

**Retirement Design and Pricing Exam Syllabus  
Fall 2009  
Canada**

**Important Exam Information:**

<a href="#">Exam Date and Time</a>	A 15 minute read-through time will be given prior to the start of the exam.
<a href="#">Exam Registration</a>	Candidates may register online or with an application.
<a href="#">Study Note Order Form</a>	Study notes are part of the required syllabus and are not available electronically.
<a href="#">Introductory Study Note</a>	The Introductory Study Note has a complete listing of all study notes as well as errata and other important information.
<a href="#">Case Study</a>	This case study will also be provided with the examination. Candidates will not be allowed to bring their copy of the case study into the examination room
<a href="#">Past Exams</a>	Past Exams from 2000-present are available on SOA web site.
<a href="#">Updates</a>	Candidates should be sure to check the Updates page on the exam home page periodically for additional corrections or notices.

# Retirement Design and Pricing Exam Syllabus

## Fall 2009

### Canada

#### Syllabus for Retirement Design and Pricing, Canada Exam

The candidate should be very familiar with the Learning Objectives as described in the Basic Education Catalog. These Learning Objectives are the first ingredient in developing the syllabus and also guide the examination committee when writing questions. The Learning Objectives set out the cognitive level needed to pass this exam. You will notice that the candidates are expected to “analyze,” “explain,” “calculate,” “describe,” “apply,” etc. While studying the syllabus material, candidates may want to refer back to the Learning Objectives to remain focused on the goals of the exam.

Exam	Retirement DP
Instructional Objectives	
1. The candidate will be able to analyze different types of registered/qualified defined benefit and defined contribution plans, as well as retiree health plans.	
Learning Outcomes	
<p>The candidate will be able to:</p> <ul style="list-style-type: none"> <li>a) Describe the structure of the following plans: <ul style="list-style-type: none"> <li>▪ Fixed dollar and pay-related defined benefit plans</li> <li>▪ Hybrid plan designs such as, cash balance, pension equity, and floor offset plans, flexible pension plans, target benefit plans</li> <li>▪ Defined contribution plans including 401(k) plans and capital accumulation plans</li> <li>▪ Retiree Health Plans</li> </ul> </li> <li>b) Describe the process and apply the principles of conversions from one plan type to another</li> <li>c) Apply methods of the integration of government-provided benefits with retirement plan designs</li> <li>d) Given a plan type, explain the relevance and range of plan features including the following: <ul style="list-style-type: none"> <li>i) Plan eligibility requirements</li> <li>ii) Benefit eligibility requirements, accrual, vesting and phased retirement</li> <li>iii) Benefit / contribution formula</li> <li>iv) Payment options and associated adjustments to the amount of benefit</li> <li>v) Ancillary benefits</li> <li>vi) Benefit subsidies and their value, vested or non-vested</li> <li>vii) Participant investment options</li> <li>viii) Required and optional employee contributions</li> <li>ix) Phased retirement and DROP plans</li> </ul> </li> </ul>	

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Syllabus Resources
<ul style="list-style-type: none"><li>o Allen et al., <i>Retirement Plans, 401 (k)s IRAs, and Other Deferred Compensation Approaches</i>, 10<sup>th</sup> Edition, 2008, Ch. 3, DC v DB Plans, pp (49-50 only) and Ch. 21</li><li>o McGill et al., <i>Fundamentals of Private pensions</i>, 8<sup>th</sup> Edition, 2005, Ch. 11, Ch. 15 (pp 378-381 only), Ch. 19</li><li>o Morneau Sobeco, <i>Handbook of Canadian Pension &amp; Benefit Plans</i>, 14<sup>th</sup> Edition, 2008, Chapters 1, 2 and 12</li><li>o Yamamoto, <i>Fundamentals of Retiree Group Benefits</i>, 2006, Ch 4 (pp 57-68 and pp 90-115 only), Ch. 5 pp. 117-133 and 144-149</li><li>o Watson Wyatt, <i>Canadian Pensions and Retirement Income Planning</i>, 3<sup>rd</sup> edition, 2006, Ch.23, pp. 365-392</li><li>o R-D100-07: Multi-Employer Plans</li><li>o R-D101-07: Converting Pension Plans from DB to DC</li><li>o R-D102-07: Integration With Social Security</li><li>o R-D601-07: Canadian Pension Plan Design</li></ul>

