Beneficiary Designations and Planning Considerations Following the SECURE Act

Presented by:
Brian A. Eagle, J.D.

Eagle & Fein, P.C.
8500 Keystone Crossing, Suite 555
Indianapolis, IN 46240

The Definition of Proper Planning

- I want to control my assets during my lifetime so I can do what I want to do.
- I want ***organize my affairs:***
- to provide for me and my family in the event of disability.
- to give what I have, to whom I want, the way that I want, and when I want.
- to save every last tax dollar, administrative cost, and legal fee possible.

Balance Client Objectives

- Simplicity vs. Protection
- Providing for Children vs. Providing for Grandchildren
- Providing for Family vs. Providing for Community/Charity
- *For Retirement Plans and IRAs:*
  - Saving Income Tax vs. Providing Protection

The Four Questions

1. How important is it to you to protect your retirement savings from the influence of a subsequent spouse (remarriage protection or blended family protection)?

2. How important is it to you to protect your children's or grandchildren's inheritance from a child's creditors, divorce, or unwise or influenced decisions?

3. How important is it to you to give back to charitable organizations in your estate plan?

4. How important is it to you to save estate taxes?

Brief History of the SECURE Act

- Originally, the Setting Every Community Up for Retirement Enhancement (SECURE) Act passed the House of Representatives on May 23, 2019, by a vote of 417 to 3
- The Senate passed the Act on December 19, 2019
- On December 20, 2019, President Trump signed it into law
- The SECURE Act went into effect on January 1, 2020
- Proposed Regulations were published by IRS on February 24, 2022

SECURE Act Sits on Top of the Old Rules

- Does not amend or replace § 401(a)(9)(B) or (with one exception) any of the existing regulations
- Add a new section 401(a)(9)(H)
- "(H)" layers, on top of the existing rules, new payout periods
- A 10-year payout replaces the life expectancy payout method for all but five (5) categories of designated beneficiaries which are now known as "Eligible Designated Beneficiaries"
- Eligible Designated Beneficiaries are entitled to a modified version of the life expectancy payout

Additional Provisions Under the SECURE Act

- Increased the required beginning date (RBD) for required minimum distributions (RMDs) from 70 ½ to 72 (2022); 73 (2023); and 75 (2033)

  [April 1st following the year in which you reach age 72]

- Repealed the maximum age for contributions to Traditional IRAs
- Allows penalty-free withdrawals of $5,000 by each parent in the year of birth or adoption of a child

PRE-SECURE ACT BENEFICIARY

- **Non-Designated Beneficiary** is a beneficiary who is:
  - an Estate
  - a Charity
  - a Trust that does ***not*** qualify as a See-Through Trust (each known as "Non-Designated Beneficiary")

- **Designated Beneficiary:**
  - Individuals
  - See-Through Trusts
  - Spouses had one set of rules

- Non-spouse had another set of rules

SECURE Act Beneficiary – 3 Categories

- **Non-Designated Beneficiary**
  - 5-Year Rule for benefits of participants who died before their RBD
  - Participants remaining life expectancy if participant died on or after their RBD ("the Ghost Rule")

- **Designated Beneficiary**
  - 10-Year Rule: All amounts must be distributed by 12/31 of the year that contains the 10th anniversary of the date of death (based on regulations may need to take a minimum in year 1-9)

- **Eligible Designated Beneficiary**

SECURE Act Beneficiary – Eligible Designated Beneficiary

- **Requires most non-spouse beneficiaries to withdraw inherited account balances within 10 years of the account owner's death.**

- **Exceptions for beneficiaries who are either – "Eligible Designated Beneficiaries"**
  - Surviving spouse
  - Minor (Age 21 or younger) children of participant
  - Beneficiary not less than 10 years younger than participant
  - Chronically ill
  - Disabled

SECURE Act Beneficiary – Eligible Designated Beneficiary

- **On the subsequent death of the Eligible Designated Beneficiary:**

<u>Ten Year Rule applies</u>

See-Through Trusts –
Still Apply Under the SECURE Act

- **Requirements:**
  - The Trust must be valid under state law.
  - The Trust must be irrevocable or become irrevocable upon the death of the original owner.
  - The Trust's underlying beneficiaries must (all) be identifiable individuals.
    - There can be neither charities nor non-living humans such as pets.
  - The Trust or detailed beneficiary list must be furnished to the IRA custodian or Plan Administrator by 10/31 in the year after death.

TRUST AS BENEFICIARY OF RETIREMENT PLAN

- Proposed regulations for the first time recognize as official terms:
  - See-through trust
  - Conduit trust
  - Accumulation trust
- A “**See-Through Trust**” is any trust that complies with the 4 “minimum distribution trust rules”
  - Valid under state law (no change from preSECURE)
  - Irrevocable at death (no change from preSECURE)
  - Copy to plan administrator (no change from preSECURE)
- **NEW!! Beneficiaries must be “identifiable” but…**

TRUST AS BENEFICIARY OF RETIREMENT PLAN

- The requirement that trust beneficiaries must be "*identifiable*" **no longer means it must be possible to "*identify*" the oldest trust beneficiary.** That requirement is GONE.
- New meaning: "*Identifiable*" means you can *identify* who is entitled to the employee's retirement benefits that are paid to this trust.
- The proposed regulations use the "*identifiable*" requirement merely as a gateway to rules about post-death changes such as reformation, decanting, etc.

- Why do we care about the "4 trust rules?"

- Why do we care about See-Through Trust status?

...without See-Through Trust status you cannot have a designated beneficiary. Without a "DB" there is:

  - NO life expectancy payout for EDBs (surviving spouse)
  - NO 10-year rule for PODBs (Payable on Death Beneficiaries)
  - NO transfer of inherited employer-type plan to inherited IRA

TRUST AS BENEFICIARY OF RETIREMENT PLAN

- If you have a trust that complies with those 4 rules, CONGRATULATIONS- you have a see-through trust. Now we look through the trust…
  - And determine if decedent has a “designated beneficiary”
  - And if so, who is it (or who they are)
- …THEN we can figure out the RMD rules for that trust
  - Note: You could analyze the see-through trust and determine the decedent does NOT have a designated beneficiary, so the “No-DB Rules” apply. For example, if one of the countable beneficiaries of the trust is a nonindividual, such as charity.
- So we have to learn how to “test” a see-through trust. Who are the “countable” beneficiaries?

