

Department of Accounting & Finance  
College of Business  
East Texas A&M University

**FIN 436 (01W) – Retirement Planning & Employee Compensation  
Fall 2025**

Instructor: Dror Parnes, Ph.D.

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Office Hours: Monday, 2:45 PM – 5:15 PM / Wednesday, 2:45 PM – 5:15 PM in BA302

Class Hours: Any time, online course

Course Dates: 8/25/2025 – 12/12/2025

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### **Course Description and Objectives**

This course provides undergraduate students with a rigorous introduction to the realms of retirement planning and employee compensation and common benefits. The primary concepts covered include: accumulations and distributions, qualified and nonqualified retirement plans, profit sharing plans, stock bonus plans, employee stock ownership plans, IRAs and SEPs, SIMPLE, 401(k), 403(b), 457 plans, social security, and employee fringe and group benefits. Students will accordingly enhance their capabilities of analytical problem solving in common business environments.

### **Prerequisites**

FIN 304, FIN430, and basic knowledge of Calculus, Algebra, Statistics, and Accounting

### **Textbook**

“Retirement Planning and Employee Benefits,” 15<sup>th</sup> edition, by: James F. Dalton and Michael A. Dalton, *Money Education*, 2019, ISBN-13: 978-1-946711-60-1

 We will not strictly follow this textbook. There are topics in the course that somewhat deviate from the book. The textbook, however, can be used as a further reading material. In addition, I will provide the students my Power Point slides and practice questions and detailed answers that will help you to better understand the material and prepare for the exams.

### **Exams and Grading**

There is no need to submit any of the homework practice questions and answers. There will be 3 exams during the course. Each one will last for 1 hour. Each contains 10 multiple choice questions (10 points each question, 100 points altogether). These relatively short exams will cover the most recent lectures, and the exams will be non-cumulative. Most of the questions on the exams will be similar (but not identical) to the homework practice problems. Students can take each exam only once.

## **Course Content and Communication**

All communications will take place through ETAMU official website (D2L).

## **Grading System**

Your final grade will be based on a simple average of the 3 exams during the course. In light of the high intensity of the course, make-up exams are only for students with proven medical records or extreme circumstances. Once this average is computed, I will assign a final grade according to: 'A' (from 90 to 100), 'B' (from 80 to 90), 'C' (from 70 to 80), 'D' (from 60 to 70), 'F' (less than 60). *There will be no more optional bonus points or mercy assignments, so make sure to do your best on these exams!*

 We will use a lot of calculus, algebra, and statistical methods during the course. I will attempt to clarify these techniques when they are relevant, yet I can only do that concisely. Make sure to refresh your memory with those techniques. The best time to do that was yesterday!

## **Attendance and General Behavior**

This is an online course, and students must have high self-discipline. It is your responsibility to listen to the online lectures, to download / print the Power Point presentations and the practice questions and answers, and to take as many notes as you can. If you have additional questions, catch my attention right away (likely through email), or come to discuss it over office hours (please notify me in advance), but please do not wait until the last moment before the exams. We will follow a “progress at your own pace” method, i.e. there are no strict dates for the three exams, but you will have to complete all of them before the end of the semester.

## **Zoom Meetings**

There will be at least 3 Zoom meetings during the semester, so please follow the announcements on D2L regarding the dates, hours, and content.

## **Students with Disabilities**

The Americans with Disabilities Act (ADA) is a Federal anti-discrimination statute that provides comprehensive civil rights protection for persons with disabilities. Among other things, this legislation requires that all students with disabilities be guaranteed a learning environment that provides for reasonable accommodation of their disabilities. If you have a disability requiring an accommodation, please contact:

Office of Student Disability Resources and Services, Gee Library Room 132  
Phone: (932) 886 – 5150 or (932) 886 – 5835  
Email: [Rebecca.Tuerk@tamuc.edu](mailto:Rebecca.Tuerk@tamuc.edu)

## **Scholastic Dishonesty**

Academic integrity is the cornerstone of the university. Any student, who attempts to gain an unfair advantage over other students by cheating, will fail the course and be reported to Texas A&M University-Commerce. “All students enrolled at the University shall follow the tenets of common decency and acceptable behavior conducive to a positive learning environment” Student Handbook.

## **Nondiscrimination Statement**

Texas A&M University-Commerce will comply in the classroom, and in online courses, with all Federal and state laws prohibiting discrimination and related retaliation on the basis of race, color, religion, sex, national origin, disability, age, genetic information, or veteran status. Further, an environment free from discrimination on the basis of sexual orientation, gender identity, or gender expression will be maintained.

## **Campus Concealed Carry**

Texas Senate Bill - 11 (Government Code 411.2031, et al.) authorizes the carrying of a concealed handgun in Texas A&M University-Commerce buildings only by persons who have been issued and are in possession of a Texas License to Carry a Handgun. Qualified law enforcement officers or those who are otherwise authorized to carry a concealed handgun in the State of Texas are also permitted to do so. Pursuant to Penal Code (PC) 46.035 and A&M-Commerce Rule 34.06.02.R1, license holders may not carry a concealed handgun in restricted locations. For a list of locations, please refer to (<http://www.tamuc.edu/aboutUs/policiesProceduresStandardsStatements/rulesProcedures/34SafetyOfEmployeesAndStudents/34.06.02.R1.pdf>) and/or consult your event organizer). Pursuant to PC 46.035, the open carrying of handguns is prohibited on all A&M-Commerce campuses. Report violations to the University Police Department at 903-886-5868 or 9-1-1.

## **Counseling Center**

The Counseling Center at A&M-Commerce, located in the Halladay Building, Room 203, offers counseling services, educational programming, and connection to community resources for students. Students have 24/7 access to the Counseling Center’s crisis assessment services by calling 903-886-5145. For more information regarding Counseling Center events and confidential services, please visit [www.tamuc.edu/counsel](http://www.tamuc.edu/counsel)

## **AI Use Policy**

Texas A&M University-Commerce acknowledges that there are legitimate uses of Artificial Intelligence, ChatBots, or other software that has the capacity to generate text, or suggest replacements for text beyond individual words, as determined by the instructor of the course. Any use of such software must be documented. Any undocumented use of such software constitutes an instance of academic dishonesty (plagiarism).

Individual instructors may disallow entirely the use of such software for individual assignments or for the entire course. Students should be aware of such requirements and follow their instructors' guidelines. If no instructions are provided, the student should assume that the use of such software is disallowed. In any case, students are fully responsible for the content of any assignment they submit, regardless of whether they used an AI, in any way. This specifically includes cases in which the AI plagiarized another text or misrepresented sources.

13.99.99.R0.03 Undergraduate Academic Dishonesty

13.99.99.R0.10 Graduate Student Academic Dishonesty

### Class Schedule

Class	Textbook Chapter	Topic
1	1	Introduction to the course, Introduction to Retirement Planning
2	1	Retirement Planning
3	2	Retirement Planning Accumulations and Distributions
4	3, 4	Qualified Pension Plans
5	---	<b>Exam #1</b>
6	5	Profit Sharing Plans
7	6	Stock Bonus Plans & Employee SOP
8	9	IRAs and SEPs
9	10	SIMPLE, 403(b), and 457 Plans
10	---	<b>Exam #2</b>
11	11	Social Security
12	12	Deferred Compensation and Nonqualified Plans
13	13	Employee Benefits: Fringe Benefits
14	14	Employee Benefits: Group Benefits
15	---	<b>Exam #3</b>

 The schedule is due to possible changes.

Good luck!