

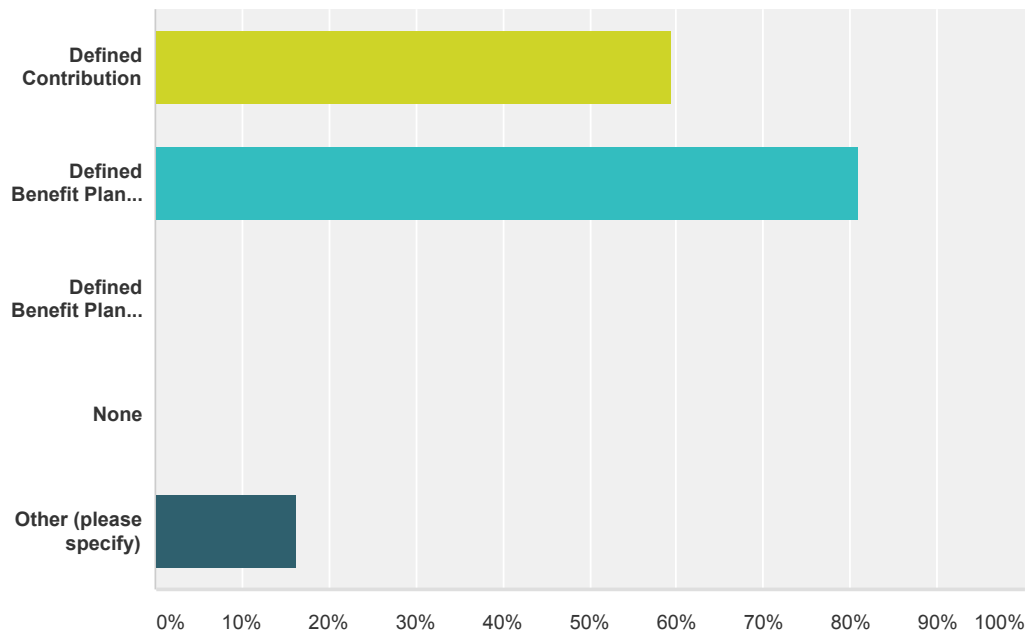
## Q1 Contact info

Answered: 36 Skipped: 1

Answer Choices	Responses	
Name (optional)	91.67%	33
Government Entity	100.00%	36
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address (optional)	88.89%	32
Phone Number	0.00%	0

### Q2 How many different types of retirement plans do you offer? (check all that apply)\*

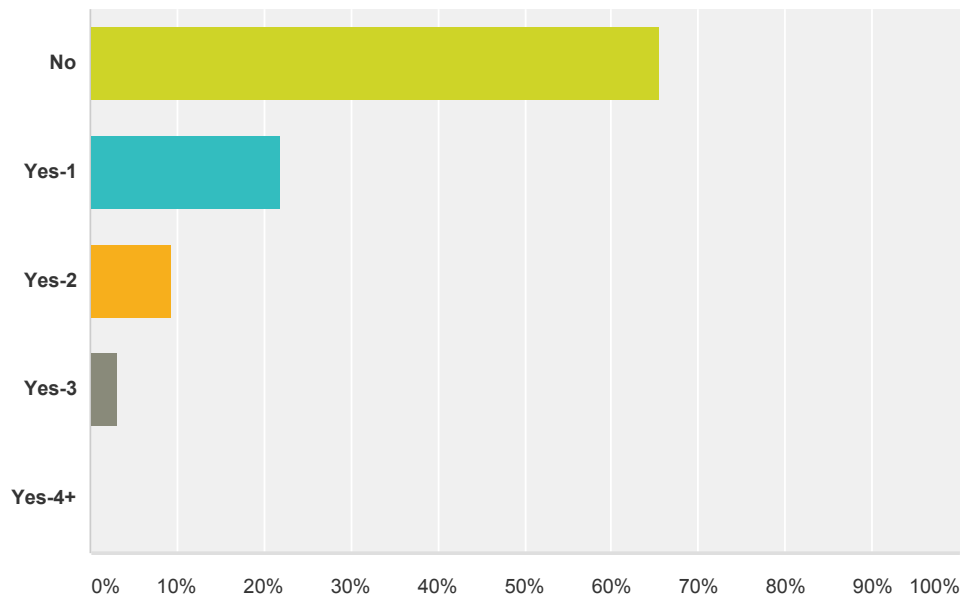
Answered: 37 Skipped: 0



Answer Choices	Responses
Defined Contribution	59.46% 22
Defined Benefit Plan (Traditional)	81.08% 30
Defined Benefit Plan (Hybrid/Cash Balance)	0.00% 0
None	0.00% 0
Other (please specify)	16.22% 6
<b>Total Respondents: 37</b>	

