

# Prism

Fourth Quarter 2025 Pension Plan Experience

## Model Pension Plan's Funded Status Reaches 109 Percent

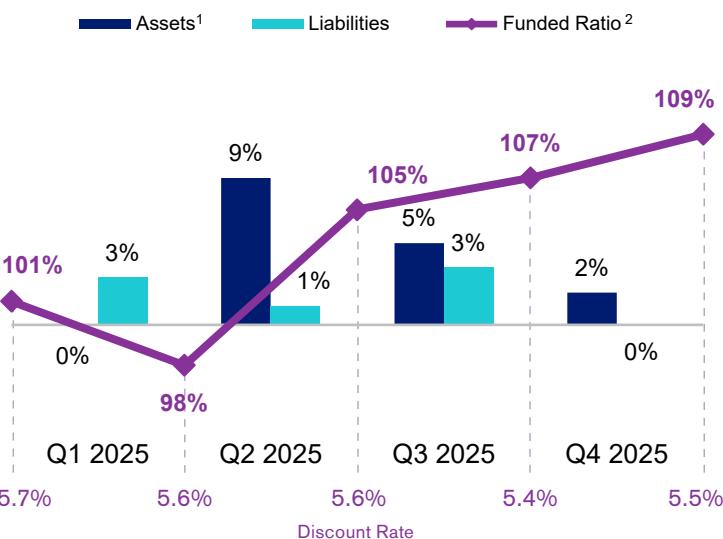
During the fourth quarter (Q4) of 2025, the funded status of the model pension plan examined in each issue of *Prism* rose 2 percentage points, to 109 percent. (See Graph 1.) This increase in funded status is attributable to a 2 percent increase in assets.

### Changes in the yield curve

High-quality corporate bond yields increased 10 basis points during Q4 — the net result of a 5 basis-point increase in U.S. nominal Treasury yields and a 5 basis-point increase in credit spreads (see “Aspects of investment performance” on the next page for more details). This is illustrated in Graph 2 by the above-median curves.

Plans' liabilities are measured with the yield curve, determined by reference to high-quality corporate bond yields. Changes in the shape of the yield curve may have varying impact on plans' liabilities based on their maturity. For background on yield curves, [read our primer](#).

Graph 1: Change in Assets, Liabilities and Funded Ratio

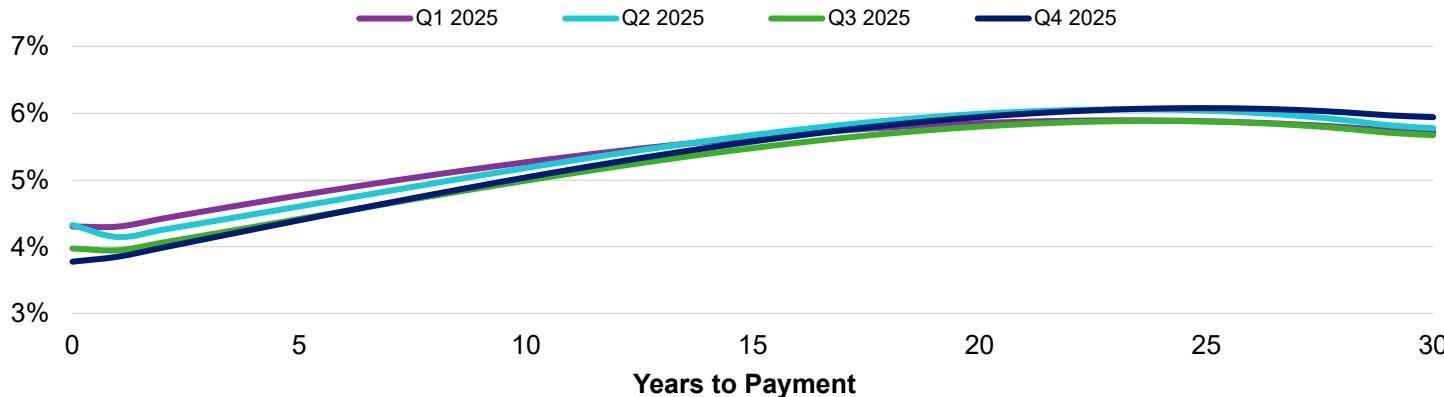


<sup>1</sup> The model plan's portfolio has a simple, passively invested asset allocation of 45 percent to domestic equities, 15 percent to international equities and 40 percent to global bonds.

