

PLANSPONSOR®

2017 Plan Benchmarking Report

Overall results from the
2016 PLANSPONSOR
Defined Contribution (DC) Survey

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Summary of Findings

About this report

The *PLANSPONSOR* 2016 Defined Contribution (DC) Survey results incorporate the responses of 4,219 plan sponsors from a broad variety of U.S. industries.

Of the 4,219:

- 508 (12.0%) are plans with less than \$1 million in DC assets
- 983 (23.3%) are plans with \$1 million - \$5 million
- 539 (12.8%) are plans with \$5 million - \$10 million
- 557 (13.2%) are plans with \$10 million - \$25 million
- 395 (9.4%) are plans with \$25 million - \$50 million
- 314 (7.4%) are plans with \$50 million - \$100 million
- 231 (5.5%) are plans with \$100 million - \$200 million
- 250 (5.9%) are plans with \$200 million - \$500 million
- 160 (3.8%) are plans with \$500 million - \$1 billion
- 282 (6.7%) are plans with more than \$1 billion

Overall Rankings: Top 50% industries in key plan areas

	Participation Rate	Average Account Balance	Average Deferral Rate	Immediate Eligibility	Immediate Vesting
1	Insurance/Reinsurance [89.5%]	Law Firm [\$210,385]	Labor Unions [8.7%]	Govt: County/State/Federal [85.7%]	Education: Higher Ed [66.2%]
2	Accounting [89.2%]	Utilities [\$133,820]	Technology [7.7%]	Education: K-12, Preschool [77.8%]	Labor Unions [62.5%]
3	Research/Development [89%]	Insurance/Reinsurance [\$112,400]	Education: Higher Ed [7.7%]	Govt: City/Municipal [74.1%]	Education: K-12, Preschool [48.6%]
4	Financial Services [87%]	Fortune 1000 [\$112,254]	Aerospace/Defense [7.6%]	Healthcare (not for profit) [73.4%]	Oil & Gas/Energy [48.3%]
5	Membership [86.8%]	Oil & Gas/Energy [\$112,193]	Utilities [7.5%]	Education: Higher Ed [72.9%]	Pharmaceuticals [48.1%]
6	Pharmaceuticals [86.2%]	Accounting [\$109,033]	Fortune 1000 [7.5%]	Fortune 1000 [71%]	Agriculture [46.5%]
7	Credit Unions [85.6%]	Architecture [\$107,684]	Consulting [7.5%]	Oil & Gas/Energy [60.9%]	Chemicals/Mining [46.2%]
8	Holding Co's/Inv Banking [85.3%]	Chemicals/Mining [\$106,685]	Telecommunications [7.5%]	Utilities [57.1%]	Utilities [45.8%]
9	Utilities [85.1%]	Financial Services [\$106,285]	Govt: City/Municipal [7.5%]	Labor Unions [56.4%]	Research/Development [44.4%]
10	Oil & Gas/Energy [84.9%]	Consulting [\$105,924]	Accounting [7.4%]	Non-Profit Orgs [54.6%]	Consulting [44.4%]
11	Equipment [84.6%]	Healthcare (for profit) [\$104,456]	Engineering [7.4%]	Research/Development [52.4%]	Fortune 1000 [43.9%]
12	Consulting [84.5%]	Telecommunications [\$104,066]	Research/Development [7.4%]	Aerospace/Defense [52.2%]	Engineering [42.7%]
13	Law Firm [84.1%]	Engineering [\$103,703]	Architecture [7.3%]	Religious/Social Svcs [52%]	Banking: Commercial [41.9%]
14	Architecture [83.9%]	Pharmaceuticals [\$94,040]	Pharmaceuticals [7.3%]	Technology [51.3%]	Non-Profit Orgs [41.4%]
15	Engineering [83.5%]	Aerospace/Defense [\$93,468]	Law Firm [7.2%]	Telecommunications [48.9%]	Aerospace/Defense [41%]
16	Chemicals/Mining [83.3%]	Technology [\$91,880]	Insurance/Reinsurance [7.2%]	Architecture [44.4%]	Financial Services [40.5%]
17	Non-Profit Orgs [82.5%]	Membership [\$91,571]	Chemicals/Mining [7.2%]	Engineering [42.5%]	Law Firm [40.5%]
18	Labor Unions [81.9%]	Education: Higher Ed [\$90,455]	Financial Services [7.2%]	Consulting [42.1%]	Accounting [39.6%]
19	Banking: Commercial [81.8%]	Real Estate [\$88,838]	Oil & Gas/Energy [7.1%]	Chemicals/Mining [40.8%]	Architecture [39.3%]
20	Fortune 1000 [81.8%]	Agriculture [\$87,558]	Membership [6.8%]	Financial Services [40.7%]	Environmental [38.9%]
21	Distribution [81.5%]	Distribution [\$85,052]	Advertising/Marketing [6.7%]	Pharmaceuticals [40.6%]	Restaurants/Food Service [37.8%]
22	Telecommunications [80.1%]	Holding Co's/Inv Banking [\$85,024]	Environmental [6.6%]	Membership [38%]	Govt: County/State/Federal [36.8%]
23	Manufacturing: Industrial [79.8%]	Labor Unions [\$83,248]	Non-Profit Orgs [6.4%]	Environmental [36.5%]	Religious/Social Svcs [36.4%]
24	Technology [78.7%]	Research/Development [\$81,997]	Media/Communications [6.3%]	Insurance/Reinsurance [36.1%]	Manufacturing: Consumer [36.4%]

Overall Rankings: Bottom 50% industries in key plan areas

	Participation Rate	Average Account Balance	Average Deferral Rate	Immediate Eligibility	Immediate Vesting
25	Environmental [78.6%]	Advertising/Marketing [\$80,877]	Business Services [6.3%]	Transportation/Airlines [31.4%]	Holding Co's/Inv Banking [35.5%]
26	Healthcare (for profit) [78.4%]	Manufacturing: Industrial [\$80,644]	Automotive Manufacturing [6.3%]	Banking: Commercial [29.7%]	Retail [34.8%]
27	Manufacturing: Consumer [78.4%]	Equipment [\$80,496]	Agriculture [6.2%]	Manufacturing: Consumer [29%]	Membership [34.7%]
28	Wholesale [77.4%]	Manufacturing: Consumer [\$79,439]	Manufacturing: Industrial [6.2%]	Law Firm [28.1%]	Insurance/Reinsurance [34.1%]
29	Real Estate [76.9%]	Transportation/Airlines [\$77,324]	Building/Construction [6.2%]	Accounting [27.5%]	Manufacturing: Industrial [33%]
30	Aerospace/Defense [76.4%]	Wholesale [\$76,440]	Healthcare (for profit) [6.1%]	Holding Co's/Inv Banking [26.2%]	Healthcare (for profit) [32.5%]
31	Education: Higher Ed [75.9%]	Building/Construction [\$74,947]	Holding Co's/Inv Banking [6.1%]	Automotive Manufacturing [26.1%]	Telecommunications [32.4%]
32	Building/Construction [75.6%]	Consumer Services [\$71,680]	Manufacturing: Consumer [6.1%]	Agriculture [24.5%]	Technology [32.2%]
33	Agriculture [75.2%]	Media/Communications [\$71,563]	Transportation/Airlines [6.1%]	Manufacturing: Industrial [24.4%]	Real Estate [31.8%]
34	Media/Communications [75.1%]	Banking: Commercial [\$70,460]	Consumer Services [6.1%]	Business Services [24.3%]	Hotels/Gaming [31.7%]
35	Advertising/Marketing [74.7%]	Govt: City/Municipal [\$70,404]	Real Estate [6%]	Advertising/Marketing [22.7%]	Equipment [31.6%]
36	Healthcare (not for profit) [74.1%]	Business Services [\$69,871]	Govt: County/State/Federal [6%]	Consumer Services [21.6%]	Business Services [29.6%]
37	Automotive Manufacturing [74.1%]	Non-Profit Orgs [\$68,957]	Distribution [5.9%]	Credit Unions [21.6%]	Consumer Services [29%]
38	Consumer Services [74.1%]	Environmental [\$64,713]	Equipment [5.9%]	Media/Communications [20.4%]	Wholesale [28.7%]
39	Religious/Social Svcs [72.8%]	Credit Unions [\$58,467]	Banking: Commercial [5.9%]	Real Estate [18.2%]	Govt: City/Municipal [28.6%]
40	Transportation/Airlines [71.6%]	Hotels/Gaming [\$53,060]	Automotive Dealerships/Svc [5.9%]	Hotels/Gaming [17.4%]	Media/Communications [27.6%]
41	Business Services [69.7%]	Automotive Manufacturing [\$51,958]	Education: K-12, Preschool [5.9%]	Retail [16.8%]	Healthcare (not for profit) [26.3%]
42	Govt: City/Municipal [69.1%]	Govt: County/State/Federal [\$49,896]	Wholesale [5.8%]	Distribution [16.5%]	Building/Construction [26.2%]
43	Education: K-12, Preschool [67%]	Automotive Dealerships/Svc [\$47,882]	Credit Unions [5.8%]	Building/Construction [15.7%]	Distribution [24.7%]
44	Automotive Dealerships/Svc [63.5%]	Healthcare (not for profit) [\$47,716]	Hotels/Gaming [5.7%]	Healthcare (for profit) [15.6%]	Transportation/Airlines [23.6%]
45	Hotels/Gaming [63%]	Retail [\$46,231]	Healthcare (not for profit) [5.6%]	Equipment [14.6%]	Automotive Manufacturing [20.8%]
46	Govt: County/State/Federal [62.4%]	Restaurants/Food Service [\$42,234]	Retail [5.6%]	Automotive Dealerships/Svc [11.3%]	Advertising/Marketing [20.5%]
47	Retail [60.5%]	Religious/Social Svcs [\$39,276]	Restaurants/Food Service [5.6%]	Wholesale [11.2%]	Credit Unions [17.5%]
48	Restaurants/Food Service [57.2%]	Education: K-12, Preschool [\$35,871]	Religious/Social Svcs [5.3%]	Restaurants/Food Service [8.3%]	Automotive Dealerships/Svc [16.2%]