Comment [A1]:

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Exam
Instructional Objectives
2. The candidate will be understand how the regulatory environment affects plan design and understand how to apply relevant restrictions.
Learning Outcomes
<p>The candidate will be able to, for the designated region:</p> <ul style="list-style-type: none"> <li>a) Explain and apply the regulatory limits placed on types of plans that can be offered</li> <li>b) Explain and apply restrictions on plan design features to a proposed plan design</li> <li>c) Explain and test for limits on plan designs and features that protect participant rights</li> <li>d) Test for plan design restrictions intended to control the use of tax incentives</li> <li>e) Calculate the limitations on payout options</li> <li>f) Explain and apply rules governing the conversion from one type of plan to another</li> </ul>
Syllabus Resources
<ul style="list-style-type: none"> <li>o McGill et al., <i>Fundamentals of Private Pensions</i>, 8<sup>th</sup> edition, Ch. 19</li> <li>o Morneau Sobeco, <i>Handbook of Canadian Pension &amp; Benefit Plans</i>, 14<sup>th</sup> edition, 2008, Chapters 2, 8, 9, 11, 12</li> <li>o Turner and Watanabe, <i>Pensions in Industrialized Countries</i>, 1995, Ch. 4 pp. 59-63 only</li> <li>o Watson Wyatt, <i>Canadian Pensions and Retirement Income Planning</i>, 3<sup>rd</sup> Edition, 2006, Chapters 1, 2, 5-12, 14-18, and 21-23</li> <li>o R-D600-09: Ontario Pension Benefits Act R.R.O 1990, Regulation 909 (Financial Services Commission of Ontario)</li> <li>o R-D606-07: OSFI Policy on Conversion – Guideline for Converting Plans from DB to DC</li> <li>o R-D610-09: Towers Perrin Summary of Minimum Standards for Phased Retirement Under Registered pension Plans</li> <li>o R-D611-09: Not Just a Phase, <i>Benefits Canada.com</i></li> <li>o R-D612-09: Ontario Pension Benefits Act, R.S.O.1990, Chapter P.8</li> <li>o R-D614-09: CSOP 3800, April 2009</li> </ul>

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Exam
Instructional Objectives
3. The candidate will be able to analyze plans designed for executives or the highly paid
Learning Outcomes
The candidate will be able to: a) Given a specific context, apply principles and features of executive deferred compensation retirement plans. b) Given a specific context, apply principles and features of supplemental retirement plans c) Integrate a plan for executives with the basic benefit plan
Syllabus Resources
<ul style="list-style-type: none"><li>o Allen et al., <i>Retirement Plans, 401 (k)s IRAs, and Other Deferred Compensation Approaches</i>, 10<sup>th</sup> Edition, 2008, Ch. 14, pp. 247–260</li><li>o Morneau Sobeco, <i>Handbook of Canadian Pension &amp; Benefit Plans</i>, 14<sup>th</sup> Edition, 2008, Ch. 11</li><li>o Watson Wyatt, <i>Canadian Pensions and Retirement Income Planning</i>, 3<sup>rd</sup> Edition, 2006, Ch 14 p.266 only , Ch. 15 pp.320–322 and Ch.16 pp. 332–334</li><li>o R-D103-07: Should Variable Pay Count Towards Benefits Calculations</li><li>o R-D602-07: Funding Supplementary Pension Plans, Marcel Theroux, Canadian Tax Foundation, 1996 Annual Conference, Tab 61</li><li>o R-D603-07: Securing Supplemental Retirement Arrangements</li><li>o R-D604-07: Creative Compensation Arrangements for Private Corporations, Marcel Theroux, Canadian Tax Foundation, 1998 Ontario Conf., Tab 10</li><li>o R-D616-09: Executive Compensation, Medland and Lexpert</li></ul>

