

**RETIREMENT AND
OTHER PROGRAMS**

CONTINUING EDUCATION COURSE

U.S. EDITION

2014



International Society
of Certified Employee Benefit Specialists

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Acknowledgments

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International Society of Certified Employee Benefit Specialists

The International Society of Certified Employee Benefit Specialists is an educational association dedicated to serving as a dynamic and important educational resource for those who have earned the Certified Employee Benefit Specialist (CEBS), Compensation Management Specialist (CMS), Group Benefits Associate (GBA) or Retirement Plans Associate (RPA) designations. These individuals have evidenced a high level of knowledge and competence in benefits and compensation by successfully completing examinations in the Certified Employee Benefit Specialist® program. The CEBS® program is co-sponsored by the International Foundation of Employee Benefit Plans and the Wharton School of the University of Pennsylvania. In Canada, the CEBS program is cosponsored with Dalhousie University.

The International Society is a corporation organized under the laws of the District of Columbia as a nonprofit educational organization, and is managed by a board of directors and governing council.

In recognition of the dynamic nature of the benefits and compensation industry, one of the major purposes of Society activity is continuing education. Within the industry, the economy, the courts and the government, actions and events constantly alter the character of benefit plan management. The Society and its educational activities assist its members in keeping up to date across the broad front of developments, thus attesting to reinforcement of their advanced level of knowledge in benefits and compensation.

Information on the International Society can be obtained by contacting:

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Introduction and Important Announcement Concerning the National Examination

The philosophy of the continuing education (CE) course is to keep ISCEBS members abreast of relevant concepts and current issues in the employee benefits and compensation field. To better accommodate these objectives, the CE Learning Guide has been modified slightly from the standard one used in the CEBS curriculum.

The course and exam have been divided into two distinct tracks—health and retirement—with four topics devoted to each. Each track is presented independently, providing candidates with the choice of focusing on one track or both.

Readings were chosen on the basis of their educational and professional value. Each topic assignment consists of the following sections: a summary of the importance of the material, followed by a list of required readings identifying the materials to be studied. The topic outline provides a basis for preview and review of the topic, and a list of key concepts focuses attention on salient points in the topic.

It should be noted that, similar to the basic CEBS format, an attempt was made to provide an approximately equal distribution of pages for each topic within the two tracks.

Some of the questions on the national CE examination may be longer or more detailed than the type used in the CEBS examinations. This can occur because of the technical nature of some of the material in the continuing education course. The two-hour examination contains up to 100 multiple choice questions for the combined health and retirement exam, and up to 50 questions each for the health and retirement components.

In all other respects, the ISCEBS examination will be similar to those you have encountered previously in the CEBS program. The examination will last two hours and will consist exclusively of objective questions. The three basic types of examination questions used in previous examinations—straight answer, multiple option and “all except”—will continue to be utilized.

Note: The exam appointment scheduling parameters automatically assign the full two hours of testing time regardless of whether you are taking either: the health or retirement portion of the exam; or both portions (the combined CE exam) at the same time. You may leave when you have completed your examination.

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Reading 3: “The Initial Fee Disclosure Deadlines Are Behind Us, but Fee Disclosure Is Not,” *Journal of Pension Benefits*, Summer 2013 4.21

Reading 4: “The ‘Minefield’ for Employers Adopting Pre-Approved (Prototype) 401(k) Plans— a Practical Look at the Do’s and Don’t’s in Competing a Plan Adoption Agreement,” *Journal of Pension Planning and Compliance*, Winter 2014 4.27

Reading 5: “Electronic Signature of Retirement Plan Documents,” *Journal of Pension Benefits*, Spring 20113 4.43

Optional Reading (Not required for the Retirement 2014 CE Examination)

Reading 1: “Current Developments in Employee Benefits and Compensation,” *Tax Adviser*, December 2013 (starting with “Employer-Sponsored Health Plans”) 4.9