### Q3 Do you have multiple plan recordkeeper(s)? If so, how many?\*

Answered: 32 Skipped: 5

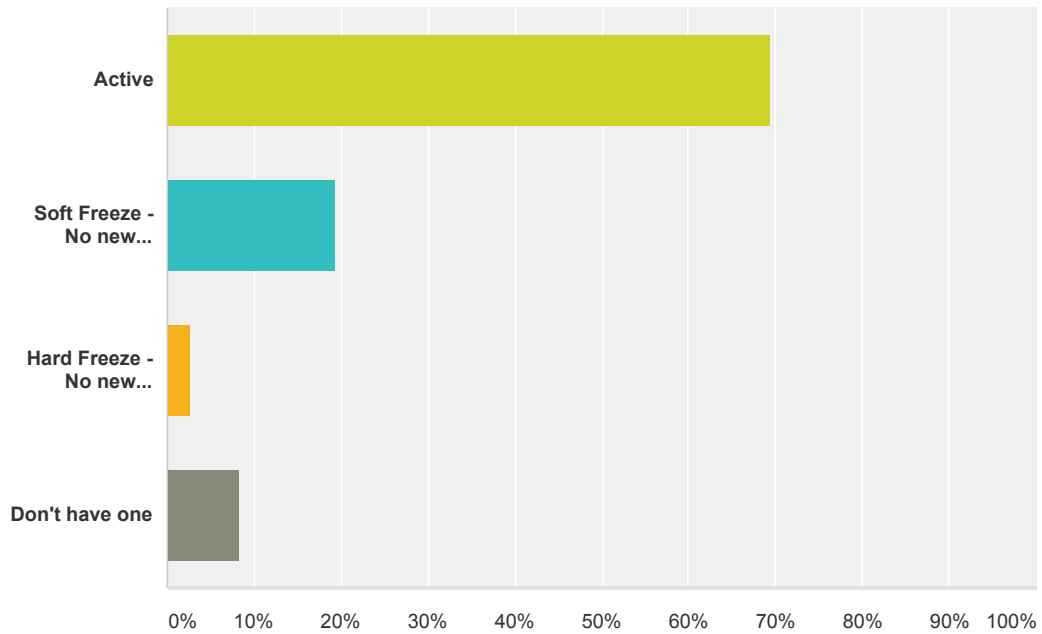


Answer Choices	Responses
No	65.63% 21
Yes-1	21.88% 7
Yes-2	9.38% 3
Yes-3	3.13% 1
Yes-4+	0.00% 0
<b>Total</b>	<b>32</b>

### Q4 What is the status of the plan for your defined benefit (DB) plan (if you have one)?

\*

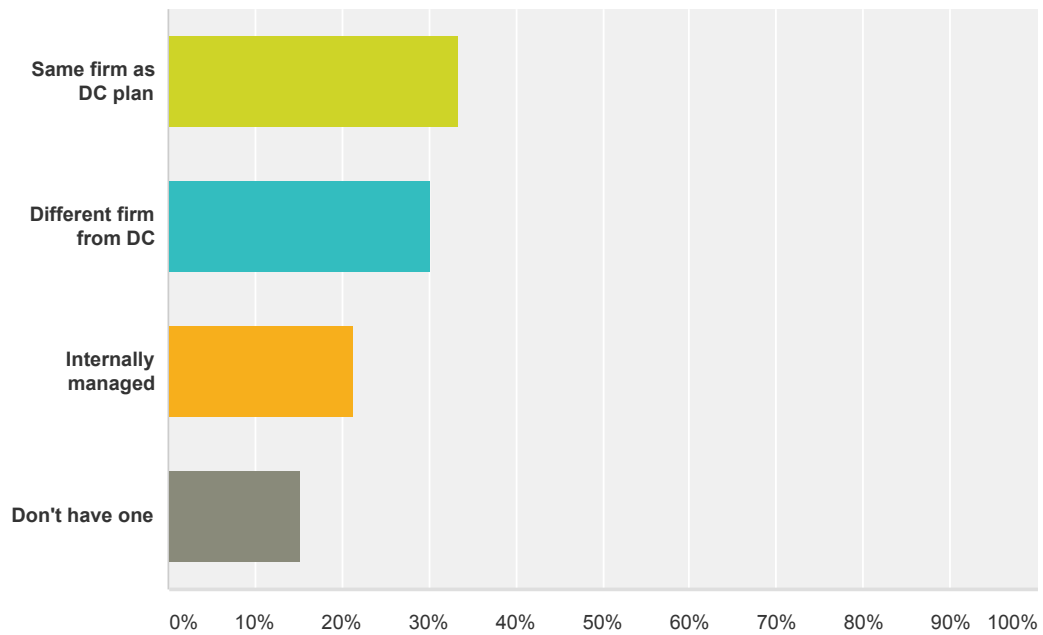
Answered: 36 Skipped: 1



Answer Choices	Responses
Active	69.44% 25
Soft Freeze - No new participants but benefits continue to accrue for existing participants	19.44% 7
Hard Freeze - No new participants and benefits have stopped accruing for the existing participants	2.78% 1
Don't have one	8.33% 3
<b>Total</b>	<b>36</b>

