

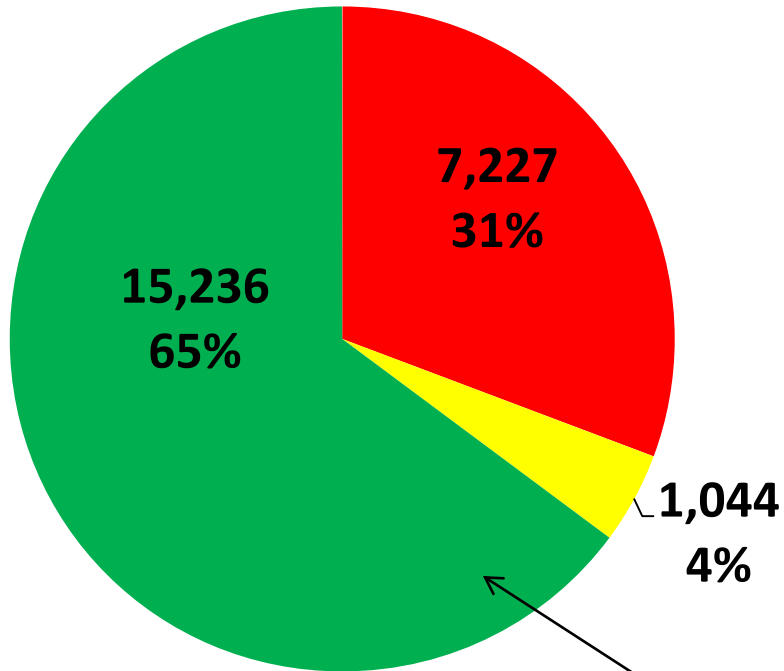
Single-Employer DB Plan Freezes

Methodology Used for Creating These Slides

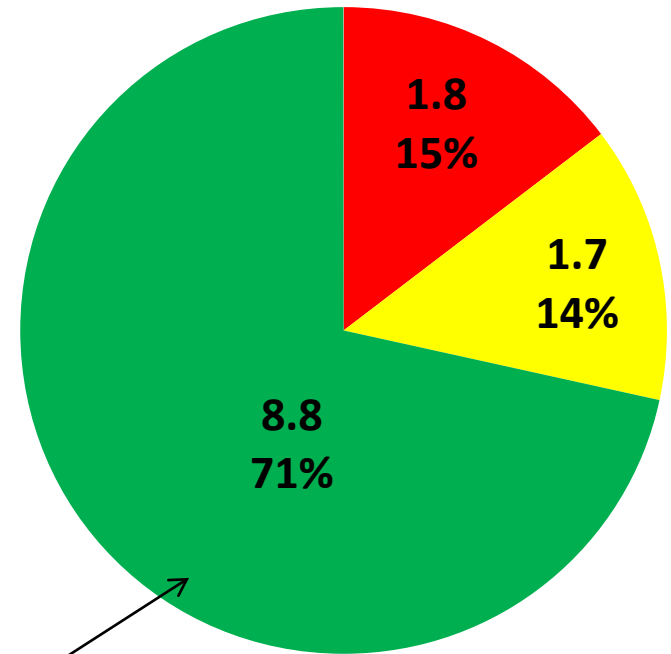
- Slides depict only single-employer plans
- DB Plans divided into three categories based on answer to freeze questions on most recent premium filing received as of November 1, 2013 (e.g., 2012 filing for calendar year plans with more than 100 participants)
- Active participant count derived from Form 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



