FIN321: Retirement and Estate Planning

Credit Hours: 3

Contact Hours: This is a 3-credit course offered in an accelerated format. This means that 16 weeks of material is covered in 8 weeks. The exact number of hours per week that you can expect to spend on each course will vary based upon the weekly coursework, as well as your study style and preferences. You should plan to spend 14-20 hours per week in each course reading material, interacting on the discussion boards, writing papers, completing projects, and doing research.

Faculty Information: Faculty contact information and office hours can be found on the faculty profile page.

Course Description and Outcomes

Course Description:

Students will examine the major components of retirement and estate planning as it relates to personal finance. The course is designed to prepare students in personal and employee-sponsored retirement plans, gathering information, and selecting appropriate options to achieve a client's retirement goals. Additionally, students will evaluate property ownership issues, taxation issues, planning documents, and implementation strategies that encompass effective estate planning.

Course Overview:

In this course, you will discuss requirements and implications for retirement and estate planning. You will evaluate retirement income options, discuss effective retirement income and distribution strategies, and examine the impact of wills, estates, and the probate process. You will also take a look at the tax consequences of retirement and estate planning options and how estate planning concepts relate to creating a financial plan. Finally, you will examine regulatory protections and considerations for clients who are employees and employers and discuss techniques for business succession and transfer.

Course Learning Outcomes:

1. Evaluate retirement income options.
2. Establish effective retirement income and distribution strategies.
3. Examine regulatory protections and considerations for employees and employers.
4. Examine the impact of wills, estates, and the probate process.
5. Evaluate business succession and transfer techniques.
6. Determine tax consequences of retirement and estate planning options.
7. Apply estate planning concepts in the creation of a financial plan.

Participation & Attendance

Prompt and consistent attendance in your online courses is essential for your success at CSU Global Campus. Failure to verify your attendance within the first 7 days of this course may result in your withdrawal. If, for some reason, you would like to drop a course, please contact your advisor.

Online classes have deadlines, assignments, and participation requirements, just like on-campus classes. Budget your time carefully and keep an open line of communication with your instructor. If you are having technical problems, problems with your assignments, or other problems that are impeding your progress, let your instructor know as soon as possible.

Course Materials

Required:

1. Billingsley, R., Gitman, L, & Joehnk, M. (2017). *Personal financial planning* (14th ed.). Boston, MA: Cengage Learning. ISBN-10: 1-305-63661-9 or ISBN-13: 978-1-305-63661-3
2. Garman, E.T,. & Forgue, R. (2017). *Personal finance* (13th ed.). Boston, MA: Cengage Learning. ISBN: 9781337099752
3. HP 10bII+ Financial Calculator -OR- Texas Instruments BAII Plus Business Analyst

***NOTE:** All non-textbook required readings and materials necessary to complete assignments, discussions, and/or supplemental or required exercises are provided within the course itself. Please read through each course module carefully.*

Course Schedule

Due Dates

The Academic Week at CSU Global begins on Monday and ends the following Sunday.

- **Discussion Boards:** The original post must be completed by Thursday at 11:59 p.m. MT and Peer Responses posted by Sunday 11:59 p.m. MT. Late posts may not be awarded points.
- **Opening Exercises:** Take the opening exercise before reading each week's content to see which areas you will need to focus on. You may take these exercises as many times as you need. The opening exercises will not affect your final grade.
- **Mastery Exercises:** Students may access and retake mastery exercises through the last day of class until they achieve the scores they desire.
- **Critical Thinking:** Assignments are due Sunday at 11:59 p.m. MT.
- **Live Classroom:** Although participation is not required, Live Classroom sessions are held during Week 2 and Week 5. There are two total sessions.

WEEKLY READING AND ASSIGNMENT DETAILS

Module 1: How Much Do You Need To Retire?

Readings

- Chapter 14 Sections 14-1 through 14-4 in *Personal Financial Planning* (14th ed.)

