Learning Objectives:

**Susan Peirce** - Principal | Apple Growth Partners

- Identify the appropriate audit approach regarding subservice organizations and complimentary user entity controls.
- Analyze the impact of carve-outs, complementary user controls, exceptions in testing, and report qualifications.
- Analyze the differences between SSAE 16 and SSAE 18.
- Determine efficient ways to summarize and evaluate information in SOC 1 reports.

5/8 8:00AM-9:15AM

## EBP1958. IRS and DOL Audits: Common Findings and Focus Areas

Session Description Coming Soon!

5/8 8:00AM-9:15AM

## EBP1959. How Did This Fraud Happen Under Everyone's Noses?

**Jewell Lim Esposito** - Partner & ERISA Attorney | FisherBroyles LLP

Promote well-rounded controls in your EBP clients and work with them to detect common areas where fraud and embezzlement may happen. Hear how plan fiduciaries, retirement plans, health/welfare plans, etc. were victimized in the last year. Know how to assist your client in reporting to the DOL/EBSA, IRS/CID, insurance companies, and police detectives.

Learning Objectives:

- Recall similar situations where fraud happened to EBP clients like yours
- Indicate what controls can be enhanced to lessen the risk your clients incur fraud and/or embezzlement while they are your client

5/8 8:00AM-9:15AM

## EBP1960. MEWAs, MEPs, PEO and Outsourcing

**William O'Malley** - Senior Director | RSM US LLP

Session Description Coming Soon!

5/8 8:00AM-9:15AM

## EBP1961. Service Providers - Working Together Effectively Working with Service Providers

**Jean Hackstock** - Senior Manager | Plante Moran PLLC

Session Description Coming Soon!

5/8 8:00AM-9:15AM

## EBP1962. Work The Core, Don't Fail in Assessing Risk (Repeat of Session 6)

**Carl Mayes** - Associate Director - CPA Quality and Evolution | AICPA  
**Diane Walker** - NA | Johnson Lambert LLP

Partners, are you starting your audit off properly? Most practitioners answer, "yes." However, more than a decade after the risk assessment standards were issued, the AICPA Peer Review team found that more than half of all firms fail to comply with AU-C Section 315 or 330.

At the core of every audit are the goals of identifying, assessing, and responding to risks of material misstatement. Ensure your EBP audits comply with risk assessment standards. The discussion will include misconceptions commonly held by senior-level

**Michelle Weldon** - Partner | PricewaterhouseCoopers LLP

practitioners and how to avoid these common areas of non-compliance.

Learning Objectives:

- Interpret commonly misapplied requirements of AU-C Sections 315 and 330.
- Contrast common areas of non-compliance found by AICPA Peer Review team research to your EBP audit performance.
- Assess practical application of the standards in EBP audits.

5/8 9:15AM-9:45AM

## Morning Refreshment Break & Vendor Displays

5/8 9:45AM-11:00AM

## EBP1963. Communicating Errors to Plan Sponsors

**Monique Elliott** - Shareholder/Owner | Elliott Group CPAs, PLLC

Due to the structure of benefit plans, errors often may occur. We will identify many typical errors noted in employee benefit plans and also discuss ways these can be corrected through various approved methods. We will also identify various ways to communicate these errors to those charged with governance and the implications of the errors on the audit.

Learning Objectives:

**Wendy Terry** - Partner | WithumSmith+Brown, PC

- Identify common corrections and the auditor's responsibility/impact/reporting requirements
- Identify plan corrections and its impact on Plan F/S - For Advanced Auditors

5/8 9:45AM-11:00AM

## EBP1964. Common IRS/DOL Errors and How to Correct Them (Repeat of Session 43)

**Renee Cahill** - Manager | Grant Thornton LLP

This course will provide an introductory discussion about the basic parameters relating to how common IRS/DOL errors can be corrected under the IRS Employee Plans Compliance Resolution System (EPCRS). This course will include comments on the recently released EPCRS Program.

Learning Objectives:

**Mark Ritter** - Managing Director | Grant Thornton LLP

- Identifying common plan administrative and similar errors
- Developing ability to determine appropriate and compliant correction methods for common errors.

5/8 9:45AM-11:00AM

## EBP1965. What does an IRS/DOL Exam Look Like?

**Wayne Kamenitz** - Vice President & Regional Compliance Practice Leader | Segal Company

Session Description Coming Soon!

**Chris Shankle** - Senior Vice President | Argent Financial Group

5/8 9:45AM-11:00AM

## EBP1966. First Time Audits

**David Torrillo** - *Managing Member | Torrillo & Associates, LLC*

**Deborah Smith** - *Partner | Grant Thornton LLP*

Session Description Coming Soon!

