

Date: April 29, 2016

To: Marsh & McLennan Companies Retirement Plan A Participants
From: Plan Administrator for the Marsh & McLennan Companies Retirement Plan A
Subject: Marsh & McLennan Companies Retirement Plan A Annual Funding Notice

Sponsors of qualified pension plans are required each year to provide plan participants with certain information about the funded status of their plan.

As previously communicated, effective September 1, 2015, the Marsh & McLennan Companies Retirement Plan was divided into two plans. One plan is named the Marsh & McLennan Companies Retirement Plan A (Plan A), and the other is named the Marsh & McLennan Companies Retirement Plan B (Plan B). Although the plans have different names, their benefit provisions are the same as those in effect under the Marsh & McLennan Companies Retirement Plan immediately prior to the division. Plan A primarily includes inactive participants (generally, former employees) and Plan B primarily includes active participants (generally, current employees, including those on an approved leave of absence or approved disability leave).

No Impact on Your Accrued Benefit

*The benefit you have already accrued under the **Marsh & McLennan Companies Retirement Plan A** has not changed.*

If you are a retiree or beneficiary and are currently receiving a benefit from Plan A, your right to that benefit has not changed.

Although the Marsh & McLennan Companies Retirement Plan was divided into Plans A and B effective September 1, 2015, the 2015 Annual Funding Notice is required to reflect the status of plan funding as of January 1, 2015. Accordingly, as described in more detail below, much of the funded status information in the enclosed notice relates to the undivided assets and liabilities of the Marsh & McLennan Companies Retirement Plan on January 1, 2015, and not to those of Plan A or Plan B on and after September 1, 2015. As a participant in Plan A, you are being provided with an Annual Funding Notice for Plan A.

The Annual Funding Notice

The enclosed ***Annual Funding Notice for the Marsh & McLennan Companies Retirement Plan A*** (“Notice”) meets the Plan’s legal obligation to distribute the Notice annually. To help familiarize you with the information included in the Notice, we offer some context in this cover letter.

First, no action is required on your part. However, we strongly encourage you to read the Notice to gain a better understanding of how Plan A benefits are funded.

Second, this Notice is required by law to include a summary of federal rules governing the termination of single-employer defined benefit pension plans. Although Marsh & McLennan Companies always retains the right to amend or terminate Plan A to the fullest extent allowed by law at any time, as it deems advisable, this Notice is not a communication of any present intention on the Company’s part to change in any way the terms of Plan A or to terminate Plan A.

Understanding the Annual Funding Notice

A pension plan is designed to provide plan participants with a benefit at retirement based on the plan's formula. In order to ensure sufficient funds exist to pay for these future retirement benefits, Marsh & McLennan Companies makes contributions to a trust fund. These contributions are then invested in a variety of investment vehicles, based on Plan A's investment policy. The timing and the amount of contributions made to the trust are determined by federal guidelines and are based on how much is in the trust (assets) and Plan A's future obligations to pay benefits (liabilities). Plan A's investment and funding policies are outlined in the enclosed Notice.

On page 1 of the Notice, the section titled "Funding Target Attainment Percentage" summarizes the asset and liability measures used to determine Marsh & McLennan Companies' annual contributions for 2013, 2014 and 2015. These values are required to be shown as of January 1 of each year. Accordingly, these values, as well as the values shown in the Supplement to this Notice, do not reflect the September 1, 2015 division of the Marsh & McLennan Companies Retirement Plan into Plans A and B. The 2016 Annual Funding Notice will be the first Annual Funding Notice in which the Funding Target Attainment Percentage will reflect the September 1, 2015 division of the Marsh & McLennan Companies Retirement Plan.

The "Year-End Assets and Liabilities" are valued and calculated differently than those used to determine the values shown in the Funding Target Attainment Percentage on page 1. On page 2 of the Notice, the section titled "Year-End Assets and Liabilities" discloses Plan A's assets and liabilities as of December 31, 2015. Because they are 2015 year-end amounts, these values reflect the September 1, 2015 division of the Marsh & McLennan Companies Retirement Plan into Plans A and B.

If you have any questions – about the Notice or about the Marsh & McLennan Companies Retirement Plan A in general – please contact the Employee Service Center at +1 866 374 2662, any business day, from 8 a.m. to 8 p.m. ET.