Opening Exercise (0 points)

Discussion (25 points)

Mastery Exercise (10 points)

Portfolio Reminder (0 points)

A final Portfolio Project is due at the end of the course. You have two options from which to choose for this final project. This week, you should review the Portfolio Project options in Module 8 and the Portfolio Project grading rubric. Keep in mind that you have two preliminary deliverables for your Portfolio Project (Modules 5 and 7).

Module 2: Social Security, Medicare, and Medicaid

Readings

- Chapter 17 Section 17-1 and Appendix B in *Personal Finance*, (13th ed.)
- Chapter 9 Section 9-2b in *Personal Financial Planning,* (14th ed.)
- Chapter 14 Section 14-2 in *Personal Financial Planning* (14th ed.)
- Cheng, T. (2018). Losing healthcare coverage: Understanding the options. *Benefits Magazine, 55*(10), 46–50. (To view this reading, please open the link provided and download the "PDF full text.")
- Social Security Administration. (2020). When to start receiving retirement benefits. Retrieved from https://www.ssa.gov/pubs/EN-05-10147.pdf
- U.S. Centers for Medicare & Medicaid Services. (n.d.). What's medicare? Retrieved from https://www.medicare.gov/what-medicare-covers/your-medicare-coverage-choices/whats-medicare

Opening Exercise (0 points)

Discussion (25 points)

Critical Thinking (90 points)

Choose one of the following two assignments to complete this week. Do not do both assignments. Identify your assignment choice in the title of your submission.

Option 1: Social Security, Medicare, and Medicaid

John is 60 and about to retire. He is wondering when he should take Social Security benefits and wants clarification on Medicare and Medicaid - if and when he qualifies for either benefits. He provides you with the following information:

He and his wife, Mary, have been married for 30 years. Their two children, age 28 and 26, live on their own. John has been the sole provider throughout their marriage and has earned an average yearly salary of $75,000. He currently has $300,000 in his 401K and $75,000 remaining on their mortgage.

A. Determine eligibility (limits) and incorporate Social Security benefits, Medicare, and Medicaid into John and Mary's retirement plan.
B. Construct a spreadsheet with the various eligibility options for receiving these benefits.

Submit the spreadsheet and a 3-4 page analysis of John and Mary's eligibility, what you would recommend to them and why.

Your paper should be 3-4 pages in length. (An Excel spreadsheet component summarizing the results may be included). Provide at least 4 additional resources formatted according to the *CSU Global Citing and APA Requirements*, at least 2 should be scholarly/peer reviewed, to support your findings. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

Option 2: Social Security Disability Benefits

Disability Before Retirement: Jack, age 60, was planning on retirement at 67. He currently has $400,000 in his retirement accounts and would likely have doubled that by the time he retired. However, he has become permanently disabled after getting into a vehicle accident a few months ago.

A. If his average earnings were $65,000, what would his Social Security disability benefit be?
B. Social Security Disability benefits end at age 65, and he will switch over to Social Security Retirement benefits. What will his retirement benefit amount be at age 65?
C. Construct a spreadsheet with the various eligibility options for receiving these benefits.

Submit the spreadsheet and a 3-4 page analysis of Jack's options, what you would recommend to him, and why including if you would recommend delaying his benefits.

Your paper should be 3-4 pages in length. (An Excel spreadsheet component summarizing the results may be included). Provide at least 4 additional resources formatted according to the *CSU Global Citing and APA Requirements*, at least 2 should be scholarly/peer reviewed, to support your findings. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

Mastery Exercise (10 points)

Module 3: Employer Sponsored Plans

Readings

- Chapter 14 *in Personal Financial Planning* (14th ed.)
- Types of Retirement Plans (n.d.). Retrieved from https://www.irs.gov/retirement-plans/plan-sponsor/types-of-retirement-plans
- U.S. Department of Labor. (n.d.). Employee retirement income security act (ERISA). (n.d.). Retrieved from https://www.dol.gov/general/topic/retirement/erisa
- U.S. Department of Labor (n.d.). FAQs about retirement plans and ERISA. Retrieved from https://www.dol.gov/sites/dolgov/files/EBSA/about-ebsa/our-activities/resource-center/faqs/retirement-plans-and-erisa-for-workers.pdf

Opening Exercise (0 points)

Discussion (25 points)

Live Classroom (0 points)

Mastery Exercise (10 points)

Critical Thinking (90 points)

Choose one of the following two assignments to complete this week. Do not do both assignments. Identify your assignment choice in the title of your submission.

