

## 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. Why Sponsor a Retirement Plan
- IV. Why Participate in an Employer-Sponsored 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. Key Features of Defined Benefit Plans
- IV. Understanding the Costs of a Defined Benefit Plan
- V. Defined Contribution Plans
- VI. Key Features of Defined Contribution Plans
- VII. Understanding the Costs of a Defined Contribution Plan
- VIII. 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. Identifying 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 Requirement
- X. Eligibility Requirement
- XI. Determination of Service 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. Defined Benefit Hybrid Plans
- II. Cash Balance Plans
- III. Pension Equity Plans
- IV. Converting a Defined Benefit Plan to a Hybrid Plan
- V. Defined Contribution Hybrid Plans
- VI. Target Benefit Plans
- VII. Age-Weighted Profit-Sharing Plans
- VIII. New Comparability Plans
- IX. Floor-Offset Plans

Estimated Time to Complete: 30 minutes

## **Employee Communication**

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