Single-Employer DB Plan Freezes
Methodology Used for Creating These Slides

- Slides depict only single-employer plans
- DB Plans divided into three categories based on answer to freeze questions on most recent premium filing received as of November 1, 2013 (e.g., 2012 filing for calendar year plans with more than 100 participants)
- Active participant count derived from Form 5500 data.
- Categories:
  - Hard Freeze – no participants are accruing any additional benefits
  - No Freeze – all participants are accruing benefits
  - Other – Plan is hard frozen for some, but not all, participants; service is frozen but pay is not; etc.
- Slides 2 – 9 and 11 relate solely to accrual freezes
- Slides 10 and 12 provide additional information re: whether plans that aren’t frozen are closed to new entrants
Most Workers in Private Single-Employer DB Plans Are Still Accruing Benefits

# of plans
- 15,236 (65%)
- 1,044 (4%)
- 7,227 (31%)

# of active participants – in millions
- 1.8 (15%)
- 1.7 (14%)
- 8.8 (71%)

Some of these plans are closed to new hires (see slide 9)

Source: See slide 1
Plan size based on total participant count

- **Small:** 1-99
- **Medium:** 100 – 4,999
- **Large:** 5,000 – 24,999
- **Jumbo:** 25,000 or more

Source: See slide 1
Breakdown by Plan Size
Based on # of Active Participants

% of active participants by plan freeze status

- Hard Freeze
- Other
- No Freeze

Plan size based on total participant count
- Small: 1-99
- Medium: 100 – 4,999
- Large: 5,000 – 24,999
- Jumbo: 25,000 or more

Source: See slide 1
Plans vs. Active Participants – by Plan Size

Plan size based on total participant count
- Small: 1-99
- Medium: 100 – 4,999
- Large: 5,000 – 24,999
- Jumbo: 25,000 or more

Source: See slide 1
Breakdown by Plan Size
Number of Active Participants - in Millions

Plan size based on total participant count
- Small: 1-99
- Medium: 100 – 4,999
- Large: 5,000 – 24,999
- Jumbo: 25,000 or more

Source: See slide 1
Breakdown by Industry
Number of Active Participants - in Thousands

Source: See slide 1
Percent of Workers Still Accruing Benefits Varies By Industry (from 59% - 87%)
Most Plans That Aren’t Frozen Cover New Hires

# of plans
- Hard Freeze: 13,990 (60%)
- Other: 1,246 (5%)
- No Accrual Freeze – New hires still get in: 7,227 (31%)
- No Accrual Freeze – Closed to new hires: 1,044 (4%)

# of active participants – in millions
- Hard Freeze: 1.7 (14%)
- Other: 1.8 (14%)
- No Accrual Freeze – New hires still get in: 7.1 (58%)
- No Accrual Freeze – Closed to new hires: 1.7 (14%)

Source: See slide 1
Single-Employer Plans - Freeze Trends

# of active participants - in millions

<table>
<thead>
<tr>
<th>Year</th>
<th>Hard Freeze</th>
<th>Other</th>
<th>No Freeze</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>14.5</td>
<td>1.2</td>
<td>12.0</td>
</tr>
<tr>
<td>2009</td>
<td>13.7</td>
<td>1.4</td>
<td>11.1</td>
</tr>
<tr>
<td>2010</td>
<td>13.6</td>
<td>1.7</td>
<td>10.4</td>
</tr>
<tr>
<td>2011</td>
<td>13.0</td>
<td>1.9</td>
<td>9.4</td>
</tr>
<tr>
<td>est 2012</td>
<td>12.3</td>
<td>1.8</td>
<td>8.8</td>
</tr>
</tbody>
</table>

Source: See slide 1
Most Non-Frozen Plans Are Also Open to New Entrants

# of active participants in single-employer plans - in millions

<table>
<thead>
<tr>
<th>Year</th>
<th>Hard Freeze</th>
<th>Other</th>
<th>No Accrual Freeze - Closed to New Hires</th>
<th>No Accrual Freeze - New Hires Still Get In</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>1.2</td>
<td>1.3</td>
<td>1.4</td>
<td>10.6</td>
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<td>1.7</td>
<td>1.7</td>
<td>7.1</td>
</tr>
</tbody>
</table>

Plan Freeze Status:
- Hard Freeze
- Other
- No Accrual Freeze - Closed to New Hires
- No Accrual Freeze - New Hires Still Get In

Source: See slide 1