

Qualified Retirement Plans I & II **(2 Hours; 47 Pages of Text)**

- 1) Introduction
 - a) Employers
 - b) Employees

- 2) Individual Retirement Account (IRA); Simplified Employee Pension (SEP-IRA); Savings Incentive Match Plan for Employees IRA (SIMPLE-IRA)

- 3) The Solo 401(k)

- 4) 401(k) Plans
 - a) “Next Level” 401(k) Plans
 - b) Salary Deferrals
 - c) The Problem
 - d) Key Issues for Consideration
 - e) Who is “Highly Compensated?”
 - f) “Top Heavy” Concern
 - g) New “Safe Harbors”
 - h) Safe Harbor “Match”
 - i) Safe Harbor “Non-Elective”
 - j) How to Use These Safe Harbors

- 5) Money Purchase Plans

- 6) Profit Sharing Plans
 - a) Contributions
 - b) Three “Next Level” Tools to Consider
 - c) Integrated Profit Sharing Plans
 - d) Age-Weighting
 - e) New Comparability
 - f) Nondiscrimination Testing

- 7) Defined Benefit Plans
 - a) The Problem
 - b) The Solution
 - c) A defined benefit plan works in reverse
 - d) Who Should Consider This Plan?
 - e) How Do These Plans Work?
 - f) Plan Design
 - g) Making a Commitment
 - h) Survivor Benefits
 - i) Envelope Funding vs. Split Funding

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- 8) “Carve-Out” Defined Benefit Plans
 - a) Example
 - b) “Carve-Out” Planning

- 9) Cash Balance Plans
 - a) Legally discriminate under the new regulations

- 10) 412(e)3 Defined Benefit Plans
 - a) Overview
 - b) Requirements
 - c) Advantages
 - d) Disadvantages
 - e) Client Profile
 - g) Plan Design
 - h) How They Work
 - i) Investments and Gains
 - j) Benefits
 - k) Top-Heavy Benefit
 - l) Retirement Benefits
 - m) Lump Sum Distribution
 - n) The “GATT Concern”
 - o) New Law
 - p) Taking a Lump Sum from a 412(i) Plan
 - q) Benefits Taxation
 - r) Retirement Benefits
 - s) Life Insurance Taxation
 - t) Recent IRS Guidance

- 11) 401(h) Post-retirement Medical Benefit Option
 - a) What is a medical expense account under Code Section 401(h)?
 - b) Requirements to satisfy a Section 401(h) arrangement
 - c) What 401(h) benefits are subordinate to retirement benefits?
 - d) How are the excess assets dealt with?
 - e) What is a qualified future transfer?
 - f) What is a transfer period?
 - d) Sample List of 401(h) Benefits

- 12) Survivor Benefits
 - a) Life Insurance Limits
 - b) Recent IRS Guidance
 - c) Case Study
 - d) Recent IRS Guidance
 - e) 412(i) Survivor Benefit Alternatives
 - f) “PS 58” Cost
 - g) Recent IRS Action

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- h) Life Insurance–Beyond Retirement

- 13) Administration
 - a) Annual Service
 - b) Conversions
 - c) Over-Funded Plans
 - d) Under-Funded Plans
 - e) Plan Funding

- 14) Compliance
 - a) Life Insurance Contracts
 - b) Related Employers
 - c) Parent-Subsidiary Controlled Group
 - d) Brother-Sister Controlled Group
 - e) Combined Group
 - f) Affiliated Service Group

- 15) 412(i) Abuses
 - a) Rev. Proc. 2004-16
 - b) Rev. Ruling 2004-20
 - c) Rev. Ruling 2004-21
 - d) Abusive Tax Shelter?