

# **Voluntary Employee Beneficiary Associations (VEBAs)** **(1 Hour; 27 Pages of Text)**

- 1) Introduction
  - a) History
  - b) Single Employer Trusts
- 2) VEBA Basics
  - a) What is a VEBA?
  - b) What is the difference between a “VEBA” and a Section 419 WBP?
  - c) Economic Benefits of VEBAs
  - d) Are VEBA Assets Protected from Creditors?
  - e) Businesses that can Benefit from VEBAs
  - f) What are the Death and Living Benefits of a VEBA?
  - g) Long Term Care Coverage (LTC)
  - h) Is a VEBA subject to ERISA reporting?
  - i) May Employees be Excluded from the Plan?
- 3) Can Individual Universal Life Insurance Policies be used in VEBAs?
  - a) Death Benefits can Pass Income and Estate Tax Free
- 4) Plan Contributions
- 5) What Happens if an Employer Terminates a VEBA?
- 6) Abuses
  - a) Why Would a Small Employer Want to use an “Abusive” 10-or-more-employer Welfare Benefit Plan (WBP)?
- 7) IRS Regulations
  - a) Listed Tax Transaction
- 8) Should your Clients get Involved with an Abusive 419A(f)(5) Union Plan?
- 9) Avoid IRS Scrutiny
- 10) Did the IRS Succeed in shutting down the sales of abusive plans?
- 11) How are WBPs Sold Today?
- 12) What is the Proper Way to Sell and Use a WBP?
- 13) Should your client be Using 10-or-More Employer WBPs?
- 14) Conclusion