FIN 490E – RETIREMENT & EMPLOYEE BENEFITS PLANNING **SPRING 2019**

****

Professor:	Dr. Rosita P. Chang, CFA, CFP® (rositac@hawaii.edu)
Industry Expert:	David Kirkeby, CFP®
Classroom & Code:	D101, Shidler College Building [CRN 89203]
Class Hours:	Wednesdays, 6:00 – 8:45 PM
Office Hours:	Wednesdays & Fridays 1:30 – 2:30 pm or by appointment
Office:	C602b (956-7592)
E-Mail:	Rosita.Chang@hawaii.edu

****

REQUIRED TEXTS:

1. Dalton, J. F., and M. A. Dalton, *Retirement Planning & Employee Benefits*, Money Education, 14th Edition.
2. CFP Board, Student-Centered Learning Objectives based upon CFP Board Principal Topics, 2015. A copy can be found on class Laulima site.
3. Class materials including PPTs and resources will be available on Laulima.

COURSE DESCRIPTION:

FIN 490E is one of the seven required courses for the CFP® certification exam. The course introduces you to retirement and employee benefit planning for businesses and individuals based on the learning objectives specified by the CFP Board of Standards. We will focus on the practical knowledge needed to choosing the best retirement plan and designing a plan that will meet the needs of the client from a tax and employee benefit standpoint. Other related topics covered include social security and medicare, and business succession planning.

COURSE OBJECTIVES:

- Exposure to retirement needs analysis and the retirement planning process
- Gain a familiarity with Social Security and Medicare benefits
- Develop an understanding of the various types of retirement plans that are available to people and business
- Become familiar with general regulatory rules that affect business in regards to retirement plans
- Acquire basic knowledge regarding taxation and retirement planning

PREREQUISITES:

Satisfactory completion of FIN 301 (or concurrent enrollment with instructor approval); graduate students and HR majors exempt.

FINANCIAL CALCULATOR:

Financial calculators are very different from the scientific calculators that you may be accustomed to using. While the majority of problems can be solved with a scientific calculator, many problems are greatly simplified using a financial calculator. For this reason, you will require to have a financial calculator for this course. It will be a valuable tool both here and in planning your financial future. I recommend Texas Instrument (TI) Business Analysis II (BA II) Plus. An in-depth tutorial on how to use this calculator is available on class Laulima site and on www.shidler.hawaii.edu/fei/resources.

COURSE FORMAT:

The course is conducted in a lecture format with group interactions. The lectures will be augmented by group and individual project analyses.

GRADING POLICY:

The final letter grade will be determined based on the following distribution: **A: weighted average score of 90 or above;**

80-89 for a "B"; 70-79 for a "C"; 60-69 for a "D". Specifically, the course grade is based on the following course requirements: exams, quizzes, assignment, and participation and is computed as follows:

Weekly chapter quiz:	100 Points (20%)
Mid-term exam (Wednesday, February 20):	100 Points (20%)
Cumulative final exam (Wednesday, May 8):	100 Points (20%)
Individual assignment 1 (Wednesday, May 8):	100 Points (20%)
Individual assignment 2 (Wednesay, May 8):	100 Points (20%)

Exams: If you have a valid excuse for missing the midterm exam, I will allow you to take makeup exam. If you do not have a valid excuse for missing an exam, it will count as a zero. In order to be excused from an exam, the student must contact me **before the exam**. If you cannot reach me, leave an e-mail message. In most cases I will require students to provide me with additional documentation to justify why the student is unable to take the exam. Excuses will be granted if the student is unable to take the exam because of serious illness or injury, or a significant personal or professional commitment. Excuses will not be granted for social activities such as diving trips, cruises, and trips to sporting events (unless you are participating).

Individual assignment 1: All students are required to prepare their study notes for the CFP Board Student-Centered Learning Objectives Resource Document on Section G: Retirement Savings and Income Planning (G.52 – G.62).

Individual assignment 2: All students are required to evaluate a real retirement plan from either a for profit or non-profit organization such as GM, UHM, etc.

Class participation: All students are expected to contribute to class discussions. This includes coming to class and participating actively in class discussions and individual/group presentations.

DISABILITY ACCESS:

Students with disabilities are encouraged to contact the KOKUA Program for information and services. Services are confidential and students are not charged for them. Contact KOKUA at 956-7511 (voice/text), kokua@hawaii.edu, or Student Services Center, Room 13.

FINANCIAL SERVICES & PLANNING (FSP) TRACK STUDENTS:

This course is designed for those who are preparing for a career as a financial planner/advisor. If you are interested in a career in personal financial planning, it will be best if you obtain the Certified Financial Planning (CFP®) designation. All students are encouraged to set up an account with CFP Board of Standards. Please visit www.cfp.net for more information.

COURSE SCHEDULE: SUBJECT TO CHANGE AT INSTRUCTOR'S DISCRETION

DATES	TOPICS	READING ASSIGNMENT	TOPICS LIST FOR CFP CERTIFICATION EXAM
1/9/19	Introduction to Retirement Planning	Chapter 1	
1/16/19	Retirement Accumulation & Distribution	Chapter 2	G.52
1/23/19	Qualified Plan Overview	Chapter 3	G.55, G.56 & G.58
1/30/19	Qualified Pension Plans (I)	Chapter 4	G.55, G.56, & G.58
2/6/19	Qualified Pension Plans (II)	Chapter 4	G.55, G.56, & G.58
2/13/19	Social Security	Chapter 11	G.53
2/20/19	Midterm Exam	Covers chapters 1-4 & 11	
2/27/19	Profit Sharing Plans (I)	Chapter 5	G.55, G.56, & G.58
3/6/19	Profit Sharing Plans (II)	Chapter 5	G.55, G.56, & G.58
3/13/19	Distribution from Qualified Plans	Chapter 7	G.60, G.61
3/20/19	**No Class - Spring Break 3/18-22**		
3/27/19	Medicare & Medicaid	Chapter 11 & Handout	G.53, G.54
4/3/19	Installation, Administration, & Termination of Qualified Plans	Chapter 8	G.59
4/10/19	IRAs and SEPs	Chapter 9	G.57
4/17/19	Simple, 403(b), and 457 Plans	Chapter 10	G.57
4/24/19	Business Secession Planning	Handout	G.62
5/1/19	Review		
5/8/19	**Final Exam**		