

## Course Outline

### **The Retirement Landscape**

#### **Lesson One: Introduction to Retirement Plans**

- I. Retirement
- II. Retirement Income
- III. Retirement Income Factors
- IV. Income Replacement Ratios
- V. Major Sources of Retirement Income
- VI. Retirement Plans
- VII. Stages of a Retirement Plan
- VIII. Key Retirement Plan Decisions
- IX. Benefits of Longer Accumulation Stage and Compounding
- X. Registered Retirement or Registered Savings Plan
- XI. Maximum Contribution Limits
- XII. Benefits of Tax-Deferred Contributions in a Retirement Plan
- XIII. Benefits of Tax-Sheltered Investment Returns in a Retirement Plan
- XIV. Benefits of Tax-Sheltered Investment Growth and Tax-Deferred Contributions in a Retirement Plan

#### **Lesson Two: Introduction to Investments**

- I. Investment Selection
- II. Retirement Plan Investment Types
- III. Cash or Cash Equivalent Investments
- IV. Fixed Income Investments
- V. Equity Investments
- VI. Classes of Stocks
- VII. Investment Fund
- VIII. Common Investment Funds
- IX. Investment Fund Units
- X. Mutual Funds and Segregated Funds
- XI. Investment Selection Factors
- XII. Questionnaires
- XIII. Risk and Return
- XIV. Components of Risk
- XV. Risk-Return Relationships
- XVI. Risk-Return Relationships of Common Investment Funds
- XVII. Diversification
- XVIII. Diversification of Investment Styles
- XIX. Investment Objectives
- XX. Common Asset Allocation Strategies
- XXI. Secondary Investment Objectives
- XXII. Investment Horizon

#### **Lesson Three: Government Programs and Individual Approaches to Retirement Saving**

- I. The Role of Government
- II. Old Age Security (OAS)
- III. Canada/Quebec Pension Plan (C/QPP) Contributions
- IV. Canada/Quebec Pension Plan (C/QPP) Benefits
- V. CPP Pension
- VI. OAS and CPP Differences

- VII. Government-Sponsored Pension Programs vs. Retirement Programs
- VIII. Individual Retirement and Savings Approaches
- IX. Individual Registered Retirement Savings Plan (RRSP)
- X. Individual RRSP Funds
- XI. Maximum Contribution Limits of an Individual RRSP
- XII. Earned Income
- XIII. RRSP Contribution Room
- XIV. Spousal RRSP
- XV. Investments Allowed for an Individual RRSP
- XVI. Tax Implications on Withdrawals From an RRSP
- XVII. Home Buyers' Plan (HBP) and the Lifelong Learning Plan (LLP)
- XVIII. Decumulation Options

#### **Lesson Four: Group Retirement and Savings Plans**

- I. Who Makes the Decision to Offer a Group Retirement or Savings Plan?
- II. Plan Sponsor's Role
- III. Categories of Registered Plan Types
- IV. Registered Pension Plan (RPP)
- V. Defined Benefit Registered Pension Plan (DB RPP)
- VI. Defined Contribution Registered Pension Plan (DC RPP)
- VII. Deferred Profit-Sharing Plan (DPSP)
- VIII. Group Registered Retirement Savings Plan (Group RRSP)
- IX. Main Types of Nonregistered Plans Used by Employers
- X. Retirement and Savings Plan Types
- XI. Tax-Free Savings Account (TFSA)
- XII. Plan Sponsor Legislative Requirements
- XIII. Why Employers Offer Group Retirement and Savings Plans
- XIV. Who Can Be a Plan Sponsor?
- XV. Private Sector vs. Public Sector Employers
- XVI. Multi-Employer Plans
- XVII. Plan Members
- XVIII. Plan Member Responsibilities
- XIX. Service Provider Responsibilities
- XX. Primary Functions of Service Providers
- XXI. Plan Governance
- XXII. Sound Governance Practices

#### **Lesson Five: Registered Pension Plans (RPPs)**

- I. Characteristics of Registered Pension Plans (RPPs)
- II. How Does Pension Standards Legislation Impact the Terms and Conditions of RPPs?
- III. Minimum Standards of Eligibility for Plan Membership
- IV. Minimum Standards of Eligibility for Pension Benefits
- V. Minimum Standards Relating to Employer Contributions
- VI. Minimum Standards Relating to Employee Contributions
- VII. Protection of Spouses and Other Family Members
- VIII. Locking In the Benefit
- IX. Pension Plan Text
- X. Plan Text Provisions
- XI. Service Measures in a Pension Plan
- XII. RPP Eligibility and Membership Provisions
- XIII. Possible Retirement Dates in an RPP

- XIV. Vesting Provisions in an RPP
- XV. Other Provisions in a Pension Plan Text
- XVI. Why Do Pension Regulations Set Minimum Standards for RPP Provisions?