

# September 2008 Newsletter

## Office Update

- ❖ In keeping with our commitment to customer service; and to support our growth, we continue to hire experienced employees in anticipation of the new plans we are adding. To this end we are pleased to announce the hiring of Barbara Clancy. To read her professional profile or any member of The Pension Studio team [click here](#).
  
- ❖ Our website has recently been updated! It has several new features that allow you to:
  - Request a proposal online
  - Request a custom fee schedule online
  - View several prospecting tips and questions to ask your clients and prospects regarding retirement plans.

[Click here](#) to view our newly designed website.

- ❖ A very affectionate cat in search for of a loving home! If you are interested in adopting Tootsie [click here](#) or reach out to the Peggy Adams Animal Rescue League for more information. Their phone number is 561.686.3663 and their website is <http://www.hspb.org/>.



## Contents

### **Post-severance Compensation Revisited**

For years, there was no guidance on whether post-severance payments made to employees could be used for qualified plan purposes, e.g., for elective deferrals and matching and nonselective employer contributions. As a result, various interpretations existed. The final Section 415 regulations help end the confusion. To read more about this please [click here](#).

### **Partial Rollover Rules**

Partial or installment distributions from a qualified plan account that contains after-tax amounts must consist of pro rata portions of after-tax and pretax amounts with two exceptions: after-tax contributions made prior to 1987 and partial direct rollovers. To read more about this [click here](#).

### **Back to Basics: Blackout Period Notice**

A retirement plan blackout period is defined as a period of more than three business days during which participants are “temporarily suspended, limited, or restricted” from directing or diversifying the assets in their accounts and from obtaining distributions or loans. Participants must be notified in advance of a blackout period. To read more about this please [click here](#).

### **Recent Developments**

**QDIA Technical Corrections.** In October 2007, the Department of Labor issued final regulations implementing the “qualified default investment alternative” (QDIA) provisions of the Pension Protection Act of 2006. To read more of his please [click here](#).

**PPA Testing Changes for Plan Year 2008.** Although the PPA was passed in 2006, some changes are effective beginning with the 2008 plan year. To read more about this please [click here](#).