

American Benefits Council

Benefits Briefing Webinar: Mortality Tables & Retirement Plans

Wednesday, June 25, 1:30 – 2:30 p.m. ET

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The American Benefits Council will host a **Benefits Briefing webinar** on **Wednesday, June 25** at **1:30 p.m. Eastern Time**, to discuss forthcoming update of mortality assumptions for retirement programs in the United States.

Lynn Dudley, *senior vice president, global retirement and compensation policy*, will moderate the call. She will be joined by:

- **Alan Glickstein**, *senior retirement consultant, Towers Watson*
- **Charles J. Clark**, *principal and director, employee benefits, research group, Milliman*
- **Kent Mason**, *partner, Davis & Harman LLP*

The webinar will include a question and answer period. Members are encouraged to [submit questions and comments in advance](#).

Background:

In February, the Society of Actuaries (SOA) Retirement Plans Experience Committee (RPEC) released an exposure draft of the [Mortality Improvement Scale MP-2014](#) and an [exposure draft of the RP-2014 mortality tables](#). These documents, based on a comprehensive study of uninsured retirement plan mortality experience begun by the RPEC in late 2009, establish a new basis for mortality assumptions for retirement programs in the United States. For pension-related purposes, the mortality projection scale presented in this report, denoted MP-2014, replaces both Scale AA, which was released in 1995, and the interim Scale BB, which was released in 2012.

For accounting purposes, auditors may rely heavily on the assumptions published by the SOA, once those assumptions are finalized. This could happen as soon as this year. For purposes of funding, benefit restrictions, lump sum payments, PBGC premiums, annuity conversions, and other related purposes, SOA's assumptions are generally taken into account by the government in formulating updated mortality assumptions, though those updates may not take effect until at least 2016 or more likely 2017.

The new mortality assumptions could have a very dramatic effect on plan liabilities, funding obligations, lump sum payments, and PBGC premiums. The Council will be playing a very active role in this project and will stay in close touch with members as this critical issue unfolds. The Council has heard very serious concerns from both actuaries and companies about the draft prepared by the SOA, reflecting doubts regarding the data and process used by the SOA in preparing the draft assumptions. Accordingly, in [a recent letter to the SOA](#), the Council noted these concerns, and emphasized the importance of the SOA acting to address the concerns and achieve consensus on this set of issues.

New: Council webinars may be used toward continuing education/renewal requirements for many professional accreditation programs, but only by means of self-certification. Descriptions of past programs are available by [clicking here](#). Please retain your registration confirmation for your verification records.

For questions related to registration – or if you have colleagues at your organization who would like to participate in this call, but do not regularly receive Council materials – please contact [Deanna Johnson](#), director, membership, or [Sondra Williams](#), membership services coordinator, at (202) 289-6700.