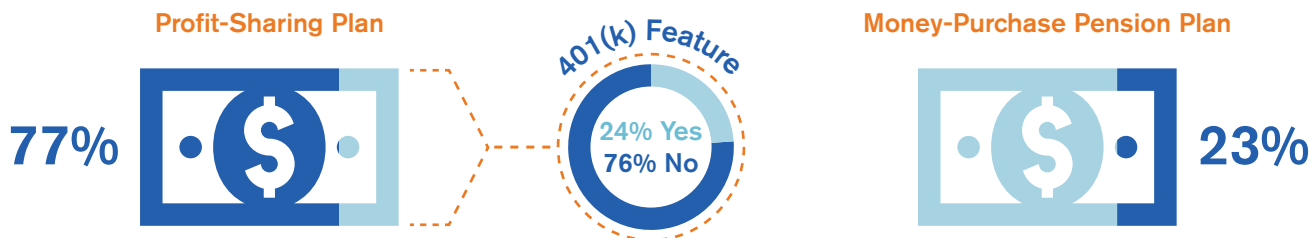


Key Findings

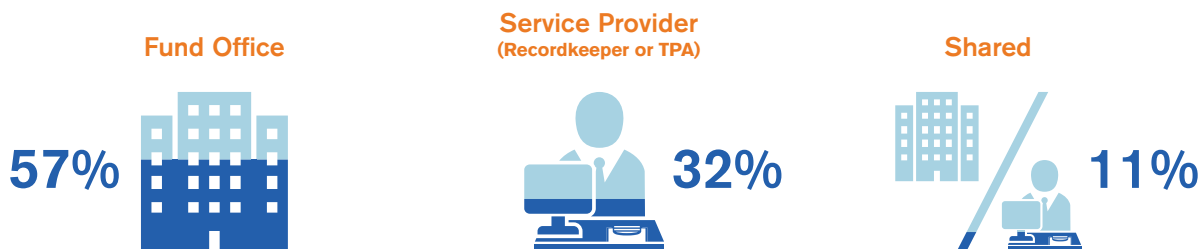
Study of Multiemployer Defined Contribution Plans

Given the increasing importance of defined contribution plans in helping to ensure participants' "retirement readiness" as a supplement to a defined benefit pension plan, trustees may want to benchmark their fund's annuity plan, which can be either a profit-sharing plan or a money-purchase pension plan, against Segal's client database.

DESIGN: Predominant design is a profit-sharing plan *without* a 401(k) feature



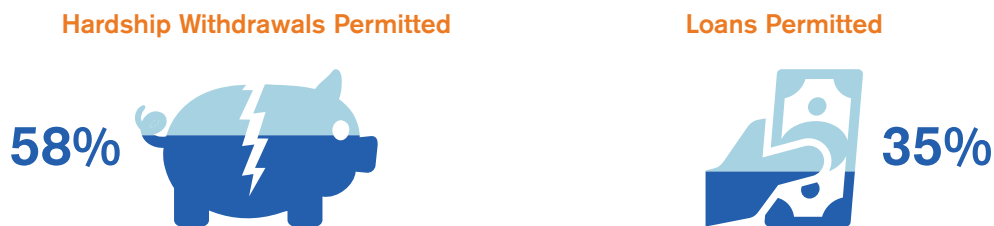
PLAN ADMINISTRATION: Excludes contributions, which are always handled by the fund office. More than half of plans are self-administered by the fund office



INVESTMENT: Close to an even split between trustee direction and participant direction, but Segal has seen increased interest in participant-directed plans



PROVISIONS FOR EARLY WITHDRAWALS: Hardship-withdrawal provisions, which can only be offered by profit-sharing plans, more common than loan provisions



How do the features of your annuity plan compare to plans in our proprietary database? [Contact us](#) for an analysis.

For assistance with the design, governance, administration and communication of multiemployer DC plans, contact your Segal consultant, the nearest [Segal office](#) or David Brenner at 617.424.7330 or dbrenner@segalco.com. Segal Rogerscasey, the investment solutions member of [The Segal Group](#), can help with DC plan investment options. Contact your Segal Rogerscasey investment consultant, the nearest [Segal Rogerscasey office](#) or Richard Reed at 617.424.7361 or rreed@segalrc.com.