

Q & A from DC/Win Plan Compensation and Plan Entry Compensation Webinar Presented Live November 15, 2007

Q: Could your import have multiple lines for a single participant, with the different payroll dates already populated?

A: Yes. You could import several payroll periods at the same time. All compensation will be added together to create 415 compensation.

Q: What compensation appears on the census, Full year or Participation Entry?

A: Compensation on the Employee Census report is total compensation reported for the period covered by the report. Participation compensation is shown on the Employee Census by Source.

Q: If you enter the salary for the year for a new participant, will the system prorate (or annualize) it accordingly to the dates of entry for each source?

A: No. That is why utilizing one of the two methods for telling the system the compensation that is participation compensation and pre-participation compensation is so important.

Q: I thought I heard in the example that the employee earned \$75,000, but did not see this amount entered. How is the 415 and ABT comp picked up?

A: The new entrant earned a total of \$75,000 for 2007. For the examples, we entered the pieces of the compensation that totaled \$75,000.

In the manual input example, the amount was entered on the Employee\Census\Employee screen. Then we utilized Option 2 for entering the participation compensation.

In the Anniversary Notification import example, we imported the compensation into the period compensation screen and then used Option 1 for entering participation compensation.

In the Import example, we imported compensation for the payroll periods (quarterly) and used option 1 for the first quarter to be able to calculate his participation compensation for Salary Reduction purposes. Because the employee entered for match purposes on 7/1, the beginning of a quarter, we had no need to make additional entries as the system had all information it needed to determine his participation compensation.

A great deal depends upon how you entered the data. If you did not import data so that the payroll screen is empty, you can modify the 415 compensation and the testing compensation on the period compensation screen. If you import the payroll components to the payroll screen, so that the system can calculate the total compensation, or participation compensation, the system will use the compensation definitions you code under Plan\Provisions\Comp. for the different sources or testing.

Q: Would we check the box that says to recognize comp from date of entry for the example that you gave

A: Yes, if you use Option 1 for entering pre- and post-participation compensation or you have imported payroll period compensation that corresponds with the entry dates, you will mark the Plan\Provisions\Comp. screen to recognize compensation from Date of entry. The system has to know the dates and the pieces of compensation that go with the dates to utilize the check box on the Plan\Provisions\Compensation screen for entry compensation.

Q: Can Dataair test compensation utilizing 414(s) testing?

A: DCWin does include a 414(s) Compensation Test report under the Discrimination reports. If you have excluded compensation and the system has all of the components to do the test (payroll screen) you will be able to produce an accurate 414(s) Compensation Test Report.