

IRS/DOL Audits

WHAT is a Plan Audit?

Every year the Department of Labor (DOL) and the Internal Revenue Service's (IRS) Employee Plans Compliance Program (EP) perform thousands of audits of employee benefit retirement plans.

The IRS Employee Plans Office (EP) is responsible for ensuring that plan sponsors, individuals and benefits practitioners understand and comply with the tax law governing retirement plans and IRAs. The Employee Plans Office was created in 1974, following enactment of the Employee Retirement Income Security Act, to help protect the retirement benefits of employees.

During an EP audit, the focus is on participation, vesting and funding issues, plan compliance with the Internal Revenue Service Code as well as processing requests for plan determination letters. The DOL audit focus is on violations of the Employee Retirement Income Security Act of 1974 (ERISA), as well as fiduciary standards, reporting and disclosure requirements and other rules that don't affect the status of the qualified plan.

HOW can we help?

As an employer, there are various steps that you should be taking to make certain that your company is keeping their qualified retirement plans in conformity with IRS and DOL policies and regulations. These policies and regulations can be extremely confusing and we make it our responsibility to understand and assist our clients with complying with the laws that govern qualified retirement plans.

We have found that most employers need help creating and sustaining the internal controls. We can help with this process and assist with the formulation and compliance of these guidelines to help you maintain your plan's compliance. We can also clarify the diverse steps in the examination process and introduce available resources to assist you in this process.

