



Consulting

Case study

Retirement readiness



“We don’t like noise.” Our company needed a simple, powerful program to help our people understand and make the best use of our new retirement plan, which replaced a traditional plan that we froze.

A Retirement Income Modeler was flawlessly designed and implemented and the modeler was positively received by our employees.

Earlier this year, our company was preparing to announce a freeze of its salaried pension plan. The freeze would impact 50,000 active employees and will take place in two phases over a four-year period.

A review of the financial health of the workforce revealed a lack of understanding, attention and/or planning around the basic concepts of retirement planning. Further compounding this was the fact that our workforce has a limited understanding of the current pension plan design and the impact of the value delivered by that benefit on their overall retirement plan.

We needed a simple, visual and interactive way to address this with very little time available from design to implementation.

Total Integration

Our company’s executive team approved a campaign designed to increase awareness and understanding of the importance of retirement planning and developed an integrated approach to educating our workforce, including an overview of our new retirement plan design as we move into the post-traditional pension plan era.

On learning of the challenge, the Buck team quickly brought several solutions for consideration. Together we worked through requirements involving more than 20 different qualified and non-qualified defined benefit and defined contribution plan designs. We took the requirements and designed our Retirement Income Modeler, a tool that integrates defined benefit and defined contribution plan benefits, Social Security and personal savings and enables retirement projections which support retirement planning.



“As our company’s benefits organization, we may be the only group that has to focus on the workforce of today, the workforce of tomorrow, and the workforce that built this organization that is just over 100 years old. That is a tremendous responsibility.”

– Head of Benefits

Rollout

Coincident with the announcement of our pension plan freeze, the Retirement Income Modeler was rolled out. The modeler was critical to the success of the pension freeze project: it was the only integrated source available for employees to use to fully understand the impact over time resulting from the two phase pension freeze and it also offered a full view of their retirement savings.

On the first day, and continuing for weeks following the announcement, the modeler received more use than is typical in a month by other pension tools and performance of the modeler has been flawless. The modeler has been so positively received and so strongly utilized that we are planning future enhancements not included in our original design.

Let’s talk

To learn more about this project, get in touch with us at **1 866 355 6647** or **talktous@buck.com**.

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