

Pensions & Retirement

What can
we do
for **YOU?**

PKF

Accountants &
business advisers





WHY PKF?

PKF is one of the premier CPA firms in California, with offices in the San Diego, San Francisco and Los Angeles areas. Our firm has over 70 professional staff, many of whom are experienced managers formerly with Big 4 accounting firms. PKF is a member of PKF International, a highly ranked worldwide association of 230 legally independent firms with over 400 locations in 120 countries.

OUR SERVICE STRATEGY

In today's competitive job market, it is essential to attract and retain good employees. One of the best perks an employer can offer is a comprehensive benefit package for its employees. However, with a great benefit plan comes great responsibility. As an employer, it is crucial that you are in compliance with all of the regulations established by the Employee Retirement Income Security Act of 1974 (ERISA), the Internal Revenue Service and the Department of Labor. Non-compliance with these complex regulations can result in harsh penalties and problems.

It is important for plan administrators to obtain a quality audit, which helps to ensure the financial integrity of a plan, protect plan assets, and aid the plan administrator in carrying out its legal responsibility to file an accurate annual return.

Typically, employee benefit plans with 100 or more participants require audits. Plans with fewer than 100 participants may also require an audit depending on the type of assets held. A new Pension and Welfare Benefits Administration ruling may require you to have an examination by an independent public accountant. Our firm currently provides audit and tax services to over forty retirement and welfare benefit plans. At PKF, our clients can expect prompt, accurate answers to your questions provided by professionals who understand both your employee benefit plans and your business.

Along with keeping clients up-to-date on complex and rapidly changing Department of Labor and IRS rules and requirements, our experts help clients address other issues related to employee benefit plans. At PKF, our experienced professionals are dedicated to assisting you with these important planning decisions. Since we have dedicated an area of our practice to providing these services, our professionals receive continuous compliance training, which keeps our staff up-to-date with new developments and approaches. As a result, we are able to provide high-quality service and develop customized plans for your company at a competitive price.



Pension trustees have the responsibility to consider the strength of the sponsoring employer, its ability to fund the plan, and the required level of contributions. PKF audits numerous plans, varying from small self-administered to large industry-wide ones. We remain current on new issues and requirements to ensure you remain compliant.

ESOPs are one of our areas of specialization. Our experience and contacts in the ESOP industry help clients understand both the advantages and the challenges faced by business owners when they change to an employee ownership culture.

We have a dedicated team of professionals who specialize in retirement and pension plans and an efficient, well-defined audit process that promotes effective team collaboration, open communication, and quality reviews. In addition to the audit itself, PKF's team has an in-depth knowledge of plan operations, including the expansive qualification requirements of the IRS and the reporting and fiduciary requirements set forth under ERISA. Plan sponsors have fiduciary responsibility to select qualified and competent benefits professionals. You can be confident that our team's technical knowledge and experience in preparing audits and tax returns for Employee Benefit Plans is at the highest level.

Services and experienced with:

- **defined benefit and contribution/401(k) plans**
- **profit sharing plans**
- **employee stock ownership plans (ESOPs)**
- **health & welfare plans**
- **Multi-employer plans**
- **best practices consulting**
- **review of internal controls**
- **compliance/discrimination testing**
- **Form 5500 and 990 tax filings**
- **IRS plan financial statement audits**

QUALIFICATIONS

Your team of specialists possesses the experience, credentials and professional backgrounds to provide comprehensive, independent and practical advice regarding the intricacies of a plan's operational environment and financial reporting requirements.

Our team receives substantial employee benefit plan specific training to ensure a strong working knowledge of all employee benefit plan issues and requirements.

Our aim is to form a supportive relationship with you to deliver long-term value. We believe you deserve to speak directly to a Director when you need to and to have your issues dealt with promptly. When you have a problem we aim to find practical solutions that satisfy both trustees and executive management.



PKF of California is a regional accounting and auditing firm that prides itself on providing well developed strategic assistance and compliance to its clients. Drawn from across the entire business spectrum, our clients range from small owner-managed enterprises to transnational companies.

Being unrestricted by the size of a client allows us to deliver tailored solutions backed by years of experience of advising clients that operate on a local, national, regional or global level.

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