

## Helping Employers Navigate the Complexities of Benefit Plan Audits



HBLA recognizes that auditing Employee Benefit Plans is an industry-specific service that requires specialized experience and knowledge. Without industry experience, a certified public accountant may lack the necessary qualifications to perform such an audit.

With changing rules and regulations from the Department of Labor, Internal Revenue Service, and other regulators, it is essential that companies choose the right audit firm for their employee benefit plan audits.

**Samantha Ter-Kasarian, CPA**, is the Manager of the HBLA ERISA Benefits Audit Practice. With her experience, extensive ERISA knowledge, and careful supervision of engagements, she has helped dozens of employers navigate the unique issues and complexities surrounding their benefit plan audits. She is a member of the Western Pension & Benefits Conference and the AICPA Employee Benefit Plan Audit Quality Center.

### Plan Audit Approach

HBLA clients benefit from our plan audit focus, which encompasses:

#### Communication

We value the communication process and emphasize planning and organization to help facilitate a smooth audit.

#### Technical Experience

We assist clients in understanding the audit and compliance requirements related to their plan.

#### Project Management

We work with our clients and their plan service providers (e.g., asset custodian, third-party recordkeeper, investment trustee, payroll service and actuary) to coordinate all phases of the plan audit.

### Why HBLA CPAs?

**Knowledgeable Professionals** experienced in and dedicated to the employee benefit plan audit area. We offer active partner and manager involvement. We do not use plan audits as training grounds or “filler work.”

**Significant Experience** with all types of plans:

- Defined contribution (401(k), 403(b), profit sharing, ESOP)
- Defined benefit (pension, cash balance)
- Health and welfare

**Extensive Knowledge** of audit and filing requirements including:

- Full-scope
- Limited-scope
- 11-K financial preparation
- Master Trusts
- Compliance work (Forms 5500, 5558, 990)