### Q5 Who handles the administration of your DB plan (if you have one)?\*

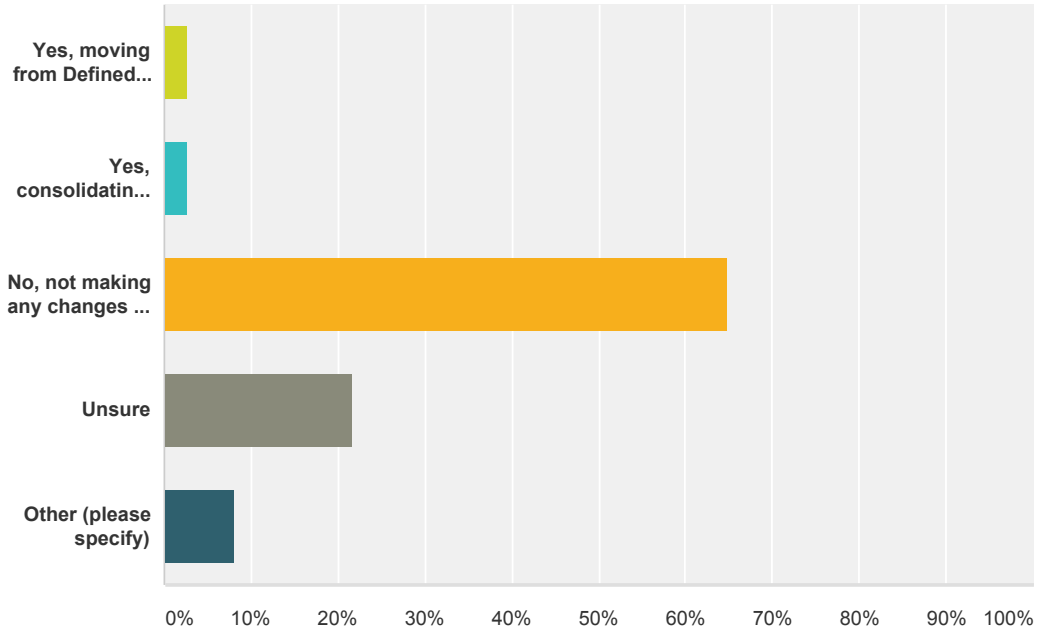
Answered: 33 Skipped: 4



Answer Choices	Responses
Same firm as DC plan	33.33% 11
Different firm from DC	30.30% 10
Internally managed	21.21% 7
Don't have one	15.15% 5
<b>Total</b>	<b>33</b>

## Q6 Do you expect to make changes to the types of plans you offer in the next 12-18 months?\*

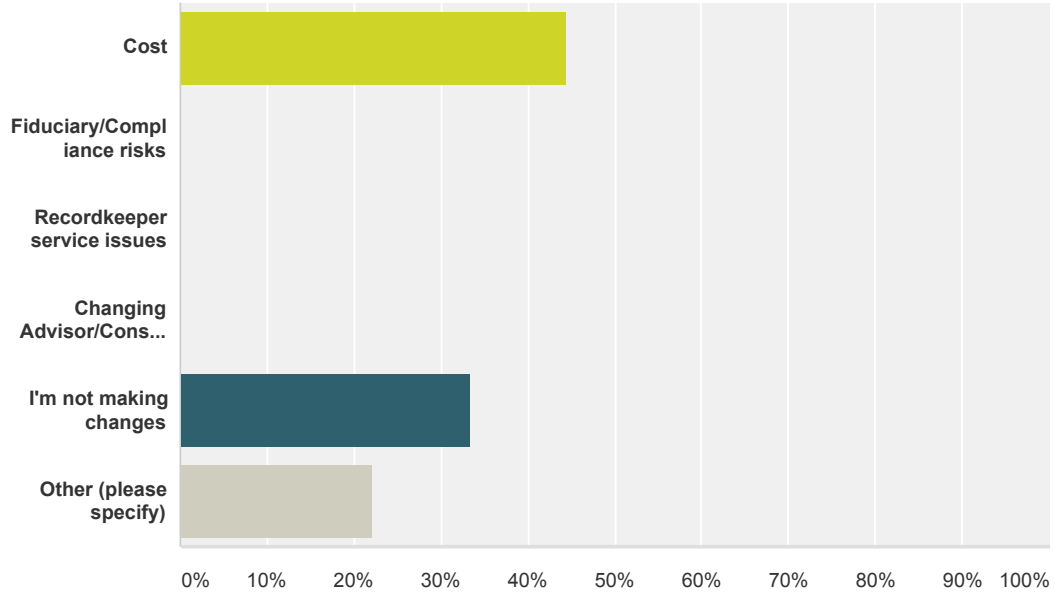
Answered: 37 Skipped: 0



Answer Choices	Responses
Yes, moving from Defined Benefit to Defined Contribution	2.70% 1
Yes, consolidating recordkeepers	2.70% 1
No, not making any changes in the next 12-18 months	64.86% 24
Unsure	21.62% 8
Other (please specify)	8.11% 3
<b>Total</b>	<b>37</b>

### Q7 If you answered "Yes" to question 6, what factors are leading you to make these changes?

Answered: 9 Skipped: 28



Answer Choices	Responses	Count
Cost	44.44%	4
Fiduciary/Compliance risks	0.00%	0
Recordkeeper service issues	0.00%	0
Changing Advisor/Consultant	0.00%	0
I'm not making changes	33.33%	3
Other (please specify)	22.22%	2
<b>Total</b>		<b>9</b>

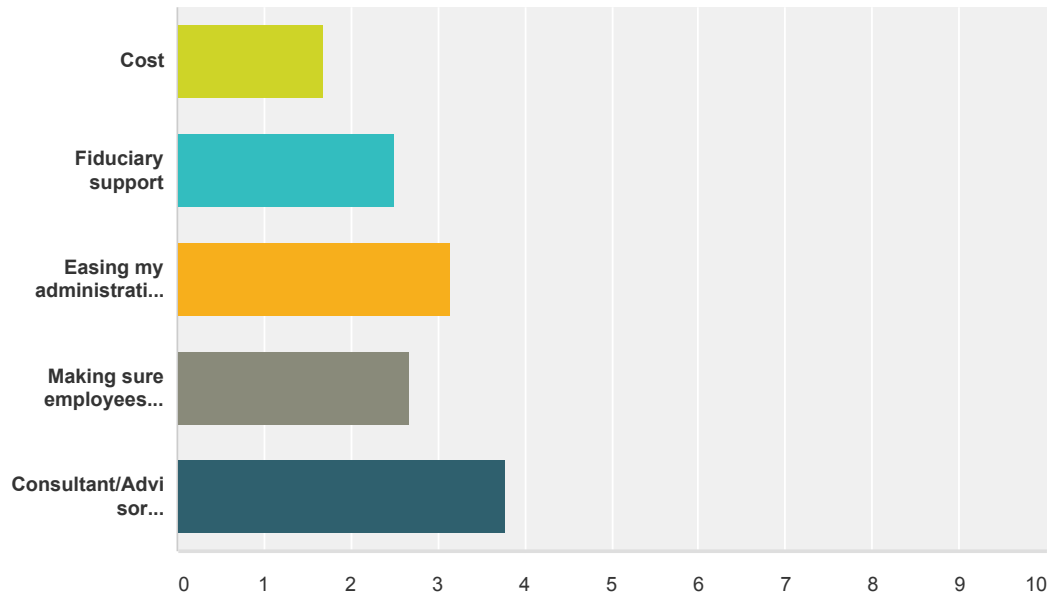
**Q8 If you answered "Yes" to question 6, please provide details on what you hope to accomplish through these changes. What pain points are you hoping to address?**

