



National Association of Government
Defined Contribution Administrators, Inc.

2019 Perspectives in Practice Survey Report



2019 National Association of Government Defined Contribution Administrators

Perspectives in Practice Survey Report (BASED ON 2018 RESULTS)



201 East Main Street, Suite 1405
Lexington, Kentucky 40507
Phone: 859.514.9161
www.nagdca.org

Copyright © 2019. All rights reserved. No part of this report may be reproduced in whole or part without written permission from the National Association of Government Defined Contribution Administrators.

The 2019 National Association of Government Defined Contribution Administrators Perspectives in Practice Survey Report presents a detailed analysis of key operating data from the government defined contribution industry, based on confidential surveys submitted by 98 individual plans.

Plans that responded to the survey receive access to a customized Plan Performance Report showing their responses alongside the appropriate industry benchmarks, as well as access to a suite of customized, interactive Online Reporting Tools. Together, these tools can assist member plans in assessing their current operations as well as setting, and meeting, operational goals.

The Perspectives in Practice Survey Report is published by the National Association of Government Defined Contribution Administrators, a trade association whose **mission is to be a premier provider of education, information, and training, to support plan sponsors and service providers of government-sponsored defined contribution retirement plans in creating successful retirement security outcomes for their plan participants.**

NAGDCA's objectives for successfully meeting its mission include:

- Developing and sharing research, data, communication materials, fiduciary standards, governance policies, and best practice information with plan sponsors and service providers;
- Partnering and building relationships with the retirement plan community; and
- Effectively representing the interests of government defined contribution plans and their participants in federal legislative and regulatory matters.

The 2019 National Association of Government Defined Contribution Administrators Perspectives in Practice Survey Report was compiled, tabulated and analyzed by Industry Insights Inc. (www.industryinsights.com), an independent professional survey research firm that specializes in conducting industry profile surveys, financial operating surveys, compensation studies, market assessment surveys, customer satisfaction research, educational programs and other forms of customized research.



INTRODUCTION

About This Report..... 3
How to Use This Report..... 5
Sample *Plan Performance Report* and Online Reporting Tools..... 7

KEY SURVEY RESULTS INFOGRAPHICS 9

EXECUTIVE SUMMARY 13

DETAILED SURVEY RESULTS TABLES

All Respondents..... 25
Plan Type: Single vs Multi-employer 39
Plan Type: 457(b), 403(b), 401(k), 401(a) DC..... 53
Plan Type: Primary vs. Supplemental..... 67
Competing vs Sole Plans..... 81
Number of Plan Participants 95
Total Assets (Total Account Balance)..... 109

APPENDIX

Survey Instrument..... 125

INTRODUCTION

ABOUT THIS REPORT

Survey Goals

The primary intent of The National Association of Government Defined Contribution Administrators *Perspectives in Practice Survey* was to collect information that would provide members with new perspectives that could guide them in their continuing efforts to improve their plans and their participants' outcomes.

Methodology

The survey's methodology, form content, deployment and resulting reports were prepared by Industry Insights, Inc., working in close conjunction with the NAGDCA board, committee and staff.

As part of NAGDCA's ongoing efforts to ensure that it is meeting, or exceeding, members' needs and expectations, and to make the survey submittal process as easy as possible, the data collection instrument for this year's survey underwent an extensive overhaul in terms of both content and functionality.

Specifically, the online survey form in 2019 allowed plan sponsors to have their recordkeepers populate certain sections of the survey, thus saving members time and effort. The recordkeepers downloaded plan sponsor data into Excel files, then uploaded these files into the secure survey site, where the data could be reviewed by the plan sponsor and then imported into the survey form. This optional new procedure simplified the survey process for plan sponsors by eliminating the extra time requirements and data entry errors commonly associated with manual data entry.

The content of the survey form itself was also simplified, and a review copy of the new survey form can be found in this report's Appendix.

In terms of survey distribution, in mid-May 2019, an email was sent by NAGDCA to members inviting them to participate in the Perspectives in Practice Survey. In addition to explaining the purpose of the project, the email contained instructions on how to participate and a link to a confidential online questionnaire. Multiple reminders were sent to non-participants by NAGDCA. Survey submissions went directly to Industry Insights' secure server and responses were accepted through July 29, 2019.

Upon receipt by Industry Insights, all questionnaires were assigned a confidential identification code and all survey data was then entered into a proprietary survey system, where the data were examined and edited by Industry Insights' data analysts for accuracy and consistency. The aggregate results were also reviewed by Industry Insights and NAGDCA personnel for reasonableness and, when necessary, survey respondents were contacted to clarify questionable data items. If the items were not able to be rectified, they were removed from the industry aggregates to avoid negatively impacting data validity.

Note: at no point did NAGDCA personnel ever have access to an individually identified plan's data unless the plan gave its specific permission.

In all, 98 useable submissions were received, **representing 98 plans, 65 plan sponsors, \$177 billion in plan assets and 4.2 million individual plan participants.** This total is up from the 63 useable forms in the 2018 survey.