of active participants – in millions



■ Hard Freeze - no one accrues benefits

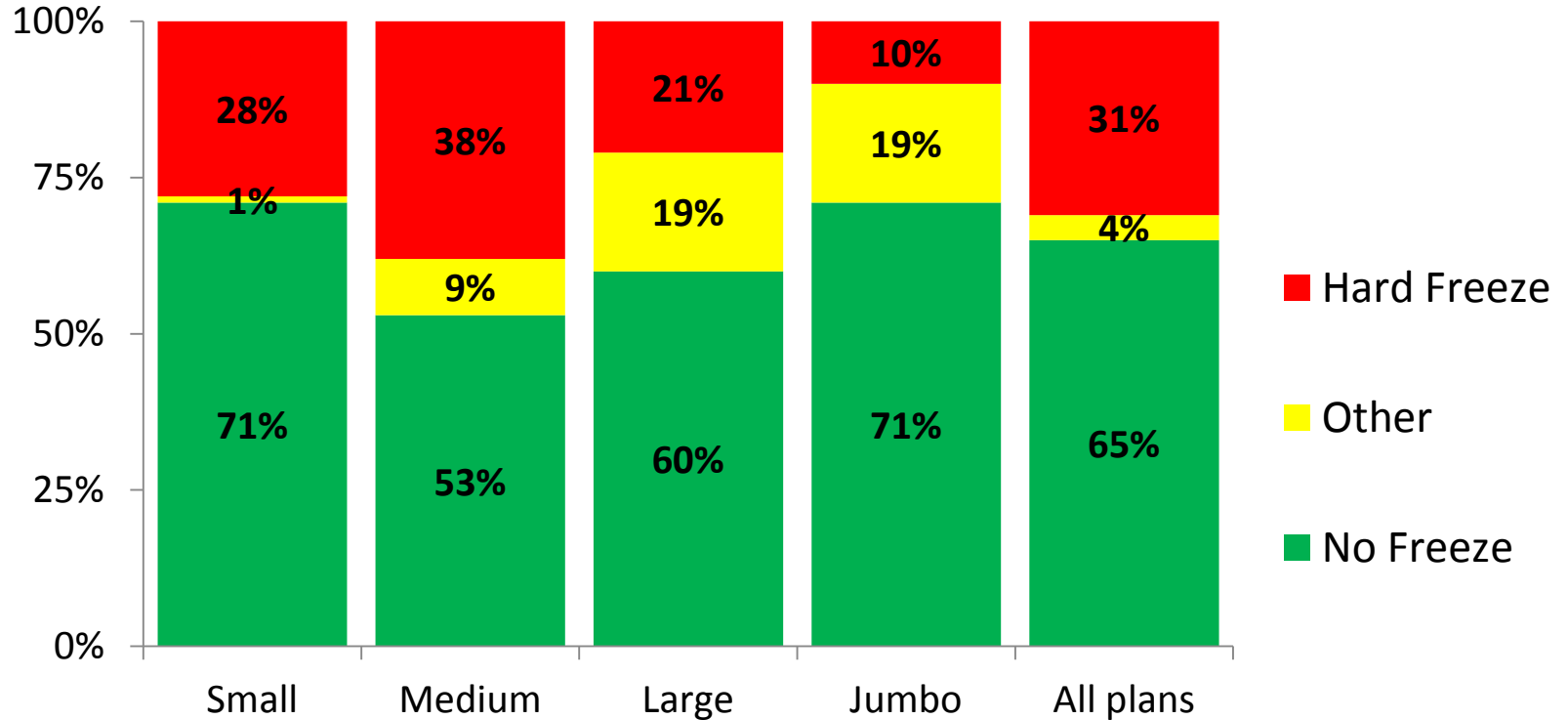
■ Other

■ No Freeze - active participants still accrue benefits

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

Breakdown by Plan Size Based on # of Plans

% of plans by
plan freeze status

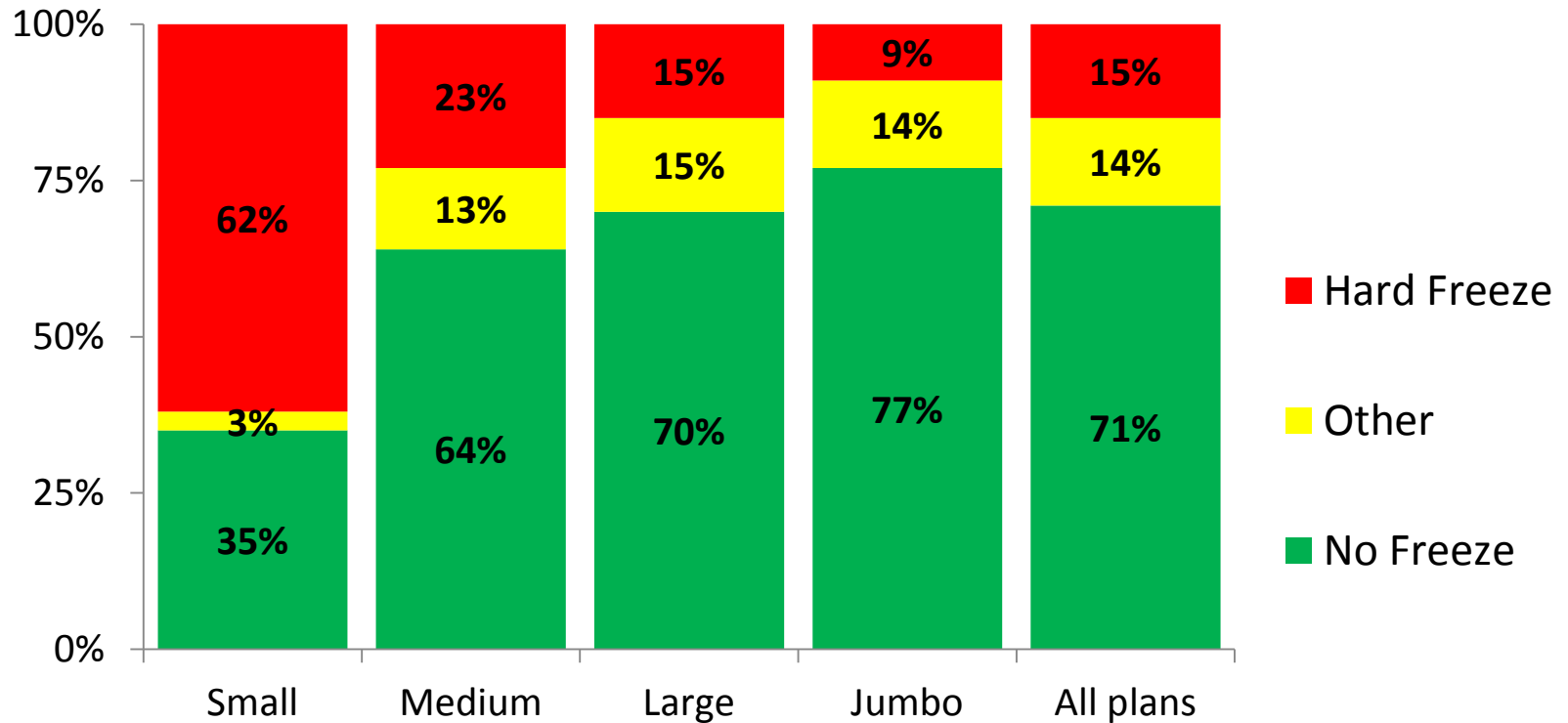


Plan size based on total participant count