I'm not making changes
Cost
Cost
I'm not making changes
I'm not making changes
Cost
Cost



**Q9 Please rank the factors below in terms of level of importance when deciding among retirement plan recordkeepers, with 1 being the most important and 5 being the least important. You should use each number only once.\***

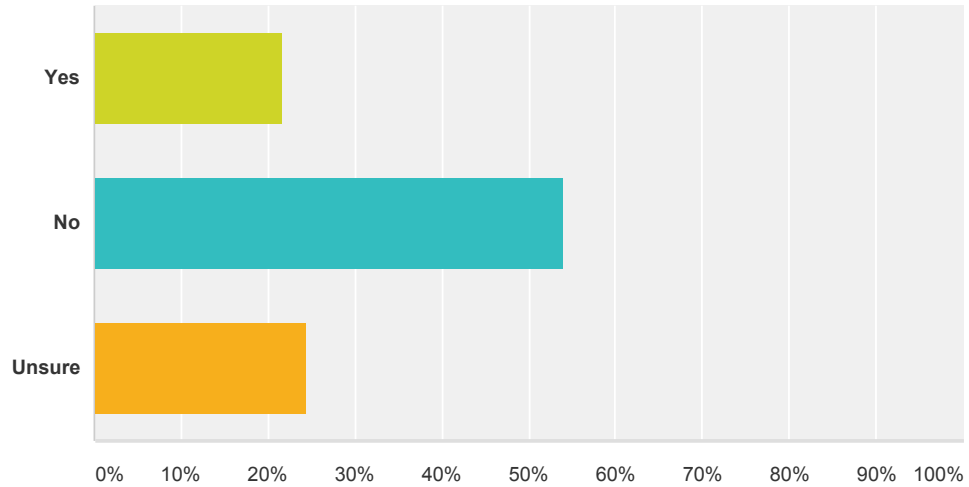
Answered: 33 Skipped: 4



	Most Important	2nd Most Important	3rd Most Important	4th Most Important	Least Important	Total	Weighted Average
Cost	54.55% 18	27.27% 9	12.12% 4	6.06% 2	0.00% 0	33	1.70
Fiduciary support	31.25% 10	21.88% 7	21.88% 7	15.63% 5	9.38% 3	32	2.50
Easing my administrative burden	12.50% 4	28.13% 9	18.75% 6	12.50% 4	28.13% 9	32	3.16
Making sure employees receive the communication and education they need about getting to and through retirement	24.24% 8	18.18% 6	24.24% 8	33.33% 11	0.00% 0	33	2.67
Consultant/Advisor recommendation	9.38% 3	6.25% 2	25.00% 8	15.63% 5	43.75% 14	32	3.78

**Q10 Have you considered a fee, investment, and services benchmarking process to ensure that your plan is receiving institutional pricing, proper investment allocations, and high-quality services?\***