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Exam
Instructional Objectives
4. The candidate will understand alternative plan types that occur internationally
Learning Outcomes
The candidate will be able to: a) Compare different plan types and features b) Give examples of the structure of different plan types c) Give examples of plans that could work for multinational companies and their employees including third country nationals and expatriates
Syllabus Resources
<ul style="list-style-type: none"><li>o Turner and Watanabe, <i>Pensions in Industrialized Countries</i>, 1995, Chapters 2 and 7</li><li>o R-D104-07: The Globalization of Employee Benefits</li><li>o R-D105-07: Labor Market Plans</li><li>o R-D106-07: Termination Indemnities</li><li>o R-D107-07: The European Pensions and Benefits Environment: A Complex Ecology, p. 37-50 only</li><li>o R-D108-07: Pension Challenges and Pension Reforms in OECD Countries</li></ul>

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Instructional Objectives
5. The candidate will be able to apply/synthesize the various methods used to value a pension plan or retiree health plan for the purposes of the valuation.
Learning Outcomes
<p>The candidate will be able to:</p> <p>a) Differentiate between the various purposes for valuing pension plans:</p> <ul style="list-style-type: none"> <li>i) Budgeting</li> <li>ii) Funding</li> <li>iii) Accounting</li> <li>iv) Solvency</li> <li>v) Termination/wind-up</li> <li>vi) Economic value</li> </ul> <p>b) Perform periodic valuations of ongoing plans, calculating normal cost and actuarial liability, using the variety of cost methods for budgeting, funding, accounting and measuring economic value.</p> <p>c) Analyze and communicate the pattern of cost recognition that arises under a variety of funding and asset valuation methods.</p> <p>d) Perform valuations for special purposes, including:</p> <ul style="list-style-type: none"> <li>i) Plan termination/windup</li> <li>ii) Solvency valuations</li> <li>iii) Open group valuations</li> </ul> <p>e) Assess the impact of using various cost methods in a given context.</p>
Syllabus Resources
<ul style="list-style-type: none"> <li>o Anderson, <i>Pension Mathematics for Actuaries</i>, Third Edition, 2006, Ch. 1-4, 6, 7</li> <li>o Morneau Sobeco, <i>Handbook of Canadian Pension &amp; Benefit Plans</i>, 14<sup>th</sup> Edition, 2008, Ch. 5</li> <li>o Yamamoto, <i>Fundamentals of Retiree Group Benefits</i>, 2006, Ch. 9 pp 287-294 only</li> <li>o Watson Wyatt, <i>Canadian Pensions and Retirement Income Planning</i>, 3<sup>rd</sup> Edition, 2006, Ch. 13</li> <li>o R-D109-07: Financial Economics and Canadian Pension Valuation, September 2006 paper by CIA Task Force on Financial Economics</li> <li>o R-D110-07: <i>Pensions in the Public Sector</i>, Mitchell &amp; Hustead, Ch. 3 pp 56-61 only</li> <li>o R-D127-09: ASOP #6 Measuring Retiree Group Benefit Obligations</li> </ul>

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- R-D600-09: Ontario Pension Benefits Act R.R.O 1990, Regulation 909 (Financial Services Commission of Ontario)
- R-D607-07 Pension Surplus and Deficit Funding: Funding of Multi-Employer Plans
- R-D612-09: Ontario Pension Benefits Act R.S.O. 1990, Chapter P.8
- R-D613-09: CSOP 1000-1800, February 2009
- R-D614-09: CSOP 3000-3800, April 2009
- R-D615-09: CSOP 6000-6600, April 2009
- CIA Education Note: Guidance on Asset Valuation Methods, November 2007  
<http://www.actuaries.ca/members/publications/2007/207102e.pdf>
- Pension Forum 9/2002 on asset method Ch. 1,3,4,5 <http://www.soa.org/library/newsletters/pension-forum/2002/september/pfn0209.pdf>
- 8/2001 Pension Forum, "Dynamic Pension Plan Valuation <http://www.soa.org/library/newsletters/pension-forum/2001/august/pfn0108.pdf>



