



Certified Public Accountants

*Planning Ahead
Building Relationships
Securing Your Future*

401(k) Plan Audits

If you are like most plan sponsors, your employee benefit plan was established to be just that – an employee benefit. But most plan sponsors find that this employee benefit comes with a significant cost of time and money in order to stay in compliance. Compounding the problem, the ever changing regulations and economic environment surrounding employee benefit plan compliance becomes increasingly complex each year. That is why Hedman Partners has developed an Employee Benefit Plan team with the specialized expertise that plan sponsors need. Each year we continue to grow our benefit plans practice by being a resource for our clients and focusing on improving our efficient, cost effective audits for employee benefit plans.

Our Quality Commitment

At Hedman Partners, we work diligently to maintain high standards of professional service, including a strong system of quality control that emphasizes independence and objectivity. We invest in our people so that we can provide the very best talent and skills to meet plan sponsors' needs. We attend the annual AICPA Employee Benefit Plan Conference and regularly attend industry-specific trainings to stay informed of current issues facing this highly regulated field. In addition, we maintain the **rigorous standards** necessary to be a member of the **American Institute of Certified Public Accountants Employee Benefit Plan Audit Quality Center**, a membership center for eligible CPA firms that perform employee benefit plan audits.

Staff Expertise

As with all of our engagements, we assign individuals at the appropriate levels of experience, and we build long-term engagement teams with staff consistency and continuity at their foundation. We have built long-standing relationships with other industry service providers such as ERISA attorneys, trustees, custodians and third party administrators to better serve our clients with all of their needs. Hedman Partners has performed audits of 401(k) plans for more than twenty years. We offer competitive rates and a commitment to efficiency. With our valuable insights, specialized knowledge, and a commitment to helping our clients meet their compliance requirements, Hedman Partners is the preferred choice for your employee benefit plan audit needs.

For further information, please contact Mike Ciolfi at (661) 286-1542 or e-mail at mike.ciolfi@hedmanpartners.com



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A Member of the American Institute of Certified Public Accountants and the California Society of Certified Public Accountants
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Why choose Hedman Partners? Hear what our clients have to say...

"Hedman's team worked with us to fully understand our needs and helped us to accomplish our goals. This is the reason we have chosen them again this year. Hedman's professionals are very helpful, reliable, and prompt and provide great quality service."

Nadine Flores
Assistant Manager
Hitachi Transport Systems (America), Ltd.

"We continue to use Hedman Partners to audit our employee benefit plan because the expertise is unmatched and the fees are reasonable."

Karen Hermanson, CPA
Corporate Controller
John Paul Mitchell Systems

"I have been very pleased by the thoroughness of the 401(k) audit conducted by Hedman Partners. Additionally, their communications with our Payroll Manager and Senior Benefits Analyst have been clear and concise. Hedman Partners gave specific examples of areas (contributions, matches or loans) and dates that should be reviewed to determine the root cause of inconsistencies discovered during the audit. This has helped us to proactively address issues that were cited in the audit to prevent reoccurrences. Overall, I have been very pleased with Hedman Partners' professionalism and service."

Heather Zammit
VP, Human Resources
OSI Systems, Inc.

"As Plan Administrator of the Virgin Entertainment Group 401(k) savings plan I have continued to keep Hedman Partners as our audit firm because of their ease of communication, attention to detail and consistent results."

Michael Krahn
Human Resources Manager
Virgin Entertainment Group