

## **Qualified Retirement Plans** **(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

## Outline for the CWPP™ Certification Course

- 8) “Carve-Out” Defined Benefit Plans
  - a) Example
  - b) “Carve-Out” Planning
  
- 9) 412(i) 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.
  
- 10) 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
  - h) Life Insurance–Beyond Retirement
  
- 11) Administration
  - a) Annual Service
  - b) Conversions
  - c) Over-Funded Plans
  - d) Under-Funded Plans
  - e) Plan Funding
  
- 12) Compliance
  - a) Life Insurance Contracts
  - b) Related Employers
  - c) Parent-Subsidiary Controlled Group

## Outline for the CWPP™ Certification Course

- d) Brother-Sister Controlled Group
  - e) Combined Group
  - f) Affiliated Service Group
- 13) 412(i) Abuses
- a) Rev. Proc. 2004-16
  - b) Rev. Ruling 2004-20
  - c) Rev. Ruling 2004-21
  - d) Abusive Tax Shelter?
- 14) Summary on Qualified Retirement Plans