



Let us help you manage your benefits cost and risk.

Actuarial Services

Today's environment for traditional defined benefit pension plans and retiree health plans is in a state of evolution. The recent stock market decline as well as the decrease in the discount rate have caused companies to look at alternative designs for both their pension and retiree medical plans. More employers are focusing on expressing pension benefits as a lump sum as evidenced by the creation of cash balance plans. As companies move to account-based pension designs that provide more portability to their employees, you will see changes in retiree health plan designs that more closely mirror the pension philosophy. Companies that still offer retiree health plans will make continued efforts to control costs and limit benefits. This elevates the role that your actuary can play in helping you design and implement both pension and retiree health programs that meet your corporate objectives as well as control costs.

Bartlett O'Neill Consulting's actuarial group provides a full range of actuarial valuation and consulting services to companies. We provide consulting services relating to a company's retirement and health and welfare plans. We work closely with our clients to understand their objectives and to ensure that the benefit plan design meets their needs. Our approach allows companies to capitalize on streamlined strategy development, planning, communications, reporting and funding.

Pension Plan Services

Today's environment requires that your actuary not only be able to provide traditional actuarial services but also understand the ever-changing marketplace and the impact that it has on your pension plans. In this regard, you need an actuary who not only performs the ERISA and accounting valuations but who can also assist the company in understanding and managing the pension plan's funded status and funding requirements. Our pension plan services include:

- ❖ Annual actuarial valuations
- ❖ Plan administrative reviews for compliance with Internal Revenue Service (IRS), U.S. Department of Labor (DOL) and Pension Benefit Guaranty Corporation (PBGC) requirements
- ❖ FAS 87/88 disclosures and expense calculations
- ❖ Plan design, amendment and implementation
- ❖ Plan terminations
- ❖ Preparation of annual reporting forms including Schedule Bs and Form 5500s
- ❖ Benefit calculations including reviews of benefit calculation systems
- ❖ Non-discrimination testing
- ❖ Asset/liability modeling and forecasting
- ❖ ESOP repurchase liability studies
- ❖ Mergers and acquisition due diligence including compliance and integration consulting
- ❖ Design and consulting relating to early retirement windows
- ❖ Creative consulting relating to the matching of underfunded pension plans with overfunded pension plans
- ❖ Expert witness work

Postretirement Medical Plan Services

One of a company's largest costs is the provision of healthcare for its employees, beneficiaries and retirees. The continued focus on healthcare costs to a company has caused a decline in the number of employer-sponsored retiree health plans. Medicare reform is a major national issue without any clear direction. Therefore, it is critical that your actuary be knowledgeable about FAS 106/132 but also be aware of



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pending legislation that could have a dramatic impact on the liabilities that are reported in the company's financial statements. We have worked with Fortune 500 companies to assist them in implementing a funding strategy with their captive insurance subsidiary. We provide a full range of postretirement consulting services, including:

- ❖ Postretirement medical plan cost analysis
- ❖ Funding analysis and options
- ❖ Annual actuarial valuations under FAS 106
- ❖ Plan design, amendment and implementation services
- ❖ Year-end disclosures required under FAS 106/132