



EMPLOYER

# Simple. Better. Defined Benefit Solutions

FOR PLAN SPONSOR USE ONLY.

Careful management of your negotiated Defined Benefit plan may be financially rewarding for you and your union members. Your members understand just how important it is to their overall retirement well being. You understand just how important it is to help them get ready to retire. You've made them a promise to deliver a retirement paycheck. Now you face the complexity of managing a healthy pension plan. Choosing the right Defined Benefit plan provider helps you keep your promise to them while easing financial stress and uncertainty on your organization.

### PLAN HEALTH FOR A DEFINED BENEFIT PLAN MEANS



**Strong funding levels**



**Predictable results**



**Member appreciation**

## Helping organizations and their financial officers deliver on promises

No matter what your goals are for your Defined Benefit plan, optimizing your plan comes down to contribution and investment strategies that work in tandem. Strategies that create financial results that meet your organization's specific needs and constraints. You need a Defined Benefit provider who will help you:

- Align your funding strategy with your investment policy.
- Find the right balance between return-seeking and liability-matching investment instruments.
- Manage risk through plan design, asset strategies and liability divestment.
- Achieve predictable and stable financial results year over year.
- Maximize member appreciation for the retirement promises you've made.

## A provider who understands you

In addition, you want a provider who understands the challenges you face. MassMutual® has been helping trustees and financial officers protect negotiated benefits for more than 50 years. And our commitment to union labor goes beyond providing products and services to help members retire on their own terms and protect the ones they love. Since 2006, MassMutual put union members to work spending more than \$3.4 billion on real estate projects nationwide using union labor.

## MassMutual and your Consultant provide the right team to support you...

MassMutual's industry-leading services are designed to make the complex simpler through the right mix of expertise and passion. These services include:

- Custom solutions tailored to your organization's unique retirement program goals.
- Integrated investment and risk management strategies.
- Sophisticated asset/liability management services, including Liability Driven Investment (LDI) strategies, designed to improve or protect funded status.
- Clear, proactive actuarial valuation and consulting services, including withdrawal liability calculations.
- Actuarial and investment experts aligned with you and your Consultant to maximize your plan's health.
- De-risking strategies, including full and partial retiree buyout and plan termination services.
- High-touch support for member education and communication.
- Seamless integration with your defined contribution plan.

## ... And the right scope of services to help produce a healthy Defined Benefit plan

	Bundled	Semi-Bundled	Core
Actuarial services	●		
Funding strategy	●		
Accounting reports	●		
5500 filings	●		
Testing	●		
Participant recordkeeping	●	●	
Benefit elections	●	●	
Participant website	●	●	
Participant statement	●	●	
Participant call center	●	●	
Investment management services	●	●	●
Plan Sponsor website	●	●	●
Financial reporting	●	●	●
Benefit payments	●	●	●
Retiree services	●	●	●

The first step to plan health is a good diagnosis.  
Ask your Consultant for a customized pension analysis today.

## FINANCIAL STABILITY

- 165+ years keeping promises
- Mutual ownership structure
- Excellent financial strength\*

AM Best Company	A++ (Superior; top category of 15)
Fitch Ratings	AA+ (Very Strong; second category of 21)
Moody's Investors Service	Aa3 (High Quality; fourth category of 21)
Standard & Poor's	AA+ (Very Strong; second category of 21)

## RISK MANAGEMENT EXPERTISE

- Asset liability management expertise
- Pension risk transfer solutions
- Flexible institutional investment platform



Real time access on **RetireSmart.com**, easy to read statements



**Top Performers in the Contact Center Industry\*\*\***  
100% U.S.-based call centers.  
One call resolution with cobrowsing technology.  
Licensed & trained reps.



Dedicated team of professionals who work to support Consultants, Sponsors and Members

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\* Financial strength ratings are as of May 28, 2019: A.M. Best Company: A++ (Superior; top category of 15); Fitch Ratings: AA+ (Very Strong; second category of 21); Moody's Investors Service: Aa3 (High Quality; fourth category of 21); Standard & Poor's: AA+ (Very Strong, second category of 21). Ratings are for MassMutual (Springfield, MA 01111) and its subsidiaries, C.M. Life Insurance Co. and MML Bay State Life Insurance Co. (Enfield, CT 06082). Ratings are subject to change.

\*\* Assets under Management include assets and certain external investment funds managed by MassMutual subsidiaries, including OppenheimerFunds, Inc. and Barings, as of December 31, 2018.

\*\*\* ContactCenterWorld, 2018.

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