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

Breakdown by Plan Size Based on # of Active Participants

% of active participants
by plan freeze status

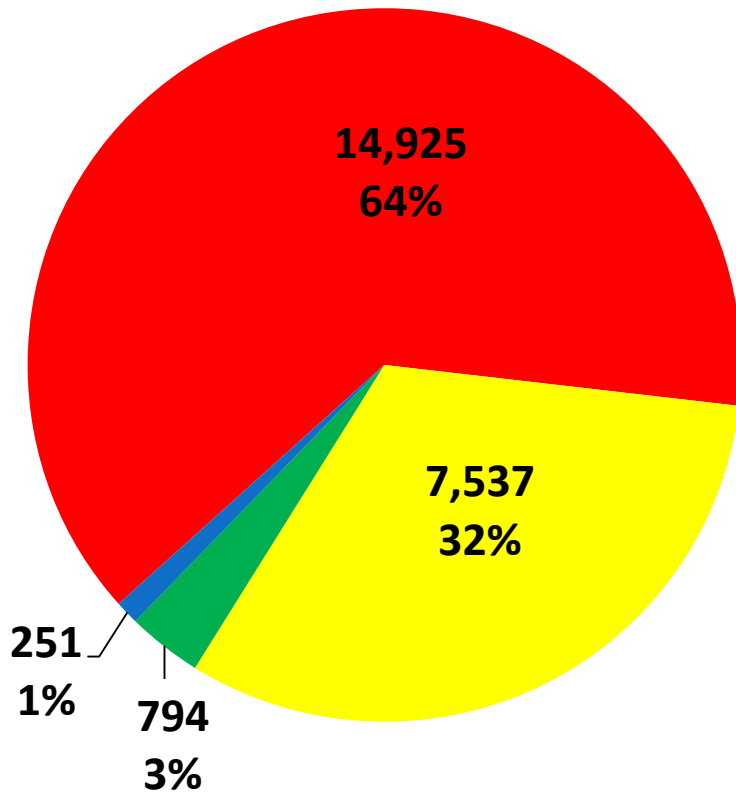


Plan size based on total participant count

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

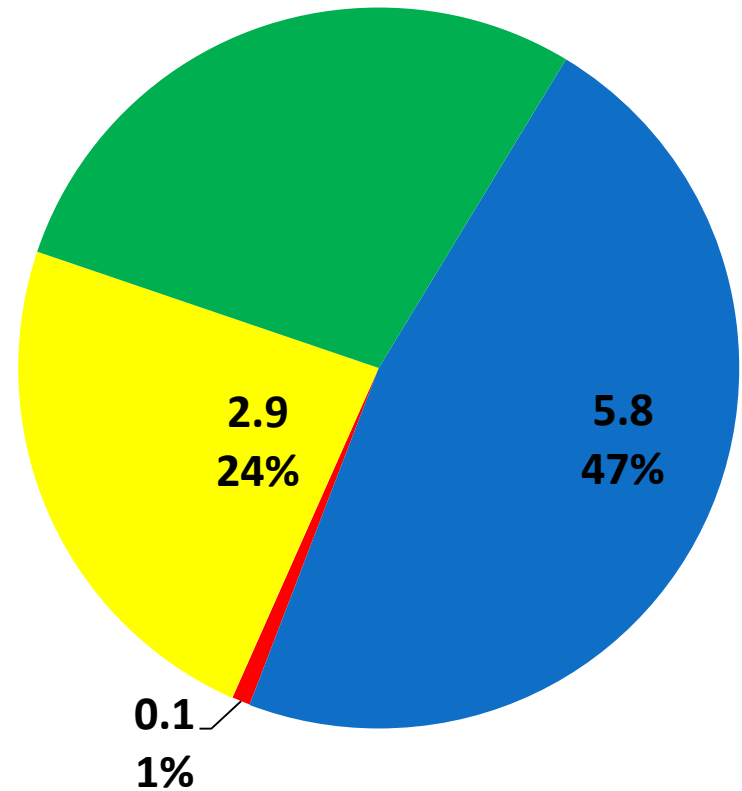
Plans vs. Active Participants – by Plan Size

