

Benetech CPE Programs

CPA Continuing Education Programs

For successful small businesses, a properly designed retirement program may be the owner's most effective tax-planning tool. In many cases, **as much as 90%** of company contributions may be allocated to the owners.

Benetech is a third-party pension administration firm ("TPA") specializing in retirement plans that favor owners of small, closely held businesses. Benetech does not sell or recommend investments.

Types of plans that may dramatically favor owners include:

- **Tiered Safe Harbor 401(k) Plans:** Allows owner to set aside up to \$55,500 in exchange for as little as 5% of compensation to other participants.
- **Owner-only Defined Benefit Plans:** up to \$200,000 per year for one owner (depending on age and compensation).
- **Tiered Cash Balance Plans:** Adding a Cash Balance Plan to an existing 401(k) could increase owner's contribution by \$150,000/year in exchange for as little as 7.5% to other participants (depending on company demographics).

Below are four Continuing Professional Education programs available for your area. They are intended for any CPA whose practice includes small businesses. The Program Level for each is "Basic." The programs do not require advanced preparation and there are no prerequisites.

Benetech is registered with the National Association of State Boards of Accountancy ("NASBA") as a national sponsor of CPA Continuing Professional Education programs.

401(k) Plan Design & Operation

Summary of Program:

Focuses on "Need to Know" basics of discrimination testing and options for correcting test failures; provisions such as Safe Harbor and Automatic Enrollment that maximize operational flexibility and that can be used to benefit the owners of a small business. Versions with 1 or 2 hour credits are available.

Learning Objectives:

- Gain a general understanding of 401(k) discrimination testing and correction options when testing fails.
- Gain a general understanding of provisions that can maximize operational flexibility and optimize an existing 401(k) Plan for the owner.
- Recognize criteria for determining the type of 401(k) Plan that is appropriate for a particular small business.

Today's Defined Benefit Plans

Summary of Program:

Focuses on "Need to Know" basics of Defined Benefit Plans; summarizes recent changes to pension rules; addresses the three most common concerns about starting a DB Plan. Program is 1 hour credit.

Learning Objectives:

- Gain a general understanding of Defined Benefit and Cash Balance Pension Plans, including recent changes to rules affecting pension plans.
- Recognize criteria of business owners who might benefit from establishing a Defined Benefit or Cash Balance Plan.

Advanced Plan Design

Summary of Program:

A more general overview of "age sensitive" plans that can legally discriminate in favor of business owners, such as Tiered 401(k) and Profit Sharing Plans and Defined Benefit Plans. Versions with 1 or 2 hour credits are available.

Learning Objectives:

- Gain a general understanding of "Cross Tested" Defined Contribution Plans (e.g., Profit Sharing and 401(k) Plans), Defined Benefit Plans and Cash Balance Plans.
- Recognize criteria of business owners who might benefit from establishing a Tiered Profit Sharing or Defined Benefit Plan.

Small Business Retirement Plan

Opportunities

Summary of Program:

Covers a broad range of types of retirement plans available to small businesses, including: IRA-based (SEPs, SIMPLEs), Profit Sharing, 401(k), and Defined Benefit Plans. The program is 2 hour credits.

Learning Objectives:

- Gain a general understanding of the types of retirement plans available to small businesses.
- Recognize criteria of business owners who might benefit from establishing a retirement plan.



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