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Exam
Instructional Objectives
6. The candidate will be able to analyze/synthesize the factors that go into selection of actuarial assumptions.
Learning Outcomes
<p>Given a context and/or data, the candidate will be able to:</p> <ul style="list-style-type: none"> <li>a) Evaluate actual experience, including comparisons to assumptions</li> <li>b) Adjust current assumptions, given past experience and trends</li> <li>c) Evaluate appropriateness of current assumptions given the purpose.</li> <li>d) Describe and explain the differences between a traditional and a financial economics perspective on the selection of assumptions</li> <li>e) Evaluate the appropriateness of actuarial assumptions using both a traditional and a financial economics perspective</li> <li>f) Describe and apply the building of economic assumptions</li> <li>g) Assess and explain the effect that the assumptions selected had on valuation results.</li> <li>h) Recommend appropriate assumptions for a particular type of valuation (e.g., ongoing, termination, etc.) and defend the selection.</li> <li>i) Select demographic and economics assumptions appropriate for a sensitivity analysis</li> <li>j) Select demographic and economic assumptions appropriate for a projection valuation designed for a given goal</li> </ul>
Syllabus Resources
<ul style="list-style-type: none"> <li>o Yamamoto, <i>Fundamentals of Retiree Group Benefits</i>, 2006, Ch 9 (pp 256-278 only)</li> <li>o R-D109-07: Financial Economics and Canadian Pension Valuation, CIA Task Force on Financial Economics</li> <li>o R-D111-07: Creating a Corporate Bond Spot Yield Curve for Pension Discounting – U.S. Treasury White Paper</li> <li>o R-D112-07: Selection of Actuarial Assumptions, pp.1-44 only</li> <li>o R-D113-07: Mortality Tables for Pension Plans</li> <li>o R-D114-07: An Introduction to Duration for Pension Actuaries</li> <li>o R-D115-07: Reinventing Pension Actuarial Science with discussion</li> <li>o R-D116-07: Selection of Valuation Interest Rates for Funding Valuations of Pension Plans</li> <li>o R-D117-07: Pension Projections</li> </ul>

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- R-D125-09: ASOP #35 Selection of Demographic and other Noneconomic Assumptions for Measuring Pension Obligations
- R-D126-09: ASOP #27 Selection of Economic Assumptions for Measuring Pension Obligations
- R-D127-09: ASOP #6 Measuring Retiree Group Benefit Obligations
- R-D129-09: How the Liability Benchmark is Developed and used in Practice
- R-D607-07: Pension Surplus and Deficit Funding: Funding of Multi-Employer Plans
- R-D608-09: CICA 3461 paragraphs .047 to .065, (Q&A 36-58 for background only)
- R-D609-07: Pension Funding Exercises (background only)
- R-D613-09: CSOP 1000-1800, February 2009
- R-D614-09: CSOP 3000-3800, April 2009
- R-D615-09: CSOP 6000-6600, April 2009
- *The Actuary*, 1988 Differences in Actuarial Assumptions by Berin , <http://www.soa.org/library/newsletters/the-actuary/1988/january/act8801.pdf>
- “A Practical Approach to Gains Analysis Revisited” by Andrew Smith, *Pension Section News*, Sept. 93, <http://www.soa.org/library/newsletters/pension-section-news/1993/september/psn9309.pdf>
- “A Practical Approach to Gains Analysis” by Josiah Lynch – *TSA Vol 27* pp.423-439, <http://www.soa.org/library/research/transactions-of-society-of-actuaries/1975/january/tsa75v2717.pdf>
- Jan 05 Pension Forum – entire, <http://www.soa.org/library/newsletters/the-pension-forum/2005/january/pfn0501.pdf>
- Current Trends in Demographic Assumptions – Session 63 PD, San Francisco Spring Meeting <http://www.soa.org/library/proceedings/record-of-the-society-of-actuaries/2000-09/2002/january/rsa02v28n263pd.pdf>
- Selection of Economic Assumptions for Funding and Accounting Valuations, *RSA Vol 20 #3a*, 1994 <http://www.soa.org/library/proceedings/record-of-the-society-of-actuaries/1990-99/1994/january/RSA94V20N3A17.PDF>
- 8/2001 Pension Forum, “A Look at Dynamic Pension Plan Valuation, 71-82 <http://www.soa.org/library/newsletters/pension-forum/2001/august/pfn0108.pdf>
- CIA Education Note –Assumptions for hypothetical Wind-Up and Solvency Valuations with Effective Dates Between December 31, 2008 and December 30, 2009 <http://www.actuaries.ca/members/publications/2009/209035e.pdf>
- SOA Long Term Healthcare Trends Resource Model, Practical Issues for Actuaries, <http://www.soa.org/files/pdf/research-soa-health-model.pdf>
- Modeling Long Term Healthcare Cost Trends, Getzen, Background only <http://www.soa.org/files/pdf/research-getzen-health-cost.pdf>
- CIA Education Note on Selection of Mortality Assumptions for Pension Plan Actuarial Valuations, March 2008 <http://www.actuaries.ca/members/publications/2008/208014e.pdf>

