



THE WAGNER
LAW GROUP

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The Wagner Law Group Receives IRS Approval of its Defined Contribution Plan

The Wagner Law Group is pleased to announce that we have received IRS approval of our non-standardized defined contribution plan document, further bolstering our firm's position at the forefront of the qualified retirement plan document and compliance realm.

A pre-approved plan document has an IRS opinion letter upon which adopters of the plan can rely with respect to the form of the document, including various options (some of which are listed below) that have been subject to comprehensive IRS review. The Wagner Law Group's new pre-approved defined contribution plan document represents an excellent opportunity for sponsors of defined contribution plans to obtain assurance their plan document language complies with legal requirements.

By adopting The Wagner Law Group's pre-approved defined contribution plan, a plan sponsor will have a single, streamlined document, rather than a confusing "check the box" adoption agreement and weighty companion "basic plan document," that has been specifically designed to be easier to understand and administer. The needs of most defined contribution retirement plan sponsors can be met with the flexibility of our plan document's features, including:

- Pre-tax and Roth 401(k) salary deferral

The Wagner Law Group

The Wagner Law Group is a nationally recognized practice in the areas of ERISA, employee benefits and executive compensation, labor, employment and human resources, investment management, bankruptcy and restructuring, HIPAA, privacy and security, litigation, tax-exempt organizations, trusts and estates and family law.

Established in 1996, The Wagner Law Group is dedicated to the highest standards of integrity, excellence and thought leadership and is considered to be amongst the nation's premier ERISA and employee benefits law firms. The firm has 10 offices across the country, providing unparalleled legal advice to its clients, including large, small and nonprofit corporations as well as individuals and government entities worldwide. The Wagner Law Group's 34 attorneys, senior benefits consultant and seven paralegals combine many years of experience in

contributions, with automatic enrollment and automatic deferral escalation options, and after-tax employee contributions;

- Safe harbor designs using employer matching contributions, nonelective employer contributions or a qualified automatic contribution arrangement (QACA);
- Several employer profit sharing contribution options, including cross-tested designs, age and service weighted formulas, and a money purchase contribution feature;
- Employer matching contributions (which also can be used within a safe harbor design);
- Various eligibility and service-counting options;
- Multiple in-service withdrawal options, including loans;
- Various vesting alternatives;
- Qualified joint and survivor provisions;
- Numerous optional forms of payment; and
- Multiple employer adoption capability.

Sponsors wishing to adopt a pre-approved defined contribution plan document must do so by the IRS's July 31, 2022 deadline.

The Wagner Law Group has two additional pre-approved plans - our volume submitter 403(b) plan, for which approval was received on April 13, 2017, and our volume submitter defined benefit pension plan, for which approval was received on March 31, 2018.

For more information about our volume submitter defined contribution plan, please contact [Jon Schultze](#).

their fields of practice with a variety of backgrounds. The firm is recognized by U.S. News and World Report as a Tier 1 Best Law Firm in the areas of ERISA and employee benefits. Nine of the firm's attorneys are AV-rated by Martindale-Hubbell and nine are Fellows of the American College of Employee Benefits Counsel, an invitation-only organization of nationally recognized employee benefits lawyers. Seven of the firm's attorneys have been named to the prestigious Super Lawyers list for 2020, which highlights outstanding lawyers based on a rigorous selection process. The Wagner Law Group is certified as a woman-owned and operated business by the Women's Business Enterprise National Council.



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