

January 1, 2009 Brings Sweeping Change for 403(b) Administration.

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The revised IRS 403(b) regulations (governing Tax-deferred Savings Plans and Tax-sheltered Annuities) that go into effect on January 1, 2009, will have a significant impact for ***all employers that have at any time offered a 403(b)*** to their employees. Depending on the employer's ultimate decision and action, employees can be affected as well.

In the past 403(b) plans have generally been considered a relationship between the employee & provider. With the revised regulations released in July 2007, the IRS has made it perfectly clear that 403(b) plans are now going to be employer-sponsored plans. ***This means employers will have ongoing oversight and compliance responsibilities, including the requirement for a written plan document.***

To learn more about this important topic, please visit the Concordia Plan Services Web site (www.ConcordiaPlans.org). Many helpful resources are available on the site (under *Retirement/Concordia Retirement Savings Plan/403(b) Regulations*), such as:

- A Glossary of 403(b) terms. There are many terms IRS uses in these revised regulations you may not be familiar with. Is your organization a QCCO? Find the answer in the Glossary!
- The must read—***Concordia Plans Update***—sent to employers in late August 2008. This newsletter explains what these new regulations mean for employers.
- A recorded Webinar that references the ***Concordia Plans Update*** and presents the topic in a user-friendly format.
- A link to the IRS website, where you can view Q & A and link to a copy of the 130-page revised regulations.
- A link to the MetLife Web site, the administrator for our 403(b) savings plan, which provides many resources on the IRS revised regulations.

Is there a silver lining in this IRS cloud? Yes! Any LCMS employer enrolled in ***The Church's Plan***, using only the **Concordia Retirement Savings Plan (CRSP)** after December 31, 2008, will have the advantage of Concordia Plan Services & MetLife assuming responsibility for most of the administration duties & plan requirements.

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