



Helping trustees make sound fiduciary decisions

Trustees of multiemployer retirement and/or health plans are required to make decisions on a range of issues that impact the quality of life of hundreds or thousands of participants and their families. As fiduciaries, they must evaluate the capabilities of investment managers, doctors and hospitals, administrators, and recordkeepers—all while navigating highly complex compliance requirements.

Since 1947, Milliman has provided independent and impartial advice to trustees of hundreds of multiemployer benefits plans so they can make prudent fiduciary decisions. We use models, visual tools, and relevant examples of real-world scenarios to clearly demonstrate how current decisions affect future outcomes.

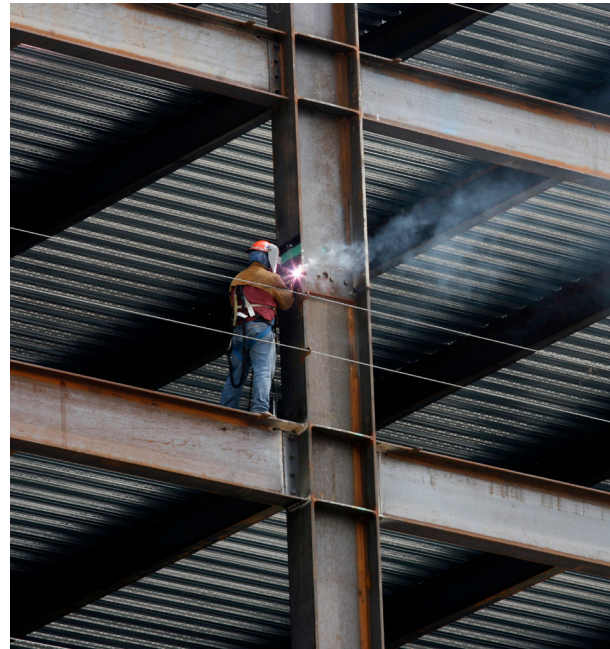


Clarity, experience, and insight to mitigate stress and uncertainty

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 trustees' specific needs
- **Proactive communications** to identify potential funding problems early based on projected results, rather than waiting until bad results occur
- **Innovative solutions**, such as creative approaches in how to navigate the yellow and red zones, which can include the development of funding improvement and rehabilitation plans, among others
- **Strategic health plan consulting**, including expertise for compliance, plan design, and advice on financial implications and opportunities of legislation that impact health plan sponsors
- **Regulatory alerts** that inform trustees about potential regulatory changes and the effect these may have on their plans
- **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** to help trustees understand and evaluate participant utilization of member-directed plans
- **Participant education** to increase awareness of benefits and how to maximize them through ongoing customized communications and educational meetings
- **Customized technology** to provide web-based and mobile access to participants' personal accounts
- **Benefit Service Center** that offers full-service, phone-based access for member support



A close-up look at solutions for multiemployer benefits programs

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 trustees' programs 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. However, the real value is added by our consultants' ability to communicate results that trustees and other plan professionals 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—while also 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 announcements about benefit changes. Our benefit communications teams customize a program's educational materials to a client's specifications.



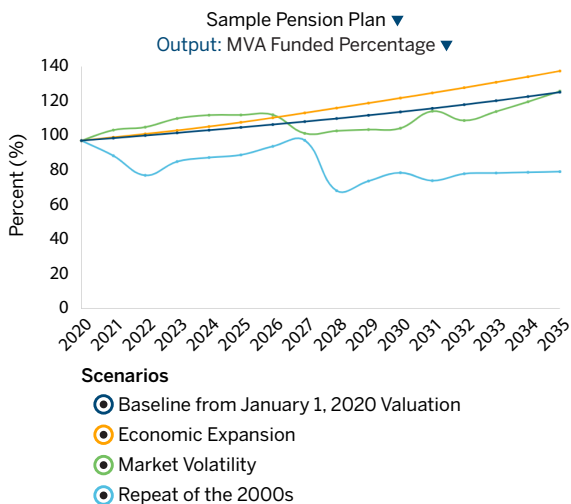
Milliman OPTIC

Milliman's Online Projection Tool and Information Center (Milliman OPTIC™) offers valuable insight into the future. It helps trustees understand the potential impacts of decisions they make today in the face of many variables, a challenging investment climate, and extended time horizons.

