

EMPLOYEE BENEFIT PLANS

With significant experience in this practice arena, we perform audits on over 275 plans annually, as well as prepare or review over 350 Form 5500 tax returns. We focus primarily on large plans – those above the 100-eligible participant threshold for filing an audit report with a plan's Form 5500 filing with the U.S. Department of Labor (DOL) and are known for finding non-compliance issues in-house personnel or previous plan auditors have missed. Such errors compound over years; can jeopardize a plan's qualified status if not detected timely and properly remediated; and can result in significant financial impact to the Plan Sponsor.

Whitley Penn's benefit plan audit professionals have seen and audit every type of employee benefit plan including:

- 401(k), 403(b), 401(a) and profit sharing defined contribution plans
- Health and welfare plans
- ESOPs
- Defined benefit pension plans
- Public sector retirement plans
- Plans requiring a Form 11-K filing with the SEC (ERISA and non-ERISA)
- Plans held in a master trust
- Plan mergers, spin-offs and terminations



We can also provide due diligence guidance on employee benefit plans before and after mergers and acquisitions, or assist with and voluntary correction and compliance programs with the DOL and Internal Revenue Service (IRS). While we are not ERISA attorneys, we will work effectively with ERISA counsel to identify compliance concerns and recommend corrections.

Whitley Penn has consistently been named among the top 25 firms in the country by *INSIDE Public Accounting*. We believe our success has been accomplished by focusing on the quality of our services and developing a quality team of professionals. Our culture of growth has allowed us to minimize professional staff turnover, which allows us to fulfill our commitment to staff continuity to our clients.