**Question 1**

The social security provides a standard of benefits that have to be provided to the employees after their retirement to live a comfortable life (Marmor & Mashaw, 2017). These benefits may include the pension plans, medical insurances, old-age coverage, etc.

**Question 2**

FICA comprises of two modules which integrates SS with the Medicare insurance tax. The present social security tax rate suggests that the company shall to pay almost six percent and the laborer needs to pay it (Cross, 2018).

In the event that the representative is independently used, there are in charge of paying everything of FICA charge each year. ERISA was upheld in 1974 which set benchmarks for legitimately settled preferences and thriving hopes to offer securities to the general population who have these plans. The plans that the individual have are responsible for giving blueprint data about the approach highlights, gives guardian commitments who direct and control the game-plan resources, set up sales, complaints and immaculate to sue. Between these three laws, the exercises are set up to ensure and help the all inclusive community going in retirement.

**Question 3**

For Green Branch Coffee, a standard retirement plan may include the percentage of pension as per their salary rates and their designations. Other than that, the company may also offer them bonus on exemplary services at the time of retirement along with the healthcare and insurance plans as well.

**References**

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