



Retirement Plan Case Studies



PRATT INDUSTRIES

Plan Types:

- Defined Contribution Plans
- Defined Benefit Plans
- Flexible Spending Accounts

Services:

- Recordkeeping
- Administration
- Human Resources Dept.
- Consulting
- Plan Merger
- Communication

Pratt Industries, a family-owned international paper and packaging company, is based in Australia with U.S. headquarters in Georgia. Pratt is the world's largest privately-held paper and packaging company with annual sales in excess of \$3 billion and ranks among the leading U.S. manufacturers of corrugated shipping containers.

Prior to working with Swerdlin, Pratt used a national actuarial firm to handle the services for their two defined benefit (DB) plans totaling over 700 participants. The Pratt Human Resources Department was overwhelmed by the day-to-day operational plan issues and wanted their actuary to assume more responsibilities. Since we are known for our flexibility and “out-of-the-box” services, Pratt approached us about providing actuarial and administrative services as well as unusual services to help free up their benefits department. We offered to take on all of their desired responsibilities and we accomplished this for Pratt at lower fees. In addition to the core services including actuarial valuations and government forms, we became a “call center” for the participants with a toll-free number to request

estimated benefit certifications, withholding amounts, and review Qualified Domestic Relations Orders, as well as any other HR requests.

In later years, Pratt acquired Bell Packaging, another paper and packaging company sponsoring 10 DB and DC plans. We assisted Pratt with the inherited plans as a result of this acquisition.

Pratt consistently searches for opportunities to reduce the expense of sponsoring employee benefit plans. We helped terminate their postretirement medical plan and administered the merger of four underfunded DB plans with one overfunded DB plan, resulting in one fully funded plan. We assisted Pratt in taking full advantage of favorable interest rates by helping them purchase annuities for the original two DB plans and the new Bell Packaging DB plan. This absolved Pratt of any future liability associated with these plans.

Swerdlin & Company continues to provide consulting services for Pratt.

“Our focus is on our business. Swerdlin focuses on our plans. They are flexible, responsive and provide top quality service.”

Vic Columbus, Executive Vice President