Accessible through a secure web interface, OPTIC is an interactive online modeling tool that projects the assets and liabilities of a retirement plan into the future. The results provide key insights into a plan's funded status, zone status, withdrawal liability, and risk metrics.

Projections can be customized to model different scenarios for investment returns, covered hours, and contribution levels. Scenarios can be created, modified, and saved by trustees, and can be printed or shared with others electronically.

By gaining a greater understanding of the answers to "what if" questions, trustees are better positioned to fulfill their fiduciary responsibilities to the plan.



Plan design innovation and the Milliman Sustainable Income Plan

Milliman has been at the forefront of the multiemployer plan design discussion by working with trustees to achieve their retirement program goals. Today, many trustees are looking for a plan design that increases fairness across generations of members, stays fully funded in all markets, stabilizes contribution requirements, and provides more security to retirees throughout retirement.

One plan design, the Variable Annuity Plan, has been around for decades and has accomplished many of these goals. However, benefits under this design are highly volatile—they can go up and down substantially in retirement—which creates a bumpy ride for retirees. The Milliman Sustainable Income Plan® (SIP) improves on the Variable Annuity Plan by ensuring that bargained contributions for a specific year actually pay for the benefits earned in that year, regardless of future investment returns, while also protecting retirees from benefit reductions. Over time, the SIP results in a plan that provides lifelong income with contribution stability and intergenerational equity, combining the best features of defined benefit and defined contribution plans. The SIP maximizes both the amount and security of retirement benefits based on the plan's actual returns, thereby ensuring SIP benefits will never get underfunded due to investment returns.

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: Trustees can work with their investment consultants to select investments from our open architecture platform that best fit members' needs. There are no provider fund requirements, nor are there any efforts to pressure members to rollover their assets to more expensive retail products in IRAs and brokerages. 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 type of structure results in a flat cost curve as plan assets grow.

Milliman's approach to client service is unmatched with dedicated multiemployer service teams and seasoned front-line consultants. Our exceptional client service and member support efforts have earned Milliman more than 250 best-in-class awards from PLANSPONSOR magazine over the last several years.



Health plans

Milliman's goal is to assist trustees in achieving the greatest value from their health and welfare benefits programs. We support this effort by employing our expertise in strategy, plan design, plan implementation, and compliance assistance with federal and state mandates.

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

Milliman's best-in-class proprietary analytical tools supplement rate projections, benchmarking of discounts, utilization, and cost competitiveness of benefit providers.

Our consultants can guide trustees in assessing the quality of provider networks, pharmacy benefit managers, onsite medical centers, and other benefit service providers. By coordinating the Request for Proposal process from start to finish, we lessen the administrative burden and present recommendations that support appropriate decision-making based on objective criteria. Our negotiations with prospective vendors give trustees the best terms and conditions.

Research and communications

Our Employee Benefits Research Group (EBRG) in Washington, D.C. closely monitors and analyzes legislative and regulatory activities and communicates how they impact all aspects of retirement and health plans. This ongoing research is incorporated into our recommendations to clients and ensures that projections for their programs 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.

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.



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 teams. 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.



For more than seven decades, we have combined technical expertise with business acumen to create innovative solutions for our clients.

Today, we are helping organizations take on some of the world's most critical and complex issues, including retirement funding and healthcare financing, risk management and regulatory compliance, data analytics, and business transformation.

[milliman.com](https://www.milliman.com)

CONTACT

For more information about how we can serve you, visit [milliman.com/multiemployer](https://www.milliman.com/multiemployer) and contact your nearest Milliman consultant.