Plan Types and Design Features

What type of DC plan does your organization offer?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
401(k)	85.8%	90.5%	90.9%	86.8%	87.1%	83.8%	79.0%	77.1%	78.4%	78.8%	83.3%
403(b)	11.4%	4.9%	6.8%	11.3%	10.2%	11.9%	14.6%	19.9%	21.2%	20.6%	16.3%
457	11.9%	2.8%	4.9%	8.5%	10.8%	15.7%	17.2%	21.2%	24.0%	25.0%	24.8%
Money Purchase	2.4%	0.6%	1.3%	2.2%	2.7%	3.5%	3.8%	3.0%	4.4%	3.1%	3.9%
Profit Sharing	19.2%	12.6%	19.2%	19.7%	25.7%	22.8%	21.0%	19.0%	20.0%	18.1%	10.6%
ESOP	3.3%	0.4%	1.5%	3.9%	4.3%	3.3%	4.5%	2.6%	5.2%	2.5%	9.2%
KSOP	0.5%	0.4%	0.2%	0.6%	0.2%	0.5%	0.3%	0.9%	1.2%	0.6%	0.7%
Nonqualified Deferred Compensation (NQDC)	9.9%	0.8%	1.8%	1.7%	4.8%	9.4%	13.1%	20.3%	26.0%	32.5%	41.8%
SEP	0.5%	0.4%	0.4%	0.4%	0.4%	1.0%	0.6%	1.3%	0.0%	0.6%	0.4%
SIMPLE IRA	0.6%	1.0%	0.4%	0.2%	0.5%	1.5%	0.3%	1.7%	0.0%	0.6%	0.0%
Other	3.8%	2.6%	3.1%	2.8%	2.3%	3.3%	5.4%	2.2%	6.4%	6.9%	9.9%

Does your organization offer any of these additional workplace retirement/savings plans?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Defined Benefit Plan (Traditional)	28.9%	19.4%	22.3%	20.5%	26.6%	25.3%	30.9%	35.4%	46.5%	56.2%	56.3%
Defined Benefit Plan (Cash Balance)	7.7%	2.7%	3.8%	3.5%	5.4%	5.0%	5.4%	12.9%	13.7%	22.0%	34.1%
Defined Benefit Plan (Hybrid/ Other formula)	2.9%	0.2%	1.1%	1.3%	2.2%	2.2%	3.5%	5.0%	4.2%	3.6%	18.1%
Equity Compensation (e.g., Stock) Plan	10.9%	1.1%	2.5%	4.4%	4.4%	11.2%	13.4%	20.5%	28.6%	37.5%	47.1%
Health Savings Accounts (HSA)	47.5%	20.9%	36.2%	45.1%	47.3%	53.9%	58.9%	61.6%	66.5%	70.9%	78.6%
Retiree Health Benefits	16.8%	2.7%	3.6%	5.9%	9.9%	18.7%	22.6%	28.4%	39.2%	57.9%	62.0%
529 College Savings Plan	10.3%	2.3%	4.1%	5.7%	11.0%	13.5%	19.2%	20.6%	18.6%	28.8%	18.0%

Which of the following programs do you offer employees to assist with the cost of higher/continuing education?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Tuition reimbursement program (for post employment/ tuition expenses)	47.1%	17.3%	25.7%	41.6%	49.1%	65.6%	63.3%	69.9%	76.4%	71.3%	79.6%
Student loan repayment/ reimbursement program (for new/recent graduates)	2.2%	1.4%	1.1%	0.9%	1.8%	3.8%	3.9%	3.1%	4.5%	3.8%	2.2%
None--do not offer programs to assist with higher/ continuing education	50.7%	79.1%	72.3%	57.9%	49.6%	32.9%	34.4%	26.6%	20.7%	25.5%	16.8%

Do you provide a Roth contribution option?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	65.2%	56.4%	61.9%	66.4%	66.1%	69.5%	65.6%	64.6%	68.8%	68.3%	74.2%
No	34.8%	43.6%	38.1%	33.6%	33.9%	30.5%	34.4%	35.4%	31.2%	31.7%	25.8%

Is your DC plan a “Safe Harbor” plan?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	49.3%	68.1%	61.1%	50.3%	46.2%	42.9%	35.6%	33.3%	38.4%	34.4%	36.7%
No	50.7%	31.9%	38.9%	49.7%	53.8%	57.1%	64.4%	66.7%	61.6%	65.6%	63.3%

If so, which of the following Safe Harbor matching formulas have you adopted?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Basic: 100% on first 3%; 50% on next 2%	25.7%	30.7%	28.4%	23.6%	21.3%	25.7%	23.7%	27.3%	25.0%	16.3%	21.2%
Enhanced: 100% on first 4%	9.6%	9.4%	11.9%	7.6%	7.8%	6.9%	8.6%	12.1%	10.7%	14.3%	7.1%
Enhanced: 100% on first 5%	4.9%	4.7%	3.4%	6.8%	2.5%	6.9%	3.2%	10.6%	2.4%	6.1%	11.8%
Enhanced: 100% on first 6%	5.7%	2.8%	3.6%	2.5%	6.6%	7.6%	8.6%	6.1%	8.3%	10.2%	20.0%
Auto Enrollment match: 100% of first 1%; 50% of next 5%	4.1%	2.0%	2.6%	3.4%	3.7%	5.6%	4.3%	6.1%	8.3%	8.2%	10.6%
Non-elective contribution: guaranteed or flexible option 3%	25.2%	31.1%	29.8%	28.3%	26.6%	19.4%	22.6%	13.6%	20.2%	6.1%	5.9%
Other	13.9%	8.7%	8.7%	11.8%	17.6%	19.4%	22.6%	15.2%	17.9%	28.6%	22.4%
Unsure	11.0%	10.6%	11.5%	16.0%	13.9%	8.3%	6.5%	9.1%	7.1%	10.2%	1.2%

Does the plan include a loan provision?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	79.3%	67.8%	71.2%	77.4%	81.0%	84.7%	82.6%	88.2%	91.9%	89.6%	91.2%
No	19.3%	25.9%	27.3%	21.2%	19.0%	15.0%	17.1%	11.8%	7.7%	9.7%	8.0%
Unsure	1.4%	6.3%	1.6%	1.4%	0.0%	0.3%	0.3%	0.0%	0.4%	0.7%	0.8%

If loans are offered, what % of plan participants have outstanding loans?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Average	13.7%	8.1%	10.9%	12.3%	13.7%	14.9%	15.7%	15.8%	17.3%	17.8%	18.7%
Median	11.0%	2.0%	8.0%	10.0%	10.3%	13.0%	13.0%	14.0%	15.0%	17.9%	18.5%

