Course Outline

**Defined Benefit Plans**

*Two-credit course*

**Introduction**

I. Retirement Options for Plan Sponsors

**Defined Benefit Plan Formulas**

II. Income Replacement Ratios

III. Benefit Formulas

IV. Career Average Pay Formula

V. Final Pay Formula

VI. Integrating Pay-Related Formulas With Social Security Benefits

VII. Service-Related Formulas

Estimated Time to Complete: 30 minutes

**Funding Defined Benefit Plans**

I. Former Funding Methods for Defined Benefit Plans

II. Advanced Funding Approach

III. Minimum Funding Requirements

IV. Advance Funding Vehicles

V. Cost of a Defined Benefit Plan

VI. Actuarial Assumptions

VII. Contributions to Defined Benefit Plans

VIII. Investment Risk in Defined Benefit Plans

IX. Investment Options

X. Other Investment Considerations for Plan Sponsors

Estimated Time to Complete: 30 minutes

**Defined Benefit Plan Distributions**

I. Life Annuity Payments

II. Qualified Joint and Survivor Annuities (QJSAs)

III. Certain and Life Annuities

IV. Taxation of Distributions

V. Lump-Sum Payments

VI. Early Retirement Options

VII. Consequences of Early Retirement

VIII. Terminated Participants

IX. Accounting Requirements for Defined Benefit Plans

X. Balance Sheets

Estimated Time to Complete: 30 minutes

**Defined Benefit Plan Termination**

I. Pension Benefit Guaranty Corporation (PBGC)

II. Single Employer Insurance Program

III. Standard Termination

IV. Plan Freeze
V. Distress Termination
VI. PBGC-Initiated Termination
VII. Termination Premiums
VIII. Multiemployer Insurance Program
IX. Multiemployer Pension Reform Act of 2014 (MPRA)

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.