



PENSION STRATEGIES

QUALIFIED PLAN DESIGN & ADMINISTRATION



Upcoming Deadlines

January 31, 2014
Form 1099R issued for participants who received plan distributions in 2013

March 15, 2014
DB Plan amendment deadline – provide your data to Pension Strategies for maximum flexibility

March 15, 2014
401(k) ADP and ACP testing deadline for refunds for failed tests. Please send your data by 2/15 so we have time to complete the testing



More About Us

Strategic Update

Ideas, news and tips from Pension Strategies



Business Changes Bring Plan Changes

We have seen an increasing number of clients making structural changes in their businesses. Clients have purchased businesses, some are opening up new lines of business or new offices and some are bringing on new management or owners. These events can have a big impact on your retirement plan. Here are a few tips to help the transition go smoothly:

1. Bring your professional advisors into the loop early, preferably before any sale or acquisition goes through to preserve all of your options.
2. When considering expansion and new hiring, check to see how this will affect your plan. You may need to redesign your plan to continue to retain the effectiveness and contribution level you want.
3. There can be grace periods to accommodate merging plans or acquisition of new businesses, but grace periods go by quickly with new business needs. Don't be caught unaware and face unexpected plan contributions.

New business opportunities can be very exciting and hopefully profitable. Make sure your qualified plan enhances your business by working with your advisors to insure a smooth transition.

Alert: Remember \$500 New Plan Tax Credit

If you started a new plan in the last three years, remind your CPA to see if you qualify for a tax credit. The credit is up to 50% of the cost to set up and administer your plan, with a maximum of \$500 for the first three years. There are a few rules such as you must have 100 employees or fewer and have a least one non-highly compensated participant. Your CPA can use *Form 8881 Credit for Small Employer Pension Plan Startup Costs*.



Pension Strategies News

The staff at Pension Strategies loves to participate in helping our community. This year we adopted a family through Labors Community Services and organized a sleigh full of gifts for the kids.

Debbie Dickson coordinated the effort and did a fabulous job!

Please let us know if you would like us to address any topics in upcoming issues of Strategic Update. We're here to be your best resource in the Retirement Planning industry.

Sincerely,

Jack Lawless, CPA, APM

Pam Johnson, QPA, CPC

Jill Hastings, JD

David Schattenberg, APA, Senior Consultant

Mallory Young, Senior Consultant

And the entire Pension Strategies team