

1. Does your company offer: CHECK ALL THAT APPLY

A defined benefit plan	38%
A 401(k) plan	93%
An ESOP	9%
Other profit sharing	22%
Broadly distributed stock-option program (more than 10% of the workforce)	9%

2. Has your company made any major enhancements to your retirement plans that actually involve providing more benefits or a significantly improved plan structure over the last 12 months?

Yes	18%
No	79%
We are in the process of changing our plan/s	4%
Total	100%

3. Do you believe the U.S. government needs to study more effective approaches to saving for old age given the impending crush of baby boomers entering retirement age?

Yes, better products are needed	35%
Yes, different tax treatment is needed	39%
No, adequate products and policies exist	11%
No, not the government's responsibility	16%
Total	100%

4. How significant is the cost of healthcare when evaluating the potential for a retirement crisis in the future?

Very significant — The cost of retiree healthcare is the biggest problem	78%
Somewhat significant	22%
Not particularly significant	0%
Not significant	0%
Total	100%

5. Did the Pension Protection Act strengthen the retirement system overall?

Yes	54%
No	46%
Total	100%

For Defined Benefit Plan Sponsors Only

6. Total assets Under management in your plan:

Under \$250 million	56%
From \$250 million to \$1 billion	25%
Between \$1 billion and \$10 billion	10%
More than \$10 billion	8%
Total	100%

7. Will your company be forced to fund a pension liability this year?

Yes	19%
A strong possibility	8%
Not likely	19%
No	54%
Total	100%

8. If yes, can you estimate how much?

Under \$1 million	24%
From \$1 million to \$10 million	47%
From \$10 million to 75 million	18%
From \$100 million to \$200 million	11%
Total	100%

9. Are new employees eligible to join?

Yes	67%
No	29%
We plan to freeze our plan	4%
We plan to terminate our plan	1%
Total	100%

10. Volatility of pension costs is:

A major problem	13%
A serious concern	38%
A minor worry	31%
No problem	17%
Total	100%

11. Do you have a consistent worldwide pension assets and liability strategy?

No	55%
Assets are aggregated	10%
Liabilities are aggregated	1%
Both assets and liabilities are aggregated	33%
Total	100%

12. Do you believe new pension accounting rules that mark to market assets and liabilities and make them more transparent on corporate balance sheets will ultimately strengthen or weaken DB plans?

Strengthen plans because the rules will force companies to manage them better	28%
Strengthen plans because it will result in more conservative investment policy	11%
Weaken plans because companies are far more likely to freeze or even terminate plans	51%
Weaken plans because the combination of transparency and fair valuation could make companies subject to more share price volatility	10%
Total	100%

13. Have you changed how you manage your plan?

We outsource more of the management of funds	13%
We have increased our in-house staff	3%
No	77%
Other	7%
Total	100%

14. Have you changed the investment policy of our funds? CHECK ALL THAT APPLY

We have annuitized part of the plan	8%
We are taking a more risk-averse strategy to avoid volatility	35%
We are expanding the type of investments we use	44%
We are using more derivatives to mitigate the impact of interest rates	9%
Other	33%

15. Have you cut benefits to retirees?

Yes, we have cut pension benefits	4%
Yes, we have cut healthcare benefits	10%
Yes, we have cut both pension and healthcare benefits	5%
No, but we are contemplating cuts	11%
No	70%
Total	100%

For Defined Contribution Plan Sponsors Only

16. Total assets under management in your DC plan:

Under \$250 million	62%
Between \$250 million and \$1 billion	23%
Between \$1 billion and \$10 billion	10%
More than \$10 billion	5%
Total	100%

17. Which plan functions do you outsource? CHECK ALL THAT APPLY

Administration	80%
Investment management	79%
Trust and custody	87%
Fiduciary	35%
Actuarial	63%

18. Participants in your plan:CHECK ALL THAY APPLY

Receive regular paper statements	89%
Receive educational materials about investing	82%
Can attend educational seminars about investing	50%
Can access information about their account online	97%
Can access educational materials online	91%

19. Do you have automatic enrollment in your DC plan?

Yes	46%
No, but we plan to implement a program within the next 12 months	18%
No	37%
Total	100%

**20. Has your company done anything to enhance its DC program over the past 12 months?
CHECK ALL THAT APPLY**

We have increased our match	20%
We are offering more investment options	51%
We are offering more demographically targeted investment options	33%
We are offering annuities to help retirees make investment savings last longer	2%
We have reduced transactional fees	17%
We are offering more education	48%
We are offering more advice	17%
Other, please specify	11%

21. Are you concerned about new fiduciary risks because of the volatility of the markets and the subprime collapse?

Yes	47%
No	53%
Total	100%

22. Do you believe it is time to rethink the 401(k) to make it more of a replacement for DB plans?

Yes	51%
No	49%
Total	100%

23. Is your company public?

Yes	44%
No	56%
Total	100%

24. At the end of the last fiscal year, my companies had revenues of:

Under \$250 million	29%
Between \$250 million and \$1 billion	29%
Between \$1 billion and \$5 billion	22%
Over \$5 billion	20%
Total	100%