

Understand your fiduciary responsibility

What you need to know about DOL and ERISA compliance

As an employee benefit plan administrator and plan sponsor, you have a fiduciary responsibility to oversee the Plan and its service providers. Plan sponsors need to understand the rules and regulations dictated by the Employee Retirement Income Security Act (ERISA) and Department of Labor (DOL). Preparation is key to compliance and making sure employers have the appropriate expertise to meet changing regulatory requirements. BerryDunn can help you prepare for and navigate your fiduciary responsibilities.

ERISA regulations

Title I, Section 404, requires fiduciaries discharge their duties solely in the interest of plan participants and beneficiaries and for the exclusive purpose of providing benefits for them and defraying reasonable plan administrative expenses. Learn more at berrydunn.com/fiduciary-responsibilities.

Where do you fit in?

As a plan administrator, plan trustee and/or plan sponsor, you play a vital role in helping your institution comply with ERISA and DOL regulations.



What you need to know now

Top priorities

- Key provisions of the plan and how it operates
- Internal controls that impact the operations of the plan
- Your responsibility for documenting review of internal controls at service organizations used by the plan and consideration of its impact on your plan
- Timeliness of employee deferrals
- IRS tax compliance
- Governance committee oversight adequacy and evaluation of plan investments, service providers, and reasonableness of fees charged



Considerations

Compliance

Plan provisions and ERISA regulations can be complex, time consuming, and potentially costly

Resources

Compliance draws resources away from other important initiatives

Surprises

Avoid issues, stay compliant, and plan ahead with continuous direct support from BerryDunn's employee benefit plan consultants



How BerryDunn helps you

- **Train plan administrators** and oversight committees on their fiduciary responsibilities.
- **Review your plan document** and adoption agreement to help you understand key provisions of the plan and how it operates.
- **Understand internal controls** affecting plan operations and perform walk-throughs of key internal controls. Offer best-practice recommendations to enhance existing controls.
- **Test transactions** to verify compliance with plan provisions. Use our **employee benefit plan provisions checklist** to understand what to expect.
- **Comply with DOL rules** for employee deferrals contributed to the plan in the required timeframe.
- **Review governance committee oversight** and evaluation of the reasonableness of fees charged to the plan.



Understand how to comply

Download our **employee benefit plan provisions checklist** at berrydunn.com/plan-provisions.

Attest services are provided by BDMP Assurance, LLP, a licensed CPA firm.