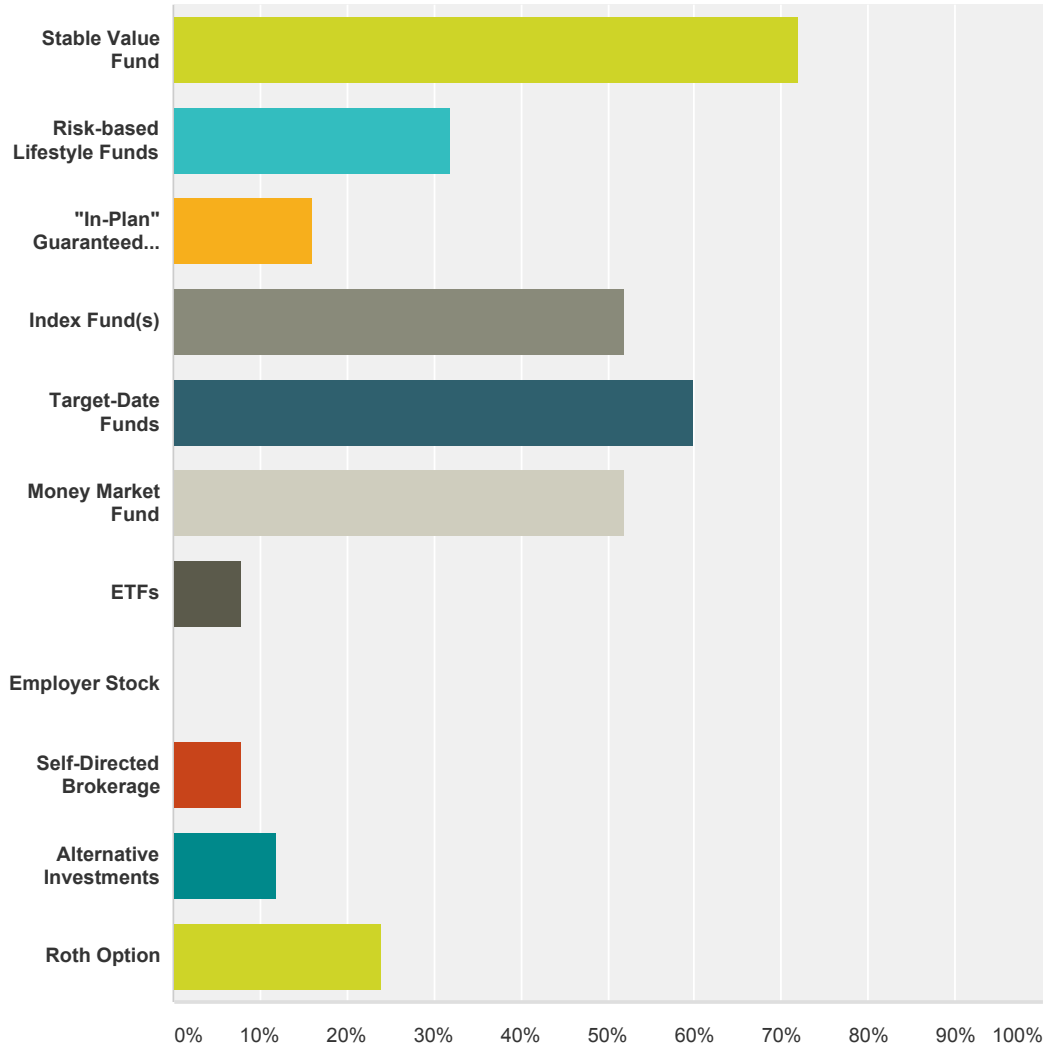
Answered: 37 Skipped: 0



Answer Choices	Responses
Yes	21.62% 8
No	54.05% 20
Unsure	24.32% 9
<b>Total</b>	<b>37</b>

### Q11 Which, if any, of the following types of investment options do you currently offer as a part of your plan?\*

Answered: 25 Skipped: 12

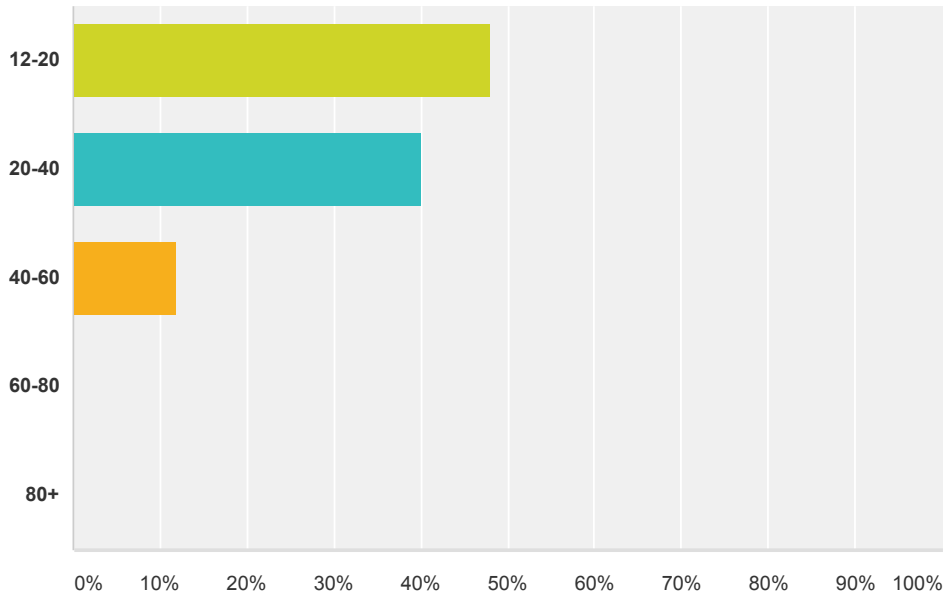


Answer Choices	Responses
Stable Value Fund	72.00% 18
Risk-based Lifestyle Funds	32.00% 8
"In-Plan" Guaranteed Income Option	16.00% 4
Index Fund(s)	52.00% 13
Target-Date Funds	60.00% 15
Money Market Fund	52.00% 13
ETFs	8.00% 2

Employer Stock	0.00%	0
Self-Directed Brokerage	8.00%	2
Alternative Investments	12.00%	3
Roth Option	24.00%	6
<b>Total Respondents: 25</b>		

**Q12 In your current retirement plan investment fund options, how many different types of investments are available for selection by the participants?\***

