



Milliman
Multiemployer Services



Our services

Milliman provides independent and impartial consulting advice to trustees who are responsible for making fiduciary decisions regarding the multiemployer plans they sponsor. We bring clarity, experience, and insight by using models, visual tools, and relevant examples of real-world scenarios that clearly demonstrate how current decisions affect the future funding of plans and minimize the stress and uncertainty of those decisions.

We offer consulting and actuarial support to pension and health plans, as well as defined contribution recordkeeping for 401(a) pension and profit-sharing plans and 401(k) plans. Our services include the following:

- Plan design analysis tailored to the specific needs of each client
- Communicating potential funding problems early, based on projected results, rather than waiting until bad results occur
- Providing creative ideas and solutions for trustees, particularly in navigating the yellow and red zones of the Pension Protection Act of 2006 (PPA) funding improvement and rehabilitation plans
- Responding to the challenges of the Patient Protection and Affordable Care Act of 2010 (PPACA), including short-term compliance, strategic plan design, and understanding the financial implications and opportunities
- Providing proactive communications that keep trustees informed about potential regulatory changes and the effect these may have on their plans
- Assistance in matters related to unfunded vested benefit liability and withdrawal liability estimates or assessments
- Assistance to plan administrators, legal counsel, and trustees in administering plans
- Providing clarity and knowledge on revenue sharing and fee disclosure issues
- Comprehensive reporting on participant utilization of member-directed plans
- Education of participants about their benefits through customized communications and educational meetings, including web-based applications

Our expertise

Milliman can help you address shifting demographics, increasing regulatory demands, and steadily rising costs. We offer objective advice, innovative tools, and tailored solutions that allow you to reduce costs and volatility, streamline plan administration, and effectively manage benefit costs and risks.

PENSION PLANS The actuarial valuation is the cornerstone for financial planning. More and more, actuarial valuations are considered a commodity. The real value is added by Milliman consultants' ability to communicate results that can be understood by the trustees and other professionals serving the trust.

Our normal valuation and actuarial certification services are complemented with the use of customized projection models. Now, trustees can examine the impact of potential future economic and financial events on the plan's funded status, benefits, and required contributions using a broad array of economic, financial, and demographic assumptions. These models also allow trustees to examine the interplay of actuarial assumptions, asset allocation, and benefit design. This enhanced value is more important because trustees face the requirements of maintaining a plan's green zone status or creating funding improvement or rehabilitation plans.

Milliman also serves as a valuable partner to trustees and other plan professionals with advice on participant communications, compliance requirements, and administrative support. We feel it is vitally important that participant communications such as summary plan descriptions and benefit election forms be clear and easy to understand.

HEALTH PLANS Milliman is at the forefront of analyzing the impact of PPACA. Our models are data-driven and sophisticated enough to assist trustees in understanding the impact of compliance with PPACA and the various options and opportunities the law creates. Our work with all players in the healthcare industry gives us critical inside knowledge about how healthcare delivery systems will change, and our clients benefit from that insight.

Milliman is the dominant healthcare consulting firm to insurers, HMOs, PPOs, hospitals, and other care providers. Our understanding of medical practices, physician activity, and disease management is integrated into our actuarial tools.

We provide unbiased evaluations of benefit costs and plan design, assistance with healthcare cost management, long-term projections and valuations of health and welfare liabilities, help with design and implementation of consumer-driven healthcare plans, and guidance on compliance issues. We perform cost-management evaluations that allow clients to compare their healthcare networks with others to gauge the value of their programs.

Milliman also offers valuable proprietary healthcare tools like the industry standard Health Cost Guidelines™ and the MedInsight® data warehousing system.

DEFINED CONTRIBUTION PLANS Milliman is consistently ranked as a best-in-class recordkeeper. Our unbiased investment platform allows trustees to work with their investment consultant to select best-in-class investments for each asset category without provider fund requirements. 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 and no conflicts of interest. Costs are incurred based on the number of plan participants and plan complexity, not on assets held in the plan. This allows for a flat cost curve as plan assets grow.

Our open investment platform offers complete independence from investment managers and provides access to the full universe of investment options, including mutual funds, separate accounts, and collective trust funds, as well as innovative solutions like custom target date or risk-based model allocations.

RESEARCH AND COMMUNICATIONS An important element in Milliman's delivery of services to trustees is our Employee Benefits Research Group (EBRG) in Washington, D.C. Our eclectic mix of seasoned employee benefit professionals at EBRG closely monitors and analyzes legislative and regulatory activity and how it affects all aspects of employer plans. We are strong advocates of fairness in benefit values for employees and cost efficiency/workforce retention balance for employers. EBRG publishes a regular newsletter, Benefits Perspectives, as well as Client Action Bulletins, Multiemployer Reviews, and Multiemployer Alerts, which describe and explain specific late-breaking or very critical issues.

Milliman offers customized communication and education programs for all types of multiemployer plans. Our multimedia approach—which can include printed and online materials, call center support, and in-person meetings—helps plan participants gain a better understanding and deeper appreciation of their overall benefits package.



The Milliman advantage

Milliman is an independent, privately held company that provides services to more than 200 multiemployer clients. We do not sell insurance or mutual fund products, nor do we rely on standardized formulas or solutions. We develop a deep understanding of each client's organizational history, strategy, and unique needs before providing tailored advice.

Milliman is a founding member of the International Foundation of Employee Benefit Plans. Our firm has more than 1,200 consultants and actuaries. Providing clients with experienced and technical consultants is a hallmark of our business model. To underscore our philosophy of the importance of this issue, we have a higher percentage of credentialed employees who are members of U.S. professional organizations than nearly any other firm.

We support our multiemployer clients with more than 30 actuarial consulting offices throughout the United States. Milliman's strengths are:

INTEGRITY We will provide independent advice rendered on a fee-for-service basis that meets our client's objectives. Milliman is committed to the highest standards of excellence.

PEOPLE We display a long history of dedication to the consulting and actuarial profession evidenced in well-trained, technically proficient consultants and staff. Those who communicate directly with clients are also responsible for the technical accuracy of the work product.

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



For more information about Milliman's offerings for multiemployer retirement and health plans, visit milliman.com or contact your nearest Milliman consultant.



Milliman is among the world's largest independent actuarial and consulting firms. Founded in 1947 as Milliman & Robertson, the company currently has 54 offices in key locations worldwide. Milliman employs more than 2,500 people. The firm has consulting practices in healthcare, employee benefits, property & casualty insurance, life insurance and financial services. Milliman serves the full spectrum of business, financial, government, multiemployer, education and nonprofit organizations. For further information, visit milliman.com.