FRM 561

Retirement Planning and Employee Benefits

Spring 2005

Class time:	W 3:30-6:18 pm
Classroom:	143 Campbell Hall
Credit hour:	3 U
Prerequisites:	FRM 369
Instructor:	William K. Root, Esq. 206 Campbell Hall E-mail: root.52@osu.edu
Office hours:	3:00 pm Wed or by appointment

Course Description

This course is an introduction to retirement planning concepts, procedures and issues, with particular attention to designing retirement strategies to meet different client needs and selecting the best tax-advantaged retirement plan in different planning situations.

Course Objectives

After completion of this course, the students will be able to:
1. Understand the various retirement plan options available to the business owner and individual.
2. Assist clients in choosing the "best" retirement plan to meet the needs of the business owner and his or her employees.
3. Advise clients concerning retirement plan options.
4. Analyze the tax implications of various types of retirement plans
5. Develop and analyze investment strategies for retirement.

Textbook

Michael A. Dalton. (2004) Retirement Planning And Employee Benefits, Second Edition.

Course Policy

- Attendance: I encourage you to attend class regularly. Quizzes will be given as indicated below on the assigned reading material and class discussions. Mid-term and Final Exam questions will be selected from class discussions, guest lectures and text reading assignments.

- Office Hours: I will be generally available Wednesday afternoons before class. I encourage you to email me should you have questions about the course and the assignments.

- Academic Honesty: The OSU honesty policy will be followed in this course. Any instance of cheating will be handled in accordance with Faculty Rule 3335-5-54, which requires that "Each instructor shall report to the committee on academic misconduct all instances of what he or she believes may be academic misconduct."

- Note on Disability: A student who needs an accommodation based on the impact of a disability should contact the instructor for an appointment as soon as possible. At the appointment, the student should bring an evidence of disability, verifying the need for accommodations from the Office for Disability Services. With such verification, we can discuss potential accommodations according to the student's needs.

- Research Paper: You will prepare a typewritten research paper, limited to 5 pages, to discuss, "Should Private Accounts Be Adopted As Part Of The Social Security System?" The President's plan to "rescue" Social Security includes the adoption of Private Accounts. You are to research and discuss the arguments, Pro and Con, take a position, and support your position with your analysis of the arguments. The research is divided into parts; a presentation of your bibliography, position argument outline, your position statement with brief explanation, and your discussion and analysis in support of your position contained in your final paper. The Syllabus specifies the due dates for the assigned parts. Should you miss the deadlines, you will not receive full credit for your work.

- Exams and Quizzes: One Mid-term and One Final Exam will be given. Class Quizzes will also be given as indicated on the Syllabus. There will be no make-up quizzes given. Should you miss a quiz, you will lose the points. Should you miss the Mid-term Exam, the Final Exam will be weighted to account for the missed Mid-term.

- Grading:

		A	93.0 % or above
Quizzes	70	A-	90.0-92.9%
Mid-Term	130	B+	87.5-89.9%
Research Paper	300	B	83.0-87.4%
Final Exam	200	B-	80.0-82.9%
		C+	77.5-79.9%
Total	**700**	C	73.0-77.4%
		C-	70.0-72.9%
		D	60.0-69.9%
		E	less than 60%

Course Outline

Week No. 1. March 30- Introduction to Retirement Planning and Qualified Plan Overview. Reading Assignment- Chapters 1 & 3 from the Text.

Week No. 2 April 6 – Social Security.
Reading Assignment: Chapter 11 from the Text.
Quiz
Guest Lecturers
Mr. Mel Ankeny, Librarian to discuss research paper and Bibliography.
Professor Neil Holden, Ohio University, to discuss Social Security

Week No. 3 April 13 – Profit Sharing Plans.
Reading Assignment: Chapter 5 from the Text.
Quiz
Guest Lecturer
Mr. Andrew Keeler, CFP, Everhart Financial Group, Inc. to discuss Profit Sharing Plans with emphasis on 401(K) Plans.
Research Bibliography due.

Week No. 4 April 20- Pension Plans
Reading Assignment: Chapter 4 from the Text.
Quiz

Week No. 5 April 27- Mid-term Exam
Research Position Argument Outline due.

Week No. 6 May 4- Simples, 403(b) and 457 Plans.
Reading Assignment: Chapter 10 from the Text.
Quiz
Guest Lecturer
Mr. Douglas DiCocco, TIAA Cref, to discuss Retirement Plans for Non-Profit Organizations
Research Position Statement due.

Week No. 7 May 11- Employee Benefits and Welfare Benefit Plans.
Reading Assignment: Chapter 14 Sections covering Medical Plans, Group Term Life Insurance. Articles to be assigned covering 412(i) and 419 Plans
Quiz
Guest Lecturer
Ms. Sue Hamer, CJA & Associates, Chicago, IL, to discuss 412(i) and 419 Plans

Week No. 8 May 18- IRA's And SEPS.
Reading Assignment: Chapter 9 from the Text.
Quiz
Research Paper Due

Week No. 9 May 25- Deferred Compensation And Nonqualified Plans
Reading Assignment: Chapter 12 from the Text.
Quiz
Guest Lecturer
Christopher D. Campbell, CLU,ChFC, Principal Financial Group
To discuss Deferred Compensation And Nonqualified Plans

Week No. 10 Research Paper Presentations and Discussions and Class Review

Comprehensive Final Exam