of plans



of active participants – in millions

■ Small
■ Medium
■ Large
■ Jumbo



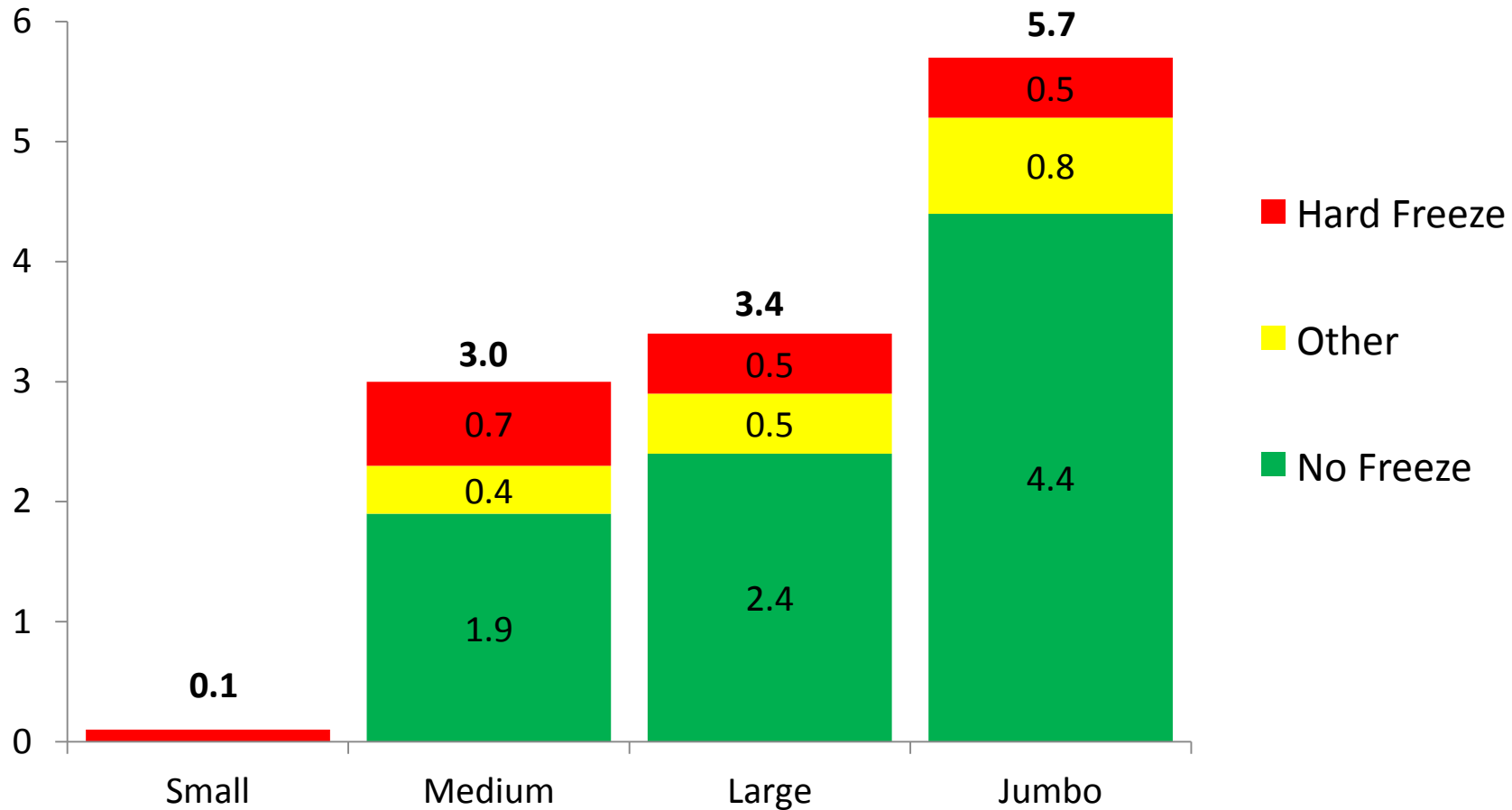
Plan size based on total participant count

