

### we carefully evaluate your compliance needs

In today's ever-changing regulatory environment, the rules governing employee benefit plan reporting are becoming increasingly stringent and complex. Utilizing DHG's employee benefit plan professionals to manage these complexities will allow you to concentrate on operating your business.

#### IMPORTANCE OF EBP AUDITS

An ERISA audit report does not generate profits for your company, but U.S. Department of Labor (DOL) requires it to be filed with your plan's annual return once you exceed a minimum participant count threshold. There have been significant legislative and regulatory developments affecting qualified plans, leading to an expansion of qualified plan audits and enforcement activity by the Internal Revenue Service (IRS) and the DOL. According to a study performed by the DOL, up to 33 percent of the financial statements audited by independent accountants did not meet ERISA reporting requirements. Failure to comply with regulations can cost a company a great deal in fines and sanctions, and can result in disqualification of the plan.

#### WHAT WE DO

From benefit plan consulting to advice on a plan's operational environment and financial reporting requirements, DHG can work closely with you to meet regulations. DHG's approach:



Facilitates efficient audits with minimal disruption



Protects from unnecessary risk of noncompliance



Responsive to financial statement misstatement risks



Evaluates operational and compliance errors

We will also keep you informed on changing laws and regulations that affect welfare and retirement plans and work in conjunction with your third-party administrator to submit any and all required information to the DOL's Pension and Welfare Benefits Administration.

#### OUR EXPERIENCE

Most accounting firms do not have a focus in this field; however, at DHG we believe it is necessary to have a group of employee benefit plan professionals in order to stay current with all accounting and regulatory developments affecting qualified plans. Today, we serve more than 900 employee benefit plans firm-wide, ranging from single employers with a few hundred employees to public companies with thousands of employees.

#### OUR SERVICES

- **Qualified Plan Audits - (Both Full Scope & DOL Limited Scope)**
  - » Defined Contribution & Defined Benefit Plans
  - » Health & Welfare Plans
  - » Plans that Require Filings with the SEC (Form 11-K)
- **ERISA Reporting and Disclosure**
  - » Financial Statements
  - » Footnotes
  - » Supplemental Schedules
- **Review and/or Preparation of IRS Form 5500**
- **Correspondence with the IRS or DOL**
- **Voluntary Beneficiary Associations (VEBAs)**
- **Multiple Employee Welfare Arrangements (MEWAs)**
- **Consultation on Reporting and Filing Requirements for all Plan Types Regarding:**
  - » Special Situations
  - » Short Plan Years
  - » Plan Mergers, Terminations and Extensions
  - » Initial Plan Audits
  - » ERISA and Related Regulations
  - » Party-in-Interest Transactions
  - » Prohibited Transactions
  - » Minimum Funding Standards
  - » Audit Exemptions