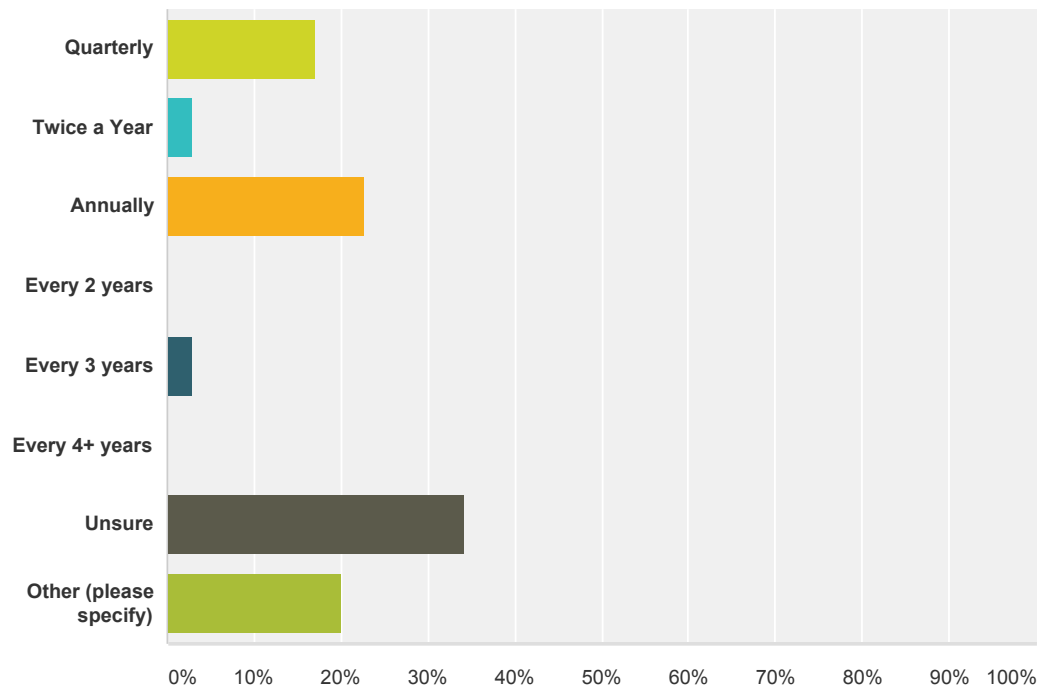
Answered: 25 Skipped: 12



Answer Choices	Responses
12-20	48.00% 12
20-40	40.00% 10
40-60	12.00% 3
60-80	0.00% 0
80+	0.00% 0
<b>Total</b>	<b>25</b>

### Q13 How often do you conduct a formal review of your investment options?\*

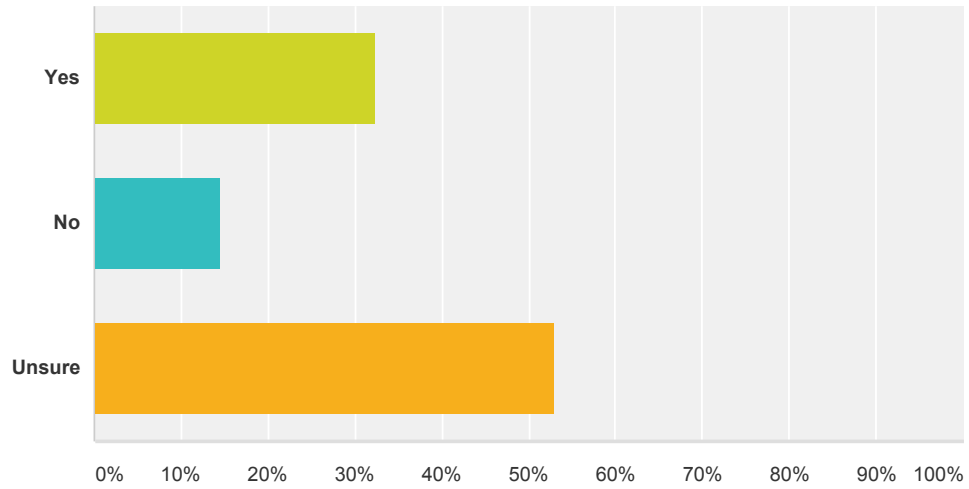
Answered: 35 Skipped: 2



Answer Choices	Responses	Count
Quarterly	17.14%	6
Twice a Year	2.86%	1
Annually	22.86%	8
Every 2 years	0.00%	0
Every 3 years	2.86%	1
Every 4+ years	0.00%	0
Unsure	34.29%	12
Other (please specify)	20.00%	7
<b>Total</b>		<b>35</b>

**Q14 Does your Investment Committee utilize ERISA like fiduciary best practices in the oversight and management of the retirement plan offerings?\***