TRUST AS BENEFICIARY OF RETIREMENT PLAN

- There are two types of See-Through Trusts:

1. **Conduit Trust:** "The term Conduit Trust means a See-Through Trust, the terms of which provide that, with respect to the deceased employee's interest in the plan, all distributions will, upon receipt by the trustee, be paid directly to, or for the benefit of specified beneficiaries…" Prop. Reg. § 1.401 (a)(9)-4(f)(1)(ii)(A).
2. **Accumulation Trust:** "The term Accumulation trust means any See-Through Trust that is not a conduit trust." Prop. Reg. § 1.401 (a)(9)-4(f)(1)(ii)(B).

HOW TO TEST A SEE-THROUGH TRUST

- **Why do we do this?**
  - The goal of "testing" a See-Through Trust is to determine whether the trust beneficiaries qualify as "designated beneficiaries"."
  - If they DO qualify as DBs, what kind of DBs are they- EDBs (Eligible Designated Beneficiaries) or plain old DBs?

HOW TO TEST A SEE-THROUGH TRUST: THE OLD WAY

- Remember the existing rule for how to test a trust: "Every beneficiary who could POSSIBLY get any money from this trust COUNTS as a trust beneficiary…except you can ignore a beneficiary who is ***a mere potential successor*** to another beneficiary…"
- But: "*mere potential successor*" was never defined…Meaning remained elusive for over 20 years…
- And now…the MPS rule is GONE!!!!

HOW TO TEST A SEE-THROUGH TRUST: THE NEW WAY

Under the proposed regulations, there is a 3-tier system for testing trust beneficiaries.

- **First Tier:** "Any beneficiary who could receive amounts in the trust representing the employee's interest in the plan that are neither contingent upon, nor delayed until, the death of another trust beneficiary…" Prop. Reg. §1.401(a)(9)-4(f)(3)(i)(A).
- **Second Tier:** a beneficiary "that could receive amounts in the trust representing the employee's interest in the plan that were not distributed to the beneficiaries described in paragraph (f)(3)(i)(A) of this section," i.e., the first-tier beneficiaries.
- **Third Tier:** a beneficiary "who could receive amounts from the trust represent the employee's interest in the plan solely because of the death of another beneficiary described in paragraph (f)(3)(i)(B) of this section," i.e., only after the death of a second-tier beneficiary.

HOW TO TEST A SEE-THROUGH TRUST: THE NEW WAY

- **Which trust beneficiaries do we "count" and which are disregarded when determining who are the participant's beneficiaries?**
  - First tier beneficiaries ALWAYS count.
  - Third tier beneficiaries are always disregarded…they NEVER count.
  - For a Conduit Trust, first tier beneficiaries are the ONLY ones that count- second tier beneficiaries are disregarded.
  - For an Accumulation Trust, first AND second tier beneficiaries count.*
    - *...with one exception for the "age 31 disregard rule" we'll cover later.

CONDUIT TRUST FOR SURVIVING SPOUSE

- s/Spouse, as life beneficiary, is a first-tier beneficiary
- It's a Conduit Trust so spouse as the first tier beneficiary is deemed to be the sole beneficiary of the retirement plan- ONLY the first tier beneficiary(ies) "count"
- Trust gets same RMD treatment as if s/spouse held personally as EDB-beneficiary: life expectancy payout, life expectancy recalculated, delay start of RMDs to deceased participant's age 72

NEXT OPTION FOR PLANNING FOR SURVIVING SPOUSE

- **"Accumulation Trust"** for s/spouse's life benefit: for example…
  - s/Spouse gets all "income" for life
  - Plus principal if needed for health or support
  - But NOT entitled to receive all plan-to-trust distributions: Trustee can "accumulate" some of the benefits
  - On s/spouse's death, what's left goes to…"Phyllin LeBlanc"

- **What is the RMD status/treatment of this Accumulation Trust for spouse?...That depends on who or what *Phyllin LeBlanc* is!!**
  - Phyllin is the trust's "second tier beneficiary." This is an Accumulation Trust, meaning BOTH the first and second tier beneficiaries "count" for purposes of testing designated beneficiary (and EDB) status. If Phyllin LeBlanc is…
    - ...a charity? As a charity, it is a NONINDIVIDUAL beneficiary. The countable beneficiaries are the surviving spouse and a nonindividual. The trust does NOT quality for DB status. **Non-DB rules apply.**
    - ...the deceased participant's 50-year-old nondisabled child? As such, Phyllin is a PODB, not an EDB. The countable beneficiaries are the surviving spouse and a PODB. **The trust is therefore treated as a PODB.** 10-year rule applies.
    - ...the deceased participant's sibling who is 8 years older than the participant? As such, Phyllin is an EDB ("...not more than 10 years younger") ("NoMoTTY"). The countable beneficiaries are the surviving spouse and a NoMoTTY individual, both of whom are EDBs. Life expectancy payout applies because **all countable beneficiaries are EDBs.**

PODB – OWNER DIES BEFORE REQUIRED BEGINNING DATE (RBD)

Participant died before RBD

- No RMD for year of death;
- No RMD for years 1-9 after death;
- 100% RMD in 10th year (year that contains 10th anniversary of death).

PODB – OWNER DIES ON OR AFTER THE REQUIRED BEGINNING DATE

Participant died on or after RBD

- Beneficiary must take RMD for year of death if Participant didn't take it in full
- Annual RMDs based on PODB's life expectancy in years 1-9
- 100% RMD in 10th year

EDB

Annual instalments over EDB's life expectancy, with variations:

- EDB can (if allowed by plan) elect 10-year rule instead (death before RBD only)
- Spouse's life expectancy is "recalculated annually;" other EDBs use "fixed term"
- Minor child of participant: Life expectancy payout until 10th year after attaining age 21 (or earlier death); 100% payout in that 10th year, so "life expectancy payout" is until age 31, not for "life."

