



## EMPLOYEE BENEFIT PLAN AUDIT SERVICES

### **We Carefully Evaluate Your Compliance Needs**

An ERISA audit report does not generate profits for your company, but Uncle Sam requires it to be filed with your plan's annual return. 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 Department of Labor (DOL). According to a study performed by the Department of Labor, 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.

Most accounting firms do not have a focus in this field or do not offer these types of services at a cost that is consistent with their compliance purpose. For the most part, third-party administrators and custodians maintain employee benefit plan records, which presents a unique opportunity for outsourcing from your principal auditor. Dixon Hughes provides a technical distinctiveness that can match your plan's risks to your corporate compliance needs.



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### **Service Offerings**

- Qualified Plan Audits - (Both Full Scope & DOL Limited Scope)
  - Defined Contribution Plans
  - Defined Benefit Plans
  - Health & Welfare Plans
- ERISA Reporting and Disclosure
  - Financial Statements
  - Footnotes
  - Supplemental Schedules
- Review and/or Preparation of IRS Form 5500
- Correspondence with the IRS or DOL
- Voluntary Employee Beneficiary Associations (VEBAs)

*Dixon Hughes'  
Additional Services*

- Tax Services
- Technology Planning, Solutions and Implementation
- Business Valuation and Litigation Support
- Personal Financial Planning Services

*The Service You Need—  
The Way You Need It.*

*As the largest Southeast-based CPA firm, we combine deep industry experience, comprehensive accounting and advisory services and a strong commitment to personal service. Members located throughout the region direct our resources to your best advantage. In short, we can give you the service you need, the way you need it.*

- Multiple Employee Welfare Arrangements (MEWAs)
- Consultation on Reporting and Filing Requirements for all Plan Types Regarding:
  - Special Situations
    - Short Plan Years
    - Plan Mergers
    - Plan Terminations
    - Initial Plan Audits
  - ERISA and Related Regulations
    - Party in Interest Transactions
    - Prohibited Transactions
    - Determination Letters
    - Minimum Funding Standards
    - Audit Exemptions
    - Extensions

**We Offer an Audit Process Focused on Employee Benefit Plans**

From benefit plan consulting to advice on a plan's operational environment and financial reporting requirements, Dixon Hughes will work closely to advise you on your organization's engagement needs. We will execute an efficient audit approach that is responsive to the level of service provided by your third-party administrator(s). 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 Department of Labor's Pension and Welfare Benefits Administration. Our approach facilitates an efficient audit with minimal disruption to your company's staff as well as protecting the business and the employees from any unnecessary risk of noncompliance.

**For More Information**

To learn more about our employee benefit plan audit services, please visit our web site at [www.dixon-hughes.com](http://www.dixon-hughes.com) or contact:

Robbie Brower	704.367.7020	<a href="mailto:rbrower@dixon-hughes.com">rbrower@dixon-hughes.com</a>
Tim Kelley	828.254.2254	<a href="mailto:tkelley@dixon-hughes.com">tkelley@dixon-hughes.com</a>
Susan Bishop McCracken	864.288.5544	<a href="mailto:smccracken@dixon-hughes.com">smccracken@dixon-hughes.com</a>
Brad Newkirk	336.714.8129	<a href="mailto:bnewkirk@dixon-hughes.com">bnewkirk@dixon-hughes.com</a>
Reed Spangler	304.343.0168	<a href="mailto:rspangler@dixon-hughes.com">rspangler@dixon-hughes.com</a>
Jan Waring-Woods	843.937.9710	<a href="mailto:jwaringwoods@dixon-hughes.com">jwaringwoods@dixon-hughes.com</a>