Option 1: Comparing Pension Plan Features

Linda and Meredith are neighbors in Charleston. Linda works as a software engineer for Progressive Apps Corporation, while Meredith works as an executive for Industrial Container Company. Both are married and have two children. Linda and Meredith are interested in better understanding their pension and retirement plans.

Progressive Apps Corporation, the company where Linda works, has a contributory plan in which 5 percent of the employees' annual wages is deducted to meet the cost of the benefits. The firm contributes an amount equal to the employee contribution. The plan uses a five-year graded vesting procedure; it has a normal retirement age of 60 for all employees, and the benefits at retirement are paid according to a defined contribution plan.

Industrial Container, where Meredith works, has a minimum retirement age of 60. Employees (full-time, hourly, or salaried) must meet participation requirements. Further, in contrast to the Progressive Apps plan, the Industrial Container program has a non-contributory feature. Annual retirement benefits are computed according to the following formula: 2 percent of the employee's final annual salary for each year of service with the company is paid upon retirement. The plan vests immediately.

Write a paper discussing and contrasting the features of the retirement plans offered by Progressive Apps and Industrial Container. Which plan do you think is more desirable? Consider the features, retirement age, and benefit computations just described.

Your paper should be 3-4 pages in length. Provide at least 4 additional resources formatted according to the *CSU Global Citing and APA Requirements*, at least 2 should be scholarly/peer reviewed, to support your findings. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

Option 2: Comparing Retirement Plans

Ellen Honeycut has just graduated from college and is considering job offers from two companies. Although the salary and insurance benefits are similar, the retirement programs differ greatly.

One firm offers a 401(k) plan that matches employee contributions with 25 cents for every dollar contributed by the employee, up to a $10,000 limit.

The other firm has a contributory plan that allows employees to contribute up to 10 percent of their annual salary through payroll deduction and matches it dollar for dollar; this plan vests fully after five years.

Make a PowerPoint presentation for Ellen explaining the features of each to her so she can make an informed decision on which plan to choose.

The PowerPoint presentation should be 7-10 slides in length and include an introductory slide and reference slide. For tips on creating presentations visit the *CSU Global Writing Center Visual Presentation* page. Your presentation should provide at least 4 additional resources formatted according to the *CSU Global Citing and APA Requirements*, at least 2 should be scholarly/peer reviewed, to support your findings. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

Module 4: Self-directed Retirement Programs

Readings

- Chapter 17 Section 17-6a in *Personal Finance (13th ed.)*
- Chapter 14 Section 14-3d and 14-4 in *Personal Financial Planning* (14th ed.)
- Boyte-White, C. (2019). Can my IRA be taken in a lawsuit? Retrieved from https://www.investopedia.com/ask/answers/090915/can-my-ira-be-taken-lawsuit.asp
- Dolan, B. (2018). What are the risks of self-directed individual retirement accounts (IRAs)? *Orange County Business Journal, 41*(40), C-56. (To view this reading, please open the link provided and download the "PDF full text.")
- Larson, S. J. (2018). Strategy: Assessing the impact of required minimum distributions on the 4 percent rule. *Journal of Financial Service Professionals,* 72(1), 55. (To view this reading, please open the link provided and download the "PDF full text.")

Opening Exercise (0 points)

Discussion (25 points)

Mastery Exercise (10 points)

Critical Thinking (95 points)

Choose one of the following two assignments to complete this week. Do not do both assignments. Identify your assignment choice in the title of your submission.