Planning for Retirement Benefits with Trusts:

Designated Beneficiary

NO → **Non - Designated Beneficiary**

- → 5-year payout of participant died before RBD
- → Ghost LE of participant if died on or after RBD

YES ↓

Eligible Designated Beneficiary

NO → PODB 10-year payout

YES ↓

Surviving Spouse

1. Conduit: LE Recalculated Annually
2. QTIP/Conduit: LE Recalculated Annually
3. Accumulation: 10-year payout

Minor child of Participant

1. Conduit: Until the majority (Age 21) deferral, then 10-year payout
2. Accumulation: 10-year payout

Bene not less than 10 years younger

1. Conduit: LE
2. Accumulation: 10-year payout

Chronically Ill

Disabled

1. If applicable, multi-beneficiary trust <u>and:</u>
   - Separate trust created under trust instrument upon participant's death payout rules separately to separate trust from chronically ill/disabled EDB, or
   - If under trust instrument no DB other than chronically ill/disabled EDB has any interest in the plan until EDB dies, then LE applies.

409(A)(9) Regulations

Foundational Concepts – Required Minimum Distribution (RMD)

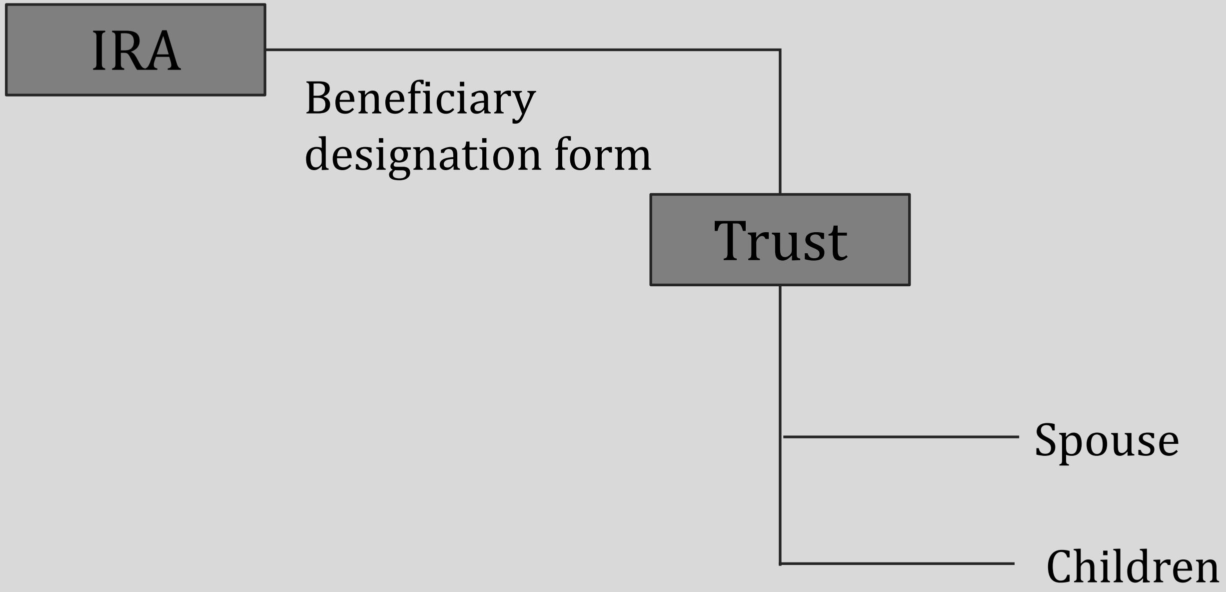
- RMDs are calculated based upon the aggregate prior year ending account balance divided by the applicable life expectancy factor.

$$\text{RMD} = \frac{\text{Prior Year Dec. 31 Balance}}{\text{Life Expectancy Factor}}$$

Trust Named as IRA Beneficiary

Foundational Concepts – Required Minimum Distribution (RMD)

An IRA can be payable to a Trust



Trust Named IRA Beneficiary

Advantages of Naming a Trust

- Protection from unwise or influenced decisions
- Creditor Protection
- Divorce Protection
- Remarriage Protection
- Blood Line Protection

THE CONDUIT TRUST CRISIS

Conduit No More?

- Conduit provisions were common in Trusts named as beneficiaries of retirement accounts.

- With a conduit provision, a Trustee ensures that the beneficiary receives the smallest possible distribution (RMD) over the course of the beneficiary's lifetime instead of allowing the beneficiary the option of liquidating the account immediately.

Conduit Provisions – Spouse as Designated Beneficiary

- A Conduit Trust for the surviving spouse will be entitled to all of the minimum distribution benefits of the surviving spouse under the IRS' rule that the conduit beneficiary is considered the sole beneficiary of the plan. Thus:
    - The Trust does not have to commence taking RMDs until the end of the year in which the deceased participant would have reached age 72.
      [See §401(a)(9)(B)(iv)(l), as amended by SECURE Act.]
    - 10-Year Rule does not apply during the spouse's lifetime.
    - Upon the spouse's death, the 10-Year Rule kicks in.

Warning: An ***accumulation trust*** spouse beneficiary is ***not*** eligible for life expectancy payout – 10-Year Rule.

Why is the Conduit Provision an Issue for Non-Spouse Beneficiary?

- Under the old law, the RMD was determined using the beneficiary's life expectancy factor. Therefore, a 25-year old had a life expectancy factor of 58.2 years in which to distribute the account over, making the RMD each year very small. This is referred to as a "stretch" payout. A beneficiary paid taxes on a RMD each year, but the tax payments were stretched out over many years.

- Under the new law, that same beneficiary, unless other wise exempt, only has 10 years to withdraw the entire balance, making the RMD each year much larger (and the tax payments due much sooner).