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Exam
Instructional Objectives
7. The candidate will be able to analyze data for quality and appropriateness.
Learning Outcomes
Given a context, the candidate will be able to: a) Assess data quality b) Identify data needed c) Make appropriate assumptions where data cannot be provided
Syllabus Resources
<ul style="list-style-type: none"><li>o R-D130-09: ASOP 23 – Data Quality</li><li>o R-D613-09: CSOP 1000-1800, February 2009</li></ul>

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Exam
Instructional Objectives
8. The candidate will be able to evaluate the actuarial considerations in plan options and administration.
Learning Outcomes
The candidate will be able to: a) Assess the gain/loss from options offered, including: <ul style="list-style-type: none"><li>▪ Phased retirement</li><li>▪ Postponed retirement</li><li>▪ Early retirement</li><li>▪ Option factors</li><li>▪ DROPs</li></ul> b) Assess the impact of applicable regulation, including: <ul style="list-style-type: none"><li>▪ Commuted value standard</li></ul>
Syllabus Resources
<ul style="list-style-type: none"><li>○ R-D119-07 Actuarial Equivalent Benefits</li><li>○ R-D614-09: CSOP 3800, April 2009</li><li>○ Forman and Scahill, "Issues for Implementing Phased Retirement in Defined Benefit Plans," <i>North American Actuarial Journal</i>, July 1, 2003 <a href="http://www.soa.org/library/journals/north-american-actuarial-journal/2003/july/naaj0307_6.pdf">http://www.soa.org/library/journals/north-american-actuarial-journal/2003/july/naaj0307_6.pdf</a></li></ul>

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Exam
Instructional Objectives
9. The candidate will be able to understand principles and rationale behind regulation. Material on U.S. and Canada
Learning Outcomes
The candidate will be able to: a) Describe the principles and motivations behind tax policy b) Describe the principles and motivations behind legislated restrictions c) Describe sources and framework of government regulation
Syllabus Resources
<ul style="list-style-type: none"><li>o Morneau Sobeco, <i>Handbook of Canadian Pension &amp; Benefit Plans</i>, 14<sup>th</sup> edition, 2008, Ch. 8 pp 177-183.</li><li>o Turner and Watanabe, <i>Private Pension Policies in Industrialized Countries</i>, 1995, Ch. 4</li></ul>

