COURSE DESCRIPTION

The course describes and analyzes the different retirement vehicles provided by business for employees. In particular, the course describes and analyzes in details the major differences in defined benefit and defined contribution plans, including the tax aspects. Topics also include paths for personal retirements.

COURSE MATERIALS

Textbook: Retirement Plans: 401(k)s, IRAs, Other Deferred Compensation (ISBN: 9780073377438)

CLASS ORGANIZATION & ADMINISTRATION

Homework:
Homework assignments are posted under weekly Learning Units on Blackboard. Assignments must be uploaded to Blackboard. Students will receive full credit for fully completed assignments. 10 points will be deducted for each day late. Last day to submit homework is the Friday (1159pm) immediately following the due date.

Participation:
The participation grade is based in-class contributions and attendance. Points will be deducted for class disturbances. Each unexcused lateness and/or early leave in excess of 3 will result in minus 10 points off the participation grade. Each unexcused absence in excess of 3 will result in minus 10 points off the participation grade.

Quizzes:
Online quizzes are take-home and can be accessed on Blackboard. Questions will be based on the previous week’s lessons. Each quiz is made up of 5 multiple choice questions. The time limit is 20 minutes. Scheduled quizzes can be found under weekly learning units on Blackboard.

Exams:
There is a mid-term and final examination. Online exams must be taken in the classroom and can be accessed on Blackboard. Therefore, you’ll need to bring a computer to class. You may borrow a laptop from the school if you don’t have one. Make sure it’s in working order and has internet access prior to the exam. The midterm exam is 15 multiple choice questions and has a time limit of 1 hour and 20 minutes. The final exam is 30 multiple choice questions and has a time limit of 3 hours. Exams are based on all class lessons, readings and homework assignments.
FINIAL GRADE ASSIGMENT

<table>
<thead>
<tr>
<th>Grading</th>
<th>Letter</th>
<th>Score (%)</th>
<th>Letter</th>
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<tbody>
<tr>
<td>Quizzes 20%</td>
<td>A</td>
<td>92-100</td>
<td>C</td>
<td>70-74</td>
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<td>Mid-term Exam 25%</td>
<td>B+</td>
<td>86-91</td>
<td>D</td>
<td>60-69</td>
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<td>Final Exam 25%</td>
<td>B</td>
<td>80-85</td>
<td>F</td>
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<td>Homework 20%</td>
<td>C+</td>
<td>75-79</td>
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<td>Participation 10%</td>
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Finance (29:390:494)

COURSE SCHEDULE

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<th>From</th>
<th>To</th>
<th>Objective:</th>
<th>Other:</th>
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<tbody>
<tr>
<td>01/21</td>
<td>01/21</td>
<td>Course Introduction</td>
<td></td>
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<tr>
<td>01/26</td>
<td>03/09</td>
<td>Part 1 – Defined Contribution Plan</td>
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<tr>
<td>03/11</td>
<td>03/11</td>
<td>Mid-term Exam</td>
<td>Time: 1:00pm – 2:20pm / Location: 1WP - 418</td>
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<td>03/16</td>
<td>03/22</td>
<td>Spring Recess</td>
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<td>03/23</td>
<td>05/04</td>
<td>Part 2 – Defined Benefits Plan</td>
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<td>05/11</td>
<td>05/11</td>
<td>Final Exam</td>
<td>Time: 3:00pm – 6:00pm / Location: 1WP - 418</td>
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Topics Covered:

Retirement Planning
Defined Contribution Plan versus Defined Benefit Plan
Defined Contribution Plan – Profit Sharing Plans
Defined Contribution Plan – Employee Stock Ownership Plans
Defined Contribution Plan – 401K / 403B
Defined Contribution Plan – IRAs / Self Employment Plans
Defined Contribution Plan – Investment of Plan Assets
Behavior Finance
Defined Benefit Plan – Cost and Funding
Defined Benefit Plan – Budgeting Pension Cost
Defined Benefit Plan – Funding Instruments
Defined Benefit Plan – Investment Management
Defined Benefit Plan – Plan Termination Insurance
Tax and Other Legal Issues
Retirement Asset Distribution Plan
Social Security Program
Notes:
- Students should monitor their school email daily for unscheduled changes
- School policies including academic integrity will be enforced (review policies outlined in academic catalog)
- No cell phone use allowed during class