Why is the Conduit Provision an Issue (continued)

- Regardless of the amount, the conduit provision requires that the RMD taken by the Trustee must be distributed to or for the benefit of the beneficiary.

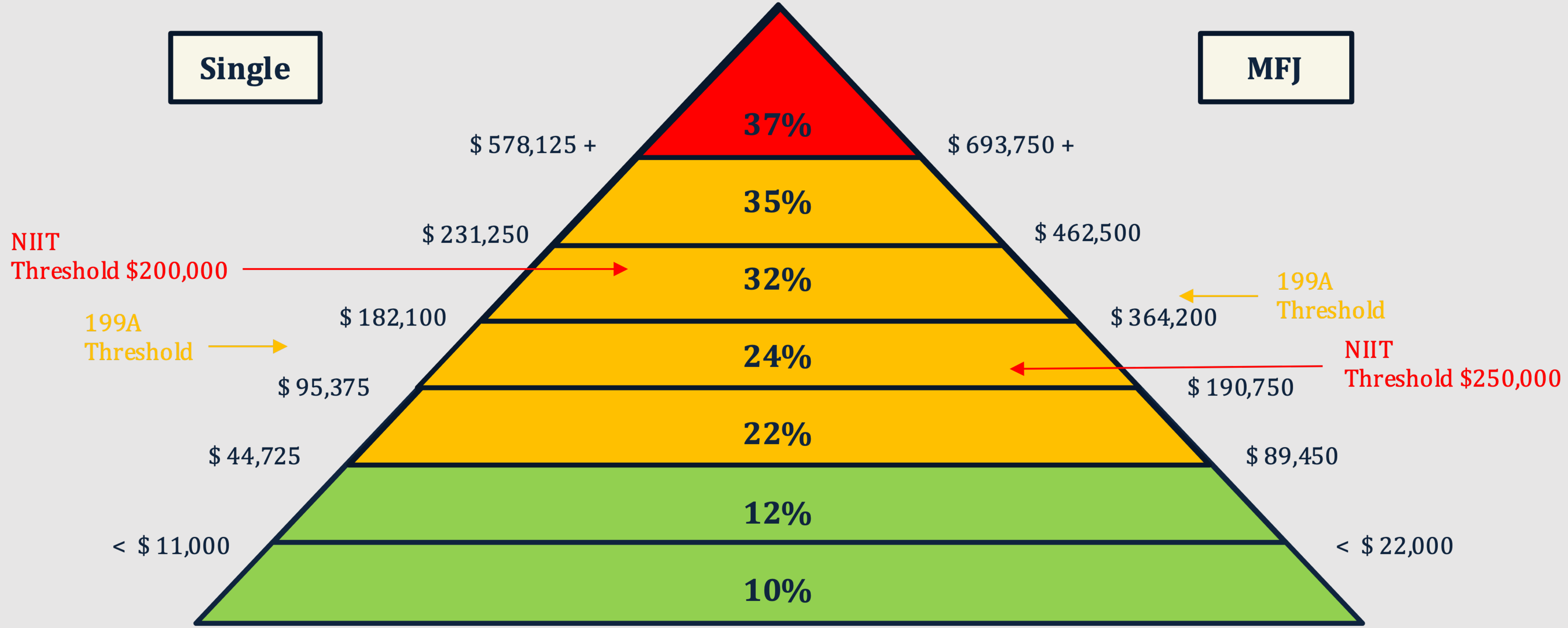
- Instead of protecting a majority of the account by only distributing small RMDs to the beneficiary, the entire amount of the retirement account will be in the beneficiary's control within 10 years if a conduit provision is used.

HOW DO WE SOLVE THIS PROBLEM?

