



Strategic Update

Ideas, news and tips from Pension Strategies

March 2015

Decision Time ...When I get Around to It

In business today everyone seems overloaded, pushed to the limit. So it's understandable how priorities can delay decisions. But delays in decisions can be costly, especially when the decision involves retirement plans. Here are few reminders in addition to the "upcoming deadline dates" note in this newsletter.



- If you are thinking about establishing a 401k plan, do it at the beginning of the year so there is adequate time for employee deferrals. Don't wait for the safe harbor deadline in the second half of the year. The lost compounding of earnings on a delayed plan or investment can be very costly at your retirement date.
- Business profitability levels seldom stay constant. If you have a plan with a benefit formula and required contributions, review the plan's benefit formula now. Make sure the contribution level fits your current business profitability needs. By the start of the second half of the year it may be too late to change the contribution for the year.
- As we have previously written the IRS is requiring all defined contribution plans to be restated this year. Now is the time to review your plan's provisions with us and make decisions on any changes that should be included in the new document.

For more information on retirement plan deadlines, contact Pension Strategies.

UPCOMING DEADLINES

March 15, 2015

Amendment deadline for Defined Benefit Plans.

Deadline for refunds in 401(K) ADP & ACP Discrimination Testing.

Reminder: Update Plan Beneficiaries

What will happen to your retirement benefits if something happens to you? Are your plan beneficiaries up to date for all your employees? Did anyone get married, get divorced or have



Plan contribution funding deadline for calendar year corporations.

Extension deadline for corporate return to move contribution deadline to September 15, 2015

April 15, 2015

Tax deadline

Plan contribution funding deadline for partnerships and individuals. Extend partnership or individual return to October 15, 2015 and it will extend the contribution deadline as well.

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children? Make sure you have current signed Designation of Beneficiary forms on file for each participant in your company's retirement plan.

You can easily avoid complications such as delayed death benefits, high legal costs, and unintended recipients of retirement plan assets by updating these forms. Find the blank forms in your plan document package or contact us and we will be happy to send them to you. Protect the participants of your retirement plan with the resolve to bring all the beneficiary forms up to date this year.

Pension Strategies News

Pension Strategies continues to grow thanks to our wonderful clients, partners and employees. As we expand, we like to keep an eye out for potential employees to join our team. We provide training and education to our new employees and invest in their long-term success. If you know of an individual who you feel would be a good candidate, we would appreciate the referral.

Contact Pension Strategies at: news@pensionstrategies.com.

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,

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And the entire Pension Strategies team