Does your plan allow separated employees to continue to make loan payments after termination?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes - feature has been or will be implemented in our plan	24.5%	10.3%	10.0%	10.8%	18.9%	22.8%	31.3%	42.4%	47.9%	59.0%	55.0%
No - feature is not available and we have not discussed adding it	56.4%	51.9%	62.9%	69.0%	65.6%	63.3%	56.8%	46.1%	38.9%	35.8%	33.6%
No - but we are considering adding it in the future	5.1%	2.7%	4.4%	4.9%	4.3%	4.5%	6.6%	5.2%	9.0%	2.2%	8.4%
Don't know	14.0%	35.1%	22.7%	15.4%	11.2%	9.3%	5.3%	6.3%	4.3%	3.0%	2.9%

Average loan balance for participants with open/outstanding loans:

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Average	\$9,495	\$10,332	\$9,379	\$9,283	\$9,438	\$9,109	\$9,581	\$8,765	\$9,884	\$10,224	\$9,941
Median	\$8,200	\$6,028	\$7,376	\$8,000	\$8,252	\$8,300	\$8,671	\$8,058	\$9,300	\$9,301	\$9,000

Which of the following in-service distribution options are allowed by your plan document?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Hardship withdrawals	85.5%	72.3%	82.2%	88.4%	87.4%	88.1%	86.5%	89.0%	92.1%	91.5%	91.8%
Distributions connected to specific age	62.1%	35.5%	50.5%	59.4%	69.8%	69.4%	70.6%	71.4%	76.4%	82.4%	81.2%
Distributions to active duty military (HEART Act)	24.0%	9.0%	13.4%	20.3%	19.9%	30.0%	31.8%	34.3%	37.6%	47.9%	47.1%
Distribution of rollover assets from previous employer	27.7%	13.3%	14.3%	20.3%	23.1%	32.2%	37.2%	43.3%	46.7%	59.2%	54.9%
Distribution of after-tax dollars	13.6%	5.5%	5.8%	9.2%	8.7%	12.5%	14.2%	20.5%	24.0%	37.3%	43.5%
Other specific circumstances	5.3%	4.3%	3.6%	2.6%	5.1%	4.7%	5.7%	7.6%	5.7%	10.6%	13.7%

If hardship withdrawals are offered, what % of plan participants have made hardship withdrawals in the past year?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Average	1.6%	0.9%	1.1%	1.1%	1.2%	2.3%	1.9%	2.6%	2.9%	2.9%	2.4%
Median	0.5%	0.0%	0.0%	0.0%	0.8%	1.0%	1.0%	1.0%	1.0%	1.0%	1.2%

“Auto” Features

Do you use automatic enrollment?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	41.7%	24.4%	25.1%	33.4%	44.6%	53.7%	57.3%	54.8%	65.6%	61.7%	63.7%
No	54.7%	65.6%	68.3%	64.3%	54.1%	45.8%	42.1%	44.8%	32.8%	37.6%	34.4%
Unsure	3.6%	10.0%	6.6%	2.3%	1.3%	0.5%	0.6%	0.5%	1.6%	0.7%	1.8%

Which (if any) of the following types of “re-enrollment” did your plan take in the past 12-18 months?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Re-enrolled employees not participating in the plan	8.6%	3.6%	4.7%	6.4%	7.4%	13.9%	13.4%	12.1%	17.5%	11.7%	12.0%
Re-enrolled participants saving below the default deferral rate	4.0%	0.6%	1.9%	2.1%	3.2%	7.6%	6.9%	6.3%	8.8%	6.5%	6.2%
Re-enrolled participants not invested in the default investment	1.9%	1.9%	2.3%	1.9%	1.5%	1.6%	1.6%	1.8%	1.7%	2.6%	1.8%
We have not attempted to re-enroll any employees/ participants	89.3%	94.4%	92.4%	91.9%	91.1%	84.7%	84.6%	86.6%	79.2%	85.1%	86.1%

What is the default investment for automatic enrollment?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Retail Target-Date Fund (Active)	34.5%	16.5%	35.8%	37.0%	36.8%	32.6%	45.5%	44.5%	38.7%	28.9%	20.7%
Retail Target-Date Fund (Indexed)	21.6%	20.6%	11.6%	14.2%	16.2%	17.6%	18.8%	25.2%	34.2%	28.9%	38.5%
Custom Target-Date Fund	9.6%	7.2%	5.1%	9.3%	6.6%	5.7%	9.7%	7.6%	5.2%	18.9%	25.9%
Risk-based Lifestyle Fund	5.2%	3.1%	4.7%	8.0%	6.1%	8.3%	8.0%	1.7%	3.2%	3.3%	1.7%
Balanced Fund	10.9%	16.5%	13.5%	8.0%	16.7%	13.0%	10.2%	8.4%	9.7%	5.6%	4.0%
Professionally Managed Acct	7.0%	3.1%	9.8%	5.6%	7.5%	11.9%	3.4%	8.4%	5.2%	6.7%	5.7%
Stable Value Fund / GIC	3.4%	5.2%	7.0%	3.7%	4.4%	5.7%	1.7%	0.0%	0.6%	3.3%	0.0%
Money Market Fund	3.7%	19.6%	7.0%	8.6%	2.2%	1.0%	1.1%	0.8%	0.0%	1.1%	0.0%
Other	4.0%	8.2%	5.6%	5.6%	3.5%	4.1%	1.7%	3.4%	2.6%	3.3%	2.9%

What is the default deferral rate as a percentage of the employee's salary?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
1%	4.0%	10.4%	4.9%	7.9%	3.8%	3.0%	1.1%	0.8%	1.9%	4.4%	3.5%
2%	7.6%	6.6%	7.5%	9.7%	10.3%	6.5%	5.6%	9.9%	5.8%	3.3%	8.1%
3%	40.9%	35.8%	42.5%	43.0%	46.2%	44.2%	41.2%	43.8%	37.2%	36.7%	32.4%
4%	11.9%	6.6%	8.4%	10.9%	11.5%	15.1%	13.0%	11.6%	14.1%	17.8%	11.6%
5%	11.2%	12.3%	11.9%	6.1%	8.1%	8.5%	13.0%	14.9%	18.6%	8.9%	11.6%
6%	16.2%	12.3%	13.7%	10.3%	14.5%	17.6%	16.4%	12.4%	17.3%	23.3%	26.0%
>6%	2.4%	3.8%	0.9%	4.2%	2.1%	1.5%	2.8%	5.0%	1.9%	1.1%	1.7%

Does your plan offer “auto escalation” (i.e., automatic deferral increases)?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
No	58.3%	66.6%	75.7%	68.8%	62.8%	50.1%	47.7%	42.7%	35.1%	33.6%	25.3%
Yes - but participation is voluntary and participants must opt in to auto escalation	17.8%	8.7%	9.0%	14.1%	14.8%	19.1%	24.2%	28.0%	31.4%	37.5%	36.5%
Yes - participants are defaulted into auto escalation at time of enrollment unless they opt out; all other participants can opt in at any time	17.5%	5.8%	6.7%	10.9%	17.9%	28.2%	26.8%	28.4%	31.4%	27.0%	35.7%
Unsure	6.4%	18.9%	8.7%	6.1%	4.4%	2.6%	1.3%	0.9%	2.0%	2.0%	2.5%

Participation and Eligibility

What is the participation rate in your DC plan among eligible employees?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Average	78.5%	74.8%	76.4%	79.1%	79.5%	79.8%	79.6%	78.0%	83.1%	78.1%	82.5%
Median	86.0%	83.0%	84.0%	85.0%	85.0%	86.0%	88.0%	87.0%	89.0%	86.0%	89.0%

Average Participant Account Balance:

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Average	\$87,038	\$53,344	\$78,534	\$87,432	\$90,219	\$90,110	\$99,412	\$89,475	\$94,207	\$98,309	\$117,407
Median	\$65,000	\$28,413	\$57,155	\$65,000	\$65,000	\$67,116	\$81,950	\$74,675	\$77,077	\$75,813	\$105,000

Average Contribution/Deferral Rate Among Active Participants:

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Average	6.6%	6.0%	6.1%	6.4%	6.2%	6.6%	7.1%	6.9%	7.1%	7.1%	7.7%
Median	6.0%	5.0%	5.4%	6.0%	6.0%	6.5%	6.6%	7.0%	7.0%	7.0%	7.8%