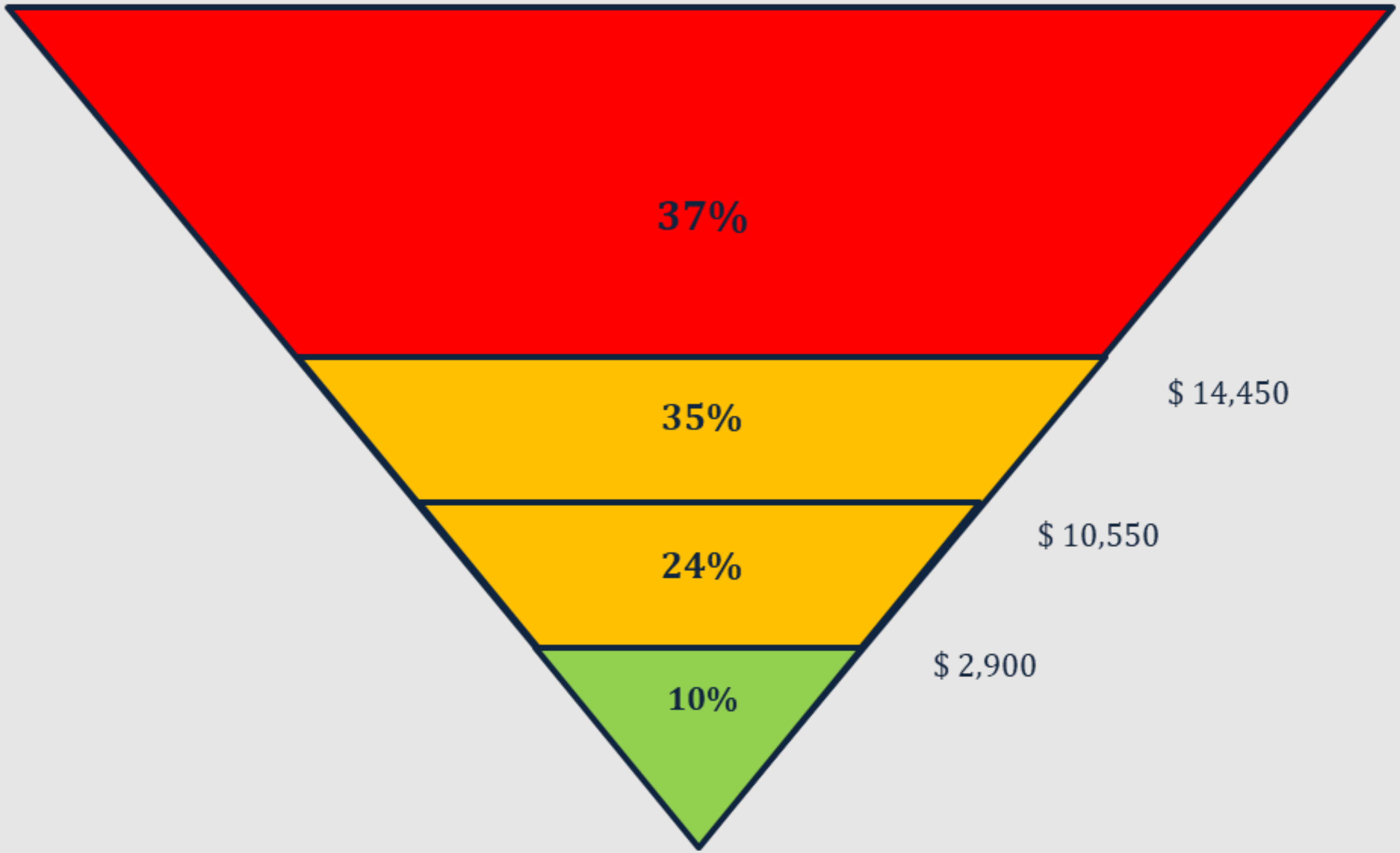
The Big Decision

- Most non-spouse beneficiaries must withdraw the entire balance of the retirement account within 10 years, and
- The income tax due is accelerated
- **Do we save on taxes or protect the retirement account from the beneficiary's (or some of each):**
  - **Unwise/influenced decisions,**
  - **Creditors/lawsuits,**
  - **Divorce, and/or**
  - **Remarriage**
  - **Blood line protections?**

2023 Ordinary Income Tax Rates

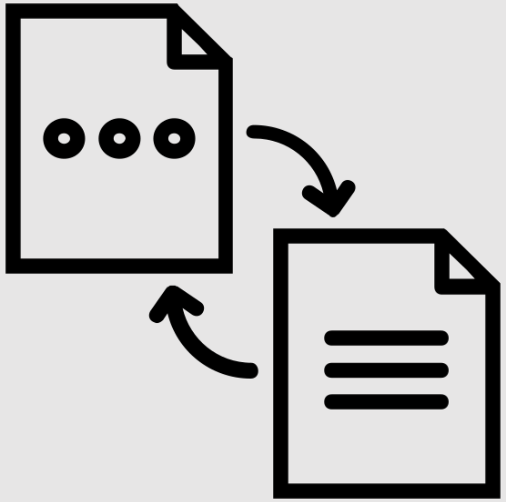


2023 Ordinary Income Tax Rates for Estates & Trusts



ACCOUNTS TO CONVERT

- Accounts to Convert:
  - Traditional IRAs
  - 401(k) plans
  - Profit Sharing Plans
  - 403(b) annuity plans
  - 457 plans
  - “Inherited” 401(k) plans (See Notice 2008-30)
- Accounts ***Unable*** to Convert: “Inherited” IRAs & Education IRAs



REASONS TO CONVERT

- Suspension of Minimum Distribution at age 72 (working beyond age 72 or other sources of income after retirement – business owners)

- Pay tax due from Roth Conversion with other funds ***(Watchout for paying tax on pre-59 ½ Roth Conversion from Traditional IRA funds -10% Penalty)***

- Taxpayer Desires to leave IRA to Family in Trust

REASONS TO CONVERT

- GST-exempt trust are more efficient
- Roth IRA Qualified Distributions are not considered taxable income of computing limits on 199A deduction
- May reduce the 3.8% surtax in the future
- Historically low tax rates – Rates will increase in 2026 (sunset of the 2017 Tax Act benefits)

Review and Amend Documents Now

- We need to review client's documents as soon as possible to determine what is going to happen to their retirement account(s).
- If we previously used a conduit provision, we need to consider amending or updating the Trust to prevent the beneficiary from getting the entire balance within 10 years of the participants death.
  - Consider using an Accumulation Trust.

CASE HISTORY OF BILL & MARY SAMPLE

Bill, a 60-year-old retired executive of Eli Lilly, was born on June 14th. Both of his parents have passed away.

Mary is a stay-at-home mother who has never worked outside the residence. She was born on March 14th and is currently 62 years old.

Bill and Mary have been married since 1970. They have three children and four grandchildren.

Rebecca Ann Brower, their only daughter, is currently 42 years old and married to Tom. They have one child, Jay, who is seven years old. Rebecca stays home. Tom is a businessman who has bought and sold several businesses over the last 10 years. Many of these transactions require Tom and Rebecca to secure a personal guarantee loan to finance the venture.

Case History of Bill & Mary Sample

Samuel Sample, their eldest son, is 41 years old. He is married to Karmen, his second wife, and has one child from the previous marriage, Lauren Sample, age 10. Samuel works on Madison Avenue at one of the largest advertising agencies in New York City.

Zach Sample, their youngest child, is 35 years old and has been married for 10 years to his long-time girlfriend, Stephanie. The happily married couple has two wonderful children Mallory, age nine, and Ryan, age seven. Zach is following in his father's footsteps and works as a sales representative for Eli Lilly Company.

Mary's father passed away five years ago. Mary's mom, Thelma, is 87 years old and recently married a long-time family friend who also lost a spouse. Mary recently learned that her mother, Thelma, has named her new spouse as the beneficiary of a $500,000 IRA which was established as a rollover IRA upon the death of Mary's father. At this point, Bill and Mary called to schedule an appointment and gain your counsel regarding the beneficiary designation for their life insurance, retirement plans, IRAs, and other benefit plans.