Option 1: Federal Government Retirement Program

Julia is in her early 50s. She has had three jobs in her career so far and participated fully in the defined-contribution retirement plans offered by her employers. When she left her last position, she rolled her retirement account over to the account at her new employer, and it is currently worth about $480,000. Now she is about to change jobs again.

This time, she is taking a federal job in Washington, DC. The federal government retirement program is a defined-benefit plan. Julia would like advice on what to do with her 401(k) and how to set up her new retirement plan so she can stay on track to retire in ten years.

Provide your recommendations in a 2-3 page report that outlines her options. Be sure to include any ramifications for these options. Provide at least 4 additional resources formatted according to the *CSU Global Citing and APA Requirements*, at least 2 should be scholarly/peer reviewed, to support your findings. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

Option 2: Retirement as an Independent Contractor

Fernando, age 28, is a computer programmer working independently as a contractor for various companies, and he earns about $90,000 annually. Although he has worked a couple other jobs since he graduated from college seven years ago, he did not contribute to either companies' retirement plans.

So far Fernanda has set aside $20,000 in a savings account but is thinking he should start investing for retirement. He is unsure of how since his current position as an independent contractor does not give him access to an employer sponsored plan. In which types of retirement plans might Fernando invest for retirement?

Provide your recommendations in a 2-3 page report that outlines his options. Be sure to include explanations regarding distributions. Provide at least 4 additional resources formatted according to the CSU Global Citing and APA Requirements, at least 2 should be scholarly/peer reviewed, to support your findings. Use the CSU Global library to find additional appropriate scholarly/academic references beyond the references given in the modules.

Module 5: Retirement Planning for Business

Readings

- Guerriero, E., & Hopkins, J. (2018). Defined-benefit plans remain a planning opportunity. J*ournal of Financial Service Professionals, 72*(4), 77–88. (To view this reading, please open the link provided and download the "PDF full text.")
- Jones, L.W. (2019). What employers need to know about association retirement plans and efforts to expand access to multiple employer plans. *Employee Benefit Plan Review, 73*(9), 21. (To view this reading, please open the link provided and download the "PDF full text.")
- Lavenberg, R. A. (2018). Help clients know retirement plan fiduciary rules like the back of their hands. *Pennsylvania CPA Journal, 89*(3), 38–41. (To view this reading, please open the link provided and download the "PDF full text.")
- Loi, E., & Fineberg, A. (2019). Will the U.S. department of labor's new regulation fulfill the promise of a new retirement plan option for law firms and other small businesses? *Elder Law Report, 31*(5), 1–5. (To view this reading, please open the link provided and download the "PDF full text.")
- Reardon, D. C. (2018). Will you be the one who leads the succession planning process? *Journal of Financial Service Professionals, 72*(1), 17–19. (To view this reading, please open the link provided and download the "PDF full text.")
- Saymaz, S., & Lambert, H. H. (2019). Family business succession planning opportunities. *CPA Journal, 89*(12), 64–69.
- Steingold, F. S. (2019). Chapter 4: Employee benefits. *Employer's Legal Handbook*, 120–125. (To view this reading, please open the link provided and download the "PDF full text.")

Opening Exercise (0 points)

Discussion (25 points)

Mastery Exercise (10 points)

Portfolio Milestone (50 points)

Option 1:

The same married couple as in the Portfolio project Option 1 in Module 8, Kim, 55 and Tori, 49 have come to you for retirement advice. Kim has recently retired and is receiving 60% of his salary, $5568.00 gross, a month in retirement pay. Tori is self employed and earns approximately $40,000.00 gross a year. Kim wants to know if he should get a post-retirement job or if they have enough income for him to engage in his hobby full time after working for 25 years. Kim and Tori have two college age children. They recently cashed out some whole life insurance policies and that money will cover 100% of their children's college expenses. Kim has a $200,000 term life insurance policy that will be in place for 10 more years. Tori has a $50,000 whole life policy with $9,000 cash value. Kim and Tori own a house with a fair market value of $315,000 on which they still owe $145,000. They have cash and investments of $400,000 and IRAs worth $75,000 and $50,000. In retirement, Kim and Tori would like to be able to travel at least once a year and spend $5000-$7500 on each trip. They would also like their estate to cover their funeral expenses and leave something for their children.