- 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



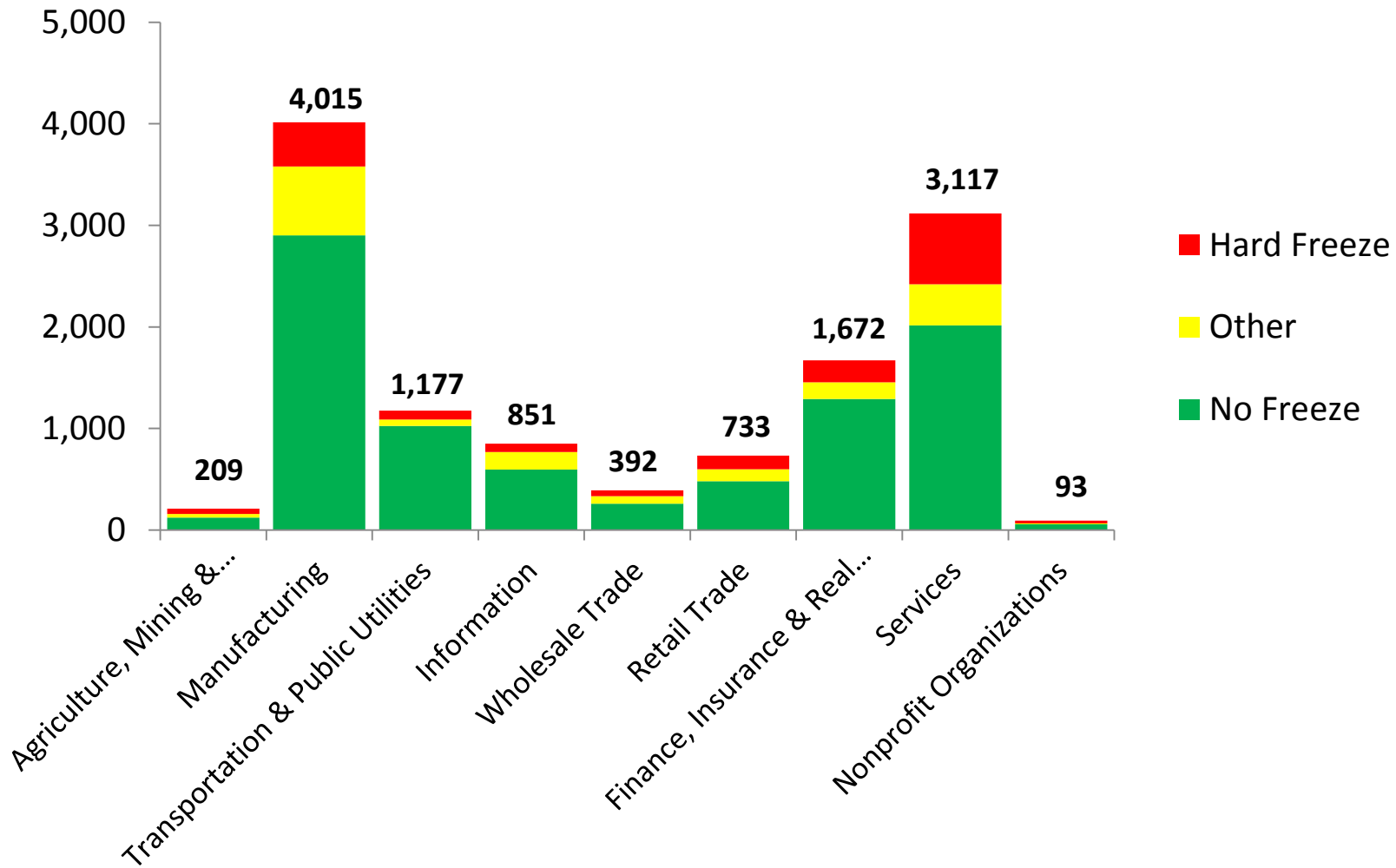
Plan size based on total participant count

- Small: 1-99
- Medium: 100 – 4,999
- Large: 5,000 – 24,999
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Source: See slide 1