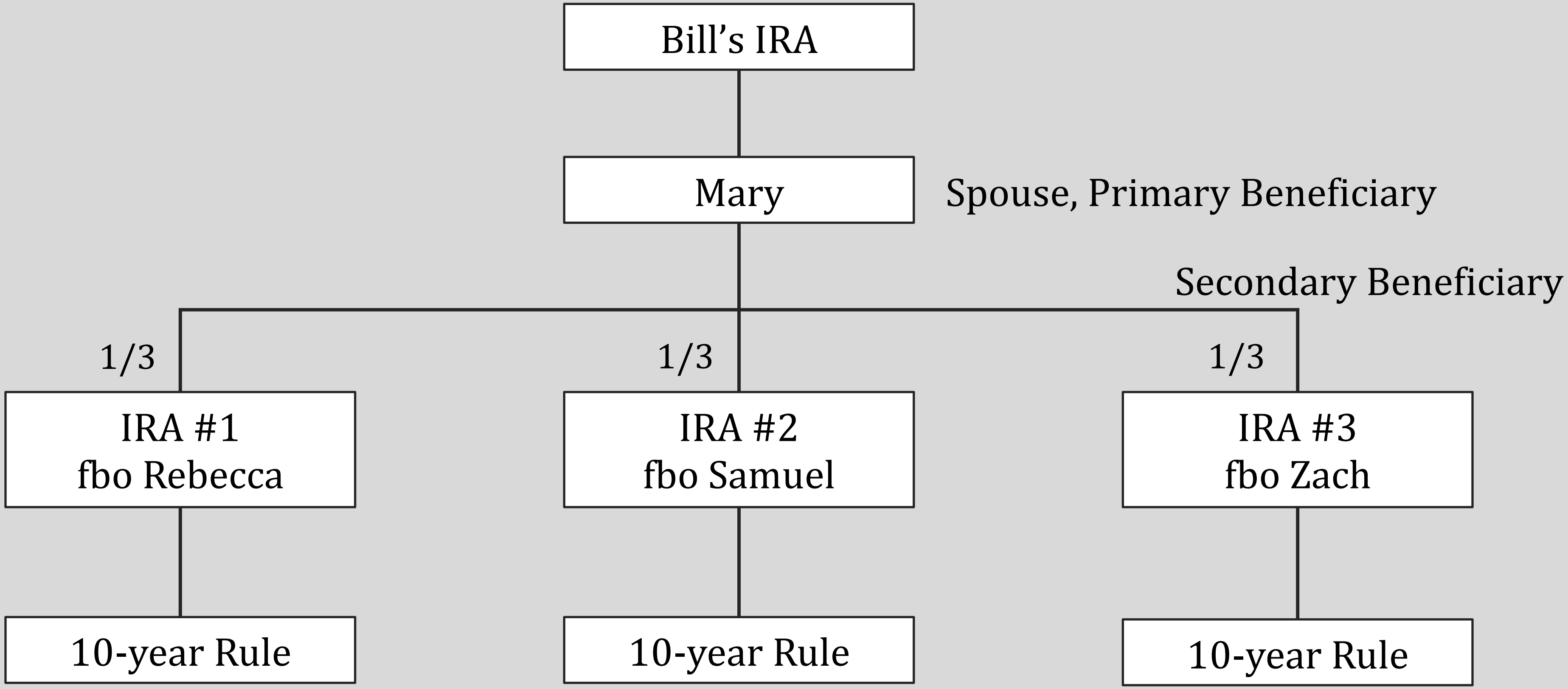
Assets of Bill & Mary Sample

123 Covington Blvd, Fishers, IN [Home]	$ 450,000.00
Boca West [Boca Raton Florida Vacation Condo]	$ 75,000.00
Bank One checking & savings accounts	$ 25,000.00
Investment account	$ 500,000.00
Bill's IRA	$ 2,000,000.00
Whole Life Policy on Bill [Death Benefit]	$ 350,000.00
Miscellaneous personal property and cars	$ 100,000.00
Total Net Worth	**$ 3,500,000.00**

The Four Questions

1. How important is it to you to protect your retirement savings from the influence of a subsequent spouse?
2. How important is it to you to protect your children's or grandchildren's inheritance from a child's creditors, spouse, or unwise or influenced decisions?
3. How important is it to you to give back to charitable organizations in your estate plan?
4. How important is it to you to save estate taxes?

Answer "NO" to all Four Questions



Answer "YES" to 1 and 4 Question, but "NO" to the 2 and 3

- Remarriage Protection is important
- Estate Tax Planning is important

Conduit Trust for Spouse- wait until deceased spouse turns 72 then use surviving spouse's age, using Single Life Expectancy Table and recalculate annually.