For this portfolio project milestone create a retirement plan for Kim and Tori. Use a free retirement planning template or software program to illustrate their options.

1. Describe their retirement income needs and their income and distribution options. Include the federal requirements and protections for their options.
2. Include Social Security, Medicare and/or Medicaid as applicable.
3. Make sure to include business succession options for Tori.
4. What income and distribution strategies would you recommend and why?

Submit your retirement plan illustrations and a 2-3 page retirement plan summary. Include at least 2 citations formatted according to the CSU Global Citing and APA Requirements to support your conclusions and recommendations. Use the CSU Global library to find additional appropriate scholarly/academic references beyond the references given in the modules.

Option 2:

The same young couple, Jael and Finley, from Portfolio Project Option 2 in Module 8 are discussing spending the rest of their lives together. They have come to you for advice on getting started saving for retirement. Jael has secured a job making $28,000 a year. Finley is finishing up her degree in accounting and trying to decide if she should get a job immediately or wait. She knows an entry level accounting position will pay around $40,000 a year. Jael and Finley are currently renting an apartment but would like to be able to purchase a home in the next 5 years. They currently have two cars and two car payments. They also want to start a family in the next 5 years but know this will require medical intervention which costs approximately $10,000 a month. They hope to have 2 children and want to be able to pay 50% of their college tuition. Jael has a 401K available through work and plans to start investing in it. Neither have started saving for retirement.

For this portfolio project milestone create a retirement plan for Jael and Finley. Use a free retirement planning template or software program to illustrate their options.

1. Describe their retirement income needs and their income and distribution options. Include the federal requirements and protections for their options.
2. Include Social Security, Medicare and/or Medicaid as applicable.
3. Be sure to point out effective retirement planning strategies at key life events and demonstrate the time value of money.
4. What income and distribution strategies would you recommend and why?

Submit your retirement plan illustrations and a 2-3 page retirement plan summary. Include at least 2 citations formatted according to the *CSU Global Citing and APA Requirements* to support your conclusions and recommendations. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

Module 6: Principles and Process of Estate Planning

Readings

- Chapter 15 in *Personal Financial Planning* (14th ed.)
- Clifford, D. (2019). Chapter 10: Transferring property to your trust. *Make Your Own Living Trust*, 135–149. (To view this reading, please open the link provided and download the "PDF full text.")
- Ebeling, A. (2019). How long will stepmom live? And other vexing estate planning questions for modern families. *Forbes.Com*, 1.
- Pilkinton, S. (2019). Probate potholes and how to avoid them. *Tennessee Bar Journal, 55*(11), 14–20. (To view this reading, please open the link provided and download the "PDF full text.")

Opening Exercise (0 points)

Discussion (25 points)

Live Classroom (0 points)

Mastery Exercise (10 points)

Critical Thinking (95 points)

Choose one of the following two assignments to complete this week. Do not do both assignments. Identify your assignment choice in the title of your submission.

Option 1: Real Estate Planning

In the late 1980s, Carsten Richter, from Germany, migrated to the United States, where he is now a citizen. Since then, Carsten has built a large fleet of ocean going oil tankers . Now a wealthy man in his 60s, he resides in Aspen, Colorado, with his second wife, Gabriela, age 50. They have two sons, one in junior high and one a high school freshman. A survey of Carsten's estate reveals the following:

Ranch in Colorado - $ 1,000,000
Condominium in Santa Barbara - 800,000
House in Aspen - 1,500,000
Franchise in ice cream stores - 2,000,000
Stock in Google - 5,000,000
Stock in Wal-Mart - 1,000,000
Stock in Silver Mines International - 3,000,000
Other assets - 200,000
Total assets - $14,500,000

The house and the Silver Mines International shares are held in joint tenancy with his wife, but all other property is in his name alone. He desires that there be a separate fund of $1 million for his sons' education and that the balance of his estate be divided as follows: 40 percent to his sons, 40 percent to his wife, and 20 percent given to other relatives, friends, and charitable institutions.

