



2025 IRA BASICS & IRA UPDATES

APRIL 29-30, 2025

Double Tree by Hilton Birmingham
Perimeter Park, 8 Perimeter Park South

IRA providers are scrambling to adjust their policies, procedures, forms, and communications to comply with the ongoing substantive changes to the laws governing IRAs: The SECURE Act 2019, proposed RMD regulations, SECURE 2.0, final RMD regulations and yet another round of proposed RMD regulations have created substantial challenges. These changes affect virtually every facet of IRA administration and servicing, including eligibility, funding, withholding, reporting, required minimum distributions, and inherited IRA distributions. As the IRS continues to issue guidance to implement these changes, IRA providers must stay abreast of these developments—both to help ensure internal compliance as well as to provide top-notch customer service to IRA clients.

The short time frame between the final RMD regulation's publication date (July 2024) and the effective date (January 1, 2025) also challenges IRA providers nationwide. They must review and revise IRA documents, policies, and procedures to comply with the final regulations. Convergent will provide in-depth coverage on the regulations and on the steps providers should take—or should have taken—to comply. We'll discuss ways to remedy processes that have not been timely adjusted to accommodate the new rules.

Keeping abreast of these changes—while not always easy—is crucial to running a compliant IRA program. These IRA courses can help!

2025 IRA BASICS & IRA UPDATES

In the IRA Basic class on Day 1 – Join us for the IRA Basics course for a full-circle overview of IRAs and the associated rules. This course is perfect for those new to IRAs, and is a helpful refresher and update for those needing to “unlearn” some old rules because of the many recent changes. During day one, we’ll provide you with a solid foundation of the basic IRA rules, both old (if still applicable) and new. We’ll also give a summary of the rules surrounding Health Savings Accounts (HSAs) and Coverdell Education Savings Accounts (ESAs).

In the IRA Advanced class on Day 2 – Throughout day two, we’ll get into the nitty-gritty of the final and new proposed required minimum distribution regulations, exploring—in depth—how these new rules affect both IRA owners and IRA beneficiaries. After thoroughly dissecting the new rules and their impact on IRA owners and beneficiaries, we’ll discuss concrete steps your financial organization can take to help ensure ongoing compliance, while also providing top-notch customer service. We’ll address some of the unique challenges that are often escalated to the advanced IRA professional(s) within your financial organization.

Feel free to bring copies of your plan establishment kit and transaction forms.

Whether you are looking to gain basic knowledge of IRAs, raise your comfort level, or sharpen your skills with the most up-to-date rules and regulations, this two-day format will cover it all.

IRA BASICS (DAY ONE)

TOPICS INCLUDE:

- Introduction to IRAs
- Establishing IRAs
- IRA contributions
 - Traditional
 - Roth
 - Reporting and statements
- IRA owner distributions
 - Traditional (including required minimum distributions (RMDs))
 - Roth
 - Reporting and statements
- Inherited IRA fundamentals
- IRA-to-IRA transfers and rollovers
- Employer plan-to-IRA rollovers
- Overview of Health Savings Accounts and Coverdell Education Savings Accounts

IRA UPDATES (DAY TWO)

TOPICS INCLUDE:

- Legislative and regulatory update – including a detailed look at the final required minimum distribution regulations, as well as the newly proposed RMD regulations
- Tackling Inherited IRAs
 - Implications of the 2024 final RMD regulations
 - Enhanced spousal beneficiary options
 - Beneficiary disclaimers
 - Issues surrounding trust beneficiaries
 - Discussion of industry best practices (forms, client communications, policies, and procedures)
- Portability deep-dive
 - Implications of the 2024 final RMD regulations
 - IRA-to-IRA transfers
 - IRA-to-IRA rollovers

IRA UPDATES (DAY TWO) CONTINUED

- o Employer plan-to-IRA rollovers
- o Roth IRA conversions
- Plan document compliance
 - o Updating documents for newly established IRAs
 - o Amending existing IRAs
- IRS and IRA owner reporting, and withholding
- Miscellaneous
 - o Excess contribution correction
 - o Qualified charitable distributions (QCDs)
 - o Repayments of qualified reservist, qualified disaster recovery, birth or adoption distributions; as well as emergency personal expense, terminally ill individual, and domestic abuse victim distributions.
 - o Missing participants and escheatment
 - Lost and found
 - Reporting, and
 - Repayments

FEATURING LONI PORTA FROM CONVERGENT

Loni is the director of education at Convergent and has been with the company since 2004. An industry leader in IRA, HSA, and retirement plan education, Loni plans, budgets for, and builds training and education products and solutions for financial organizations nationwide. Loni also teaches courses in all delivery formats. She has mastered various learning management solutions as well as various online courseware development tools. An avid student of learning styles and adult learning principles, Loni incorporates her skills thoughtfully into Convergent's training and education products and services. Loni attended North Dakota State University in Fargo, ND, and came to Convergent after her tenure at Ascensus, a nationally recognized retirement consulting and training firm in central MN. During her tenure at Ascensus, Loni helped design the industry's first IRA-specific designation program (the American Bankers Association's Certified IRA Services Professional (CISP) program) and NAFCU's Certified IRA Professional program.

AGENDA

Day 1: Registration begins at 8:15 am

Business Session: 8:30 am – 3:00 pm

Lunch on your own: 11:30 am-12:30 pm

Day 2: Registration begins at 8:15 am

Business Session: 8:30 am-3:00 pm

Lunch on your own: 11:30 am-12:30 pm

IRA REGISTRATION REGISTER FOR BOTH SESSIONS AND SAVE!

Full, two-day registration fee (per person): \$745 Member, \$1,090 Non-Member

Single day registration fee (per day): \$395 Member, \$595 Non-Member

[CLICK HERE TO REGISTER](https://bit.ly/3EZazAy) or visit <https://bit.ly/3EZazAy>.

QUESTIONS? Contact Elizabeth Bailey, vice president of professional development at (251) 510-3593 or email ebailey@alabama.bank.

WHO SHOULD ATTEND?

From new hires to seasoned, in-house IRA gurus, these courses offer something for all IRA professionals including, new account representatives, certificate of deposit personnel, savings counselors, accountholder service representatives, investment and trust personnel, and compliance officers.

For information on important policies please visit our website at <https://www.alabama.bank/policies>