Bill's IRA

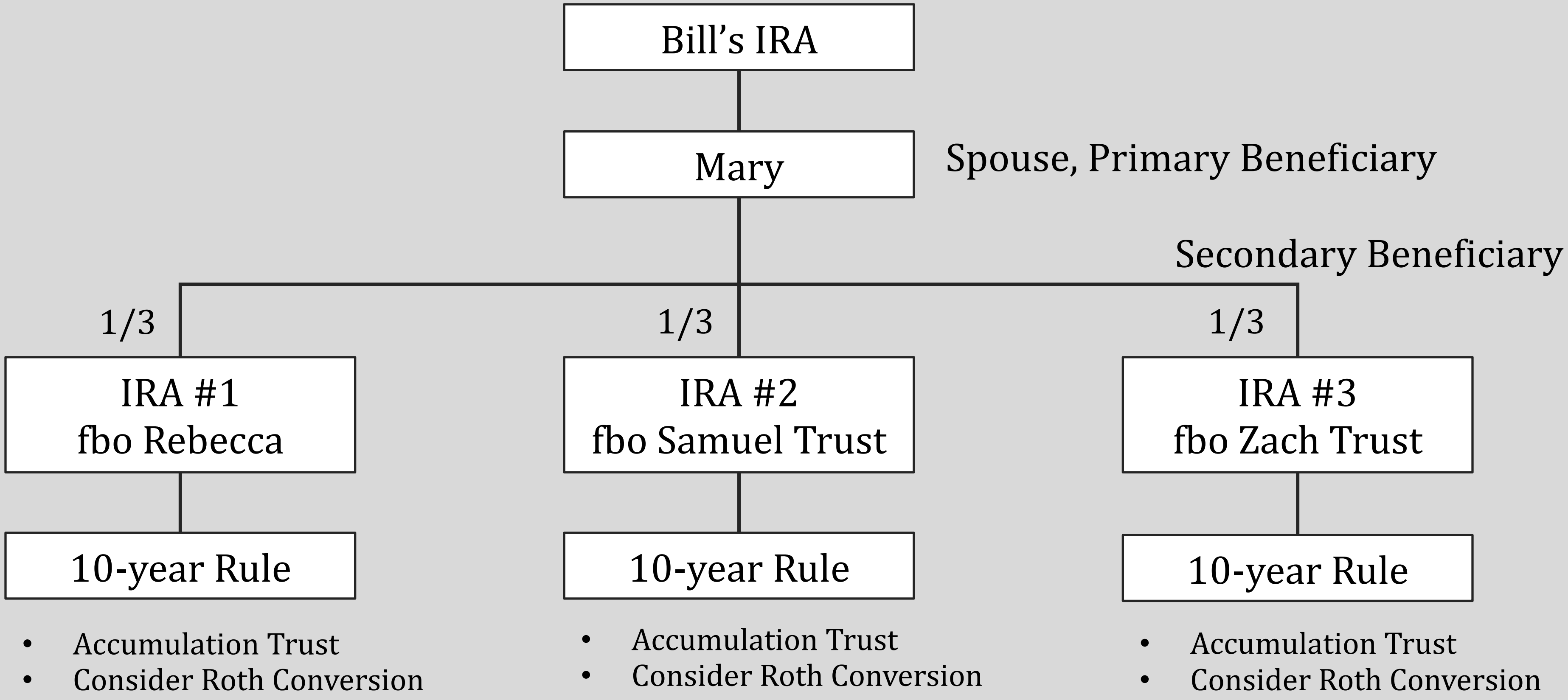
Family Trust — Primary Beneficiary

Secondary Beneficiary

1/3	1/3	1/3
IRA #1 fbo Rebecca	IRA #2 fbo Samuel	IRA #3 fbo Zach
10-year Rule	10-year Rule	10-year Rule

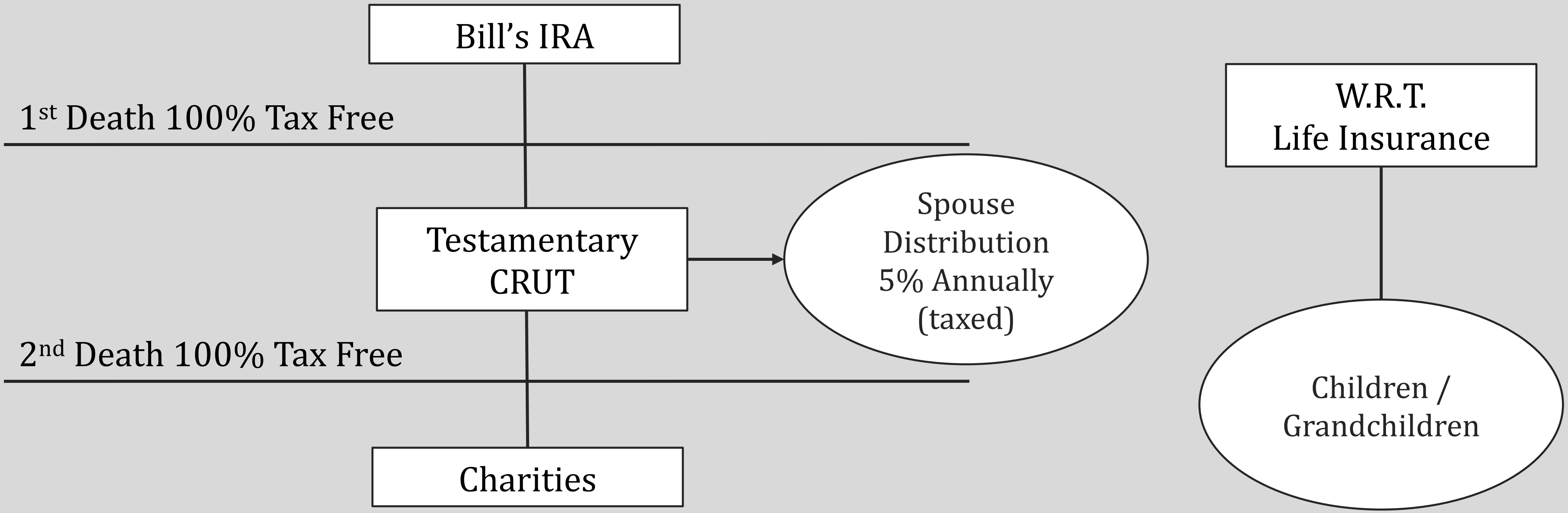
ANSWER "NO" TO 1, 3, AND 4 QUESTIONS, BUT "YES" TO THE 2

- Protecting children from creditors and spouses is important
- Accumulations Trust or Conduit Trust



ANSWER "YES" TO 1, 3, AND 4 QUESTION

- Remarriage Protection is important
- Estate Tax Savings is important
- Charitable Planning is important



HOW DO WE SOLVE THIS PROBLEM?