Analyze how the manner in which titles are held thwart Mr. Richter's estate planning desires. What should be done to avoid problems?

Your paper should be 3-4 pages in length. Provide at least 4 additional resources formatted according to the *CSU Global Citing and APA Requirements*, at least 2 should be scholarly/peer reviewed, to support your findings. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

Option 2: Transferring Assets

Yvonne Moody of Dallas, Texas, is a 34-year-old police detective earning $58,000 per year. She and her husband, Joshua, who is a public school teacher earning $44,000, have two children in elementary school. They own a modestly furnished home and two late-model cars. Morgan also owns a bass fishing boat. Both spouses have 401(k) retirement accounts through their employers, and their employers also provide them with group term life policies that match their salaries. Morgan also has a $100,000 term life policy of her own. The couple has about $5,000 in their joint checking account.

Which assets could be jointly owned so that they will automatically transfer to the other spouse if either Yvonne or Joshua dies? Explain your reasoning in a 3-4 page paper.

Provide at least 4 additional resources formatted according to the CSU Global Citing and APA Requirements, at least 2 should be scholarly/peer reviewed, to support your findings. Use the CSU Global library to find additional appropriate scholarly/academic references beyond the references given in the modules.

Module 7: Estate Planning Documents

Readings

- Chapter 15 Section 15-1 through 15-3 in *Personal Financial Planning* (14th ed.)
- Clifford, D. (2019). Chapter 10: Transferring property to your trust. *Make Your Own Living Trus*t, 135–149. (To view this reading, please open the link provided and download the "PDF full text." Read pages 147-149.)
- Kess, S., & Mendlowitz, E. (2019). Understanding the duties of a trustee in administering a trust. *CPA Journal, 89*(5), 28.

Opening Exercise (0 points)

Discussion (25 points)

Mastery Exercise (10 points)

Portfolio Milestone (50 points)

Option 1:

Kim, 55 and Tori, 49 have come to you for estate planning advice. Kim has recently retired and is receiving 60% of his salary, $5568.00 gross, a month in retirement pay. Tori is self employed and earns approximately $40,000.00 gross a year. Kim wants to know if he should get a post-retirement job or if they have enough income for him to engage in his hobby full time after working for 25 years. Kim and Tori have two college age children. They recently cashed out some whole life insurance policies and that money will cover 100% of their children's college expenses. Kim has a $200,000 term life insurance policy that will be in place for 10 more years. Tori has a $50,000 whole life policy with $9,000 cash value. Kim and Tori own a house with a fair market value of $315,000 on which they still owe $145,000. They have cash and investments of $400,000 and IRAs worth $75,000 and $50,000. In retirement, Kim and Tori would like to be able to travel at least once a year and spend $5000-$7500 on each trip. They would also like their estate to cover their funeral expenses and leave something for their children.

For this portfolio project milestone create recommendations for estate planning for Kim and Tori. Assume Kim and Tori live in your state.

1. What estate documents do you recommend they have and why?
2. Explain the state policies and/or requirements that will affect their planning.
3. What are the tax implications for their estate should they die in 15 years and how would you recommend they plan for them?
4. Make sure to include property and business transfer techniques.

Submit a 2-3 page estate plan summary. Include at least 2 citations formatted according to the *CSU Global Citing and APA Requirements* to support your conclusions and recommendations. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

Option 2:

Jael and Finley have come to you for estate planning advice. Jael has secured a job making $28,000 a year. Finley is finishing up her degree in accounting and trying to decide if she should get a job immediately or wait. She knows an entry level accounting position will pay around $40,000 a year. Jael and Finley are currently renting an apartment but would like to be able to purchase a home in the next 5 years. They currently have two cars and two car payments. They also want to start a family in the next 5 years but know this will require medical intervention which costs approximately $10,000 a month. They hope to have 2 children and want to be able to pay 50% of their college tuition. Jael has a 401K available through work and plans to start investing in it. Neither have started saving for retirement.

