

Retirement Plan Fundamentals 1

Plan Basics - Module Part 1 - 43.41 minutes

Learn about benefit plans. Pension benefit plans vs. welfare benefit plans. Defined contribution plans vs. defined benefit plans. What is ERISA? What is a qualified plan and the advantages of having one?

Plan Basics - Module Part 2 - 45.26 minutes

Learn about who can sponsor a retirement plan and the parties involved in running a qualified plan. Who is a fiduciary, plan administrator, or an actuary and what do they do? What are prohibited transactions and who are parties-in-interest?

Defined Contribution Plans - Module Part 1 - 38.26 minutes

This module presents an overview of the characteristics of defined contributions plans. Then it delves into the characteristics that make each defined contribution plan different. The common ones considered are the profit sharing plan, money purchase plans and 401(k) plans.

Defined Contribution Plans - Module Part 2 - 30.42 minutes

This module continues looking at the characteristics that make each defined contribution plan different and considers some of the more unusual types of plans. It looks at IRAs, SEPs, SIMPLEs, 401(b) plans, 457 plans and ESOPs. The module goes on to talk about deductibility of employer contributions in a defined contribution plan.

Defined Benefit Plans- Module Part 1 - 42.13 minutes

Hear a discussion about the general characteristics of defined benefit plans. Then move into some of the specific issues that affect these plans like funding issues, benefit formulas and the normal form of benefit.

Defined Benefit Plans- Module Part 2 - 22.15 minutes

Continue hearing about more of the specific issues that affect defined benefit plans including accrued benefits, actuarial equivalence, maximum benefit limitations and maximum tax deductions.

Plan Qualification and Document Language - Module Part 1 - 36.56 minutes

The presenter talks about the benefits of a qualified plan and what the qualification requirements are. It ends with a presentation about the types of qualified plan documents considering master/prototype plans vs volume submitter vs. individually designed plans.

Plan Qualification and Document Language - Module Part 2 - 43.28 minutes

All plan documents have common provisions. This module presents many of these such as eligibility, entry dates, vesting and common definitions. There is a discussion of various documents that must be created when an employer sets up a qualified plan. The module ends with a talk about government guidance that affects qualification: ERISA, Code, Regulations, Rulings, etc.

Distributions from A to Z - Module Part 1 - 29.27 minutes

The distribution presentation is in three modules. The first one addresses when payments to participant are permitted, the amount of benefit payments from a plan and then covers withdrawals that occur when a participant is still employed ... in-service, hardships and QDROs.

Distributions from A to Z - Module Part 2 - 11.54 minutes

The second module goes over distributions that are made when an employee has terminated from employment. It looks at required distribution forms and alternate distribution forms.

Distributions from A to Z - Module Part 3 - 23.59 minutes

The third module addresses taxation of distributions, rollover, withholding and required minimum distributions.

Participant Loans - Module Part 1 - 15.09 minutes

Learn about the benefits of having a participant loan program in a 401(k) plan. The legal background is considered and then a full discussion of what allows a loan to be exempt from the prohibited transaction rules.

Participant Loans - Module Part 2 - 34.07 minutes

Continuing the discussion of loans this module goes into the taxation perspective of loans and what is necessary to avoid having the loan treated as a distribution. Issues such as the maximum loan amount rules, the loan terms and refinancing are discussed.

Plan Changes and Error Corrections - Module 1 - 26.14 minutes

During the life of a plan events occur that will require the plan document to be changed. These may be generated at the employer level or from outside sources such as the affects of legislation. These events are discussed plus how to make amendments and employee notification requirements.

Plan Changes and Error Corrections - Module 2 - 26.51 minutes

This module addresses the consequence of plan disqualification and then the programs available through the IRS to correct certain qualification issues. The DOL's correction program for fiduciary violations is also covered.