Course Outline

ERISA
Four-Credit Course

History of ERISA
I. Pre-ERISA Legislation
II. Significant Events Leading to ERISA
III. Legislative History and Purpose of ERISA
IV. Employee Benefits
V. ERISA and Employee Benefit Plans
VI. Types of Employee Benefit Plans

Estimated Time to Complete: 30 minutes

Oversight and Structure of ERISA
I. Dual Roles of IRS and DOL
II. Tax Advantages Under the IRC
III. Impact of Nontaxation on Internal Growth of Plan Assets
IV. Internal Revenue Service (IRS)
V. Department of Labor (DOL)
VI. Complementary Oversight
VII. Structure of ERISA
VIII. Amendments to ERISA

Estimated Time to Complete: 30 minutes

Plans Covered Under ERISA
I. ERISA Plans
II. Retirement Plans: Defined Benefit
III. Retirement Plans: Defined Contribution
IV. Employee Health Plans
V. Other Welfare Benefit Plans
VI. Multiemployer Plans
VII. Structure of Multiemployer Plans
VIII. Plans Not Covered by ERISA
IX. Executive Plans
X. Government Plans
XI. Church Plans

Estimated Time to Complete: 30 minutes

Plan Requirements: Reporting and Disclosure
I. Plan Communication
II. Form 5500
III. Summary Plan Description
IV. Key Participant Notices: Summary of Material Modification
V. Key Participant Notices: SMM for Group Health Plans
VI. Key Participant Notices: Summary Annual Report
VII. Key Participant Notices: Individual Benefit Statements
VIII. Key Participant Notices: Explanation of Benefits
IX. Key Participant Notices: COBRA Notice
X. Penalties

Estimated Time to Complete: 30 minutes

Other Plan Requirements
I. Participant Coverage
II. Participant Vesting
III. Vesting Schedules
IV. Plan Sponsor Responsibilities: Hiring a Service Provider
V. Plan Sponsor Responsibilities: Monitoring a Service Provider
VI. Monitoring Different Types of Service Providers
VII. Plan Sponsor Responsibilities: Plan Determination Letters
VIII. Plan Sponsor Responsibilities: Plan Termination

Estimated Time to Complete: 30 minutes

Fiduciary Requirements
I. Definition of Fiduciary
II. Types of Fiduciaries
III. Fiduciary Responsibility
IV. Acting Prudently
V. Following the Plan Document
VI. Diversifying Plan Investments
VII. Plan Expenses
VIII. Fiduciary Liability
IX. Fiduciary Liability and Participant Education
X. Prohibited Transactions

Estimated Time to Complete: 30 minutes

Funding of Plans
I. Funding Overview
II. Retirement Plan Funding
III. Health and Welfare Plan Funding
IV. Source of Funds
V. Employee Contributions as a Source of Funding
VI. Handling Employee Funds
VII. Multiemployer Plans
VIII. Insurance
IX. Insurance Advantages and Disadvantages
X. Trust Accounts
XI. Managing Trust Funds
XII. Purpose of a Trust
XIII. Investments
XIV. Investment Taxation and Management

Estimated Time to Complete: 30 minutes

Pension Benefit Guaranty Corporation
I. Role of the Pension Benefit Guaranty Corporation (PBGC)
II. PBGC Premiums
III. PBGC Benefit Guarantee
IV. Legal Limits on the PBGC's Guarantees
V. Single Employer Plan Termination Options
VI. Termination Premiums
VII. Notice to the PBGC
VIII. Administration of Terminated Plan by the PBGC
IX. Multiemployer Plan Assistance

Estimated Time to Complete: 30 minutes

ERISA Enforcement
I. ERISA Enforcement
II. Federal Jurisdiction
III. Federal Preemption
IV. Regulations by DOL and IRS
V. Audits by DOL and IRS
VI. ERISA Compliance Audit
VII. DOL Penalties
VIII. IRS Penalties
IX. Voluntary Compliance
X. Problems Addressed by Voluntary Compliance
XI. Private Letter Rulings
XII. Participant Litigation
XIII. Class Action Lawsuits

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.