

# EMPLOYEE **BENEFIT PLAN** AUDITS





# A WELL PERFORMED AUDIT IS A VITAL PROTECTION

— not only for your employee benefit plan but to your obligation as a plan fiduciary to ensure the audit meets all applicable standards. By maximizing the value of the audit process, you're prioritizing your plan participants', and ensuring you satisfy your fiduciary obligations. We recognize the unique complexities involved in employee benefit plan audits, which is why Sikich delivers a year-round dedicated employee benefit plan team to meet your needs any day, any time, not based on seasonal capacity. We'll explain our approach in more detail on the following pages.

# OVERVIEW

Our team audits benefit plans of all sizes, and our experience spans a variety of industries. We work with plans that include complex investments and plan provisions as well as those with differing service providers. We can provide you with references for clients with plans similar to your own.

481

PLANS AUDITED  
ANNUALLY

(Nationally)

SIKICH IS IN THE

TOP 23

FIRMS IN THE  
COUNTRY AUDITING  
BENEFIT PLANS

WE AUDIT PLANS OF ALL SIZES  
FROM START-UPS TO

\$2.5B AND 50K  
IN ASSETS AND PLAN PARTICIPANTS

LESS THAN

0.5%

OF 4,500 FIRMS  
PERFORM +450 BENEFIT  
PLAN AUDITS

(Annually)

# BENEFITS OF OUR YEAR-ROUND DEDICATED TEAM

## FLEXIBILITY IN AUDIT TIMING

- **All levels** are dedicated, not just senior professionals
- Deep bench of expertise
- Time dedicated for planning and performing work in **January/February** timeframe
- We schedule audits to meet **your** desired deadlines by developing a **Service Timeline**

## KNOWLEDGE IN COMPLIANCE ISSUES

- We participate in industry conferences, committees and speaking engagements to stay informed of emerging issues and regulatory updates
- We assist with correction strategies for compliance issues

## ENGAGEMENT EFFICIENCIES

We **reduce plan sponsor time commitments** through:

- Service provider relationships with various payroll and record-keeping platforms that enable us to automate audit requests and routinely refine our audit methodology
- Specialized SOC knowledge so that we can utilize SOC reports properly
- Creation of a service timeline to establish agreed-upon expectations and achievable milestones including team meetings as needed for an organized and integrated audit
- Flexibility to perform audits remotely or on-site
- Early communication of type of information to be requested
- Timely, focused and integrated review completed by proper reviewers or subject matter experts with minimal impact on the timing of report delivery

## CLIENT SATISFACTION

- Annual post-engagement survey to understand your feedback and help us continue to improve our process





**ALL  
LEVELS**

**ARE DEDICATED,  
NOT JUST SENIOR  
PROFESSIONALS**

**FLEXIBILITY**

**TO PERFORM AUDITS  
REMOTELY OR ON-SITE**

**TIME DEDICATED  
FOR PLANNING AND  
PERFORMING WORK IN**

**JAN/FEB  
TIMEFRAME**

# OUR CLIENT-CENTRIC APPROACH

Our audit approach is client centric with a detailed focus on improving plan controls, ensuring compliance requirements are met and achieving the overall goals of the plan. We provide ongoing guidance and education through annual webinars, quarterly newsletters and timely e-Alerts.

**"Collaborative, accessible and responsive** – focused on compliance and improvement in all aspects of auditing the plan; aligned with us when appropriate to find solutions."

"Several years ago, I switched to Sikich and I have not been disappointed. I am so pleased with the **professionalism** and **knowledge base** of the auditors at Sikich that I no longer dread my annual benefit audit."

"Sikich is a great resource for our company. Not only do they guide us through our annual audit each year, but along the way they provide clear, concise answers to our compliance questions. We always get a response quickly that helps us to make the best decision for our plan."



# SERVICES

## TO SUPPORT OUR

# EMPLOYEE BENEFITS

## AUDIT TEAM

In addition to providing traditional auditing services, Sikich offers advisory, technology and tax services to enhance the value of our employee benefit plan audit practice.

### WE OFFER:

- **A team of industry experts** specializing in plan design, plan compliance assistance and 5500 preparatory services with over 400 retirement plans and 150 welfare plans in our client base.
- **A dedicated practice of Human Capital Management and Payroll Technology** consulting advisory professionals.
  - + Technology team to assist in HRIS optimization and integration
  - + Payroll reporting and compliance
  - + Workforce compliance
  - + Talent acquisition
- **A SOC team** with experience in the retirement plan industry to supplement internal control review and evaluation of best practices, including IT general controls.