SUPPLEMENT TO THE ANNUAL FUNDING NOTICE

for the *Marsh & McLennan Companies Retirement Plan A*
Plan Year Beginning January 1, 2015 and Ending December 31, 2015 (Plan Year)

This is a temporary supplement to your Annual Funding Notice for the Marsh & McLennan Companies Retirement Plan A. This supplement is required by the Moving Ahead for Progress in the 21st Century Act, the Highway and Transportation Funding Act of 2014, and the Bipartisan Budget Act of 2015. These federal laws changed how pension plans calculate their liabilities. The purpose of this supplement is to show you the effect of these changes. Prior to 2012, pension plans determined their liabilities using a two-year average of interest rates. Now, pension plans also must take into account a 25-year average of interest rates. This means that interest rates likely will be higher and plan liabilities lower than they were under prior law. As a result, your employer may contribute less money to the plan at a time when market interest rates are at or near historical lows.

The “Information Table” compares the impact of using interest rates based on the 25-year average (the “adjusted interest rates”) and interest rates based on a two-year average on the plan’s: (1) Funding Target Attainment Percentage, (2) Funding Shortfall, and (3) Minimum Required Contribution. The Funding Target Attainment Percentage is a measure of how well the plan is funded on a particular date. The Funding Shortfall is the amount by which liabilities exceed net plan assets. The Minimum Required Contribution is the amount of money an employer is required by law to contribute to a plan in a given year. The following table shows this information determined with and without the adjusted interest rates. The information is provided for the Plan Year and for each of the two preceding plan years.

The Marsh & McLennan Companies Retirement Plan was divided into Plans A and B effective September 1, 2015. However, the information in the table below relates to the Marsh & McLennan Companies Retirement Plan as of January 1, 2015, prior to the division, and not to the Marsh & McLennan Companies Retirement Plan A. This is because the information provided below must be shown as of January 1, 2015.

INFORMATION TABLE						
	2015		2014		2013	
	With Adjusted Interest Rates	Without Adjusted Interest Rates	With Adjusted Interest Rates	Without Adjusted Interest Rates	With Adjusted Interest Rates	Without Adjusted Interest Rates
Funding Target Attainment Percentage	104.83%	82.35%	103.88%	79.00%	99.65%	80.67%
Funding Shortfall	\$0	\$881,698,230	\$0	\$1,018,866,494	\$12,030,964	\$841,715,150
Minimum Required Contribution	\$0	\$251,306,886	\$0	\$260,014,800	\$68,212,677	\$221,886,654

ANNUAL FUNDING NOTICE
for the
Marsh & McLennan Companies Retirement Plan A
Plan Year Beginning January 1, 2015 and Ending December 31, 2015

Introduction

This Annual Funding Notice for the Marsh & McLennan Companies Retirement Plan A (“Notice”) includes important information about the funding status of your single-employer pension plan. It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide an annual funding notice every year regardless of their funding status. This Notice does not mean that Plan A is terminating. It is provided for informational purposes and you are not required to respond in any way. This Notice is for the plan year beginning January 1, 2015 and ending December 31, 2015 (“Plan Year”).

As previously communicated, effective September 1, 2015, the Marsh & McLennan Companies Retirement Plan was divided into two plans. One plan is named the Marsh & McLennan Companies Retirement Plan A (Plan A), and the other is named the Marsh & McLennan Companies Retirement Plan B (Plan B). This Notice is for Plan A.

How Well Funded Is Plan A

Federal law requires the administrator of Plan A to tell you how well the plan is funded, using a measure called the “Funding Target Attainment Percentage,” which is Net Plan Assets divided by Plan Liabilities. In general, the higher the percentage, the better funded the plan.

The Funding Target Attainment Percentage for the 2015 Plan Year and each of the two preceding plan years in the chart below relates to the Marsh & McLennan Companies Retirement Plan, prior to the September 1, 2015 division into Plan A and Plan B. This is because the information used to determine the values in this chart must be shown as of January 1 of each plan year. The chart also shows you how the percentage was calculated.