When are full-time employees eligible to participate in the plan?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Immediately upon hire	36.6%	19.1%	19.4%	26.0%	29.5%	38.0%	50.2%	58.0%	67.1%	67.5%	80.9%
Within 3 months of employment	26.8%	22.9%	24.4%	29.6%	31.5%	37.7%	29.8%	27.2%	23.2%	24.7%	13.7%
After 4-11 month of employment	12.9%	15.8%	16.1%	15.4%	18.6%	11.5%	10.7%	8.5%	4.1%	3.2%	2.9%
At 1 year of employment	22.5%	39.9%	38.7%	28.1%	19.5%	11.8%	8.1%	5.8%	4.9%	4.5%	1.4%
After more than 1 year of employment	1.2%	2.3%	1.4%	1.0%	0.9%	1.0%	1.3%	0.4%	0.8%	0.0%	1.1%

Employer Match

Does your organization offer a matching contribution* to participant accounts?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	74.7%	62.9%	69.0%	75.9%	75.0%	80.6%	77.3%	81.3%	82.8%	80.1%	85.4%
No	24.8%	35.8%	30.2%	23.9%	24.8%	19.4%	22.4%	18.8%	17.2%	19.9%	13.9%
Unsure	0.5%	1.3%	0.8%	0.2%	0.2%	0.0%	0.3%	0.0%	0.0%	0.0%	0.7%

*NOTE: A matching contribution requires a participant contribution that is “matched” by the employer up to some defined limit (i.e., 50% match on first 6% of salary, dollar-for-dollar up to \$1000, etc.).

Does your organization offer a non-elective or profit sharing contribution* to participant accounts?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	48.5%	38.8%	48.9%	48.5%	53.8%	54.7%	46.6%	46.7%	52.9%	46.5%	45.5%
No	47.9%	53.0%	45.7%	46.2%	44.0%	43.6%	52.7%	52.9%	46.7%	51.4%	53.0%
Unsure	3.6%	8.3%	5.3%	5.3%	2.2%	1.7%	0.7%	0.5%	0.4%	2.1%	1.5%

*NOTE: These contributions generally do NOT require participant contributions.

If you provide a match, please select the option that most closely relates to your match formula:

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
More than 100% of first 6% of salary	2.9%	5.6%	2.2%	2.0%	2.9%	4.1%	2.1%	2.3%	3.1%	2.5%	3.1%
100% of first 6% of salary	9.7%	8.8%	9.0%	5.6%	8.8%	9.0%	7.7%	7.0%	11.9%	17.4%	19.7%
51%-99% of first 6% of salary	29.1%	42.2%	37.3%	27.5%	23.8%	25.9%	23.0%	22.8%	24.7%	24.8%	26.3%
50% of first 6% of salary	16.5%	10.0%	14.5%	16.5%	17.6%	20.3%	21.3%	23.4%	16.5%	19.0%	10.1%
Less than 50% of first 6% of salary	6.3%	6.0%	6.0%	8.4%	8.0%	7.9%	6.4%	4.7%	7.7%	0.0%	2.6%
Other	35.5%	27.3%	30.9%	40.1%	38.8%	32.8%	39.6%	39.8%	36.1%	36.4%	38.2%

What would be your organization’s maximum total employer contribution to an employee’s DC account in a single year?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
None	8%	17%	11%	7%	6%	3%	4%	5%	3%	8%	7%
1%	2%	3%	3%	4%	2%	3%	1%	1%	1%	3%	0%
2%	5%	4%	6%	7%	7%	5%	6%	6%	3%	2%	1%
3%	16%	23%	18%	18%	16%	18%	14%	16%	11%	6%	9%
4%	14%	19%	18%	15%	13%	12%	11%	12%	11%	13%	10%
5%	11%	9%	11%	11%	11%	13%	14%	9%	11%	13%	11%
6%	9%	6%	9%	7%	10%	11%	11%	7%	15%	11%	10%
7%	4%	1%	3%	3%	5%	6%	7%	7%	4%	7%	8%
8%	5%	2%	4%	4%	3%	5%	3%	10%	6%	11%	7%
9%	3%	2%	1%	2%	3%	3%	4%	2%	6%	4%	6%
10%	5%	3%	4%	5%	4%	5%	5%	8%	7%	6%	6%
>10%	9%	6%	7%	8%	10%	11%	11%	8%	10%	10%	13%

Does your plan match catch-up contributions?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	48.4%	29.1%	49.1%	57.5%	56.7%	55.8%	45.0%	48.9%	37.4%	35.2%	50.2%
No	40.9%	37.9%	34.5%	34.1%	39.6%	38.6%	47.5%	47.2%	56.6%	61.6%	43.6%
Not applicable: Plan does not allow for catch-up contributions	2.5%	6.3%	3.1%	1.5%	0.7%	1.3%	4.2%	1.1%	2.5%	1.6%	2.2%
Unsure	8.1%	26.7%	13.3%	6.9%	2.9%	4.3%	3.4%	2.8%	3.5%	1.6%	4.0%

If you provide a match, how frequently are matching contributions made to plan participants?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Non pay period - Annually	13.7%	12.9%	14.7%	16.6%	14.7%	13.0%	13.9%	15.6%	10.7%	8.1%	11.0%
Non pay period - Quarterly	2.6%	2.2%	2.1%	2.9%	1.8%	4.7%	2.9%	2.8%	2.5%	0.8%	3.1%
Non pay period - Monthly	2.4%	3.2%	2.7%	2.6%	2.5%	3.3%	2.1%	1.7%	2.5%	0.0%	1.3%
Non pay period - Twice monthly (24 times per year)	2.7%	5.4%	3.2%	2.4%	2.8%	2.0%	3.4%	1.1%	1.5%	1.6%	1.8%
Non pay period - Biweekly (26 times per year)	5.0%	7.9%	4.7%	3.7%	6.6%	3.3%	4.6%	2.8%	8.1%	5.6%	3.1%
Per pay period	71.9%	65.1%	71.5%	69.7%	69.8%	72.4%	71.8%	75.4%	73.6%	82.3%	78.1%
Other	1.6%	3.2%	1.1%	2.1%	1.8%	1.3%	1.3%	0.6%	1.0%	1.6%	1.8%

Excluding limits imposed by the Department of Labor, does your plan have a hard-dollar cap on matching contributions?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	9.2%	5.8%	5.4%	9.7%	9.3%	9.5%	11.5%	10.8%	14.4%	15.4%	11.4%
No	82.9%	66.5%	82.8%	83.7%	85.8%	85.8%	86.8%	87.5%	82.1%	82.1%	86.4%
Unsure	7.9%	27.7%	11.8%	6.6%	4.9%	4.7%	1.7%	1.7%	3.6%	2.4%	2.2%

Does your plan include a provision to “true up” matching contributions*?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	31.1%	14.2%	17.1%	23.2%	28.6%	36.8%	41.2%	48.6%	52.0%	52.0%	47.6%
No	49.9%	39.9%	51.7%	56.1%	56.2%	51.0%	50.8%	46.9%	41.4%	42.3%	46.3%
Unsure	19.0%	45.9%	31.2%	20.7%	15.2%	12.3%	8.0%	4.5%	6.6%	5.7%	6.1%

*A “true up” match can be used to restore matching contributions “lost” when a participant reaches the annual contribution limit prior to year-end and thus foregoes the opportunity to make additional contributions that would otherwise have been matched. In such situation, a plan may elect to “true up” the employer matching contribution.

