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# PENSION CHANGE FACT SHEET

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AT BOSTON COLLEGE

FEBRUARY 2007

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COMPANY NAME: Empire Health Services

U.S. EMPLOYEES: 2,500

TYPE OF PLAN: Traditional Defined Benefit — 1,800 participants affected

DATE ANNOUNCED: February 1, 2007

DATE EFFECTIVE: April 1, 2007

DESCRIPTION OF FREEZE: *Total Freeze*. Members in Empire Health Service's defined benefit pension plan will stop accruing benefits on April 1, 2007. These employees and all new employees will be entered into an enhanced existing 403(b) plan.

PLAN SOLVENCY: As of 2004, Empire Health Service's pension obligations were about \$56 million and its assets were about \$57 million.

REPORTED FINANCIAL IMPLICATION: The financial implication of the freeze is not public information.

ARRANGEMENTS FOR EMPLOYEES: Empire Health Services will enhance its existing 403(b) plan for current employees as well as for all new hires. Under its new enhanced 403(b) plan, Empire Health Services will offer a dollar-for-dollar match of up to 4 percent of the employees' salary.

BACKGROUND: Empire Health Services is a non-profit, multi-service healthcare system providing inpatient and outpatient services to the Spokane community, Eastern Washington and the surrounding three-state region as well as bordering Canadian provinces.

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## REFERENCES

Varela, Christine (Spokeswoman at Empire Health Services). 2007. Personal communication.  
Stucke, John (Reporter at SpokesmanReview.com). 2007. Personal communication.  
"Empire Health Services to Freeze DB Plan." PLANSPONSOR.com (February 1, 2007).