

HEALTH WEALTH CAREER

MERCER DEFINED BENEFIT (DB) ADMINISTRATION

FACILITATING EFFECTIVE
ADMINISTRATION OF
YOUR DB PLAN

Your defined benefit (DB) plan remains a critical component of your employee value proposition, yet DB plans are time-consuming to manage, data intensive and complex. By leveraging Mercer's deep expertise in plan administration, you can maximize your DB plan investment and choose the level of outsourcing that's right for your organization.

OUR UNDERSTANDING OF THE MARKETPLACE

Although DB plans offer a valuable benefit to your organization — and to your employees — they are also prone to administrative errors, compliance omissions and participant service-delivery issues. In addition, HR staff members are often overwhelmed with the administrative and transactional responsibilities necessary to administer a DB plan in house. These challenges exist whether the plan is open and accruing, closed or frozen. To address these challenges, more organizations are seeking an administrative partner that can help alleviate resource constraints, administer plan complexities and manage compliance risks.

OUR UNDERSTANDING OF YOUR PLAN GOALS

We understand that you'd like to partner with an organization that can:

- Bring the expertise to administer and manage your DB plans and help you achieve your long-term plan goals
- Deliver exceptional service and professionalism to your plan participants
- Quickly and efficiently implement risk-mitigation projects, such as terminated vested cash-outs, annuity purchases and partial plan terminations
- Provide plan participants with the technology for web-based benefits modeling, including optional forms of payment and access to plan information
- Address one-time or ad hoc projects, such as data cleanup, large calculation projects, plan changes and early retirement programs

MAKE TOMORROW, TODAY



LEVERAGING OUR STRENGTHS

Mercer has a long-term commitment to DB plans. We currently provide administration services to 275 clients. In 2015 and 2016, we added more than two dozen new outsourcing clients. We also work with you to provide any level of project or ongoing administrative support.

Our services range from insourced to co-sourced to outsourced – including temporary assistance during times of critical business or staff change. Each solution includes a careful review and assessment as well as the project management expertise to work through the options and issues. By leveraging our specialized expertise, you can:

- Get reliable calculation and packet support: We deliver calculations that are accurate, timely and compliant for recurring and ad hoc projects. Our solution includes a hosted calculation and packet tool or a hosted full-service co-sourcing system.
- Get pension data assessments and clean-up services: We help you improve the quality and efficiency of your plan administration and provide accurate data for actuarial valuations and special studies. You'll avoid calculation and administration errors and set the stage for outsourcing or risk-mitigation strategies. Our dedicated teams that specialize in these services ensure they're delivered on time and with accurate results.
- Get support for risk-mitigation strategies: We have the ability to prepare, analyze, design and implement risk-mitigation strategies, such as data assessments, annuity purchase, early retirement windows, plan terminations and terminated vested cash-out programs. For example, Mercer has assisted more than 450 clients with their cash-outs and has paid out more than \$7 billion in terminated vested cash-out lump-sum payments and rollovers.
- Benefit from our expert pension analysts: Our outsourced solution is structured so that your team of pension analysts completes all DB administrative tasks, including calculations, data management, compliance and trustee activities. These are the same analysts who speak with plan participants and help them through critical life events. This model helps to facilitate a “one-call resolution” model with participants.

THE FUTURE STARTS NOW

By outsourcing all or part of your DB plan administration, you free up your HR resources to focus on more strategic issues in your organization. Whatever level of outsourcing you choose, you can feel confident that you've improved the quality of your DB plan administration and helped position your organization for a brighter future.

CONTACT US

For more information about how Mercer can help you determine the best strategy for administering your DB plan, please contact your local Mercer retirement consultant.

IMPORTANT NOTICES

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