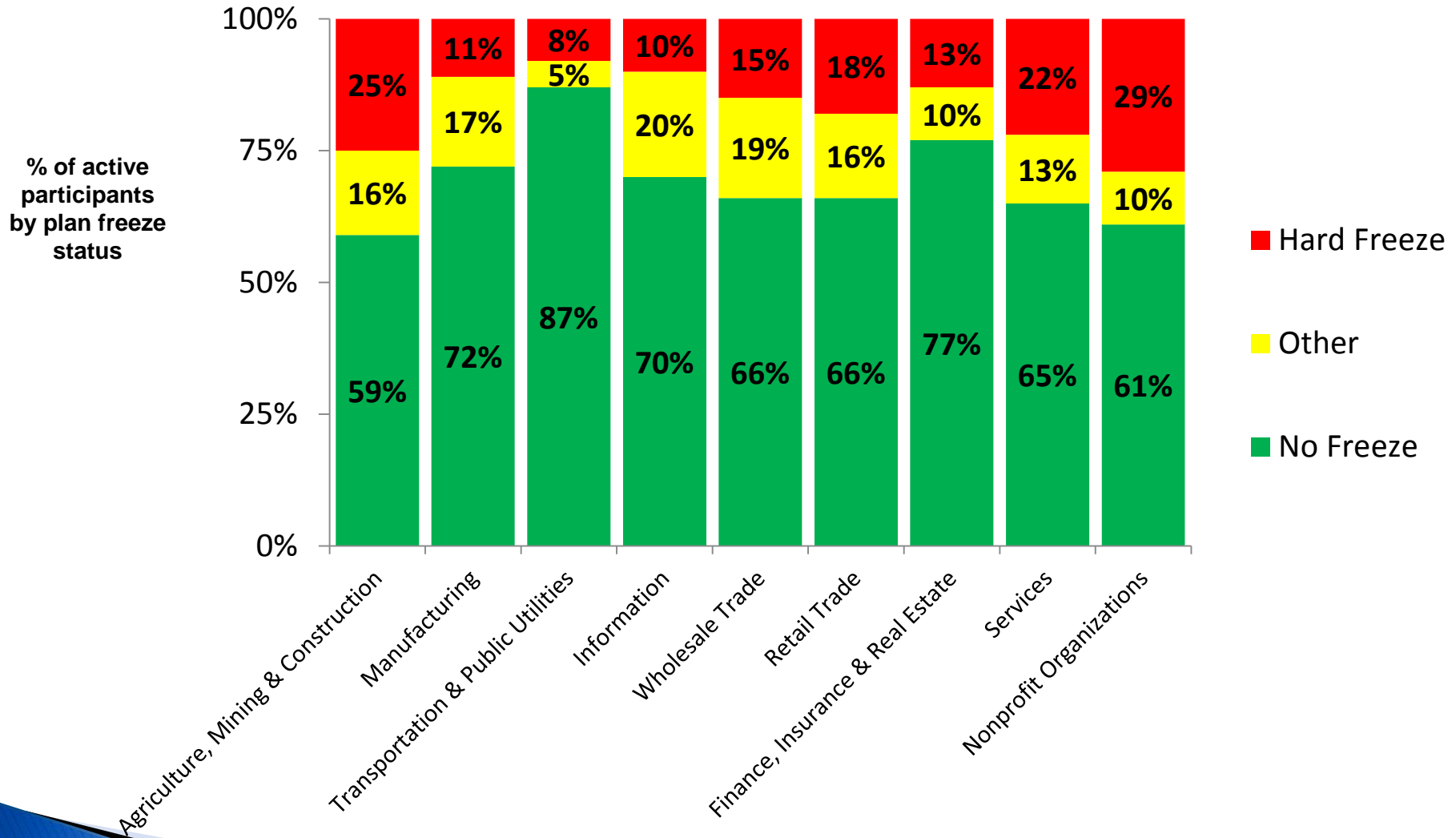
Breakdown by Industry

Number of Active Participants - in Thousands



Source: See slide 1

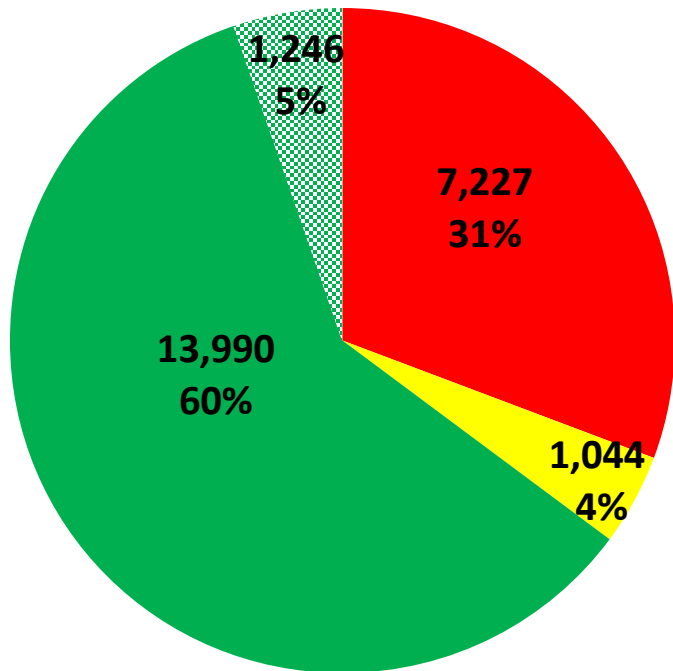
Percent of Workers Still Accruing Benefits Varies By Industry (from 59% - 87%)