For this portfolio project milestone create recommendations for estate planning for Jael and Finley.

1. What estate documents do you recommend they have and why?
2. Explain the state policies and/or requirements that will affect their planning.
3. What are the tax implications for their estate should they die in 15 years and how would you recommend they plan for them?
4. Which additional estate planning documents and processes would you recommend in the future, when, and why?

Submit a 2-3 page estate plan summary. Include at least 2 citations formatted according to the *CSU Global Citing and APA Requirements* to support your conclusions and recommendations. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

Module 8: Estate Tax Compliance and Calculation

Readings

- Chapter 15 Sections 15-4 through 15-6 in *Personal Financial Planning* (14th ed.)
- Clifford, D. (2018). Chapter 22: Disclaimers: After-death estate tax planning. *Plan Your Estate*, 343–350. (To view this reading, please open the link provided and download the "PDF full text.")
- Gardner, R., & Daff, L. (2018). A road map to estate planning after tax reform. *Journal of Financial Planning, 31*(11), 24–27. (To view this reading, please open the link provided and download the "PDF full text.")
- Henkel, G. A. (2018). (2018). Estate Planning after the 2017 tax act (Cover Story). *Elder Law Report, 29*(11), 1–6. (To view this reading, please open the link provided and download the "PDF full text.")
- Lantz, M., & Ankeney, J. (2019). Charitable deduction rules for trusts, estates, and lifetime transfers. *Tax Adviser, 1*. (To view this reading, please open the link provided and download the "PDF full text.")
- Shenkman, M. M., & Butler-Parker, L. (2018). Estate planning after the Tax Cuts and Jobs Act. *CPA Journal, 88*(11), 68–70.

Opening Exercise (0 points)

Discussion (25 points)

Mastery Exercise (10 points)

Portfolio Project (250 points)

Option 1:

A married couple, Kim, 55 and Tori, 49 have come to you for retirement and estate planning advice. Kim has recently retired and is receiving 60% of his salary, $5568.00 gross, a month in retirement pay. Tori is self employed and earns approximately $40,000.00 gross a year. Kim wants to know if he should get a post-retirement job or if they have enough income for him to engage in his hobby full time after working for 25 years. Kim and Tori have two college age children. They recently cashed out some whole life insurance policies and that money will cover 100% of their children's college expenses. Kim has a $200,000 term life insurance policy that will be in place for 10 more years. Tori has a $50,000 whole life policy with $9,000 cash value. Kim and Tori own a house with a fair market value of $315,000 on which they still owe $145,000. They have cash and investments of $400,000 and IRAs worth $75,000 and $50,000. In retirement, Kim and Tori would like to be able to travel at least once a year and spend $5000-$7500 on each trip. They would also like their estate to cover their funeral expenses and leave something for their children.

For your portfolio project you will create a retirement and estate plan and a PowerPoint presentation about the plan that you would present to your client.

In your plan, address the following:

1. Describe their retirement income needs and their income and distribution options. Include the federal requirements and protections for their options.
2. What income and distribution strategies would you recommend and why?
3. What estate documents do you recommend they have and why?
4. What are the tax implications for their estate should they die in 15 years and how would you recommend they plan for them?

The retirement and estate plan should be 3-5 written pages, and include at least 4 citations formatted according to the *CSU Global Citing and APA Requirements* to support your conclusions and recommendations. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

The PowerPoint presentation should be 7-10 slides in length and include an introductory slide and reference slide. For tips on creating presentations visit the *CSU Global Writing Center Visual Presentation* page.

