

Fiduciary Fundamentals – Issues, Actions & Resolutions

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Paul A. Carl, Vice President-Retirement Services

HORAN

Paul is a key member of HORAN's Corporate Retirement Plan Consulting organization. He works with corporations and individuals to deliver investment and retirement planning. In addition, he monitors investments, fees and providers for employer clients sponsoring retirement plans. Paul has been a retirement services industry professional for over 25 years. The knowledge and expertise he gained as a Senior Investigator at the Department of Labor facilitates his ability to deliver consultative insights for prospective and current clients on regulatory compliance. Paul has extensive experience and competency in fiduciary matters, regulatory compliance, risk identification and resolution, investments and employee education.

Beth Vice, CPA, Shareholder

VonLehman CPA & Advisory Firm

Beth's public accounting experience includes auditing, review, compilation and business advisory services to a wide range of closely-held businesses. She is Chairman of the firm's Manufacturing & Distribution Group. Beth is involved in many of the firm's audit clients which range in a variety of industries including construction, manufacturing, healthcare, nonprofit, governmental, and retirement plans. She is also a member of the firm's manufacturing/distribution services committee, nonprofit & governmental committee, and quality control committee.

Robert Saelinger, Partner

Graydon

Bob is a partner and serves on the firm's Executive Committee. His practice focuses on design, structure, and implementation of all types of employee benefits plan and executive compensation programs, as well as trouble shooting when controversies, operational errors, and government audits (IRS, DOL) arise. Plan types include: pension, 401(k), profit sharing; ESOPs; nonqualified deferred compensation; equity-based incentives (phantom stock, stock options, SARs); short/long-term performance bonuses; stay/retention; group medical/life/disability/long term care; cafeteria; wellness; medical/dental/dependent care spending accounts; HSAs.