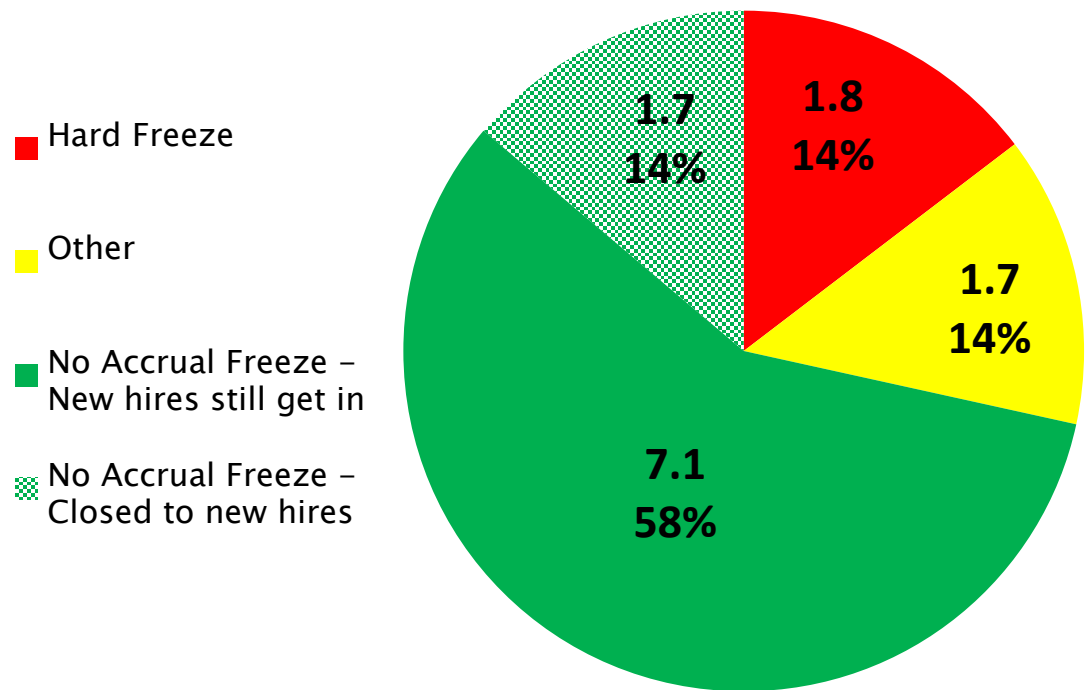
Source: See slide 1

Most Plans That Aren't Frozen Cover New Hires

of plans



of active participants – in millions

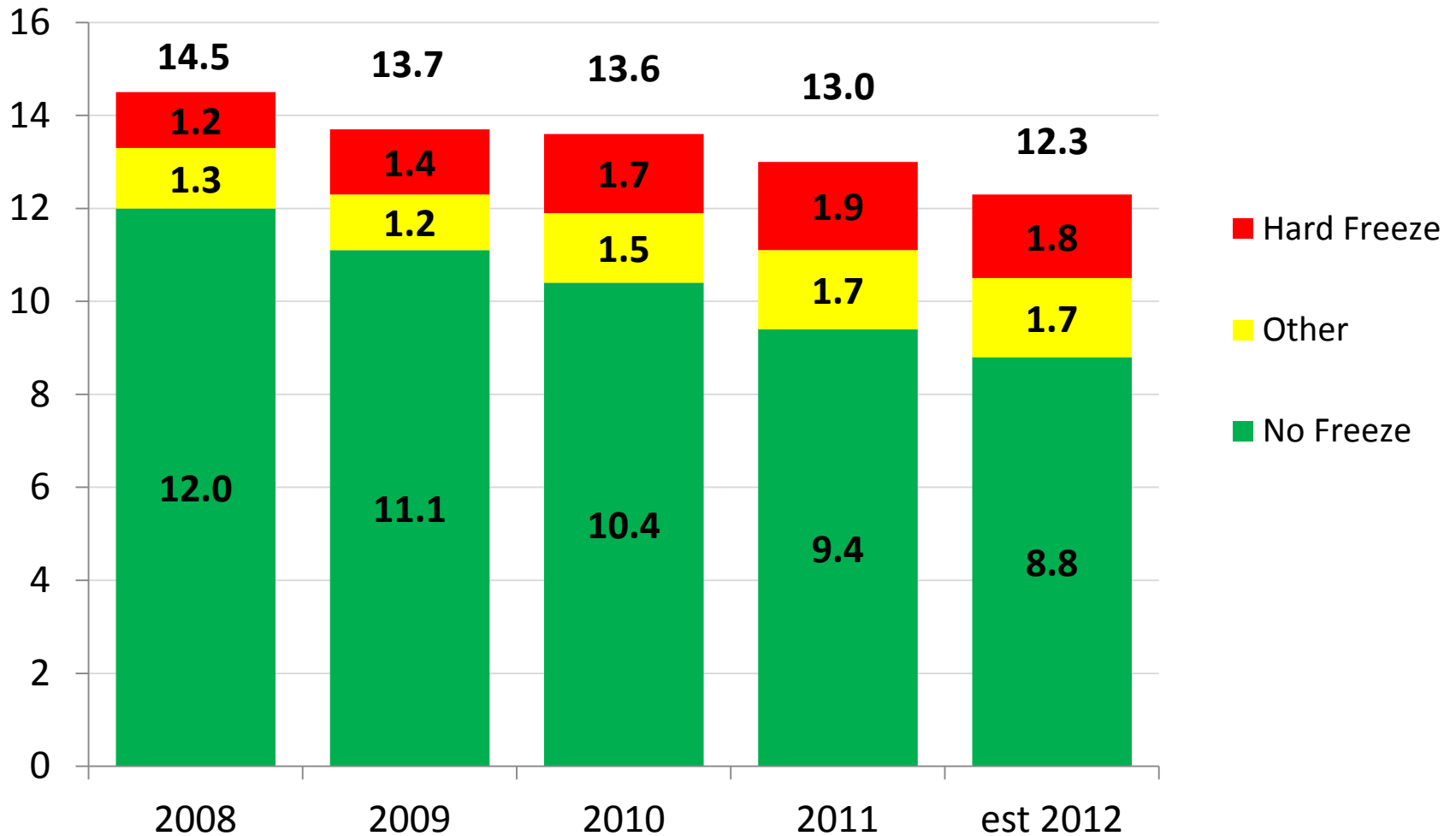


- Hard Freeze
- Other
- No Accrual Freeze – New hires still get in
- No Accrual Freeze – Closed to new hires

