Course Outline

Overview of Retirement Plans
Three-credit course

Growth of Retirement Plans
I. Origination of Retirement Plans
II. Employee Retirement Income Security Act (ERISA)
III. Reasons Why an Employer May Sponsor a Retirement Plan
IV. Reasons Why an Employee May Want an Employer-Sponsored Retirement Plan
V. Other Sources of Income in Retirement
VI. Government-Sponsored Programs for Retirees
VII. Social Security
VIII. Original Medicare
IX. Medicare Advantage Plans

Estimated Time to Complete: 30 minutes

Employer-Sponsored Retirement Plan Structures
I. Types of Employer Plans
II. Defined Benefit Plans
III. Understanding the Cost of a Defined Benefit Plan
IV. Defined Contribution Plans
V. Understanding the Costs of a Defined Contribution Plan
VI. Comparing Defined Benefit and Defined Contribution Plans

Estimated Time to Complete: 30 minutes

Qualified Retirement Plans
I. What Are Qualified Retirement Plans?
II. Requirements for Qualified Retirement Plans
III. Exclusive Benefit Requirement
IV. Highly Compensated Employees (HCEs)
V. Minimum Coverage Requirement
VI. Safe Harbor Provisions
VII. Minimum Participation in Defined Benefit Plans
VIII. Nondiscrimination in Benefits or Compensation
IX. Annual Contribution and Benefit Limits
X. Eligibility Requirement
XI. Determination of Services Requirement
XII. Vesting Requirement
XIII. Distribution Requirement
XIV. Other Qualification Rules for Retirement Plans
XV. Top-Heavy Plans

Estimated Time to Complete: 40 minutes

Nonqualified Retirement Plans
I. Nonqualified Plans
II. Tax Considerations for Nonqualified Plans
Estimated Time to Complete: 20 minutes

Hybrid Plans
I. Hybrid Plans
II. Defined Benefit Hybrid Plans
III. Cash Balance Plans
IV. Pension Equity Plans
V. Converting a Defined Benefit Plan to a Hybrid Plan
VI. Defined Contribution Hybrid Plans
VII. Target Benefit Plans
VIII. Age-Weighted Profit-Sharing Plans
IX. New Comparability Plans
X. Floor-Offset Plans

Estimated Time to Complete: 30 minutes

Employee Communication
I. Objectives of Employee Communication
II. Statutory Reporting and Disclosure Requirements
III. Key Timing for Employee Communication
IV. Questions to Address Based on Plan Component
V. Important Considerations When Planning Employee Communication
VI. Fiduciary Responsibility
VII. Participant-Directed Investing
VIII. Investment Education
IX. Investment Advice

Estimated Time to Complete: 30 minutes

NOTE: The estimated time to complete each lesson is based on word count and assumes uninterrupted consumption of the course. Actual time to complete each lesson can vary widely based on familiarity with the topics and other factors. Time required to complete the course final exam is not counted in these estimates.