Option 2:

Jael and Finley, are a young couple discussing spending the rest of their lives together. They have come to you for advice on getting started saving for retirement. Jael has secured a job making $28,000 a year. Finley is finishing up her degree in accounting and trying to decide if she should get a job immediately or wait. She knows an entry level accounting position will pay around $40,000 a year. Jael and Finley are currently renting an apartment but would like to be able to purchase a home in the next 5 years. They currently have two cars and two car payments. They also want to start a family in the next 5 years but know this will require medical intervention which costs approximately $10,000 a month. They hope to have 2 children and want to be able to pay 50% of their college tuition. Jael has a 401K available through work and plans to start investing in it. Neither have started saving for retirement.

For your portfolio project you will create a retirement and estate plan and a PowerPoint presentation about the plan that you would present to your client.

In your plan, address the following:

1. Describe their retirement income needs and their income and distribution options. Include the federal requirements and protections for their options.
2. What income and distribution strategies would you recommend and why?
3. What estate documents do you recommend they have and why?
4. What are the tax implications for their estate should they die in 15 years and how would you recommend they plan for them?

The retirement and estate plan should be 3-5 written pages, and include at least 4 citations formatted according to the *CSU Global Citing and APA Requirements* to support your conclusions and recommendations. Use the *CSU Global library* to find additional appropriate scholarly/academic references beyond the references given in the modules.

The PowerPoint presentation should be 7-10 slides in length and include an introductory slide and reference slide. For tips on creating presentations visit the *CSU Global Writing Center Visual Presentation* page.

Grading Scale	
A	95.0 – 100
A-	90.0 – 94.9
B+	86.7 – 89.9
B	83.3 – 86.6
B-	80.0 – 83.2
C+	75.0 – 79.9
C	70.0 – 74.9
D	60.0 – 69.9
F	59.9 or below

Course Grading

20% Discussion Participation
0% Opening Exercises
0% Live Classroom
8% Mastery Exercises
37% Critical Thinking Assignments
35% Final Portfolio Project

In-Classroom Policies

For information on late work and incomplete grade policies, please refer to our **In-Classroom Student Policies and Guidelines** or the Academic Catalog for comprehensive documentation of CSU Global institutional policies.

Academic Integrity
Students must assume responsibility for maintaining honesty in all work submitted for credit and in any other work designated by the instructor of the course. Academic dishonesty includes cheating, fabrication, facilitating academic dishonesty, plagiarism, reusing /repurposing your own work (see *CSU Global Guide to Writing and APA Requirements* for percentage of repurposed work that can be used in an assignment), unauthorized possession of academic materials, and unauthorized collaboration. The CSU Global Library provides information on how students can avoid plagiarism by understanding what it is and how to use the Library and Internet resources.

Citing Sources with APA Style
All students are expected to follow the *CSU Global Guide to Writing and APA Requirements* when citing in APA (based on the APA Style Manual, 6th edition) for all assignments. For details on CSU Global APA style, please review the APA resources within the CSU Global Library under the “APA Guide & Resources” link. A link to this document should also be provided within most assignment descriptions in your course.

Disability Services Statement
CSU–Global is committed to providing reasonable accommodations for all persons with disabilities. Any student with a documented disability requesting academic accommodations should contact the Disability Resource Coordinator at 720-279-0650 and/or email ada@CSUGlobal.edu for additional information to coordinate reasonable accommodations for students with documented disabilities.

Netiquette
Respect the diversity of opinions among the instructor and classmates and engage with them in a courteous, respectful, and professional manner. All posts and classroom communication must be conducted in accordance with the student code of conduct. Think before you push the Send button. Did you say just what you meant? How will the person on the other end read the words?

Maintain an environment free of harassment, stalking, threats, abuse, insults or humiliation toward the instructor and classmates. This includes, but is not limited to, demeaning written or oral comments of an ethnic, religious, age, disability, sexist (or sexual orientation), or racist nature; and the unwanted sexual advances or intimidations by email, or on discussion boards and other postings within or connected to the online classroom. If you have concerns about something that has been said, please let your instructor know.