Learning Objectives:

- Learn about specific audit issues related to plans that previously were not subject to audit, or were audited by another firm.
- Understand how events such as plan mergers, plan spin-offs, and change in the number of plan participants, or a newly established plan, may result in an "initial audit" that requires auditing the plan's opening balances

5/8 9:45AM-11:00AM

## EBP1967. Auditing and Reporting for Terminating Plans

**Theresa Banka** - *Partner | Plante Moran*

**Melissa Critcher** - *Owner | Melissa G. Critcher, CPA, PC*

This session will provide an overview of key changes in the audit and reporting when a plan sponsor of a retirement plan concludes the plan's termination is imminent. This session will also cover reporting under the liquidation basis of accounting.

Learning Objectives:

- Evaluate plan sponsor's conclusion that termination is imminent
- Assess risk factors associated with terminating plan
- Formulate reporting under the liquidation basis of accounting

5/8 9:45AM-11:00AM

## EBP1968. Both Direct and Indirect DB Pension Costs Need Audit Attention

**Marty Menin** - *Sr. Director | Pacific Life Insurance Company*

**Russ Proctor** - *Director, Retirement Solutions Division | Pacific Life Insurance Company*

Many of the 20,000 organizations with private sector defined benefit (DB) plans do not understand the full cost they are incurring to maintain these plans. As fiduciaries, CFOs who sponsor DB plans are responsible for ensuring both direct and indirect costs incurred by the plan are reasonable. Auditors may just be looking at the direct costs that are easily observable and simply comparing them to past years for reasonableness. DB plan sponsors need their accountants and auditors to also bring these indirect costs to their attention and help to determine if they are reasonable by comparing both direct and indirect costs to the market. From an organization perspective, executives

should be asking if continuing these costs are consistent with their objective to maximize organization value. This session will provide you tools to identify and measure those costs and give you solutions to help your organization or client reduce or eliminate those costs and risks.

Learning Objectives:

- Identify and measure the direct and indirect costs related to maintaining a DB plan.
- Recall available solutions to help your organization or client reduce or eliminate those costs and risks.

5/8 11:00AM-11:10AM

## Change Break

5/8 11:10AM-12:25PM

## EBP1969. Asking for a Friend

**Gwen Bryant** - *Assurance Partner | HoganTaylor LLP*

**Gregory Clark** - *Partner | Business Compliance & Controls*

**Travis Jack** - *Partner, Chairman - Benefit Plan Audit Services Group | RubinBrown*

**Anne Morris** - *Principal | Windham Brannon, P.C.*

**Sara Wilson** - *Senior Manager | Grant Thornton LLP*

There will be a tremendous amount of information covered in the fundamental track sessions, and we are sure there will be questions that may not get answered during the sessions, or topics that just need a little bit more explanation. This is your chance to ask about any of the topics covered in the fundamental track sessions – by a panel of the instructors that led these sessions. Come

prepared with all of your, or "your friend's", questions for our case study leaders.

Learning Objectives:

- Recall answers to outstanding questions in areas of an EBP audit
- Indicate your clarification or dig deeper on items discussed during the Fundamental Track sessions

5/8 11:10AM-12:25PM

## **EBP1970. Ask the Experts A&A**

Bring specific questions and hear from industry experts, including members of the AICPA's EBPAQC expert panel, who deal with emerging issues and current service opportunities, in practical and helpful terms.

Objectives:

Learning Objectives:

- Use answers from audience questions related to EBP in your EBP audit practice.
- Apply best practices to take back to your firm to apply in your EBP practice.

5/8 11:10AM-12:25PM

## **EBP1971. Traps for Privately Owned Business**

**Eddie Adkins** - Retired Partner | Grant Thornton LLP

Owning a privately-held business can be tricky. Be aware of these common "traps" and differences in C-corps, S-Corps, LLCs, sole proprietorships, and partnerships by attending this session. Questions about owner compensation, owner contributions, employment status, affiliated service groups, controlling interests, and benefits will be answered. Find out what happens if your plan become top heavy and how you can best monitor, as a plan sponsor, if your plan needs an audit.

Learning Objectives:

**Carol Zurcher** - Partner | Thomas, Zurcher & White, P. A.

- Recall how owners are compensation and if a partner can be an employee.
- Recognize reasonable compensation for an owner.
- Indicate how and where contributions are declared and how these groups impact benefits, testing, and compliance.
- Recall the definition of an affiliated service group and controlled group.