

# 401(k) Contribution & Match Reconciliation

VIP SOLUTIONS CASE STUDY

## BACKGROUND

Our client's 401(k) audit identified errors in payroll deduction calculations as well as process issues for timely submission of payroll data files and funding of employee 401(k) accounts to the 401(k) trustee. These issues held up a sale transaction, and our client sought help remediating these issues to get the sale back on track.

## OBJECTIVES



Re-calculate correct eligible earnings, employee deductions and employer matches for 401(k) and ROTH plans



Make employees "whole" by calculating amounts owed to employee or overfunded to employee's 401(k) and ROTH accounts



Create processes with approvals and internal controls to prevent ongoing errors and penalties

## SOLUTIONS



Obtained plan documents and properly defined eligible earnings, employee eligibility, contribution limits, and proper and timely payroll data and funding requirements



Calculated variance between correct employee deductions, employer contributions, and employee funding limits and Trustee receipts, the timing of receipts, and application of funds to employee accounts by payroll period



Assisted client, attorneys, and trustee with QNEC submission

**Healthcare &  
Manufacturing**

**INDUSTRY**

**35,000**

**EMPLOYEES**

**\$1B+**

**ANNUAL  
REVENUE**

**QNEC filing and employee accounts  
FULLY FUNDED IN A TIMELY MANNER  
leading to the sale of multi-billion dollar entities**