- Ask your clients the "How Important Questions"
- As necessary, coordinate with experienced estate planning attorney
- Create Beneficiary Roth IRA Conversion Analysis

Inspiring People to Plan

Planning for You, Your Family, & Your Business

- Estate Planning
- Wealth Strategies Design
- Business Succession Planning
- ESOPs
- Corporate Counsel
- Business Transactions
- Estate/Trust Administration
- Elder Law/VA & Medicaid Planning
- Probate & Trust Litigation

Brian A. Eagle,
Managing Attorney

Scott J. Linneweber,
Attorney &
Shareholder

Andrew P. Feterick
Associate Attorney

8500 Keystone Crossing, Suite 555, Indianapolis, IN 46240
Phone: (317) 726-1714, Fax: (317) 475-1270
www.eagleandfein.com
Facebook.com/EagleandFein

BRIAN A. EAGLE, BEAGLE@EAGLEANDFEIN.COM

Managing Attorney

Brian A. Eagle is a nationally recognized attorney, educator, author, and wealth strategy consultant. He is a member of the WealthCounsel and an Instructor at and Founder of the Eagle Wealth Planning Institute. Together with his colleagues he is a co-author of the highly acclaimed books: *Legacy, Plan, Protect & Preserve Your Estate*, 1996, Esperti Peterson Institute; *Generations,* 1998, Esperti Peterson Institute; *Strictly Business – Planning Strategies for Privately Owned Businesses,* 2002, Quantum Press; *Estate Planning Strategies, Collective Wisdom Proven Techniques,* 2009, Wealth Builders Press, LLC; and *Estate Planning Strategies: Collective Wisdom, Proven Techniques of Wealth Counsel Attorneys*, 2022. He has also published numerous articles as well as lectured on various topics, including ESOPs, business, tax, and estate planning.

Brian is a graduate of Indiana University (B.S. Accounting, 1986) and Hofstra University (J.D. 1990). He is admitted to practice in the states of New York, Connecticut, Illinois, and Indiana. Brian is the Indianapolis, Indiana founder and managing attorney of the law firm, Eagle & Fein which was launched in 1992. He is a co-founder of both Legacy Administration Services, a company focusing on estate planning administration, and Inheralink®, an estate planning client portal. Brian passed the Certified Public Accountant Examination in 1988. He is a member of the Indianapolis, Indiana State, and American Bar Associations.

Brian is currently a member of the Central Indiana Community Foundation's Cornerstone Advisory Council and previously a member of their Professional Leadership Council. In November 2000, Brian received the Professional Partners in Philanthropy Award from the Central Indiana Community Foundation, in recognition of his service to the foundation.

Brian served as student manager of the Indiana University Men's Soccer Team from 1983-1986. In 1996, he received the Jerry Yeagley Lifetime Achievement Award and the Indiana Youth Soccer Association Presidents Award for outstanding contribution to youth soccer in Indiana.

Brian resides in Fishers, Indiana with his wife, Kellie, and they are the proud parents of their son, Zachary.

SCOTT J. LINNEWEBER,

SLINNEWEBER@EAGLEANDFEIN.COM

Attorney & Shareholder

Scott Linneweber is an Attorney and Shareholder at Eagle and Fein, P.C. Scott's practice focuses on Estate Planning, Elder Law, Medicaid and VA Benefit Planning, and Business Succession Planning.

Prior to law school, Scott attended the University of Evansville (B.S. 1992) and Southern Illinois University at Carbondale (M.S.Ed. 1995). A summa cum laude graduate of the Indiana University Robert H. McKinney School of Law (J.D. 2003), Scott was a Note Development Editor for the Indiana Law Review and was awarded the Faculty Prize and the Berlon Pro Bono Award.

Scott's interest in the law began while he was working for the Vincennes University Foundation, where he began learning about the various legal strategies individuals could use to both plan for their personal future and make charitable contributions.

Admitted to practice in Indiana, Scott's work in Medicaid began in 2004 as a Staff Attorney for the Family and Social Services Administration. He served as in-house counsel for the Office of Medicaid Policy and Planning, the Indiana Prescription Drug Program, and the Children's Health Insurance Program. Prior to joining Eagle and Fein, P.C. Scott was the Director of Compliance and Counsel for Managed Health Services, a Medicaid managed care organization where he acted as the primary point of contact for regulatory entities, represented the organization in administrative hearings, and oversaw regulatory reporting, auditing, vendor oversight, and policy development. Together with his colleagues, he is a co-author of the highly acclaimed book, *Estate Planning Strategies: Collective Wisdom, Proven Techniques of Wealth Counsel Attorneys*, 2022.

Scott resides in Indianapolis with his wife Danielle, daughter Elliott, and dogs Stella and Archie. When not serving his clients, Scott enjoys spending time with his family and volunteering with 4-H.

ANDREW P. FETERICK,

AFETERICK@EAGLEANDFEIN.COM

Associate Attorney

Andrew Feterick is an Associate Attorney at Eagle and Fein, P.C. Andrew's practice focuses on Business Transactions, Business Succession Planning and Estate Planning and Administration.

Andrew is a graduate of Indiana University (B.A., 2006) and DePaul University College of Law (J.D., 2009). He is admitted to practice in Indiana and Illinois. Prior to joining Eagle and Fein, P.C. Andrew gained experience across a variety of legal fields including business transactions, estate planning, and real estate. Andrew's practice is focused on transactional matters, but he also has significant experience representing individuals, businesses, and governmental entities in litigation.

Andrew resides in Carmel with his wife, Angela, and their two kids. When not serving his clients, Andrew enjoys spending time with his family, reading, and cheering on the Chicago Cubs.

EAGLE WEALTH
PLANNING INSTITUTE

The Eagle Wealth Planning Institute would like to invite you to attend the

Estate Planning Fundamentals Series

The Building Blocks to Take Your Business to the Next Level.

Presented by Eagle & Fein, PC

How and Why to Engage Your Clients in the Estate Planning Process

Tuesday, April 4, 2023, at 8:30 a.m.

Uses of Life Insurance in Estate & Business Planning

Tuesday, June 6, 2023, at 8:30 a.m.

Linking Your Client's Estate Plan with Their Beneficiary Designations

Collaborating with Other Professional Advisors

Tuesday, August 1, 2023, at 8:30 a.m.

Helping Your Clients Plan for Their Disability

Proactive Planning vs. Emergency Planning

Tuesday, October 3, 2023, at 8:30 a.m.

Contact Kendra Barackman via email at kendra@eaglewpi.com with inquiries.

*By attending all four of the Estate Planning Fundamental workshops, you are eligible for Fellowship induction into the Eagle Wealth Planning Institute.