

Course Outline

Employer-Sponsored Retirement Plans

Lesson 1: Defined Contribution Registered Pension Plans (DC RPPs) and Defined Benefit RPPs (DB RPPs)

- I. Types of Registered Pension Plans (RPPs)
- II. Fundamental Difference Between a DC RPP and a DB RPP
- III. How Are Employee Contributions in RPPs Determined?
- IV. How Are Employer Contributions in RPPs Determined?
- V. Are All RPPs Either DC RPPs or DB RPPs?
- VI. How Are DC RPP Benefits Determined?
- VII. Simplified Pension Plan (SPP)
- VIII. What Are the Major Differences Between an SPP and a Regular DC RPP?
- IX. Pension Adjustment (PA)
 - X. What Is the PA Arising from a DC RPP?
 - XI. How Are Benefits Under a DB RPP Determined?
 - XII. Flat Benefit Formula
 - XIII. What is the PA Arising from a Flat Benefit DB RPP?
 - XIV. Career Average Earnings Formula
 - XV. What Is the PA Arising from a Career Average Earnings DB RPP?
 - XVI. Final Average Earnings Formula
 - XVII. What Is the PA Arising from a Final Average Earnings DB RPP?
- XVIII. Flexible Plan Add-Ons
 - XIX. What is the PA Arising from a Flexible Plan?
 - XX. How Are Benefits Determined When an RPP Member Terminates or Dies?
 - XXI. Pension Adjustment Reversal (PAR)

Total pages in this lesson: 21 pages

Lesson 2: Group Deferred Profit-Sharing Plans (DPSPs)

- I. Deferred Profit-Sharing Plan (DPSP)
- II. Who Is Not Eligible to Participate in a DPSP?
- III. What Is the Basis of Employer Contributions to a DPSP?
- IV. What Maximum Contribution Limit Applies to DPSPs?
- V. How Much Can an Employee Contribute to a DPSP?
- VI. What Is the Pension Adjustment (PA) Arising from Participation in a DPSP?
- VII. What Vesting Requirements Apply to a DPSP?
- VIII. How Are DPSP Funds Held?
- IX. How Are DPSP Contributions Taxed?
 - X. What Investment Options Can Be Offered Within a DPSP?
 - XI. Can Funds Accumulated in a DPSP Only Be Used to Provide Retirement Income?
 - XII. What Decumulation Options Are Available in a DPSP?

- XIII. What Are the Tax Implications of Withdrawing Funds from a DPSP Prior to Retirement?
- XIV. What Are the Advantages of a DPSP for the Employer?
- XV. What Are the Advantages of a DPSP for the Employee?

Total pages in this lesson: 15 pages

Lesson 3: Group Registered Retirement Savings Plans (Group RRSPs)

- I. Registered Retirement Savings Plans (RRSPs)
- II. Who Is Eligible to Participate in a Group RRSP?
- III. What Maximum Contribution Limits Apply to a Group RRSP?
- IV. What Qualifies as Earned Income Under a Group RRSP?
- V. What Happens if an Employee Doesn't Contribute the Maximum to Their Group RRSP?
- VI. How Much Can an Employer Contribute to a Group RRSP?
- VII. How Are Employer Contributions to a Group RRSP Taxed?
- VIII. Who Is Responsible for Validating Contribution Room in a Group RRSP?
- IX. What Vesting Requirements Apply to a Group RRSP?
- X. What Investment Options Can Be Offered Within a Group RRSP?
- XI. Can Funds Accumulated in a Group RRSP Only Be Used to Provide Income Upon Retirement?
- XII. What Decumulation Options Are Available Under a Group RRSP?
- XIII. What Are the Tax Implications of Withdrawing Cash from a Group RRSP Prior to Retirement?
- XIV. What Are the Advantages of a Group RRSP?

Total pages in this lesson: 14 pages

Lesson 4: Nonregistered Savings Plans (NRSPs)

- I. Nonregistered Savings Plan (NRSP)
- II. Supplementary Employee Retirement Plans (SERPs)
- III. Who Is Eligible to Participate in an SERP?
- IV. How Are SERP Funds Held?
- V. What Vesting Requirements Apply to a SERP?
- VI. What Are the Advantages of a SERP?
- VII. Employee Profit-Sharing Plan (EPSP)
- VIII. Who Is Eligible to Participate in an EPSP?
- IX. How Are EPSP Funds Held?
- X. What Vesting Requirements Apply to an EPSP?
- XI. What Are the Advantages of an EPSP?
- XII. Stock Option Plan
- XIII. Who Is Eligible to Participate in a Stock Option Plan?
- XIV. How Are Stock Option Plan Funds Held?
- XV. What Vesting Requirements Apply to a Stock Option Plan?
- XVI. What Are the Advantages of a Stock Option Plan?
- XVII. Savings Plan
- XVIII. Who Is Eligible to Participate in a Savings Plan?
- XIX. How Are Savings Plan Funds Held?

- XX. What Vesting Requirements Apply to a Savings Plan?
- XXI. Can an Employee Withdraw Funds from a Savings Plan?
- XXII. Group Tax-Free Savings Account (TFSA)
- XXIII. Who Is Eligible to Participate in a Group TFSA?
- XXIV. How Are Group TFSA Funds Held?
- XXV. What Vesting Requirements Apply to a Group TFSA?
- XXVI. What Are the Advantages of a Group TFSA for the Employer and the Employee?
- XXVII. How Does a Group TFSA Differ from a Group RRSP?

Total pages in this lesson: 27 pages

Lesson 5: Decumulation Options by Plan Type

- I. What Are Distributions from Retirement and Savings Plans?
- II. What Events Can Trigger Distributions from Retirement and Savings Plans?
- III. What Key Factor Impacts the Decumulation Options Available to a Plan Member?
- IV. Most Common Decumulation Options Available to a Plan Member by Plan Type
- V. Annuity
- VI. What Factors Impact the Actual Monthly Income Received by a Plan Member from an Annuity?
- VII. What Are the Most Common Types of Annuities Sold by Insurance Companies?
- VIII. What Features Can Be Added to the Common Types of Annuities Sold by Insurance Companies?
- IX. What Are the Implications of Adding Features to a Life Annuity for a Plan Member?
- X. Are Annuity Payments Taxable to a Plan Member?
- XI. Prescribed Annuity
- XII. Registered Retirement Income Fund (RRIF)
- XIII. What Is the Actual Monthly Income Received by a Plan Member from an RRIF?
- XIV. Are RRIF Payments Taxable to a Plan Member?
- XV. What Are the Key Differences Between an Annuity and an RRIF?
- XVI. Life Income Fund (LIF)
- XVII. What Is the Maximum Amount That May be Withdrawn from an LIF?
- XVIII. What Restrictions Do LIFs Have Over and Above Those on an RRIF?
- XIX. What Are Some of the Basic Risks Plan Members Face in the Decumulation Stage?

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