Funding Target Attainment Percentage			
	2015	2014	2013
Valuation Date	January 1, 2015	January 1, 2014	January 1, 2013
Plan Assets			
Total Plan Assets	4,353,515,276	4,050,573,091	3,774,298,498
Funding Standard Carryover Balance	239,316,897	217,461,969	260,981,021
Prefunding Balance	0	0	0
Net Plan Assets (a) – (b) – (c) = (d)	4,114,198,379	3,833,111,122	3,513,317,477
Plan Liabilities	3,924,442,408	3,689,769,768	3,525,348,441
Funding Target Attainment Percentage (2d)/(3)	104.83%	103.88%	99.65%

Plan Assets and Credit Balances

The chart above shows certain “credit balances” called the Funding Standard Carryover Balance and the Prefunding Balance as of January 1 of each plan year. A plan might have a credit balance, for example, if in a prior year, an employer contributed money to the plan above the minimum level required by law. Generally, an employer may credit the excess money toward the minimum level of contributions required by law that it must make in future years. Plans must subtract these credit balances from Total Plan Assets to calculate their Funding Target Attainment Percentage.

Plan Liabilities

Plan Liabilities in line 3 of the chart above are estimates of the amount of assets that the Marsh & McLennan Companies Retirement Plan would need on the Valuation Date, i.e., January 1st of each year, to pay for promised benefits under that plan.

Year-End Assets and Liabilities as of December 31, 2015

The asset values in the “Funding Target Attainment Percentage” chart above are measured as of the first day of the plan year, i.e., January 1st of each year. They also are “actuarial values.” Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. As of December 31, 2015, the fair market value of Plan A’s assets (reflecting the division of assets between Plan A and Plan B) was \$3,093,042,427. On this same date, Plan A’s liabilities were \$3,643,314,711, determined by using market rates.

Participant Information

The total number of participants and beneficiaries covered by the Marsh & McLennan Companies Retirement Plan on the January 1, 2015 Valuation Date (pre-division) was 48,891. As of the September 1, 2015 division date, 34,197 individuals became participants in Plan A: 12 were current employees, 13,947 were retired and receiving benefits, and 20,238 were retired or no longer working for the employer and had a right to future benefits.

Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of Plan A is to contribute amounts at least sufficient to meet the funding requirements set forth in U.S. law.

Pension plans also have investment policies. These generally are written guidelines or general instructions for making investment management decisions. The investment policy of Plan A is to target 64% equities and 36% fixed income. The assets are well-diversified and managed with the goal of maximizing Plan A’s real return within acceptable risk parameters. Plan A’s fiduciaries continuously monitor Plan A’s asset mix. If varying returns between asset classes cause the mix to deviate from the target allocation beyond specified thresholds, an organized rebalancing is performed. This ensures that the actual portfolio remains consistent with target asset allocation ranges.

Under Plan A's investment policy, Plan A's assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (interest bearing and non-interest bearing)	0.49%
2. U.S. Government securities	2.78%
3. Corporate debt instruments (other than employer securities):	
a. Preferred	3.38%
b. All other	26.49%
4. Corporate stocks (other than employer securities):	
a. Preferred	0.14%
b. Common	17.93%
5. Partnership/joint venture interests	8.50%
6. Real estate (other than employer real property)	0.00%
7. Loans (other than to participants)	0.00%
8. Participant loans	0.00%
9. Value of interest in common/collective trusts	18.20%
10. Value of interest in pooled separate accounts	0.12%
11. Value of interest in master trust investment accounts	0.00%
12. Value of interest in 103-12 investment entities	2.35%
13. Value of interest in registered investment companies (e.g., mutual funds)	4.12%
14. Value of funds held in insurance co. general account (unallocated contracts)	0.45%
15. Employer-related investments:	
a. Employer securities	5.32%
b. Employer real property	0.00%
16. Buildings and other property used in plan operations	0.00%
17. Other	9.73%

For information about Plan A's investment in common/collective trusts, pooled separate accounts, master trust investment accounts or 103-12 investment entities, please contact the Employee Service Center as indicated under "Where to Get More Information."

Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of the Marsh & McLennan Companies Retirement Plan's annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Marsh & McLennan Companies Retirement Plan's annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefits. The first Form 5500 for Plan A is intended to be timely filed on or before October 17, 2016. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under "Where to Get More Information."

Summary of Rules Governing Termination of Single-Employer Plans

If a plan terminates, there are specific termination rules that must be followed under federal law. A summary of these rules follows.

