

# WHAT'S THE *BUZZ*?

## Breaking News Affecting Employee Benefits

Presented to

**CEBS, Dallas Chapter**

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by

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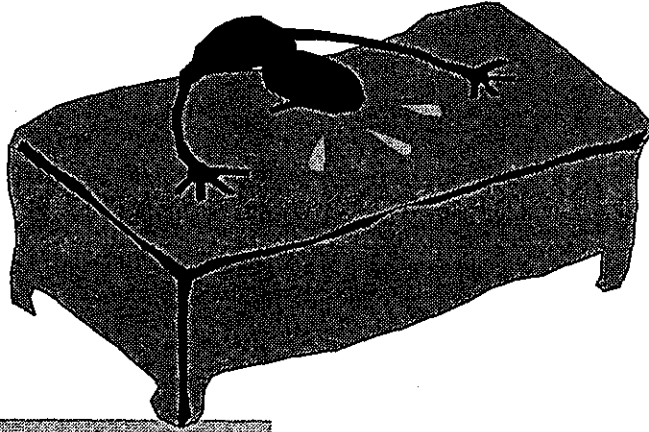
## RECENT DEVELOPMENTS

- IRS to Issue Guidance on D/C Plan Amendments, Waiver of Anti-Cutback Rule
- Anti-Cutback Rule Inapplicable to Tightening of Suspension of Benefits Rules
- Rev. Proc. 98-22 Modifies, Consolidates Compliance Programs
- Pension Trust Failing ERISA Standards Not Exempt as Labor Organization
- Severance Benefits: First Circuit Joins Majority, Holds Retiree Ineligible for Sweetened Retirement Package
- Illegal Fund Contributions Not Vested
- Wife's Right to Get QDRO Not Discharged in Husband's Bankruptcy Estate
- Notice 98-1 Provides Guidance on Nondiscrimination Rules
- Required Distributions - Notice 97-75 on minimum distribution requirements
- Plan Loan Regulations

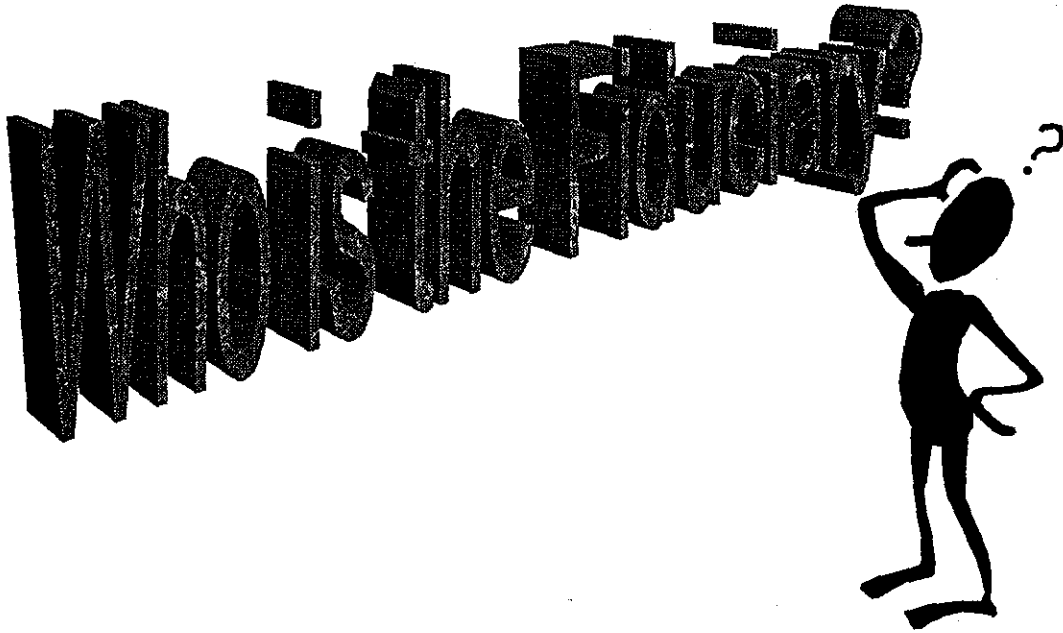
1. Your Mission is Possible.



COBRA; HIPAA; 401(k)

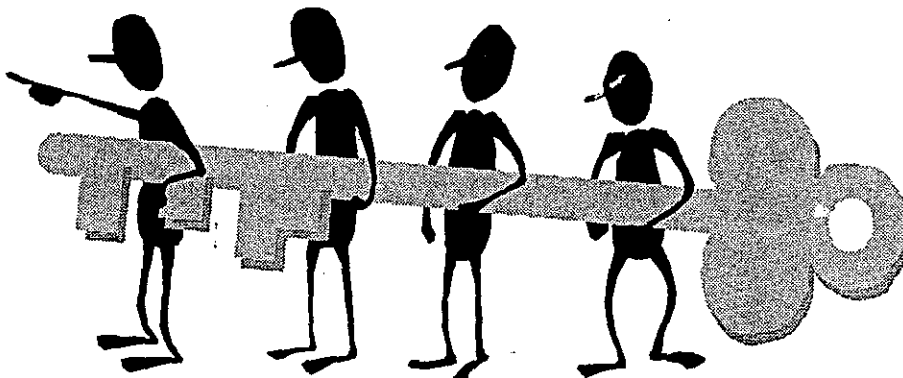


### 3. You too can be sued.



### 2. Your Employees

- Your Plan
- Your Opportunities
- Your Liability



5. Guilt by Association.

- You can't choose your relatives
- BUT you CAN choose your vendors.

Let the buyer beware.

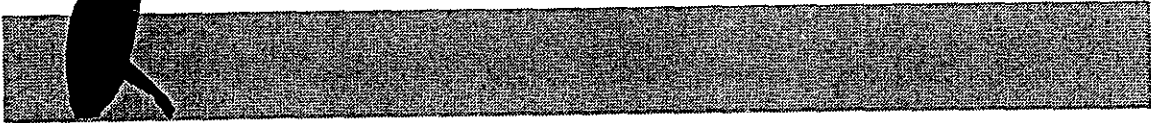
Contracting with Care



4. What you write and say will be held against you.

(And, in some cases, what you do not say.)



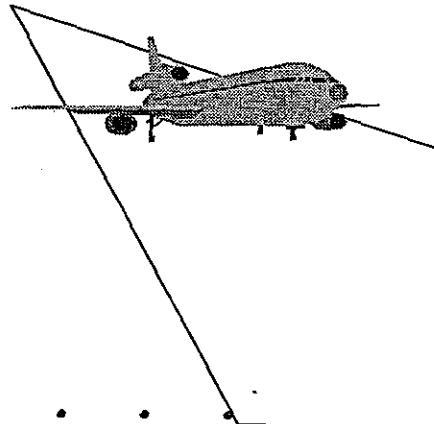


7. Big Brother is watching



6. Identify the nearest Emergency Exit

before your benefit plan leaves the runway



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## A Savvy Plan Sponsor Knows ...

- Who The Plan Fiduciaries Are
- What Fiduciaries Must Do
- The Boundaries of Its Fiduciary Duties
- What To Do When Problems Arise



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## THE SAVVY PLAN SPONSOR



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# HAVE A DISASTER RECOVERY PLAN

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**“Remember son, if at first you don’t succeed,  
make it look like someone else’s fault  
then sue them.”**

...

## THE SAVVY PLAN

### SPONSOR’S GUIDE TO VENDOR RELATIONS



You Can’t Pick Your Relatives,  
But You Can Pick Your Vendors

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