



The Art & Science of Retirement Plans



General Consulting for Pension Plans

Actuarial Services for Pension Plans

Defined Benefit Plan Design & Administration

Cash Balance Plan Design & Administration

Defined Contribution Plan Design & Administration

Accounting & Reporting under the Accounting Standards Codification

GASB Valuation & Reporting for Pension Plans & OPEBs

Plan Implementation Services

Plan Termination Services

Non-Qualified Plan Design & Consulting

Other Specialty Services



## WHY CHOOSE IAI?

**Independent Actuaries, Inc.** (IAI) is a vibrant group of talented professionals committed to delivering incomparable service to our clients. We understand business owners and their diverse requirements, and are dedicated to designing the best plan to fit their specific retirement needs.

Incorporated in 1994 (predecessor company founded in 1980), we have consultants and actuaries who have served our clients for over twenty years. Our experience with all types of qualified retirement plans enables us to advise our clients about all their options and to help them implement the plan that is best for them.

We are the largest locally owned actuarial consulting firm in the Pacific Northwest, providing consulting services to approximately 500 businesses of all sizes. Local ownership means that we deliver national firm caliber actuarial services with local firm fees and service delivery.

Our clients communicate directly with the actuary or consultant who works on their plan or project. There is no one in between. This provides for the simplest and most direct communication of questions, deadlines and results.

We do not give investment advice or handle plan assets. We fully and easily cooperate with those who do. Our clients are free to select the investments and investment advisors that are best for them without affecting actuarial or administrative services.

**Our success relies on our ongoing commitment  
to exceed our clients' expectations.**

## OUR SERVICES

We routinely perform a wide variety of retirement plan services, such as initial plan design consulting, plan implementation and document drafting, annual administration, and closing out the plan once it has run its course. Our actuaries and consultants have different specialties and backgrounds, and work together to successfully deliver these services to our clients.

Our unique training and skills as actuaries allow us to address a broad range of complex issues. We have clients in both the private sector and the public sector, who sponsor all types of retirement plans, qualified and non-qualified. We often provide services as expert witnesses, and consult on a range of retirement plan related issues, such as mergers and acquisitions, related groups of businesses, and union negotiations.

For a more comprehensive description of our services, please visit our website at [www.independentactuaries.com](http://www.independentactuaries.com).



## Q&A's

### **Isn't it true that everyone is getting rid of defined benefit plans?**

Not everyone. While many large corporations are abandoning these plans, they are still a great vehicle for the successful small to mid-sized business owner to save large amounts of money in a short period of time on a tax-deferred basis. We routinely set up over 40 new defined benefit plans each year.

### **Do you provide services for cash balance plans?**

Absolutely. A cash balance plan is a hybrid plan that offers the high deductible contribution levels of a defined benefit plan with much of the understandability and flexibility of 401(k)-type plans. Recent legislation has made these plans even more attractive, and they're a rapidly growing part of our business.

### **Do you specialize in only small businesses?**

Our clients range from sole proprietorships to large corporations, and are in both the public and private sectors. Having a group of consultants and actuaries with diverse backgrounds and specialties allows us to excel in all of these situations.

## CASE STUDIES

- ✓ A small company was interested in maximizing the amount of the company contributions for its key employees. We designed a solution that improved the annual allocation to key employees from \$88,000 to \$112,000 out of a total expected contribution of \$130,000.
- ✓ A mid-sized company wanted to control plan costs without significantly reducing retirement benefits. Our solution reduced several ancillary benefits without changing the primary benefit formula. The result was a 12% reduction in costs while ensuring that employees are able to retire with the expected level of retirement income.
- ✓ The advisor to a small business owner wanted to know whether it was in her client's best interests to convert its 401(k) plan to a defined benefit plan. We demonstrated that the business owner's optimum solution was to keep the 401(k) in place with modification and add a defined benefit plan, rather than choose one plan over the other.
- ✓ A large law firm wanted to allow the partners to make contributions in excess of the limits allowed under their current 401(k) plan. We added a cash balance plan to their current plan, which allows contributions and deductions for partners' benefits totaling an additional \$7 million per year, without increasing employee benefit costs.