What percentage of active participants are deferring enough salary to take full advantage of the maximum employer match?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
All or nearly all participants (90% or more)	25.2%	38.3%	29.5%	31.2%	21.3%	16.4%	21.2%	20.3%	20.9%	22.0%	18.6%
Vast majority (75% or more)	27.5%	20.8%	24.1%	26.0%	26.3%	29.4%	26.3%	35.6%	29.6%	31.7%	38.5%
More than average (more than 50% but less than 75%)	26.0%	12.8%	21.7%	22.8%	29.6%	32.8%	32.6%	26.6%	31.1%	28.5%	31.0%
Less than average (more than 25% but less than 50%)	13.1%	9.9%	14.6%	12.3%	13.9%	15.7%	15.3%	10.2%	15.3%	13.0%	7.1%
A minority (between 10% and 25%)	4.4%	7.3%	4.7%	4.5%	5.8%	4.8%	2.5%	4.0%	2.0%	2.4%	2.2%
Very few (<10%)	3.9%	10.9%	5.5%	3.1%	3.0%	1.0%	2.1%	3.4%	1.0%	2.4%	2.7%

Once an employee is eligible to contribute to the plan, are they immediately eligible to receive matching contributions?*

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes - participants immediately qualify to receive matching contributions once eligible	77.6%	83.3%	82.3%	79.9%	76.2%	73.4%	76.8%	69.5%	73.5%	73.2%	74.2%
No - eligible participants must wait more than 6 months before qualifying to receive matching contributions	15.4%	7.7%	10.3%	12.6%	15.7%	18.9%	17.7%	22.6%	19.9%	24.4%	22.7%
No - eligible participants must wait up to 6 months before qualifying to receive matching contributions	4.3%	3.1%	3.4%	3.8%	3.4%	6.3%	5.1%	7.9%	6.6%	2.4%	3.1%
Unsure	2.7%	5.9%	3.9%	3.8%	4.7%	1.3%	0.4%	0.0%	0.0%	0.0%	0.0%

*NOTE: Matching contributions may be subject to a separate vesting schedule (see next question); this question is focused on when they qualify for matching contribution.

How long before participants are 100% vested in the match?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Immediately on enrollment	35.5%	39.5%	29.6%	31.2%	32.6%	34.2%	37.6%	45.8%	36.0%	42.7%	45.9%
6 months	0.8%	1.1%	0.8%	0.8%	0.5%	0.0%	0.8%	2.2%	1.0%	0.8%	0.0%
1 years	4.4%	9.2%	4.7%	2.4%	2.3%	4.4%	4.6%	5.0%	3.6%	9.7%	2.2%
2 years	4.2%	3.3%	1.6%	2.9%	3.6%	6.4%	4.2%	4.5%	8.1%	7.3%	7.4%
3 years	12.7%	7.7%	9.0%	7.9%	10.9%	14.2%	16.0%	12.3%	22.8%	21.0%	21.4%
4 years	3.8%	3.0%	4.2%	2.9%	4.8%	3.4%	6.8%	3.4%	3.0%	1.6%	3.5%
5 years	20.3%	19.2%	24.9%	23.6%	18.6%	21.4%	17.3%	16.2%	20.3%	9.7%	17.9%
6 years	16.2%	12.5%	21.6%	26.0%	25.2%	13.9%	11.8%	10.6%	4.6%	6.5%	1.7%
7 years	1.5%	2.6%	2.7%	1.8%	1.5%	2.0%	0.4%	0.0%	0.5%	0.0%	0.0%
After more than 7 years	0.5%	1.8%	0.8%	0.5%	0.0%	0.0%	0.4%	0.0%	0.0%	0.8%	0.0%

Plan Investments

Do you currently offer any of the following types of investment options in your plan?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Target-Date Funds	76.6%	65.3%	69.7%	78.4%	76.9%	73.0%	81.7%	83.6%	86.4%	82.8%	90.1%
Target-Risk Funds (i.e., "growth", "conservative", etc.)	40.1%	50.0%	52.1%	48.9%	47.1%	40.9%	29.4%	28.9%	21.8%	17.9%	11.1%
Balanced Funds	69.7%	70.2%	73.4%	73.1%	74.9%	68.5%	68.8%	70.6%	63.6%	64.1%	52.4%
Professionally Managed Accounts (for participants)	33.4%	27.9%	34.5%	31.7%	33.4%	33.2%	30.5%	29.4%	28.2%	39.3%	48.8%
Money Market Fund	61.9%	63.8%	65.3%	67.6%	61.7%	59.6%	62.4%	55.7%	60.0%	52.4%	54.0%
Employer Stock	7.1%	0.6%	1.2%	2.0%	2.6%	4.7%	5.0%	10.9%	11.8%	21.4%	41.7%
Stable Value Funds	57.7%	23.9%	43.8%	51.8%	62.7%	67.4%	73.8%	76.6%	76.4%	74.5%	72.6%
Real Estate / REITS	26.2%	15.3%	23.2%	27.1%	28.5%	29.1%	30.8%	30.3%	29.1%	29.0%	27.4%
Alternative Investments (hedge funds, private equity, etc.)	4.5%	5.2%	4.3%	3.5%	5.1%	5.3%	7.2%	4.0%	0.9%	2.8%	5.2%
Socially Responsible Funds	11.8%	8.3%	9.3%	11.9%	10.7%	13.4%	14.0%	13.4%	14.1%	16.6%	15.1%

How many investment options are offered in your defined contribution plan?*

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Average	22.6	24.5	23.9	26.6	23.4	22.5	21.0	19.2	19.8	18.6	18.3
Median	20.0	20.0	21.0	21.0	21.0	20.0	18.0	18.0	17.8	17.0	15.0

* Target-date fund families/series are counted as one investment option.

Which of the following (if any) index fund(s) are offered in your plan?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Target-date index fund(s)	48.1%	44.8%	48.5%	50.9%	49.2%	42.5%	45.9%	43.1%	47.6%	52.5%	55.5%
Equity index funds (i.e., S&P 500, Int'l equity, Total market, etc.)	72.4%	55.8%	65.8%	68.1%	73.1%	75.4%	80.5%	78.7%	78.6%	87.8%	86.9%
Bond index funds (i.e., Total bond, Int'l bond, etc.)	53.9%	45.5%	49.5%	51.2%	49.4%	52.7%	57.9%	55.8%	59.5%	69.8%	72.2%
Other categories of index funds	14.6%	15.6%	15.8%	16.7%	14.9%	15.3%	12.8%	9.6%	13.8%	10.1%	14.7%
None—no index funds offered	11.0%	25.3%	15.2%	11.0%	11.0%	8.9%	6.0%	5.1%	6.2%	1.4%	3.3%

What is the average number of investment options held by your DC plan participants?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Average	5.3	5.3	5.4	5.7	5.4	5.9	5.4	4.8	4.8	4.8	4.1
Median	4.0	4.0	4.4	4.0	4.0	5.0	4.2	4.0	3.9	4.0	3.9

Which investment vehicles is your organization currently using in its DC plan?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Mutual Funds	91.1%	87.9%	90.8%	89.7%	91.3%	92.4%	95.3%	94.9%	94.0%	97.1%	83.6%
Separate Accounts	20.3%	16.8%	18.6%	21.9%	21.7%	17.5%	15.2%	18.8%	15.7%	17.1%	41.6%
Collective Investment Trust	14.2%	4.7%	6.7%	6.2%	8.9%	10.0%	14.5%	17.8%	24.5%	33.6%	56.0%
ETFs (outside of brokerage windows)	9.0%	13.3%	11.3%	9.1%	8.9%	8.5%	8.0%	6.1%	7.4%	4.3%	3.6%
Self-Directed Brokerage Window	18.7%	7.7%	8.6%	11.6%	12.1%	17.8%	24.3%	25.9%	35.6%	44.3%	49.6%
Mutual Fund Window	4.3%	5.9%	4.9%	3.9%	3.7%	3.9%	4.3%	2.0%	2.3%	4.3%	6.4%
Other	5.6%	5.3%	4.7%	5.0%	5.2%	5.4%	5.1%	5.1%	6.0%	11.4%	7.6%

How often do you formally review the investment options?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Quarterly	34.1%	8.7%	15.8%	18.9%	30.4%	45.0%	52.5%	64.7%	63.5%	63.2%	63.0%
Twice a year	15.9%	5.4%	13.8%	21.7%	25.5%	24.6%	18.7%	13.7%	9.6%	4.9%	7.8%
Annually	35.7%	47.2%	48.9%	45.7%	34.8%	23.4%	23.9%	17.6%	20.1%	27.1%	22.6%
Every 1-2 years	5.3%	10.3%	8.3%	6.4%	3.4%	2.9%	2.5%	2.5%	4.6%	1.4%	2.1%
Every 2-3 years	2.2%	3.8%	3.6%	1.9%	2.3%	1.2%	1.1%	0.5%	1.4%	0.7%	1.2%
Every 3+ years	1.9%	3.8%	2.9%	2.1%	1.1%	1.2%	0.4%	1.0%	0.5%	0.7%	2.1%
Never	4.9%	20.9%	6.9%	3.2%	2.5%	1.8%	1.1%	0.0%	0.5%	2.1%	1.2%

