



## Helping trustees make sound fiduciary decisions

As a trustee of a multiemployer retirement and health plan, you're required to make decisions on a range of issues impacting the quality of life of hundreds or thousands of participants and their families. As a fiduciary, you must evaluate the capabilities of investment managers, doctors and hospitals, administrators, and recordkeepers—while at the same time navigating highly complex compliance requirements.

Since 1947, Milliman has provided independent and impartial advice to trustees of hundreds of multiemployer benefits plans—helping them make prudent fiduciary decisions.

We use models, visual tools, and relevant examples of real-world scenarios to clearly demonstrate how current decisions affect outcomes. Our proprietary databases of standards and industry best practices enable our clients to document the process driving each decision.



## Clarity, experience, and insight minimize stress and uncertainty

Milliman offers consulting and actuarial support to pension and health plans. We also provide defined contribution recordkeeping for 401(a) supplemental pension and profit-sharing plans and 401(k) plans. Our services include:

- **Plan design analysis** tailored to your specific needs
- **Proactive communications** identify potential funding problems early based on projected results, rather than waiting until bad results occur
- **Innovative solutions**, including our creative approaches to helping clients navigate the yellow and red zones of the Pension Protection Act of 2006 funding improvement and rehabilitation plans
- **Strategic plan consulting**, including ACA expertise for compliance, plan design, and advice on the financial implications and opportunities of the Patient Protection and Affordable Care Act of 2010 (PPACA)
- **Regulatory alerts** inform trustees about potential regulatory changes and the effect these may have on their plans
- **No liability surprises** thanks to our experience in preparing estimates and/or assessments of unfunded vested benefit liabilities and withdrawal liabilities
- **Administrative assistance** serving plan administrators, legal counsel, and trustees
- **Fee and revenue transparency** based on our knowledge of revenue sharing, fee disclosure issues, and commitment to clarity
- **Comprehensive reporting** helps you understand and evaluate participant utilization of member-directed plans
- **Participant education** increases use of benefits through ongoing customized communications and educational meetings
- **Customized technology** provides web-based and mobile access to participants' personal accounts
- **Benefit Service Center** offers full-service phone-based access for member support



# A close-up look at solutions for multiemployer benefits programs

Today, as actuaries and consultants, we frequently work with clients to address the issues raised by shifting demographics, increasing regulatory demands, and steadily rising costs. We offer objective advice, innovative tools, and tailored solutions that allow your program to reduce operating costs and volatility, streamline plan administration, and effectively manage benefit costs and risks.

## Pension plans

An accurate actuarial valuation is the cornerstone for financial planning. But the real value is added by our consultants' ability to communicate results that trustees and other professionals serving the trust can act on.

We complement our valuation and actuarial certification services with custom projection models. Trustees can use these models to examine the impact of potential future economic and financial events on their plan's funded status, benefits, and required contributions. Our models incorporate a broad array of economic, financial, and demographic assumptions. They also enable trustees to examine the interplay of actuarial assumptions, asset allocation, and benefit design. These enhancements yield critical insights as trustees maintain a plan's green zone status—as well as improving funding or rehabilitating a plan.

We also advise on participant communications, compliance requirements, and administrative support. Trustees and other plan professionals are fully aware of the importance of clear and easy-to-understand participant communications such as summary plan descriptions and benefit election forms. Our benefit communications teams customize all of your program's forms and educational materials to your specifications.

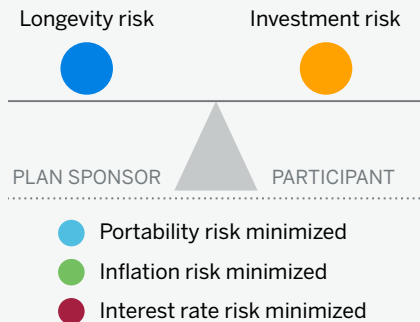


## Milliman Sustainable Income Plan

Today, trustees are looking for a better plan design that stays fully funded in all markets, minimizes withdrawal liability, stabilizes employer contributions, and provides stable benefits to retirees. The Milliman Sustainable Income Plan™ (SIP) is an improvement on the Variable Annuity Plan that accrues benefits like a DB plan. Over time, benefits move up and down based on investment returns keeping liabilities and assets in balance. With the SIP, a “stabilization reserve” harvests excess returns in good years to shore up any declines in the bad ones, offering optimum protection for plan sponsors and participants.

