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## Upcoming Presentations

Tom Sablak will be moderating three breakout sessions at the Society of Actuaries 2008 Annual Meeting & Exhibit in Orlando, FL on October 20-22. Session topics include "Bringing 'Equity' to the Issue of Equity Investments in Pension Plans," "The Pension Protection Act: A Recap of Recent Guidance," and "The State of Pension Plan Accounting/Disclosure." He will also be interviewing Fran Hawthorne, author of *Pension Dumping: The Reasons, The Wreckage, The Stakes for Wall Street*, at a session titled "Pension Dumping: Who Wins and Who Loses When Pension Promises Are Broken."

## Recent Presentation

Tom Sablak recently delivered a presentation titled "Risk Transfer - A Potential Alternative to Plan Termination?" at the annual meeting of the Actuaries' Club of Boston. The following topics were covered: how a "pension buyout" (transferring a frozen pension plan to a third party) would be structured, regulatory and practical considerations of such transactions, an overview of IRS Revenue Ruling 2008-45, and thoughts on the future of these transactions.

If you would like a copy of the presentation materials, please email [tom@cassidyretirement.com](mailto:tom@cassidyretirement.com).

## CRG Retirement Plan Update - DB and DC Plans

### *Recent Guidance*

- **August 22 (DC):** The Department of Labor (DOL) issued proposed regulations on the "prohibited transaction exemption" (related to providing investment advice to participants) originally included in the Pension Protection Act of 2006. In general, the proposed regulations would allow fiduciaries to provide investment advice to participants in IRAs and 401(k) plans via unbiased computer models or investment advisors who are compensated on a level-fee basis. The DOL also issued a proposed class exemption which would allow for individualized investment advice under certain conditions.
- **August 20 (DB):** The 9th U.S. Circuit Court of Appeals (San Francisco) joined four other appeals courts and ruled that the cash balance pension plan sponsored by Southern California Gas does not discriminate against older employees. Many experts believe that this ruling will effectively put an end to future litigation involving age discrimination claims against cash balance plans.
- **August 14 (DB/DC):** The IRS released Revenue Procedure 2008-50, which updated certain provisions of the Employee Plans Compliance Resolution System (EPCRS). Included in the 179 pages of guidance are: a streamlined procedure for Voluntary Correction Program (VCP) applications, an expansion of the Self-Correction Program (SCP), and various other additions, updates, and clarifications to the EPCRS guidance issued in 2006. Revenue Procedure 2008-50 is generally effective as of January 1, 2009.

For a list of past guidance, please click [here](#).

### *Looking Ahead*

- **September 15 (DB):** Today is the last day that a contribution can be made for the 2007 plan year (for calendar-year plans). Contributions made by this date not only cover minimum contribution requirements for the 2007 plan year but also impact key funding targets for the 2008 plan year.
- **October 1 (DB):** Deadline for the final actuarial certification for the 2008 plan year (calendar year plans).

- **October 15 (DB/DC):** Form 5500 due date (for calendar year plans that filed for an extension).
- **October 15 (DB):** PBGC premium filings are due (for calendar year plans).

*Market Summary - Total Returns Through September 11, 2008*

	Dow Jones Industrial Average	Standard & Poor's 500 Index	Russell 2000 Index	NASDAQ Composite Index	Lehman Brothers Aggregate Index
Year-to-date	-13.8%	-14.9%	-6.1%	-14.9%	3.4%
Last 12 Months	-14.8%	-15.8%	-7.9%	-13.2%	6.2%

*Defined Benefit Plans - Key Interest Rates*

- **IRC §430 Corporate Bond Yield Curve (DB Funding):** For a graph showing the change in the yield curve from January 2008 to August 2008, please visit the Industry Resources section of our website [here](#).
- **IRC §417(e)(3) Lump Sum Rates (DB Plans):** For a graph showing the August 2008 lump sum interest rates (and a comparison to rates as of the beginning of the year), please visit the Industry Resources section of our website [here](#). (Note: the August 2008 lump sum rates for plan years beginning in 2009 - reflecting the next level of phase-in under PPA - are now available and are included in this graph.)

**Resources**

For more information on Cassidy Retirement Group, please visit [www.cassidyretirement.com](http://www.cassidyretirement.com).