Retirement Income

Which (if any) retirement income-oriented products/services do you offer in your plan?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
In-plan income products that guarantee monthly income	7.3%	3.8%	6.1%	5.7%	8.3%	6.7%	9.1%	12.2%	9.9%	7.8%	9.5%
In-plan income products that guarantee a base benefit	3.6%	3.3%	2.4%	2.7%	4.9%	2.8%	2.6%	6.6%	6.1%	3.5%	4.1%
In-plan income NOT offering guarantees	5.7%	5.3%	4.5%	4.1%	5.1%	4.9%	4.2%	7.1%	9.4%	5.7%	12.0%
Out-of-plan annuity purchase/ bidding service	2.6%	1.2%	1.3%	2.0%	1.8%	1.8%	1.5%	1.5%	1.9%	5.7%	12.9%
Unsure	29.2%	42.9%	37.9%	36.2%	29.7%	27.6%	19.2%	20.8%	17.0%	15.6%	7.9%
No income products offered	57.2%	46.2%	52.1%	53.2%	56.9%	60.4%	67.9%	61.9%	66.0%	67.4%	62.2%

Does your defined contribution plan design allow for systematic withdrawals* at retirement?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	49.8%	28.5%	38.0%	42.8%	48.6%	58.9%	63.2%	65.9%	72.0%	70.3%	71.3%
No	28.6%	25.5%	28.2%	33.7%	31.3%	30.2%	29.6%	29.5%	21.8%	25.0%	24.3%
Unsure	21.6%	46.1%	33.8%	23.4%	20.1%	10.9%	7.2%	4.5%	6.2%	4.7%	4.4%

*Systematic withdrawals (vs. lump sum or partial distributions) allow participants to schedule a series of recurring payments, thus creating a predictable stream of retirement income.

Fees/Expenses

What is the approximate average asset-weighted expense ratio of all investment options in your plan?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Less than 0.25% (<25 bps)	10.5%	13.1%	5.2%	4.5%	6.1%	9.2%	11.8%	10.3%	17.9%	13.3%	35.2%
0.25%-.50% (25-50 bps)	21.2%	9.2%	15.9%	16.7%	17.1%	20.5%	22.1%	28.9%	27.8%	51.0%	41.8%
0.51%-.75% (51-75 bps)	16.7%	7.5%	11.5%	15.5%	19.3%	21.4%	29.4%	28.4%	27.8%	13.3%	7.0%
0.76%-1% (76-100 bps)	12.3%	7.8%	11.5%	19.8%	20.3%	21.1%	7.4%	7.7%	6.1%	2.1%	1.2%
1.01%-1.50% (101-150 bps)	6.0%	7.5%	9.7%	9.5%	7.8%	3.6%	2.9%	1.5%	0.0%	0.7%	0.4%
1.51%-2.00% (151-200 bps)	1.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2.01%-2.50% (201-250 bps)	0.2%	0.0%	0.5%	0.2%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%
More than 2.50% (more than 250 bps)	0.2%	0.3%	0.1%	0.2%	0.2%	0.3%	0.4%	0.0%	0.5%	0.0%	0.0%
Unsure	31.9%	52.5%	43.8%	32.4%	28.6%	23.2%	25.4%	22.7%	19.3%	19.6%	13.9%

Does your organization/plan have a policy to address fee equalization?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes, a policy is in place	22.0%	7.3%	14.4%	15.8%	19.6%	26.6%	32.6%	33.7%	35.0%	42.7%	34.4%
No, but we plan to implement in the next year	3.0%	1.0%	1.3%	2.6%	2.9%	2.5%	5.6%	5.4%	7.3%	3.5%	3.6%
No, but we may develop one in future	11.4%	5.5%	6.4%	11.3%	11.6%	14.4%	16.5%	20.5%	16.4%	19.6%	10.0%
No, and no plans to	33.1%	40.9%	40.1%	32.0%	36.2%	31.1%	24.2%	19.0%	23.2%	21.7%	34.4%
Unsure	30.5%	45.1%	37.8%	38.4%	29.7%	25.4%	21.1%	21.5%	18.2%	12.6%	17.6%

Does your plan employ an “ERISA account” or “plan expense reimbursement account” to capture appropriate revenue sharing credits?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	42.9%	23.4%	31.7%	31.2%	42.0%	52.0%	52.1%	66.7%	67.4%	65.0%	51.0%
No	32.4%	32.3%	34.0%	37.6%	32.3%	30.8%	32.9%	23.4%	23.4%	25.5%	39.9%
Unsure	24.7%	44.3%	34.3%	31.2%	25.7%	17.2%	15.0%	10.0%	9.2%	9.5%	9.1%

For the prior plan year, did you calculate the total fees (all sources) paid to your DC provider/recordkeeper?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes, and we externally benchmarked our plan's costs/fees	36.0%	14.6%	23.3%	27.6%	38.5%	42.6%	51.8%	51.5%	54.3%	55.2%	53.8%
Yes, and we plan to externally benchmark our plan's costs/fees	6.8%	2.7%	4.2%	8.3%	6.2%	8.9%	8.5%	8.4%	7.2%	9.7%	11.6%
Yes, but we did NOT externally benchmark our plan's costs/fees	15.5%	12.0%	16.4%	17.1%	16.5%	16.6%	13.8%	14.4%	15.4%	13.1%	15.5%
No, but we intend to	3.4%	5.3%	3.8%	4.3%	3.0%	2.0%	2.5%	2.5%	3.2%	1.4%	3.2%
No, but we may at some point	18.6%	35.6%	28.0%	23.3%	16.2%	11.1%	9.2%	7.4%	7.2%	6.2%	6.0%
Unsure	19.7%	29.8%	24.3%	19.4%	19.7%	18.9%	14.2%	15.8%	12.7%	14.5%	10.0%

Who pays for the plan's administrative/recordkeeping expenses not covered by related investment revenue?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Participants - Fees paid via fixed costs billed to participant accounts	24.6%	13.6%	20.0%	27.2%	21.9%	23.5%	26.0%	26.4%	31.7%	35.2%	42.5%
Shared Responsibility - Participants are charged some fees directly while our organization covers other expenses directly	21.6%	10.7%	21.4%	22.3%	22.2%	25.5%	19.8%	23.1%	22.6%	30.3%	26.6%
Our organization - All fees paid exclusively by our company	36.1%	60.6%	42.6%	34.5%	34.4%	32.3%	34.7%	31.3%	25.3%	18.6%	14.3%
Not applicable - All plan fees are paid via revenue sharing	9.5%	3.4%	5.6%	7.2%	13.3%	10.2%	13.5%	13.5%	14.5%	12.4%	13.1%
Unsure	8.2%	11.7%	10.4%	8.8%	8.3%	8.5%	5.9%	5.8%	5.9%	3.4%	3.6%

How often do you formally review actual administrative costs/fees?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Annually	71.2%	62.7%	71.2%	73.3%	76.4%	75.0%	69.3%	77.1%	66.7%	70.5%	66.4%
Every 1-2 years	11.4%	12.0%	11.5%	12.7%	10.5%	8.2%	12.4%	9.0%	13.3%	12.3%	11.5%
Every 2-3 years	8.6%	6.1%	7.4%	7.3%	7.4%	9.9%	9.0%	10.0%	12.0%	11.6%	12.3%
Every 3-5 years	2.3%	1.5%	1.7%	1.9%	1.2%	3.7%	4.1%	1.0%	3.1%	2.1%	4.3%
Every 5+ years	1.6%	1.8%	1.3%	1.5%	1.4%	1.4%	2.4%	1.0%	1.8%	1.4%	3.2%
Never	5.0%	15.9%	6.9%	3.3%	2.9%	1.7%	2.8%	1.9%	3.1%	2.1%	2.4%

Defined Contribution Providers

For how long has your organization used your DC provider?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Less than 1 year	4.1%	8.9%	4.7%	3.0%	2.6%	2.8%	3.6%	3.1%	3.2%	2.6%	4.3%
More than 1 year but less than 3 years	11.4%	19.4%	13.3%	10.5%	11.2%	10.0%	8.4%	7.6%	9.2%	7.7%	5.7%
More than 3 years but less than 5 years	12.5%	16.3%	15.4%	13.7%	12.3%	11.3%	10.1%	11.6%	9.2%	6.5%	5.7%
More than 5 years but less than 7 years	12.2%	11.3%	14.1%	12.8%	12.1%	13.3%	11.4%	12.9%	12.4%	7.7%	8.2%
More than 7 years	57.0%	39.3%	49.1%	57.8%	59.0%	60.4%	64.6%	64.0%	64.3%	74.8%	75.0%
Don't know	2.2%	4.2%	2.7%	2.1%	2.2%	2.0%	1.9%	0.9%	1.2%	0.6%	1.1%