Source: See slide 1

Single-Employer Plans - Freeze Trends

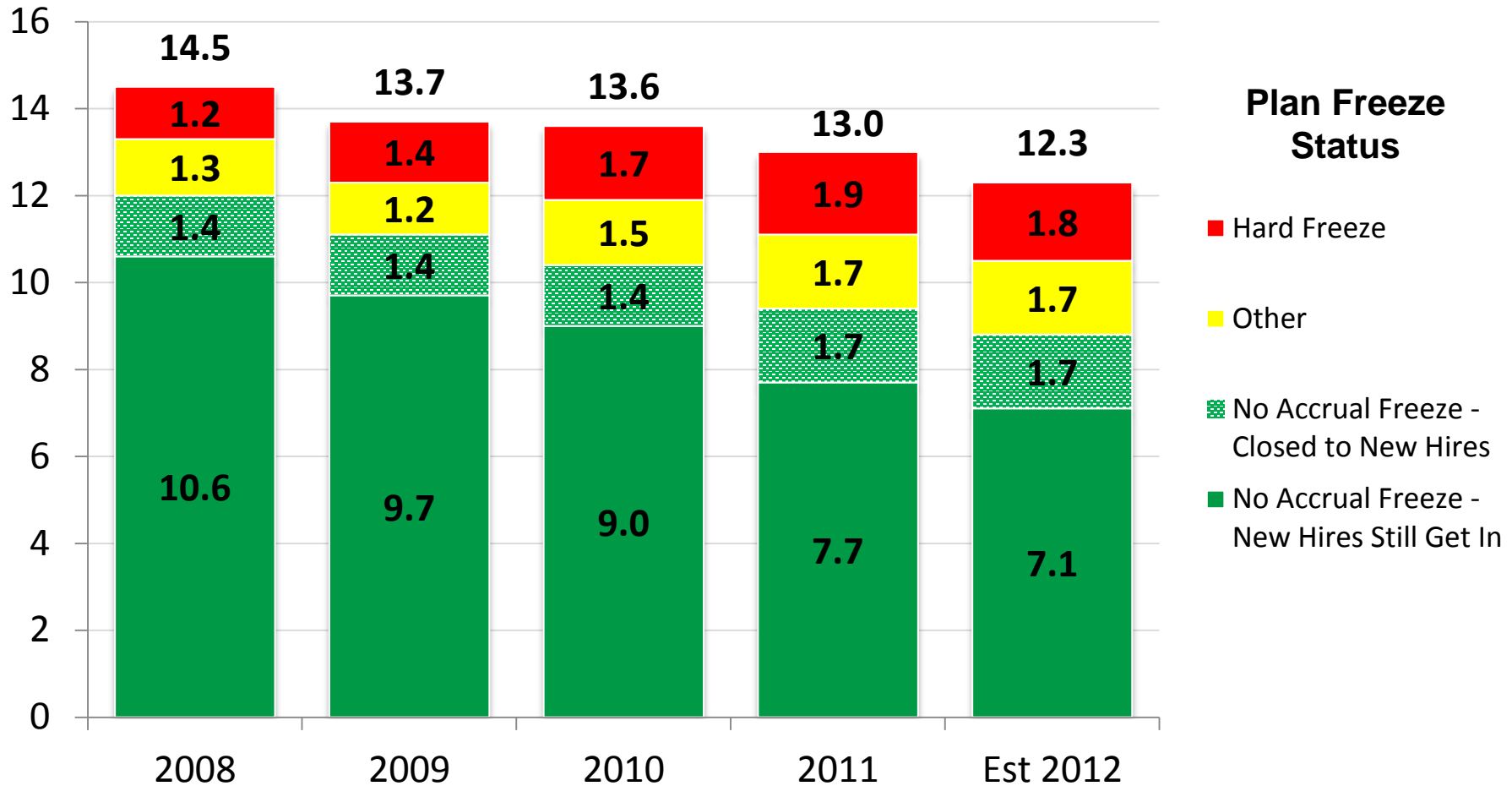
of active participants - in millions



Source: See slide 1

Most Non-Frozen Plans Are Also Open to New Entrants

of active participants in single-employer plans - in millions



Source: See slide 1