

MELLON'S HR&IS 2004 SURVEY OF CASH BALANCE PLANS

Mellon's HR&IS has completed a survey of 150 cash balance plans. A report presenting the highlights is now available. The full report will be available in June. The survey examines plan design, expected costs, and communications aspects of cash balance plans. Important findings relating to conversions to cash balance plans include –

- Employer costs usually remain the same or increase
- Valuable transition benefits are normally provided
- Benefit distribution favors lower-paid workers.

The following is a link to our press release.

<http://www.mellon.com/hris/news/pr051904.html>

The following is a link to the Report Highlights.

http://www.mellon.com/hris/pdf/cash_balance_report_highlights.pdf