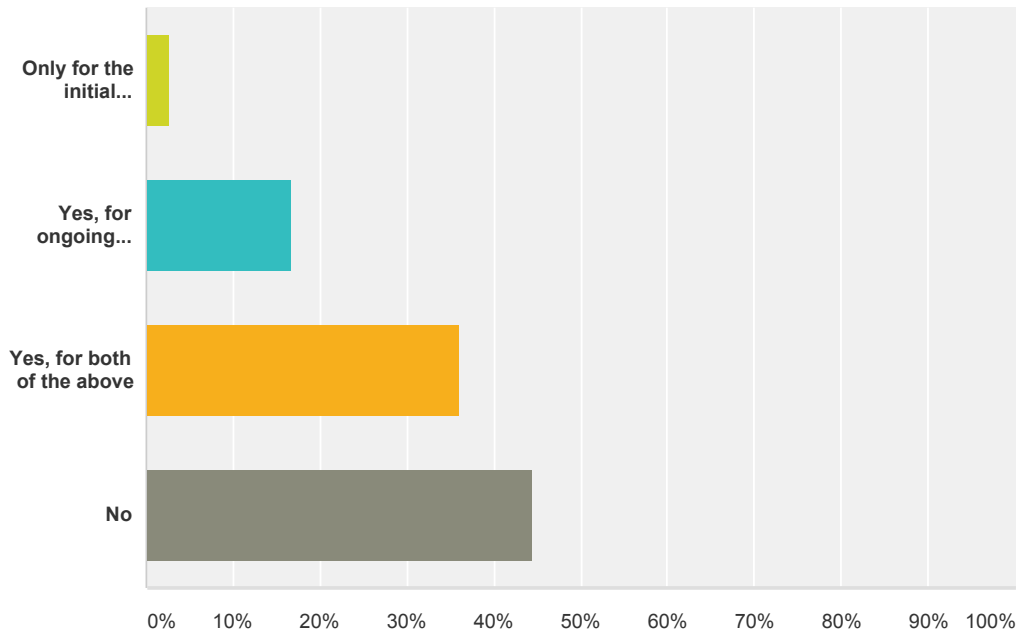
Answered: 34 Skipped: 3



Answer Choices	Responses
Yes	32.35% 11
No	14.71% 5
Unsure	52.94% 18
<b>Total</b>	<b>34</b>

### Q15 Do you currently work with an investment advisor and follow an Investment Policy Statement?\*

Answered: 36 Skipped: 1



Answer Choices	Responses
Only for the initial investment fund inclusion decision	2.78% 1
Yes, for ongoing monitoring and removal/replacement funds	16.67% 6
Yes, for both of the above	36.11% 13
No	44.44% 16
<b>Total</b>	<b>36</b>



**Q16 What is your eligible employee participation rate in your plan?\* Please provide as a percentage or write "Unsure."**

100%
88%
Unsure
UNSURE
DB eligible - 100%, DC eligible only 10%
100%
20%
25%
all employees required to join DB plan
Unsure
NA
Unsure
Unsure
Unsure
Unsure
unsure
90%
very low
100%
100%
Unsure
100%
100%
Unsure
unsure
DB 0% DC 100"%
33%
5%
95%
65%
100%
Unsure
100%
83%
100%
0%

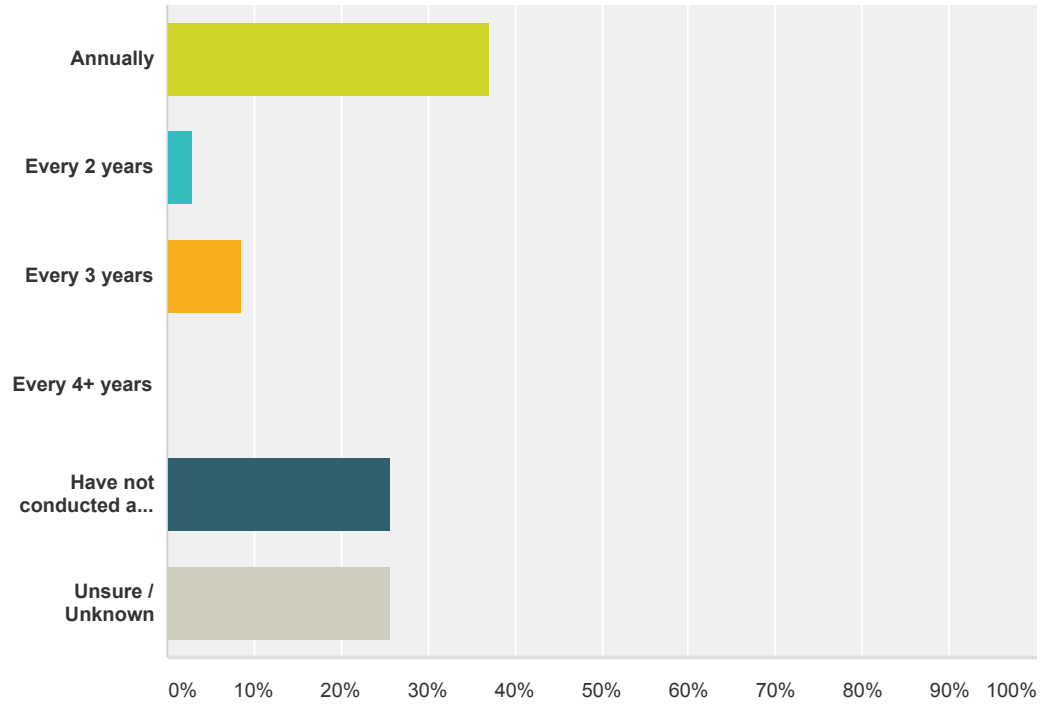


**Q18 What is the average contribution rate among your participants?\* Please provide as a percentage or write "Unsure."**

6%
0%
6%
Unsure
UNSURE
3%
10%
Unsure
3%
3.5% of pretax earnings
Currently zero
NA
Unsure
Unsure
Unsure
Unsure
unsure
7%
6 %
5%
N/A
Unsure
0%
Employees do not contribute
Unsure
unsure
unsure
6%
unsure
Unsure
5%
Unsure
Unsure
0%
unsure
0%
0%