How often do you formally evaluate your DC provider?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Annually	51.3%	51.5%	56.8%	54.0%	55.7%	51.8%	44.1%	49.6%	35.5%	41.5%	46.6%
Every 1 to <2 years	9.7%	11.5%	11.3%	13.5%	9.3%	8.2%	8.0%	7.0%	8.9%	4.4%	3.9%
Every 2 to <3 years	10.6%	6.9%	8.7%	10.1%	12.0%	13.0%	14.8%	14.3%	11.3%	14.5%	8.6%
Every 3 to <5 years	12.6%	4.2%	6.1%	9.6%	12.9%	15.1%	16.4%	16.5%	27.8%	22.0%	25.8%
Every 5+ years	6.3%	4.0%	4.3%	4.1%	4.7%	7.7%	9.3%	7.8%	12.1%	10.7%	10.0%
Never	9.5%	21.8%	12.8%	8.6%	5.4%	4.3%	7.4%	4.8%	4.4%	6.9%	5.0%

Advice and Advisers

Does your plan use the services of a financial adviser or institutional retirement plan consultant?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	68.1%	47.2%	63.7%	60.7%	71.1%	72.6%	78.9%	76.3%	76.4%	80.4%	74.6%
No	31.9%	52.8%	36.3%	39.3%	28.9%	27.4%	21.1%	23.7%	23.6%	19.6%	25.4%

What is the adviser's fee arrangement?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
% of plan assets (bps)	42.3%	39.8%	56.5%	54.5%	59.2%	53.0%	34.5%	23.5%	17.6%	18.3%	74.6%
Per participant	5.0%	7.5%	6.0%	7.8%	5.2%	3.0%	4.7%	4.9%	2.5%	0.0%	25.4%
Project-based	3.8%	2.2%	0.7%	3.6%	0.9%	1.2%	2.7%	7.8%	7.6%	2.8%	74.6%
Monthly/Annual retainer	29.5%	7.5%	8.4%	9.0%	15.5%	31.5%	48.0%	52.9%	55.5%	66.2%	25.4%
Performance (investments)	1.0%	2.2%	1.0%	1.8%	0.9%	0.0%	1.4%	1.0%	0.8%	0.0%	74.6%
Performance (participation)	0.3%	1.1%	0.0%	0.6%	0.0%	0.6%	0.7%	0.0%	0.0%	0.0%	25.4%
Don't know	18.9%	40.9%	29.8%	23.4%	20.2%	8.9%	10.8%	6.9%	12.6%	9.9%	74.6%
Other	5.6%	7.5%	4.0%	5.4%	1.4%	4.2%	6.8%	11.8%	8.4%	5.6%	25.4%

For the prior plan year, did you calculate the actual fees your plan paid to your adviser?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	61.8%	28.4%	44.0%	53.6%	63.1%	70.2%	76.0%	75.0%	76.9%	82.9%	74.8%
No	26.7%	61.1%	41.7%	33.9%	27.6%	19.0%	13.3%	20.0%	9.4%	8.6%	10.9%
Don't Know	11.5%	10.5%	14.3%	12.5%	9.3%	10.7%	10.7%	5.0%	13.7%	8.6%	14.3%

Is your plan adviser a fiduciary to the plan?*

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
No	14.7%	22.7%	21.1%	18.8%	13.4%	16.1%	10.0%	5.9%	8.5%	4.2%	12.5%
Yes – 3(38) fiduciary	16.6%	11.3%	16.5%	15.9%	18.5%	17.3%	20.7%	21.6%	14.4%	9.9%	14.2%
Yes – 3(21) fiduciary	40.9%	19.6%	25.1%	31.8%	37.5%	47.6%	53.3%	52.9%	55.9%	70.4%	50.0%
Unsure / Don't know	27.8%	46.4%	37.3%	33.5%	30.6%	19.0%	16.0%	19.6%	21.2%	15.5%	23.3%

*[Note: A 3(21) fiduciary status relates to fiduciary roles lacking discretion while 3(38) fiduciary roles afford the adviser discretion over investment decisions.]

What type(s) of services does the financial adviser or consultant provide?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Review of fund performance	94.2%	85.6%	93.0%	94.6%	94.4%	94.6%	95.9%	98.0%	97.4%	97.1%	91.7%
Plan investment selection guidance	93.4%	82.2%	92.0%	94.0%	92.0%	94.6%	95.3%	99.0%	96.6%	95.7%	94.2%
Plan provider selection/due diligence	68.2%	46.7%	63.8%	71.7%	67.6%	74.4%	77.7%	76.5%	75.2%	69.6%	56.2%
IPS review and monitoring	67.6%	38.9%	51.8%	60.8%	70.0%	74.4%	79.7%	91.2%	84.6%	75.4%	68.6%
Provider fee analysis	82.9%	65.6%	78.1%	81.9%	83.1%	90.5%	88.5%	92.2%	85.5%	89.9%	77.7%
Plan benchmarking	68.5%	42.2%	59.8%	67.5%	71.8%	78.6%	79.7%	81.4%	76.1%	69.6%	58.7%
Plan education programs	49.4%	43.3%	54.5%	62.7%	59.6%	64.9%	52.7%	43.1%	32.5%	24.6%	14.9%
One-on-one participant education	54.5%	65.6%	77.4%	80.1%	70.9%	64.9%	43.2%	29.4%	18.8%	11.6%	5.0%
Group participant education	54.5%	64.4%	73.8%	73.5%	71.8%	64.9%	50.7%	31.4%	23.9%	11.6%	6.6%
Review of funds with committee or internal plan administrator	76.3%	42.2%	63.1%	73.5%	75.6%	88.7%	87.2%	88.2%	86.3%	91.3%	81.0%
Technical help with corporate transactions impacting the plan	34.0%	35.6%	36.9%	34.9%	39.9%	43.5%	32.4%	29.4%	29.9%	29.0%	14.0%
Plan compliance review	53.0%	44.4%	59.5%	61.4%	57.3%	58.9%	52.7%	55.9%	46.2%	39.1%	28.1%

Is financial/investment advice offered to participants in your DC plan?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes, via onsite meetings with an adviser outside the plan	41.4%	31.4%	47.0%	52.1%	54.1%	48.1%	37.0%	32.0%	24.2%	27.3%	19.4%
Yes, via phone-based conversations with an adviser outside the plan	23.7%	14.8%	23.3%	29.3%	29.4%	27.3%	29.0%	22.8%	17.4%	14.9%	17.9%
Yes, via 3rd party (i.e., Financial Engines, etc.) independent of our DC recordkeeper	16.5%	8.3%	12.2%	14.1%	14.1%	14.8%	18.0%	21.0%	22.0%	24.0%	41.1%
Yes, via proprietary services offered through our DC recordkeeper	32.6%	18.0%	23.8%	30.3%	35.6%	36.6%	44.3%	44.7%	44.5%	38.3%	42.2%
Yes, via another source	5.5%	3.9%	4.2%	5.5%	4.4%	6.8%	8.0%	7.3%	7.2%	5.2%	6.5%
Total "Yes"	76.3%	60.7%	75.8%	84.0%	83.2%	82.0%	77.0%	78.1%	69.1%	72.1%	73.4%
No	23.7%	39.3%	24.2%	16.0%	16.8%	18.0%	23.0%	21.9%	30.9%	27.9%	26.6%

Does your organization offer participants general education on any of the following financial topics?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Saving and Budgeting	36.1%	12.5%	18.6%	29.7%	39.3%	45.0%	49.3%	46.5%	54.7%	63.3%	72.7%
Investing Basics/Strategies	42.0%	17.2%	24.3%	36.7%	45.1%	51.2%	54.4%	54.0%	62.9%	68.0%	76.9%
Credit and/or Debt Management	19.7%	6.5%	8.3%	12.6%	20.0%	22.9%	30.9%	22.5%	31.0%	40.7%	50.8%
Home buying	10.3%	2.8%	4.3%	6.2%	11.0%	12.8%	14.1%	12.2%	15.5%	21.3%	29.5%
College saving	14.6%	3.5%	5.5%	9.4%	13.9%	18.5%	21.1%	19.7%	20.3%	36.0%	40.9%
Social Security withdrawal options/strategies	19.2%	6.0%	7.5%	14.0%	17.9%	22.6%	29.5%	29.1%	28.9%	36.7%	49.2%
Tax/Estate planning	13.4%	3.5%	5.8%	8.6%	10.6%	14.7%	22.8%	18.3%	23.7%	25.3%	37.5%
Retirement healthcare costs/savings options	19.1%	5.3%	9.5%	15.8%	15.6%	22.9%	26.2%	27.2%	33.2%	34.7%	45.5%
Long-term care	10.2%	4.4%	5.3%	8.0%	9.2%	11.7%	14.4%	12.2%	15.5%	21.3%	23.1%
NONE – We do not offer any general financial education	49.6%	78.9%	69.8%	52.5%	45.3%	36.0%	33.2%	33.8%	30.2%	26.0%	17.4%

