



Employee Benefit Plans



Firley, Moran, Freer & Eassa, CPA, P.C. (FMF&E) provides assurance, accounting assistance, Form 5500, tax and consulting services to employee benefit plan (EBP) clients and executes over fifty audits of employee benefit plans which include 401(k) plans, profit sharing plans, prevailing wage rate plans, employee stock ownership plans, defined benefit plans and health and welfare plans. Our employee benefit plan audit team performs both full scope and Department of Labor limited scope audits. This concentration and experience within a select group of professionals has given FMF&E strong technical skills and a broad understanding of the industry and issues affecting your plan.

Our Firm is also a member of the American Institute of CPAs Employee Benefit Plan Audit Quality Center. This is evidence of our commitment to adhering to the highest quality standards by voluntarily agreeing to the Center's membership requirements. These requirements include: designating an EBP service lead partner responsible for our employee benefit plan audit practice, outlines of annual education minimums for professionals that work on EBPs, establishing quality control programs, performing annual internal inspection procedures, and making our peer review report findings publicly available. This devotion to professional standards enables our Firm to help your company achieve its goals in an effective and efficient manner.

Our membership in RSM US Alliance, which includes CPA firms that serve thousands of employee benefit plan clients across the nation, provides us and our clients with seamless cost effective access to national accounting firm resources and the latest EBP industry benchmark standards, while allowing us to retain our local office ownership and autonomy.

WHAT FMF&E CAN DO FOR YOUR EMPLOYEE BENEFIT PLAN

We will identify ideas that represent positive opportunities for your organization. In addition to that promise and our traditional accounting, auditing, Form 5500 and tax services, our clients are provided a deliverable that includes comments and suggestions for improvement regarding the following areas:

- Administration of benefit payments, including hardship withdrawals
- Participant loan administration
- Automatic enrollment administration
- Timely remittance of participant contributions
- Documentation of employee eligibility and enrollment
- Compliance with plan document provisions
- Reconciliation procedures of plan records
- Implementation of internal controls
- Technical corrections to IRS Form 5500 and summary annual reports

Additionally, due to our industry experience and strategic alliances with Third Party Administrators (TPAs) and Employee Retirement Income Security Act (ERISA) Law Firms, we are able to facilitate the following services to our employee benefit plan clients:

- Client assistance with DOL and IRS audits
- Research in connection with prohibited transactions, the related correction procedures and voluntary compliance programs
- Provide resources to navigate complex ERISA concerns

The RSM US Alliance Advantage

RSM US Alliance is a premier affiliation of independent accounting and consulting firms in the United States, with more than 75 members in over 38 states, the Cayman Islands and Puerto Rico. RSM US Alliance provides member firms access to the resources, tools and expertise of RSM US LLP, the leading U.S. provider of audit, tax and consulting services focused on the middle market, with more than 11,000 professionals in 87 cities in the U.S. and 4 locations in Canada. In addition, RSM US Alliance members have access to resources through RSM International, the sixth largest worldwide network of independent audit, tax and consulting firms, with more than 41,000 professionals in over 116 countries.



RSM US Alliance provides its members with access to resources of RSM US LLP. RSM US Alliance member firms are separate and independent businesses and legal entities that are responsible for their own acts and omissions, and each are separate and independent from RSM US LLP. RSM US LLP is the U.S. member firm of RSM International, a global network of independent audit, tax, and consulting firms. Members of RSM US Alliance have access to RSM International resources through RSM US LLP but are not member firms of RSM International. Visit rsmus.com/about-us for more information regarding RSM US LLP and RSM International. The RSM™ logo is used under license by RSM US LLP. RSM US Alliance products and services are proprietary to RSM US LLP.

FMF&E Leadership

Experience, Responsiveness & Dedication

WHAT WE DO BEST

We learn about our clients so we understand how to support their needs. Our clients have varying interests, opportunities, and challenges based on their industry, size of their organization, economic conditions, and the stage of the business or personal lifecycle they are at today.

MID-SIZED & LARGER CONSULTING

Mid-sized and larger organizations tend to use us for compliance and special projects. They have experienced financial people, but utilize us for audits or reviews, benefit plan audits, or assistance in other areas. We provide attestation, tax services, and advisory support in fraud, forensic accounting, valuation, and internal audit or controls.

SMALL BUSINESSES, ENTREPRENEURS & INDIVIDUALS

We have compliance support and specialized services to address almost every situation. We recognize most small businesses do not have in-house employees with deep expertise in tax, accounting and financial statements. They depend on outside professionals like us to handle, plan for, and explain these matters. These services are reasonably priced, but of greater importance, done accurately and on time.

REPORTING, TAX & ADVISORY SERVICES

FMF&E supports clients from the beginning of their lifecycle and throughout it. Companies often switch CPA firms when they have experienced a service interruption, fee issues, or when they realize their current firm can no longer provide the adequate, quick and responsive support they desire.

“IN-BETWEEN” BUSINESSES

Companies (non-attest in nature) with employees who have accounting responsibilities, but need more financial leadership, find our accounting professionals who assist as “Part-Time Executives” fills the gap. It enables owners to have someone provide the planning, reporting, and analysis a full-time executive (CFO, controller, etc.) would conduct at a fraction of the cost.

WHY FMF&E?

Collectively, our senior executives have in excess of 200 years of experience. We are responsive, proactive and accessible via multiple communication channels. We stay dedicated to what we do best, and it shows in our work. Our professionals provide objective insight, and work to seek ways to improve processes and profitability while ensuring compliance deadlines are met. We work with clients to build a solid, core foundation of accounting information to help management receive the desired information and outcomes necessary to operate their business. FMF&E supports clients from the beginning of their lifecycle and throughout it.

Our services include:

- Audits, Reviews & Compilations
- Corporate, Business & Individual Taxes
- Employee Benefit Plan Audits
- Ownership Transition and Succession Planning
- Planning for Mergers, Acquisitions, Joint Ventures and Divestitures
- Buy-Out Agreement Consultation
- Evaluation of Alternative Financing
- Feasibility Studies
- Organizational Planning
- Budgeting, Business Plans & Expense Reduction Programs
- Internal Audit & Controls
- Agreed Upon Procedures
- Asset Liability Management (ALM)
- Tax Credits & Incentives
- Managing IRS & Other Tax Communications
- Assist with financial executive searches (i.e. CFO, VP of finance, etc.)
- Business Valuation
- Forensic Accounting & Fraud Services
- Cash Flow Forecasting
- Due Diligence Support
- Financial Forecasts & Projections
- Cost Segregation Studies
- Personal Financial Planning
- Accounting Software Consultation
- Contract Reviews
- Job Costing & Product Costing Systems
- Maximizing Surety Bond Credit

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