



Multiemployer Pension and Health & Welfare Plans

Plan Management Challenges

*Fluctuating economic conditions.
Legislative and regulatory hurdles.
Shifting demographics.
Solvency and funding challenges.
New investment products.*

It is no wonder that trustees find it increasingly difficult to design and operate multiemployer plans and negotiated cost plans that meet member needs without adversely affecting plan financing.

Adding to these challenges, health and welfare plans face rising costs and increasing utilization and the needs of a more diverse workplace. Trustees are being forced to question some of their plans' underlying principles. Successfully managing plans that deliver benefits with a high degree of certainty requires increasing analysis and expertise.

The Leading Advisor for Multiemployer Plans

Multiemployer plan trustees need seasoned experts to help them manage plan design and plan assets prudently and in the best interest of the plan beneficiaries. The associates of PBI have been providing innovative multiemployer services for more than 25 years. Today, we serve many of Canada's largest and most complex multiemployer plans, including those designed for Teamsters, Operating Engineers, Plumbers, Telecommunication Workers, and workers representing industries from hospitality and entertainment to transportation and warehousing.

But we offer more than just experience.

PBI consultants understand the unique requirements of multiemployer plans and are sensitive to the need for balance between the members' wishes and the ability of the plan to deliver promised benefits. As consultants, our job is to strike the right balance between potentially conflicting objectives, but always remembering that members' pensions, built up slowly over a working lifetime, must have a high degree of security.

PBI's multiemployer clients depend on our wealth of knowledge to provide a wide range of actuarial and consulting services, from actuarial valuations to pension administration.

Risk Management

Risk management is a specialty of PBI. Our actuaries and consultants assess the funding progress of your plan and the contributions available to fund the plan, and design investment policies to successfully manage risk.

For most of our clients, we provide consulting services on both the plan's liabilities and the assets. Our goals are to advise the trustees how to invest assets to prudently meet the cash requirements of the plan over time, to advise them of the risks they face and how to manage those risks most effectively.



Our expertise also extends well beyond the basics of plan design to include:

- Long-term projections to value your plan and ensure that the plan design supports long-term strategies
- Asset/liability modeling to create optimal investment and funding strategies
- Selection of investment managers for bond, stock and alternative investment mandates
- Health and welfare plan vendor management to guarantee efficient, quality service from your insurers, third-party administrators and other vendors
- Governance consulting to develop sound governance policies, strategies and compliance



Why PBI?

Broader expertise means better consulting. PBI is the leader in serving multiemployer and negotiated cost funds. When you work with us, you have access to our collective knowledge and experience in pension, health and welfare, investment consulting, research and more.

Quality of work ensures that your project meets the highest standards. Our services are anchored in a system of strict actuarial standards and review processes, including a continuous peer review process and a quality assurance function to ensure that our work exceeds expectations.

Research and information keeps you informed about legal, legislative and regulatory developments that could profoundly affect your plan. PBI constantly monitors developments affecting multiemployer plans as well as other issues related to employee benefits. We also conduct in-depth research on specific issues that concern our clients.

Employee ownership ensures independence of advice, as we are not part of a larger organization selling an array of products and services. Our ownership structure also ensures that we can provide our associates with a supportive and nonbureaucratic work environment so that the focus is on serving our clients.

About PBI

PBI Actuarial Consultants is an employee-owned firm specializing in providing pension plan actuarial consulting, health and welfare plan consulting and investment consulting services to Canadian sponsored plans managed by Boards of Trustees.

PBI's actuaries and consultants have extensive experience in plan design, funding, administration, documentation and regulatory issues, investment policy, implementation, monitoring and risk management. The firm serves clients across Canada in both official languages from its head office in Vancouver, BC and its office in Montreal, Quebec.

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