

## Case Study

# PENSION PLANS

CLARITY. CONFIDENCE. STRUCTURE.



As a result of our participation at an educational conference for trustees, we were contacted by a large metro area pension plan. The board and plan participants were clearly frustrated with the lack of benefit level increases in recent years. After an initial consultation with the board and a thorough review of their investment policy statement and current investments we found a number of concerns and challenges that were brought to the attention of the trustees.

MAIN CONCERNS	HOW WE HELPED
1. Out of date investment policy statement and incongruent investments	Assisted with collaborative approach to revising Investment Policy Statement.
2. No long term written plan to provide benefit level increases to participants	Formulated a written plan to implement consistent, prudent benefit level increases.
3. Uncoordinated asset allocation as a result of investment accounts being scattered at multiple firms	Consolidated investment accounts with one institution.
4. Unbalanced investment allocation without incorporating asset and liability matching	Implemented asset allocation with asset and liability matching congruent with IPS and participant demographics.
5. Ineffective communication with other service providers i.e. accountant and auditor	Coordinated team approach to providing best possible outcomes for client.
6. Under performing, cost inefficient investments	Implemented a strategic investment plan and portfolio.
7. Limited trustee knowledge	Delivered ongoing fiduciary and investment training.
8. Lack of systematic document retention process	Created organizational binder for critical reports and documents.

Let us know if we can be a sounding board or second opinion to anyone that's important to you. For further reading or more information visit our website at [www.parrmcknightwmg.com](http://www.parrmcknightwmg.com)

333 South Seventh Street, Suite 2370 | Minneapolis, Minnesota 55402 | 612-324-0240 | [info@pmwmg.com](mailto:info@pmwmg.com)

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