

# MidAmerica 403(b)ulletin

TUESDAY, JANUARY 6, 2009 – VOL. VIII

## MESSAGE FROM WES COMPTON, PRESIDENT OF MIDAMERICA

First, Happy New Year! We at MidAmerica hope you enjoyed the holiday season and look forward to guiding you through compliance with the new regulations in 2009. Following are just a handful of topics that we wanted to communicate to you.

### VENDOR PAPERWORK

At this point, we have accumulated most ISAs/PPSAs from participating vendors and they are now ready for Employer signatures. We are now, and will be over the next couple of weeks, emailing these agreements to Plan Sponsors for signatures. **Once signed, please return the agreements to MidAmerica.** We will then develop a formal binder for each client that includes:

1. Plan Document and Adoption Agreement
2. Plan Highlights
3. Fully executed service agreements
4. All fully executed ISAs/PPSAs

In addition, we will be providing copies to all participating vendors.

We have avoided sending the ISAs/PPSAs to our clients as we receive them from the vendors in an effort to reduce confusion and the opportunity for documents to be misplaced. With that said, a limited number of vendors have insisted on having the agreements before processing payrolls in 2009. In those cases we are working directly with the vendor and Plan Sponsor to get the ISAs in place.

### VENDOR CORRESPONDENCE TO PLAN SPONSORS

Vendor correspondence and inquiries regarding your ISAs/PPSAs should be directed to MidAmerica.

If you receive paperwork related to your 403(b) Plan that you are unsure of how to handle, please contact or forward to MidAmerica and we will determine if any action is necessary and communicate back if applicable.

### SCHEDULING IMPLEMENTATION OF COMMON REMITTING

We will be reaching out in the next couple of weeks to those clients who have chosen to implement common remitting but have not yet done so to schedule a target implementation date.

### CONTACT INFORMATION CHANGES

Please send changes or corrections to the contact information for your organization to Clint Foster or Kacie Rogers via email.

Clint.Foster@midamerica.biz  
Kacie.Rogers@midamerica.biz

### CLARIFICATION OF IRS EXTENSION

Some of our clients have asked whether they need to do anything now that the IRS has extended the written plan document requirement until December 31, 2009. The answer is a resounding yes; there are still requirements that need to be fulfilled throughout 2009. The IRS extension also stated that, during 2009, Plan Sponsors must operate their 403(b) Plan in accordance with a reasonable interpretation of IRC Section 403(b) and the regulations. As well, if there are any operational failures during 2009, the Plan Sponsor must make its best effort to retroactively correct by the end of 2009.

### NEW ACCOUNT SET UP FOR PARTICIPANTS

We have received questions as to what needs to be sent to MidAmerica when a new account is being established with a vendor. New account paperwork does not need to be sent to MidAmerica. However, a fully completed Salary Reduction Agreement (SRA) and transfer forms (if applicable) does need to be sent to MidAmerica for approval and communication with Payroll.