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Instructional Objectives
10. The candidate will be able to analyze the relationship of plan investments with plan design and valuations.
Learning Outcomes
<p>In a given context, the candidate will be able to:</p> <p>a) Evaluate the interaction of plan investments and:</p> <ul style="list-style-type: none"> <li>▪ Plan design,</li> <li>▪ Plan funding,</li> <li>▪ Valuation assumptions, and</li> <li>▪ Valuation methods.</li> </ul> <p>b) Solve for a measure of investment performance relevant to a given benchmark</p> <p>c) Given a context, describe and compare the structure of appropriate investment vehicles</p>
Syllabus Resources
<ul style="list-style-type: none"> <li>○ Allen et al., <i>Retirement Plans: 401(k)s, IRAs, and Other Deferred Compensation Approaches</i>, 10th Edition, 2008, Ch. 24</li> <li>○ Morneau Sobeco, <i>Handbook of Canadian Pension &amp; Benefit Plans</i>, 14<sup>th</sup> Edition, 2008, Ch. 6</li> <li>○ R-D120-07: Asset/Liability Modeling and Asset Allocation for Pension Plans (Wendt)</li> <li>○ R-D123-07: Maginn and Tuttle, <i>Managing Investment Portfolios</i>, Third Edition Chapter 12</li> <li>○ R-D124-07: Introduction and Overview of Retirement Plan Investments</li> <li>○ R-D129-09: How the Liability Benchmark is Developed and Used in Practice</li> <li>○ R-D131-09: Plan Sponsor Guide to Liability-Driven Investing Investment Strategies</li> <li>○ R-D132-09: Top 10 Myths About Liability-Driven Investing</li> <li>○ R-D133-09: Maginn and Tuttle, <i>Managing Investment Portfolios</i>, Third Edition, Chapter 8, Section 6 only</li> </ul>

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Instructional Objectives
11. The candidate will be able to apply standards of practice and the guides to professional conduct.
Learning Outcomes
In general or in a given context, the candidate will be able to: a) Explain and apply the Guides to Professional Conduct b) Explain and apply the relevant qualification standards c) Demonstrate knowledge of requirements regarding the actuary's responsibilities to the participants, plan sponsors, etc. d) Explain and apply all of the applicable standards of practice related to valuing retirement obligations. e) Recognize situations and actions that violate or compromise Standards or the Guides to Professional Conduct. f) Recommend a course of action to repair a violation of the Standards or the Guides to Professional Conduct.
Syllabus Resources
<ul style="list-style-type: none"><li>o CIA Rules of Professional Conduct <a href="http://www.actuaries.ca/members/publications/2006/206091e.pdf">http://www.actuaries.ca/members/publications/2006/206091e.pdf</a></li><li>o SOA Guides to Professional Conduct <a href="http://www.soa.org/about/membership/about-code-of-professional-conduct.aspx">http://www.soa.org/about/membership/about-code-of-professional-conduct.aspx</a></li><li>o CIA Qualification Standards <a href="http://www.actuaries.ca/membership/enrollment_e.cfm">http://www.actuaries.ca/membership/enrollment_e.cfm</a></li><li>o SOA Qualification Standards <a href="http://www.soa.org/about/membership/about-req-admission.aspx">http://www.soa.org/about/membership/about-req-admission.aspx</a></li><li>o R-D125-09: ASOP #35 Selection of Demographic and Other Noneconomic Assumptions for Measuring Pension Obligations</li><li>o R-D126-09: ASOP #27 Selection of Economic Assumptions for Measuring Pension Obligations</li><li>o R-D127-09: ASOP #6 Measuring Retiree Group Benefit Obligations</li><li>o R-D130-09:ASOP #23 Data Quality</li><li>o R-D134-09: ASOP #2 Recommendations for Actuarial Communicates Relating to Statements of Financial Accounting Standards Nos. 87 and 88</li><li>o R-D135-09: ASOP#4 Measuring Pension Obligations</li><li>o R-D613-09: CSOP 1000-1800, February 2009</li><li>o R-D614-09: CSOP 3000-3800, April 2009</li></ul>