There are two ways an employer can terminate its pension plan. First, the employer can end a plan in a "standard termination" but only after showing the PBGC that such plan has enough money to pay all benefits owed to participants. Under a standard termination, a plan must either purchase an annuity from an insurance company (which will provide you with periodic retirement benefits, such as monthly for life or for a set period of time when you retire) or, if the plan allows, issue one lump-sum payment that covers your entire benefit. Your plan administrator must give you advance notice that identifies the insurance company (or companies) selected to provide the annuity. The PBGC's guarantee ends upon the purchase of an annuity or payment of the lump-sum. If the plan purchases an annuity for you from an insurance company and that company becomes unable to pay, the applicable state guaranty association guarantees the annuity to the extent authorized by that state's law.

Second, if the plan is not fully-funded, the employer may apply for a distress termination. To do so, however, the employer must be in financial distress and prove to a bankruptcy court or to the PBGC that the employer cannot remain in business unless the plan is terminated. If the application is granted, the PBGC will take over the plan as trustee and pay plan benefits, up to the legal limits, using plan assets and PBGC guarantee funds.

Under certain circumstances, the PBGC may take action on its own to end a pension plan. Most terminations initiated by the PBGC occur when the PBGC determines that plan termination is needed to protect the interests of plan participants or of the PBGC insurance program. The PBGC can do so if, for example, a plan does not have enough money to pay benefits currently due.

Benefit Payments Guaranteed by the PBGC

When the PBGC takes over a plan, it pays pension benefits through its insurance program. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. Most participants and beneficiaries receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits that are not guaranteed.

The amount of benefits that the PBGC guarantees is determined as of the plan termination date. However, if a plan terminates during a plan sponsor's bankruptcy, then the amount guaranteed is determined as of the date the sponsor entered bankruptcy.

The PBGC maximum benefit guarantee is set by law and is updated each calendar year. For a plan with a termination date or sponsor bankruptcy date, as applicable in 2016, the maximum guarantee is \$5,011.36 per month, or \$60,136 per year, for a benefit paid to a 65-year-old retiree with no survivor benefit. If a plan terminates during a plan sponsor's bankruptcy, the maximum guarantee is fixed as of the calendar year in which the sponsor entered bankruptcy. The maximum guarantee is lower for an individual who begins receiving benefits from the PBGC before age 65 reflecting the fact that younger retirees are expected to receive more monthly pension checks over their lifetimes. Similarly, the maximum guarantee is higher for an individual who starts receiving benefits from the PBGC after age 65. The maximum guarantee by age can be found on the PBGC's website, www.pbgc.gov. The guaranteed amount is also reduced if a benefit will be provided to a survivor of the plan participant.

The PBGC guarantees “basic benefits” earned before a plan is terminated, which include:

- pension benefits at normal retirement age;
- most early retirement benefits;
- annuity benefits for survivors of plan participants; and
- disability benefits for a disability that occurred before the date the plan terminated or the date the sponsor entered bankruptcy, as applicable.

The PBGC does not guarantee certain types of benefits:

- The PBGC does not guarantee benefits for which you do not have a vested right, usually because you have not worked enough years for the company.
- The PBGC does not guarantee benefits for which you have not met all age, service, or other requirements.
- Benefit increases and new benefits that have been in place for less than one year are not guaranteed. Those that have been in place for less than five years are only partly guaranteed.
- Early retirement payments that are greater than payments at normal retirement age may not be guaranteed. For example, a supplemental benefit that stops when you become eligible for Social Security may not be guaranteed.
- Benefits other than pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay, are not guaranteed.
- The PBGC generally does not pay lump sums exceeding \$5,000.

In some circumstances, participants and beneficiaries still may receive some benefits that are not guaranteed. This depends on how much money the terminated plan has and how much the PBGC recovers from employers for plan underfunding.

For additional general information about the PBGC and the pension insurance program guarantees, go to the “General FAQs about PBGC” on PBGC’s website at www.pbgc.gov/generalfaqs. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See “Where to Get More Information” below.

Where to Get More Information

For more information about this Notice, you may contact the Employee Service Center, at +1 866 374 2662, any business day, from 8 a.m. to 8 p.m. ET. For identification purposes, the official plan number is 001 and the plan sponsor’s name and employer identification number or “EIN” are Marsh & McLennan Companies, Inc. and 36-2668272.