Plan Oversight and Administration

Does your organization have an investment committee for the DC plan?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes - committee includes only internal employees	41.1%	12.4%	25.3%	38.6%	46.0%	48.1%	53.5%	55.6%	61.7%	58.0%	66.8%
Yes - committee includes only people external to our company	2.2%	2.1%	2.7%	1.5%	1.5%	2.6%	1.7%	1.0%	3.2%	4.9%	2.0%
Yes - committee includes a mix of internal and external people	26.4%	8.5%	18.0%	27.3%	34.0%	40.8%	36.4%	35.3%	28.4%	30.8%	21.5%
Yes - but unsure of composition of investment committee	1.6%	2.1%	1.9%	1.5%	1.3%	0.3%	1.4%	1.9%	0.9%	1.4%	2.8%
No investment committee	23.8%	63.2%	44.2%	25.6%	13.3%	5.8%	6.3%	4.8%	2.7%	4.2%	5.3%
Don't know	5.0%	11.6%	7.8%	5.5%	4.0%	2.3%	0.7%	1.4%	3.2%	0.7%	1.6%

Do you have a written investment policy statement (IPS) for the DC plan?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	65.4%	28.3%	48.6%	59.9%	70.6%	76.4%	82.3%	83.7%	89.1%	88.7%	90.3%
No	19.5%	40.1%	30.6%	23.1%	15.5%	11.8%	8.5%	7.9%	5.4%	7.0%	6.5%
Don't know	15.1%	31.6%	20.8%	17.0%	13.9%	11.8%	9.2%	8.4%	5.4%	4.2%	3.2%

If you have an IPS, does it specifically cover target-date funds and their underlying funds?

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Yes	43.8%	39.6%	36.2%	42.8%	40.4%	41.6%	50.6%	47.4%	47.2%	46.5%	90.3%
No	28.7%	21.7%	24.5%	23.9%	33.3%	33.6%	28.1%	31.8%	30.2%	33.1%	6.5%
Unsure	27.6%	38.7%	39.3%	33.3%	26.3%	24.8%	21.3%	20.8%	22.6%	20.5%	3.2%

How many Responsible Plan Fiduciaries (RPFs) does your plan have, as defined by regulation 408(b)(2)?*

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
One person	19.0%	35.0%	25.0%	20.9%	12.1%	9.0%	11.4%	14.1%	15.2%	17.0%	90.3%
2-3 people	38.4%	31.4%	50.4%	51.3%	43.1%	40.5%	27.4%	21.4%	21.7%	27.0%	6.5%
4-5 people	16.4%	2.7%	6.0%	13.6%	21.0%	25.4%	27.0%	30.6%	24.0%	23.4%	3.2%
More than 5 people	12.3%	0.0%	2.0%	3.2%	12.7%	14.9%	26.0%	21.4%	29.0%	24.8%	90.3%
Don't Know	13.9%	30.9%	16.6%	11.0%	11.0%	10.2%	8.2%	12.6%	10.1%	7.8%	6.5%

*Note: 408(b)2 defined an RPF as “a fiduciary with authority to cause the covered plan to enter into, or extend or renew, the contract or arrangement.” In other words, it is the person or committee who has the power to hire and fire the particular service provider, e.g., the broker-dealer, recordkeeper or RIA.

Has your organization developed targeted education/communications to participants surrounding decisions related to the following topics? (% "yes")

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Rolling over past plan balances into current plan	34.5%	27.8%	31.2%	38.4%	37.2%	36.0%	36.1%	32.7%	40.8%	38.2%	34.2%
Taking a pre-retirement distribution	19.8%	14.3%	16.9%	24.5%	21.0%	21.7%	22.5%	19.5%	20.9%	21.5%	19.5%
Distribution/ rollover options upon employee termination/ separation	42.5%	29.2%	37.2%	44.6%	45.8%	45.3%	43.1%	46.8%	49.1%	47.1%	54.5%
Income/ distribution options upon retirement	28.2%	15.0%	19.7%	30.0%	30.1%	30.6%	33.9%	35.0%	34.8%	35.3%	46.2%

Please indicate your level of agreement with each of the following statements (% "agree" or "slightly agree")

All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Our organization prefers terminated employees with material balances remain in our plan	33.6%	17.2%	21.4%	20.0%	30.8%	38.8%	42.9%	46.2%	55.7%	54.9%	34.2%
Most of our employees will achieve their retirement goals by age 65	31.3%	32.7%	23.6%	26.1%	26.3%	37.0%	37.4%	34.6%	35.1%	37.8%	19.5%
I am concerned that the DOL's final fiduciary rule will negatively affect the service plan sponsors get from retirement plan advisers	33.6%	17.2%	21.4%	20.0%	30.8%	38.8%	42.9%	46.2%	55.7%	54.9%	54.5%
I am concerned that the DOL's final fiduciary rule will negatively affect the service plan participants get from retirement plan advisers	24.7%	23.7%	26.0%	22.3%	27.3%	23.9%	23.4%	23.6%	25.3%	29.3%	46.2%

Which of the following measures, if any, do you use to assess the success of your plan?

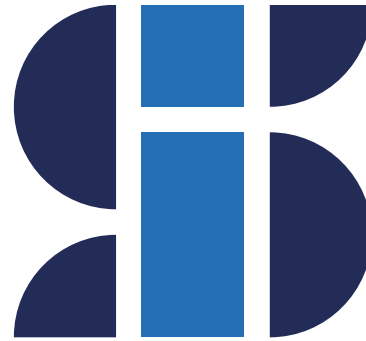
All Industries											
	Overall	<\$1MM	\$1MM-\$5MM	\$5MM-\$10MM	\$10MM-\$25MM	\$25MM-\$50MM	\$50MM-\$100MM	\$100MM-\$200MM	\$200MM-\$500MM	\$500MM-\$1B	>\$1B
Participation rates	63.5%	32.0%	49.2%	59.1%	69.2%	73.7%	71.3%	84.4%	80.1%	83.1%	34.2%
Deferral rates	52.1%	18.4%	34.8%	45.5%	57.2%	63.7%	63.1%	71.2%	75.0%	75.4%	19.5%
Participants meeting monthly retirement income goals	6.7%	1.7%	2.8%	4.6%	4.9%	8.6%	9.7%	14.1%	13.9%	11.3%	54.5%
Participants meeting income replacement ratio goals	8.3%	1.4%	3.2%	4.0%	3.4%	12.1%	11.5%	15.1%	18.1%	16.9%	46.2%
Participants saving to match	22.5%	5.8%	11.8%	17.1%	19.4%	26.8%	28.0%	38.0%	35.6%	38.0%	34.2%
Participants with "appropriate" asset allocations	13.3%	3.3%	4.1%	8.8%	9.2%	13.9%	15.4%	26.3%	25.0%	28.9%	19.5%
Increased deferrals	10.7%	2.5%	4.8%	9.2%	9.2%	15.3%	12.2%	13.7%	19.9%	17.6%	54.5%
Participants using advice tools offered	11.8%	1.4%	2.8%	9.2%	8.0%	15.9%	14.7%	17.1%	25.0%	24.6%	46.2%
Satisfaction surveys	16.7%	12.0%	14.4%	18.5%	17.2%	16.8%	17.6%	19.5%	18.5%	17.6%	34.2%
Plan benchmarking	23.3%	6.4%	12.5%	19.3%	22.8%	30.4%	35.1%	31.7%	37.5%	27.5%	19.5%
No success measures	28.1%	59.6%	42.3%	30.8%	23.0%	17.4%	15.8%	12.2%	11.6%	12.0%	54.5%

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