

SHAPING YOUR FINANCIAL DESTINY



# BENEFIT PLAN AUDITS

As an employer, you know selecting the right employee benefit plan is a necessary cost of doing business. But your responsibility doesn't end there. You also have to monitor the plan's operation—which means conducting an annual audit.

Employee benefit plan audits make sure that your plan remains compliant with IRS, Department of Labor and ERISA.

But what audits really do is give you peace of mind. By having your plan examined and assessed by experts, you can be confident your plan has the proper controls in place and you can avoid penalties, regulatory sanctions—even employee lawsuits.

An audit shouldn't be a long or painful process. It doesn't even have to disrupt your day-to-day activities. At Davie Kaplan, we'll conduct your audit as efficiently and hassle-free as possible, getting you back to what matters most: your business.

#### ***Do You Need a Yearly Audit?***

The law requires large companies (100 employees or more) to obtain yearly audits of their employee benefit plans. But even if your company is smaller, you may still require an annual audit if you don't meet certain exemption criteria.

#### ***Doesn't Your Attorney Handle Compliance Issues?***

Attorneys rely on accounting firms like Davie Kaplan to identify and quantify potential compliance issues. We pinpoint the areas needing improvement, and recommend solutions for you and your attorney to implement together.

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*To have Davie Kaplan examine your company's employee benefit plan, call Scott M. Kogler, CPA at (585) 454-4161.*

***Why Do You Need an Auditor Who Specializes in Benefit Plans?***

Not all audits are alike. A benefit plan audit is very specialized, and should your auditor file an incomplete, late or inadequate report, you could incur serious penalties.

With Davie Kaplan, you can rest easy. We are experienced in all aspects of employee benefit plan audits, particularly the various IRS, Department of Labor and ERISA laws and regulations. We'll find the potential weaknesses in your plan *before* they cause problems, and help you resolve them.

With decades of experience and a wealth of resources, we'll make sure your audit goes as quickly and smoothly as possible—even if we're not your company's primary accounting firm.

***What Audits Can Davie Kaplan Handle?***

We can perform audits for all qualified and nonqualified plans, including:

- Pension and profit-sharing plans
- 401(k) and 403(b)
- Health and welfare (self-insured and insured plans)
- Nonqualified deferred compensation
- Davis-Bacon Act prevailing wage
- ESOP
- Union or nonunion negotiated