

Multiemployer Plans

Building Consensus

Growing Importance

Multiemployer plans continue to play an important role in providing retirement security in many industries. Indeed, when considered as a percentage of the total number of defined benefit (DB) plans in force today, Figure One shows the percentage of growth over the last several years.

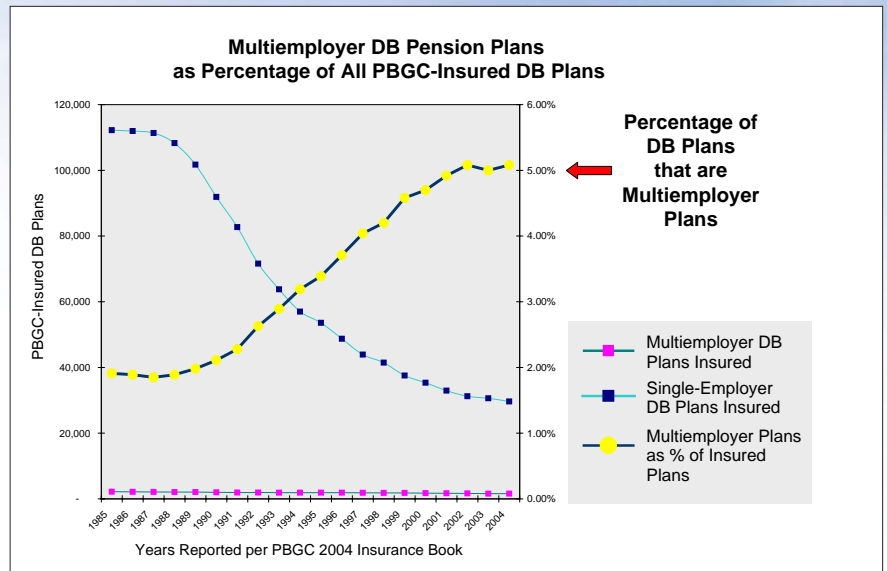


Figure One

Likewise, Figure Two illustrates how the number of active participants in multiemployer plans as a percentage of all active DB plan participants has also grown steadily since 1994.

At Buck, we work closely with multiemployer plans' joint boards of trustees to assist in designing benefit structures and managing liabilities to provide benefits as cost-effectively as possible.

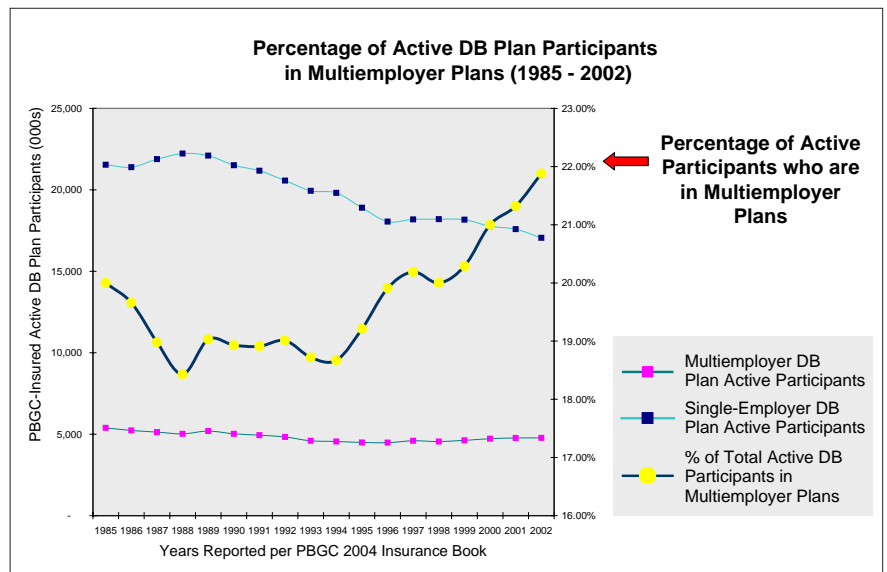


Figure Two

We have a long history of working with all kinds of multiemployer plans — pension plans, welfare plans, savings plans — in a wide variety of industries across the nation.

Our work with some of the largest funds in the country has given us an insight regarding the unique nature of these programs that allows workers to move from employer to employer. Our impartial advice to both management's and labor's concerns reflects our clear understanding of their issues and our desire to develop consensus-building solutions.

We work closely with trustees, fund administrators, counsel, and fund professionals to understand the overall objectives, possibilities, and constraints of each fund and the prospects unique to each industry. This allows us to model a fund's current financial status as well as project the impact of future events on achieving those objectives.

We pride ourselves on our proactive approach and our responsiveness. We bring a sense of urgency to every project and assignment and understand the political realities of operating in the labor-management environment.

We offer:

- Actuarial and consulting services
- Strategic plan design and cost forecasting
- Budgeting tools
- Benefit communications on a plan-wide or individualized basis
- Administrative consulting
- Regulatory compliance consulting
- Coordination with governmental benefits programs (e.g., Medicare Part D, Social Security)
- Consulting on proposed plan mergers and spin-offs

For **Retirement Plans**, we also offer:

- Withdrawal liability determination and related consulting

For **Health and Welfare Plans**:

- Provider selection
- Network analysis
- Cost-management expertise
- Development of funding and COBRA rates
- Pricing new benefits
- Medicare Part D actuarial attestations
- Claim and eligibility audits

Technology: Participants in multiemployer funds today are technologically sophisticated and often have access to home computers and interactive kiosks at their workplaces. We are available to assist with relevant software programming so participants can have access to forecasting tools to help plan for retirement by estimating what their benefits might provide under their various pension and savings plan options, and Social Security too.

Administration and Compliance: In today's complicated and evolving regulatory environment, trustees want to be sure that their plans are run efficiently while they comply with all aspects of the law and deliver the promised benefits to participants in a cost-effective manner. Our compliance-auditing services provide trustees with that security.

Postretirement Obligations: New accounting requirements now mandate that joint boards of trustees disclose on financial statements the liabilities associated with promised retiree health benefits. We are available to calculate the liabilities that must be disclosed and to assist trustees with relevant actuarial and consulting services concerning plan design. In addition, we can establish a funding schedule that will help to ensure that these obligations are met when due.

Visibility: We have representatives in the regulatory arena and our consultants are members of the committees of the Society of Actuaries and the American Academy of Actuaries that establish actuarial guidelines and principles relevant to multiemployer plans.

Please email us at retirement@buckconsultants.com for more information.