<sup>2</sup> This is the ratio of a defined benefit (DB) plan's assets to accrued liabilities. The funded ratio data in the graph is the ratio on the last day of each quarter. In May 2025 (after publication of the Q1 2025 *Prism*), the funded percentage for the model DB plan was reset as of January 1, 2025 to reflect the average actual funded percentage of large pension plans.

Disclosure: The “model plan” is a hypothetical model designed based on certain market information about investments. It is provided for illustrative purposes for actuarial clients.

Graph 2: Changes in the Yield Curve\*



\* This curve reflects the average yield, at each duration, for corporate bonds rated AA that have yields above the median for that duration.

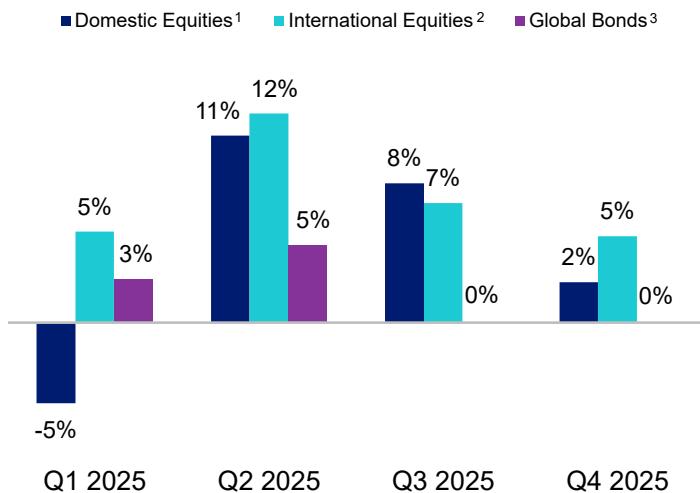
### About Prism

*Prism* examines the effect of changes in the assets and liabilities of a model private sector single-employer pension plan on its funded ratio over the four most recent quarters, viewing such changes through a marked-to-market lens. The primary focus is to understand the combined impact of asset movement and interest rate shifts on perhaps the most important financial metric to plan sponsors: the plan's funded status.

## Aspects of investment performance

The model plan's asset value increased during Q4 2025. This was the net result of positive returns in domestic equities and international equities, as illustrated in Graph 3.

Graph 3: Investment Performance



<sup>1</sup> Russell 3000

<sup>2</sup> Morgan Stanley Capital International All Country World Index Ex-U.S. (MSCI ACWI Ex-U.S.)

<sup>3</sup> Citigroup World Government Bond Index (WGBI) Unhedged, which includes U.S. and international bonds

Disclosure: This performance is provided for illustrative purposes to show the investment performance of the indices included in the chart. These indices were selected as proxies for each market sector. You cannot invest in an index. These indices were selected with the benefit of hindsight and do not reflect the performance of any client of Segal.

For more information on investment performance during Q4 2025, [see our latest investment insights](#).

## Important: examine your own DB plan's experience

Plan sponsors should examine changes in their own DB plans' assets, liabilities and funded ratios from the vantage point of both accounting and funding metrics.\* Segal can help employers project their DB plans' funded ratios through:

- **Deterministic modeling**, which projects results under a specific set of assumptions but does not offer insight into the likelihood of these outcomes
- **Stochastic asset-liability modeling (ALM)**, which offers a more complete view of the range of a plan's possible future statuses and can act as an early warning sign of potential challenges through a long-term time horizon

\* Individual plan results will differ from this model for a host of reasons, including different funded positions, liability duration and contribution patterns.

For more information about how ALM can help you manage your plan, contact your Segal retirement consultant — or get in touch with us via our website: [segalco.com](http://segalco.com).

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