



Cash Balance Plan Answer Book, Second Edition

Daniel Schwallie, Barbara Hogg, Paul Rangelcroft

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Cash Balance Plan Answer Book is the only resource that provides reliable answers to over 500 cash balance plan questions. Logically organized in the popular Q&A format, the **Cash Balance Plan Answer Book** is a user-friendly guide that explains the fundamentals of cash balance plans and how and when to use them. This unique resource provides support as you consider - and implement - cash balance plans.

Cash Balance Plan Answer Book enables you to:

- Determine whether cash balance plans are right for your company or your clients
- Explain exactly how cash balance plans work
- Clarify how cash balance plans can be used with traditional retirement plans or 401(k) plans for the benefit of both the plan sponsor and participants
- Advise clients and executives on the pros and cons of cash balance plans
- Guide your company or clients through the effective implementation of cash balance plans
- Answer any cash balance plan question that comes up along the way

Here is just a sampling of the over-500 key questions that are answered in this one-of-a-kind resource:

- How prevalent are cash balance plans?
- Are there advantages of a cash balance plan over a defined contribution plan?
- What types of business considerations would cause an employer to prefer a cash balance plan over a traditional defined benefit pension plan?
- How have traditional plans been converted to cash balance plans?
- What rules does the PPA create for cash balance plans?
- How does the PPA change the age discrimination rules for cash balance plans?
- How are qualified domestic relations orders (QDROs) administered under a cash balance plan?
- What special considerations apply to cash balance plans for accrual rule purposes?
- Are there special considerations when terminating a cash balance plan?
- What special issues may apply to plans converted to cash balance before the PPA?

You'll also receive:

- *Planning tips* - to get you on the right track from the start
- *Examples* - to clarify complex issues
- *Cautions* - to help you avoid pitfalls
- *Explanations of the law* - to make sure you understand all the rules and regulations

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