### Plan Design Innovation

The 2000s demonstrated the systemic weaknesses of our current pension system. In an effort to help our trustees respond in meaningful ways, Milliman developed a solution that retains lifelong income, adds inflation protection, and provides employers the security of stable contributions.



The Milliman Sustainable Income Plan minimizes risks as possible and equitably allocates remaining risk.

## Health plans

Our goal is to help you achieve the greatest value from your health and welfare benefits programs by employing our expertise in plan design, plan implementation, and compliance assistance with federal and state mandates.

We identify your strategic goals and develop multi-year strategic plans that fit your benefits philosophy. We offer innovative solutions from designing and managing complex plans to renewals and rate negotiations with plan vendors. Our professional leadership in the industry is backed by the strength of our actuarial models.

Milliman’s proprietary analytical tools provide rate projections as well as health-cost benchmarking of discounts, utilization, and cost competitiveness. We also perform health-cost risk analyses for self-funded plans, including optimization of stop-loss insurance, IBNR reserve analyses, and actuarial certifications.

Our consultants can help you secure a more cost-effective provider network, TPA, PBM vendor, or EAP. We also provide wellness solutions, including the establishment of on-site medical centers. By coordinating the request for proposal process from start to finish, we lessen your administrative burden and present recommendations that help you to make the most appropriate decisions based on objective criteria. Our negotiations with prospective vendors give you the best terms and conditions.



## Defined contribution plans

Objectivity is one of the key reasons why Milliman consistently ranks as a best-in-class recordkeeper. Our investment platform is free of bias: You can work with your investment consultant to select investments for each asset category that best fits your members' needs. There are no provider fund requirements. And, because fees are independent from the investment selection, trustees can manage plan expenses more effectively, providing more return to the plan and its participants.

Milliman has no assets under management, thereby avoiding any conflicts of interest. Costs are based on the number of plan participants and plan complexity, not on assets held in the plan. This results in a flat cost curve as plan assets grow.

Our platform's open architecture offers complete independence and freedom to choose from a full universe of investment options. These include mutual funds, separate accounts, and collective trust funds, as well as innovative solutions such as custom target-date and risk-based model allocations.

## Research and communications

Shared knowledge capital is an exclusive benefit we make available to our clients. Our Employee Benefits Research Group (EBRG) in Washington, D.C., an eclectic mix of seasoned employee benefit professionals, closely monitors and analyzes legislative and regulatory activities and how these impact all aspects of retirement and health plans. This ongoing research is incorporated in our recommendations to clients and ensures that projections for your program are based on the most current and accurate information. EBRG also publishes a regular newsletter, *Benefits Perspectives*, as well as Client Action Bulletins, Multiemployer Reviews, and Multiemployer Alerts that discuss late-breaking and critical issues. We also offer customized communication and education programs for all types of multiemployer plans. Our multi-media approach, which can include printed and online materials, call center support, and in-person meetings, helps plan participants better understand and appreciate their overall benefits package.



# Objectivity is the Milliman advantage

We are an independent, privately held company that provides services to hundreds of multiemployer plans. We don't sell insurance or mutual fund products or rely on standardized formulas or solutions. We provide tailored advice based on a deep understanding of each client's organizational history, strategy, and unique needs.

Milliman is a founding member of the International Foundation of Employee Benefit Plans. In every engagement, we guide our clients to an optimal benefits solution that is cost effective and compliant.

We succeed because of the exceptional talent and experience of our professional team. They are the hallmark of our business model. To underscore our commitment: We field one of the highest percentages of credentialed employees who are members of professional organizations, and we support our multiemployer clients with consulting offices throughout the United States and key locations worldwide.

## Our strengths

### **INTEGRITY**

We provide independent advice rendered on a fee-for-service basis that meets our clients' objectives. We are committed to the highest standards of excellence.

### **PEOPLE**

We take pride in our long history of dedication and commitment to the consulting, actuarial, and recordkeeping profession—evidenced in well-trained, technically proficient consultants and staff. Those of us who communicate directly with clients are also responsible for the technical accuracy of our work.

### **VERSATILITY**

Our experience with all plan types is of particular value to clients. Our size, personnel, and resources allow us to meet the consulting requirements of the most complex plans in the country.





Milliman is among the world's largest providers of actuarial and related products and services. The firm has consulting practices in life insurance and financial services, property & casualty insurance, healthcare, and employee benefits. Founded in 1947, Milliman is an independent firm with offices in major cities around the globe.

[milliman.com](http://milliman.com)

**CONTACT**

For more information about how we can serve you, contact your nearest Milliman consultant.