

# experience ideas

## BENEFIT PLANS FOR HIGHER EDUCATION

Selecting the right employee benefits plan for your higher education institution is an important aspect of recruiting and retaining top talent. With all the available options, how will you decide which plans are best for your college or university? **You need ideas.** BKD's benefit consultants can help you structure a plan, outsource complex record keeping and communicate effectively with employees. **Experience how our ideas can help you create value.**

**Experience ideas** with a firm that works with more than 100 college and university clients and has professionals trained in the industry.

100+



### Benefit Solutions from BKD

**Fiduciary Responsibilities** – Our primary focus is on helping our clients understand and fulfill their fiduciary responsibilities and implement best practices accordingly, with the goal of providing participants the opportunity to create a successful retirement and limit liability for plan trustees.

**Investment Consulting** – Using open architecture investment platforms allows us to choose from virtually any mutual fund, so that we can provide plan participants a high-quality, objectively chosen and complete lineup of investment choices.

**Plan Design & Implementation** – We can project the tax benefits or consequences of the options you are considering and design plans that provide tax advantages for both you and your employees. Our experienced consultants can prepare and submit the necessary documents for the IRS filing after your legal counsel's review and approval. Our IRS-approved prototype documents simplify the qualification process for establishing or restating a plan.

**Employee Education & Communication** – Regular and effective employee education provided by credentialed experts who possess a deep understanding of financial planning, investment and regulatory issues is crucial to your plan's success. Employees who are more

confident of their ability to meet their financial goals result in greater employee satisfaction.

**Administration** – Our record-keeping services vary with plan type, but may include:

- Identifying eligible participants and performing related record keeping
- Performing compliance testing for discrimination, including minimum participation and coverage and ADP/ACP for 403(b)s
- Reconciling assets and recording financial results
- Preparing IRS and Department of Labor filings, including Form 5500
- Consulting about the plan's general administration
- Performing daily record keeping

**Consulting** – Beyond the design and administration of your plan, we can help you with merger and acquisition issues, deferred compensation and other benefit plan issues.

**Technology** – Using Web technology or a voice response system, employees can access their accounts, switch investments, rebalance portfolios and apply for loans, all on a daily, real-time basis.

“I knew BKD had a focus in organizations like us and felt that we could benefit from their industry experience and technical knowledge. Having an audit can be a necessary evil. If that’s all you get, you’re not getting much value. A lot of firms can do an audit, but BKD brings value.”

—Bruce Arick, Vice President  
Butler University

*With a partner-to-staff ratio much lower than the 1-to-9 average found in other top-tier firms, you'll have access to partners and experience personal communication.*

15  
partner



**Audits** – Plans with more than 100 participants may require an annual audit. We realize the importance of presenting plan financial statements. Our benefit plan audit teams follow an efficient audit approach that includes your staff and plan administrator. BKD professionals also may be able to identify opportunities to defer audit requirements based on the number of plan participants.



### Why BKD?

**Specialization** – Our CPAs, tax advisors, auditors, certified pension consultants and qualified pension administrators are well-qualified to advise you on plan design, compliance and administration.

**A CPA's Perspective** – Employee benefit plans can be complicated and difficult to administer. As CPAs and financial advisors, we're experienced in working with complex financial data, performing tests and examinations and producing accurate reports and records.

**Experience** – BKD provides consulting, administrative and auditing services for more than 1,000 plans. We have assisted many clients in establishing cohesive trust and participant record-keeping systems.

**Professional Alliances** – We have alliances with large institutional providers of prominent mutual fund families and insurance companies that offer popular 403(b) features. Under these arrangements, you still have access to your local BKD benefit plan consultants for technical and compliance work.

**Quality Controls** – Our high standards of accountability can help improve the accuracy, compliance and timeliness of your plan.

**Other Qualifications** – BKD is a member of the American Institute of Certified Public Accountants' Employee Benefit Plan Audit Quality Center. The center's member firms have demonstrated a commitment to employee benefit plan audit quality and to raising awareness about the importance of such audits. The center provides members with best practices, guidelines and tools CPAs need to perform quality benefit plan audits and better serve their clients.

### For More Information

For a complete list of our offices and subsidiaries, visit [bkd.com](http://bkd.com) or contact:

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