

Defined Benefits Modules

Accrued Benefits – Module Part I - 31.17 minutes

Acquire knowledge about accrued benefits while exploring information and examples of accrual methods, formulas, and forms of benefits in defined benefit plans. Gain an awareness of fully insured plans, crediting of service to determine benefits with a brief discussion about contribution limits and top heavy rules.

Accrued Benefits – Module Part II - 26.01 minutes

Expanding on the topic of accrued benefits, further discussion is held on top heavy plans to include definitions of required aggregation groups and permissive aggregation groups. Considerations for prior distribution, former key employees, related rollovers and specific vesting schedules are shared. Topics on pre-Tax, voluntary and mandatory employee contributions, as well as, post retirement accruals and anti cut-back rules are available.

Present Value of Accrued Benefits - Module Part I - 19.24 minutes

Investigate the present value of accrued benefits, lump sum benefits and considerations when types of benefits change, the age benefits are payable change and probability of death. Elements to further consider are periods of time, interest rates and mortality tables

Present Value of Accrued Benefits – Module Part II - 27.46 minutes

Further your understanding of accrued benefits through discussions on present value; alternate forms and/or age of benefit; pros and cons related to the annuity and lump sum benefit distributions. Use of Actuarial equivalence and assumptions in the defined benefit plan are significant components to necessary formulas when determining accrued benefits; and the introduction and transition rule for the use of the yield curve for present value presented to us by the Pension Protection Act of 2006.

Hybrid Plans - Module Part I - 29.25 minutes

Delve into the characteristics and behaviors of a cash balance plan enhanced by discussions on crediting of contributions and earnings along with an understanding of funding of and benefits payable from this type of defined benefit plan. Explore Cash Balance Plan designs, non-discrimination requirements and the steps to convert a traditional defined benefit plan to a cash balance plan.

Hybrid Plans – Module Part II - 28.11 minutes

Capture an understanding of non-traditional defined benefit plans such as Pension Equity or PEP plans and Floor Offset Plans. The discussion about PEP plans includes expressing accruals as percentages with a focus on lump sum payments at retirement. Other topics about minimum funding, application of top heavy and qualified joint and survivor or QJSA rules are incorporated in this module. Floor Offset plan content demonstrates a minimum benefit structure and safe harbor options. A planning opportunity is shared with several examples for each plan type. An overview of characteristics show these plans are DB in nature with an examination driven by pros and cons for these plans.

Coverage and Non-Discrimination – Module Part I - 20.07 minutes

Broaden your understanding of possible discrimination in a defined benefit plan. This module identifies required testing that assists in the monitoring and prevention of plan level discrimination. Delve into highly compensated employees, controlled groups, affiliated service groups and qualified separate lines of business (QSLOB). Learn to recognize former employees, excludable employees and special rules governing participation testing.

Coverage and Non-Discrimination – Module Part II - 26.24 minutes

Continue to expand your understanding of possible discrimination in a defined benefit plan through discussion about similarities and differences between participation testing and coverage testing. Module topics include safe harbor percentage, average benefit percentage and non-discriminatory classifications that will assist in finding different ways to satisfy coverage testing.

Disparity and Non-Discrimination – Module Part I - 23.56 minutes

Discover social security integration, otherwise referred to as permitted disparity, in a defined benefit plan and related benefit formulas. Let us introduce you to an Excess Plan and an Offset Plan while exploring taxable wage base, average annual compensation, final average compensation and covered compensation. Expand your knowledge further with discussions that include integration levels, maximum excess allowances, maximum offset allowances, uniform disparity and rules for multiple plans.

Disparity and Non-Discrimination - Module Part II - 31.30 minutes

Complimenting the topic in Module IV, Coverage and Non-Discrimination, this module offers an explanation of 401(a) (4) General Non-Discrimination testing for defined benefit plans. General testing includes a look into alternate forms of benefits and benefits rights and features. A discussion of Safe Harbor designed plans and a variety of examples showing application of General Non-Discrimination testing completes the sequence of non-discrimination tests for defined benefit plans.

Benefit Limits and QDROs – Module Part I - 25.58 minutes

Exercise your knowledge of defined benefit maximum benefits and potential limitations by means of topic discussions and ample application through examples. The topic discussions include possible adjustments due to age, years of service and alternate forms of benefits along with how to determine average compensation.

Benefit Limits and QDROs – Module Part II - 28.59 minutes

Acquire information on these topics through an introduction of terms, such as, alternate payee, domestic relations order (DRO) and a qualified domestic relations order (QDRO). Gain an understanding of the DRO and the processes and procedures necessary to qualify these orders. Learn what a QDRO can require and what a QDRO must provide to establish within the plan.

Notices and Distribution Issues – Module Part I - 26.22 minutes

Find out required elements and disclosures for notices and related timing of events. Engage in an understanding of notice and distribution issues and expectations to process distributions. Learn about retroactive annuity starting dates or RASDs along with required minimum distributions, taxation and withholding.

Notices and Distribution Issues – Module Part II - 23.57 minutes

Discover the importance of AFTAP, Adjusted Funding Targeted Attainment Percentage, relief provided through the Pension Protection Act of 2006. Also included are discussions about potential distribution restrictions from a defined benefit plan and related notices. This module provides timing and possible penalties due to failure to notify defined benefit participants. Notices generated due to funding policies, amendments, summary of material modifications and suspension of benefits are included.