



Frequently Asked Questions

What do you do with the census information we send to you?

The first thing we do is scrub the census data. Unlike large financial institutions that take your data and enter it into their data systems, we use our best resource – our trained staff – to put a human eye to the information you send us about your employees. Is someone missing from last year? Did you give us all the information we asked for? Does something not look reasonable?

Why do you spend so much time scrubbing our census data?

The entire compliance structure depends on this data. If it is not correct, much of our work may be meaningless. We are unique in our “scrub” process. We have done this since we first began offering compliance services, but we do not see this process take as high a position in time and effort in the pension industry as we offer to our clients. It is one of those value added services that make us a key member of your team.

What happens if we exceed the “reasonable” time frame for participant contributions to be deposited to the plan?

Any deposits not meeting this deadline must be reported on Form 5330 as a prohibited transaction and are subject to a 15% excise tax. Failure to transmit deferrals and loan payments within this time period must also be reported on the Form 5500 Annual Report. We will automatically send you information about how to report and correct these operational issues.

Why do you ask for family relationships?

Some of our compliance testing may need to include family members of the business owners. The government in certain cases requires data for family members to be aggregated in a different manner than for other employees.

What does being “Top Heavy” mean?

If your plan is top heavy, all non-key employees must receive up to 3% of their compensation – the percentage depends on the percentage any key employee has received.

Twenty-Five Years of Excellence.

When can I expect my contribution calculations to be finalized?

Give us 30-days from when you send us the CDQ. We try to begin scrubbing census within a week of receiving the data as we generally schedule our work in two week increments. During our busy season, we may need longer. If we have questions, it delays the processing.

When is busy season?

Some staff may find it difficult to say exactly when busy season ends, as it is always busy at AB&D. However, we start working really long hours generally in January and work long hours through May to get all calendar year plans their information. Some departments have busy seasons at different times during the year.

Why do you say “advocacy” in your company materials?

We want you to have in the forefront of your relationship with AB&D that we are hired and retained by you, the plan sponsor. We prefer for your company to pay us, not the plan, for that reason. We believe our services are particular to your internal executive team. We hold confidential information about your staff – we work for you and will advocate for you if the government or a participant makes an inquiry or makes a claim against you. We want to be clear about that as with other financial institutions that may work with you for employee benefits that is not the case. We are more akin to your CPA or corporate counsel in this unique consulting and professional relationship.

Who is Peg?

Peg has been with AB&D since 2001 and works hard to be sure to keep us all in line with her tenacity and accuracy in getting many things AB&D done – including your CDQ! We all think Peg Rocks! at AB&D. Gathering all the CDQ’s is only part of what Peg does, but she will follow up with you if you are late.....