# SURALINK WORKFLOW PLATFORM

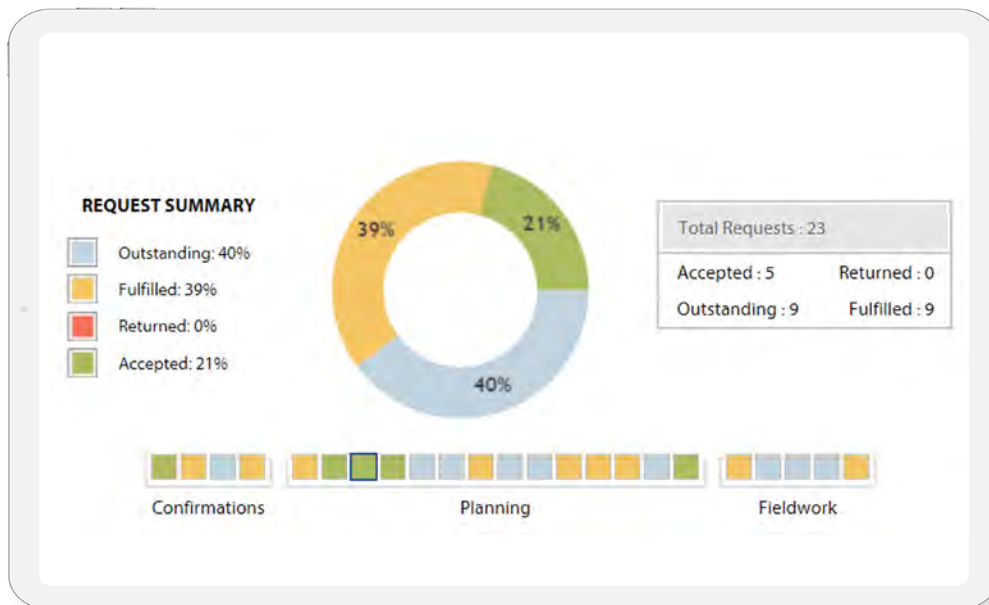
- Seamlessly coordinates data gathering process
- Enables custom requests with easy drag and drop capabilities
- Delivers real time view of audit progress and milestones status to efficiently manage plan sponsor requests
- Allows individual request assignments and provides adequate lead time for each division to ensure data is in correct format
- Eliminates email traffic with chat feature that automates and streamlines the audit request communication
- Contains restriction feature for sensitive and confidential information



# TECHNOLOGY-ENABLED PROJECT MANAGEMENT SERVICES

Using impactful interface-type technology that is both efficient and easy-to-use ensures that plan sponsors and Sikich are always on the same page throughout the audit process. Through the Suralink workflow platform, you will be able to collaborate directly with Sikich to send and receive documents and data securely.

## TAKE A PEEK INTO THE PORTAL'S INTERFACE:



# OUR DEDICATED TEAM

To learn more about how you can maximize your benefit plan audit process with Sikich, contact one of our national employee benefit plan leaders:



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# ADDITIONAL SERVICES

With more than a dozen services, our areas of expertise are oftentimes complementary of one another. How else can we help you meet your goals?

## **ACCOUNTING, TAX, AUDIT & ASSURANCE**

- Benefit Plan Audits
- System and Organization Controls (SOC) Reports
- Audits
- Consulting Services
- Family Office Services
- Federal Tax
- International Tax
- Outsourced Accounting
- Outsourced CFO
- Police & Fire Pension Funds
- Private Client Tax
- State & Local Tax
- Tax Credits

## **TECHNOLOGY**

- Business Intelligence
- Cloud Services
- Customer Relationship Management (CRM)
- ERP Full Life Cycle Services
- Managed Services
- Security & Compliance

## **ADVISORY**

- Human Capital Management & Payroll Consulting
- Retirement Plan Services
- Insurance
- Investment Banking
- Regulatory, Quality & Compliance
- Marketing & Communications
- Supply Chain
- Transaction Advisory
- Workforce Risk Management
- Wealth Management

*Securities offered through Sikich Corporate Finance LLC, member FINRA/SIPC. Investment advisory services offered through Sikich Financial, an SEC Registered Investment Advisor.*



Sikich is one of the country's top 30 Certified Public Accounting firms and is among the top 1% of all enterprise resource planning solution partners in the world with more than 1,500 employees serving clients globally. Clients turn to us for their professional services needs due to our deep industry knowledge working with companies of their size and for the caliber of service and attention we provide — especially when it comes to dedicated, experienced service teams and partner access.