

Project Summary



Compensation & Benefits Advisory Services, LLC

Section 162(m) Document and Operational Compliance Review

Impacted Companies

- Companies undergoing IRS audit
- Companies performing FIN 48 (uncertain tax position) assessments
- New public companies that were previously not subject to Section 162(m)
- Companies reviewing policies, procedures and controls

Services

- Review Company's determination of named executive officers
- Review all relevant documents including plan documents and award agreements; board of directors and compensation committee meeting notes and resolutions; and shareholder approval documentation
- Reconcile book expense, tax deductions and W-2 income
- Recompute deductible and non-deductible amounts
- Prepare workpapers in support of deductible amounts claimed
- Consult on and provide recommendations for maximizing deductions

Key Stakeholders

- Tax
- Legal
- HR

Deliverables

- Report of findings and recommendations
- Gap analysis
- Auditable workpapers, including all relevant documentation, in support of the Company's officers' compensation deduction
- Opinion letters