

## 401(k) plan audits

Employee benefit plans that are covered by ERISA are subject to many complicated regulations, legislation and requirements which change year to year and sometimes even month to month. The sponsor leaders of these plans have a fiduciary responsibility to properly manage these plans, and it is critical that companies hire experienced, credentialed employee benefit plan audit professionals who understand the regulations, stay on top of developments, and deliver quality audits.

The Employee Benefit Plan Audit Team at Babush, Neiman, Kornman & Johnson, LLP is a dedicated group of professionals with many years of experience auditing employee benefit plans and assisting with plan operation and design. Every member is thoroughly trained and up to date in the employee benefits area.

Some of the services we provide to you in this area include:

- Acclimating you and your team to the plan audit process and what your responsibilities are
- Ensuring accurate and timely compliance with reporting requirements
- Providing timely resolution of employee benefit plan operational issues
- Providing assistance with streamlining employee benefit plan administration and plan design as appropriate for your company's needs
- Reducing the time required of your HR Team with regards to information gathering and plan compliance/reporting
- Reducing the stress level of your HR Staff associated with employee benefit plan administration through timely and comprehensive assistance and training

A study conducted by the Department of Labor found that 33% of financial statements audited by independent accountants and filed with the DOL did not meet the reporting disclosure requirements of ERISA. Risking the assets of a company's retirement plan is unnecessary. **By choosing BNKJ, you can have complete confidence that your employee benefit filings are accurate, efficient, and cost effective, and you can be confident that as a sponsor and manager of a plan that you are fulfilling your fiduciary responsibilities.**

### Why is BNKJ a good choice?

- **We have credentials and an outstanding reputation in this area.**  
We are longstanding members – one of the first -- of the AICPA Employee Benefit Plan Audit Quality Center as well as the Public Company Accounting Oversight Board and the American Institute of Certified Public Accountants. As members of these organizations, our accounting and auditing practices are subject to review. We have **always** received

unqualified opinions, which is the highest designation awarded. In addition, we are very active in employee benefit plan organization such as the American Society of Pension Professionals and Actuaries (ASPPA—Barry Klein is on the board), Worldwide Employee Benefits (WEB), and SHRM (Society of Human Resource Management).

- **We have two experienced team leaders who specialize in performing plan audits.**

Every successful business niche needs a dedicated team leader. Barry Klein, BNKJ partner in charge of ERISA, has been performing plan audits for more than 20 years – since the DOL began requiring them – and he is a pioneer in this area. Melissa (“Missy”) Herbert, a lead plan audit partner, served as the Director of the Atlanta/Birmingham practice of a big four firm. She has been performing benefit plan audits for more than 13 years. With this team, no question goes unanswered. Both Barry and Missy stay abreast of emerging ERISA and accounting and auditing issues and share relevant information with the entire plan audit team. Barry and Missy are committed to superior client service and to ensuring that plan audits are performed in accordance with the required standards.

- **Plan audits are a core practice area of the firm, not an ancillary service.**

Employee benefit plan audits are a significant part of BNKJ’s business. We have an entire staff devoted to performing these plan audits, and only people with experience performing these audits work with our clients. In 2009 we will perform more than 100 plan audits, with 120-13,500 employees with assets in excess of \$1 billion. All members of the employee benefit plan audit team have specific, extensive training on plan audits.

- **We are committed to having the same auditors on the job each year and assigning only people with plan audit/ERISA experience.**

All members of the employee benefit plan audit team have specific, extensive training on plan audits. We are committed to keeping the same people on the job each year, which saves our clients valuable time by not having to retrain new people each year.

- **We boast an excellent staff retention record (average of seven years).**

Our overall employee retention rate is more than double that of our profession. This translates into savings for clients, who do not need to worry about “retraining” auditors about their business or getting them up to speed on the company’s operations every year.

- **We provide quality services, added value and pledge unsurpassed responsiveness and communication.**

Not only will you have direct access to the team leaders managing your relationship, but these team leaders will also take a proactive role (rather than reactive) as your professional service provider. We seek to add value wherever and whenever we can to our clients and their businesses, and see ourselves as a business partner rather than someone you see once a year for your audit.

- **We stay on top of developing trends and issues affecting employee benefit plans.**

We look at updates from the Internal Revenue Service, the Department of Labor, the Pension Benefit Guaranty Corporation, the Public Company Accounting Oversight Board, the Accounting Standards Board, etc. We know our clients depend on us to keep them

abreast of anything that may impact their businesses, and we are very diligent and thorough in our support of them.

For more information about BNKJ and/or our retirement plan auditing practice, we invite you to contact us through Teri Cloud at 770-261-5447 or [tcloud@bnkj.com](mailto:tcloud@bnkj.com).