### Q19 How often do you conduct a formal review of your administrative costs and fees?\*

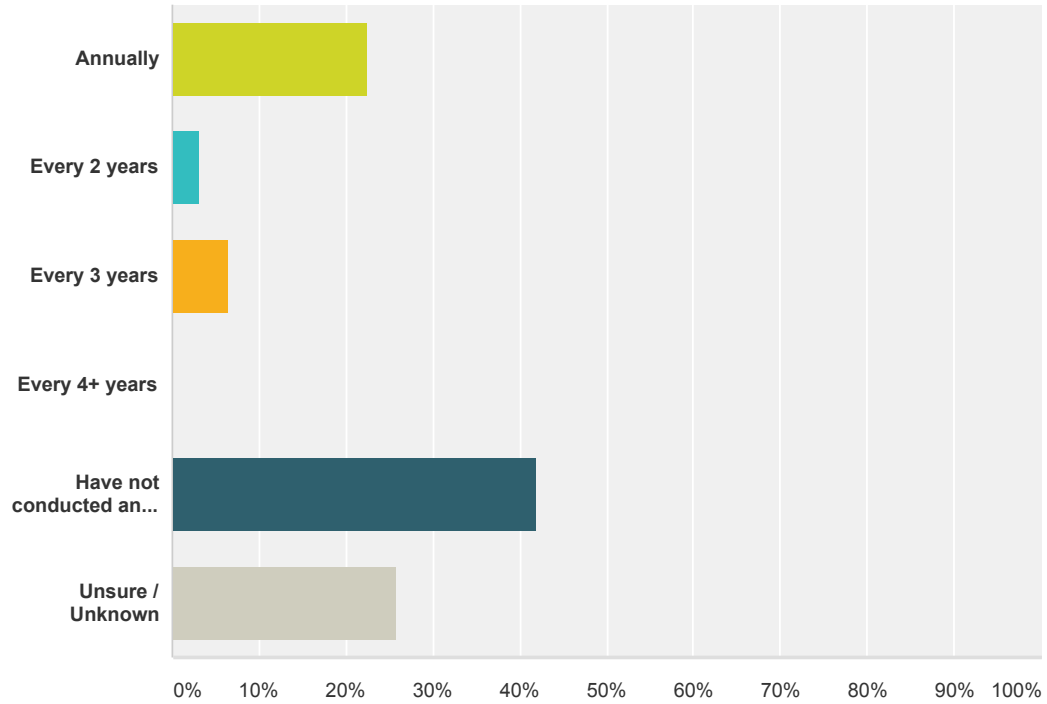
Answered: 35 Skipped: 2



Answer Choices	Responses	
Annually	37.14%	13
Every 2 years	2.86%	1
Every 3 years	8.57%	3
Every 4+ years	0.00%	0
Have not conducted a review	25.71%	9
Unsure / Unknown	25.71%	9
<b>Total</b>		<b>35</b>

### Q20 How often do you conduct a formal evaluation of your Defined Contribution plan recordkeeper?\*

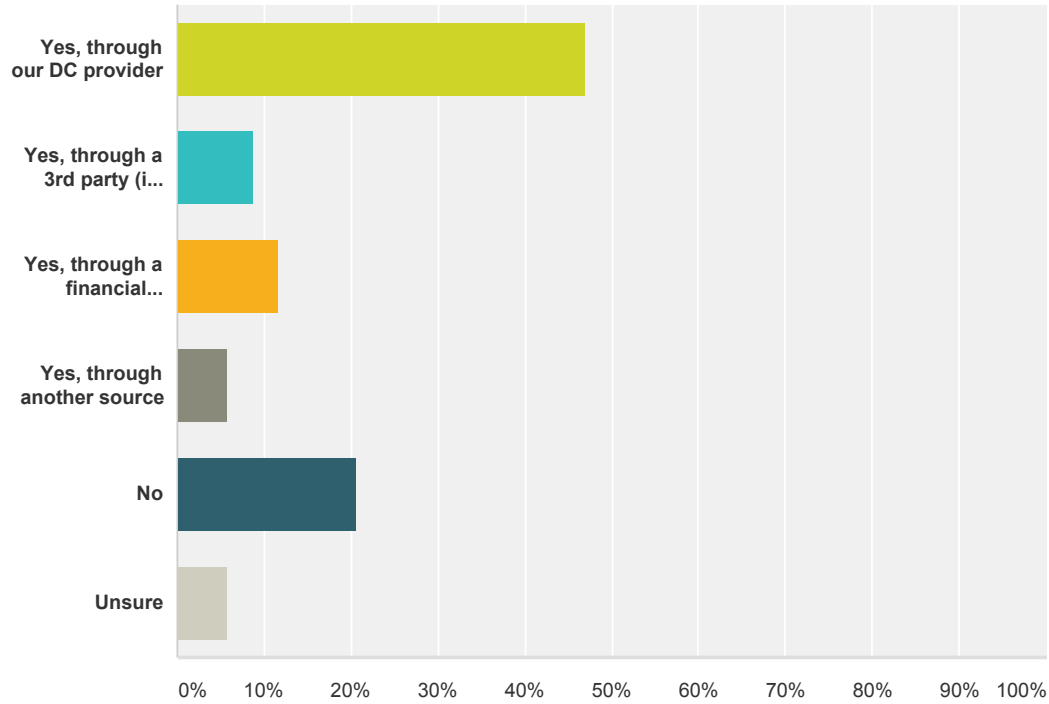
Answered: 31 Skipped: 6



Answer Choices	Responses	
Annually	22.58%	7
Every 2 years	3.23%	1
Every 3 years	6.45%	2
Every 4+ years	0.00%	0
Have not conducted an evaluation	41.94%	13
Unsure / Unknown	25.81%	8
<b>Total</b>		<b>31</b>

### Q21 Do your participants have access to financial and/or investment advice as part of your plan?\*

Answered: 34 Skipped: 3



Answer Choices	Responses
Yes, through our DC provider	47.06% 16
Yes, through a 3rd party (i.e. Financial Engines, Morningstar, etc.)	8.82% 3
Yes, through a financial planner/adviser outside of the plan	11.76% 4
Yes, through another source	5.88% 2
No	20.59% 7
Unsure	5.88% 2
<b>Total</b>	<b>34</b>