The demographic characteristics of the sample are shown in the following table. (Note that in some cases, the individual sub-groupings will not add to 98, since not all forms contained responses for all data items.)

Using the Detailed Survey Results Tables in this report, members can compare their own agencies' operating characteristics and fee structures versus their peers in terms of the following data groupings:

Survey Demographics

	# of Respondents
ALL RESPONDENTS	98
BY PLAN TYPE	
Single Employer	53
Multi-employer	45
BY PLAN TYPE	
457(b)	61
403(b)	7
401(k)	9
401(a) Defined Contribution	21
BY DEFINED CONTRIBUTION PLAN DESIGNATION	
Primary	15
Supplemental	82
PLAN TYPE	
Has Competing Defined Contribution Plans	67
Sole Defined Contribution Plan	31
NUMBER OF PLAN PARTICIPANTS	
Under 5,000	27
5,001 to 15,000	24
15,001 to 50,000	23
Over 50,000	24
BY TOTAL PLAN ASSETS*	
Under \$200 Million	25
\$200 Million to \$700 Million	25
\$700 Million to \$2.25 Billion	25
Over \$2.25 Billion	23

***Throughout this report, "Total Plan Assets" = "Total Account Balance"**

The statistical information contained in this report is believed to be representative of the plans responding to the survey. All reasonable efforts were taken by Industry Insights, Inc. to assure data comparability within the limitations of survey analysis and accounting reporting procedures. However, the data used in this report are not necessarily based on audited financial statements and the statistical validity of any given number varies depending on sample sizes and the amount of consistency among responses for that particular ratio. Industry Insights and NAGDCA, therefore, make no representations or warranties with respect to the results of this study and shall not be liable to clients, members, users or anyone else for any information inaccuracies, or errors or omissions in contents, regardless of the cause of such inaccuracy, error or omission. In no event shall Industry Insights and/or NAGDCA be liable for any consequential damages.

HOW TO USE THIS REPORT

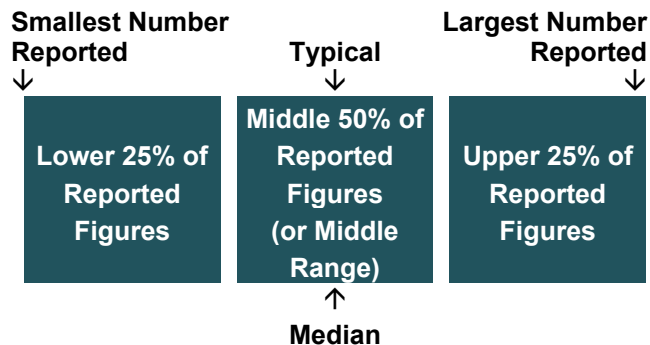
As mentioned, this National Association of Government Defined Contribution Administrators *Perspectives in Practice Survey Report* has been designed to help agencies evaluate their plans' performance relative to those of similar agencies in order to identify strengths, weaknesses and improvement opportunities. The statistics in this report represent broad performance “yardsticks” against which an agency’s performance can be measured, and spotting significant differences between your own plan’s characteristics and those of the industry composites can be the first step toward improving performance. However, please keep in mind the following:

1. The information in this report should be used as a tool for informed decision making rather than as absolute standards. Since plans differ as to their goals, type, size, and other factors, any two plans can be successful yet have very different experiences with regard to certain performance measures. For example, assessing fees should not be done in a vacuum. Plan type, plan size, quality of services, and investment products are some of the many drivers of fees.
2. A deviation between your plan’s figures and those presented in this report is not necessarily good or bad. It merely indicates additional analysis may be required.
3. In situations where large deviations do exist, it may be helpful to go back and calculate the same performance measure over the past several years to identify any trends that may exist.

Understanding the Data

In order to use the information in this report to its maximum advantage, it is important to understand how the data are arranged and how to interpret the results.

Most of the numerical results included in this study are reported on the basis of medians rather than means (averages). Unlike a mean, a median is not distorted by a few unusually high or low values that may exist in the sample due to special circumstances. The median value represents the mid-point of the data for a particular measure, with one-half of the respondents reporting figures above it and one-half below. Each median was computed independently based on the respondents that reported for that item. As a result, mathematical relationships between medians do not always exist in the aggregate. For this reason, items that need to total will be shown as means (averages).



Data submitted by respondents were not used in the industry aggregates unless they were in accordance with the survey instructions and definitions and met certain reporting criteria. In cases where the number of respondents reporting was considered inadequate for the computation of a meaningful figure, ISD (Insufficient Data) or NA (Not Available) appear in the tables.

Using Ratios

While it is important to analyze information in dollars and cents where applicable, it is essential that percentages and ratios be used if the data is to be compared to past performance or to reported standards. For example, while it is necessary for a plan to know its total fees in terms of dollars, in order to make comparisons against peer groups, it is helpful to look at fees as a percent of total plan assets.

Summary and Conclusions

While the volume of information contained in this report is very robust, by following the approach outlined below, your time and efforts can be channeled into an effective and beneficial analysis.

To summarize:

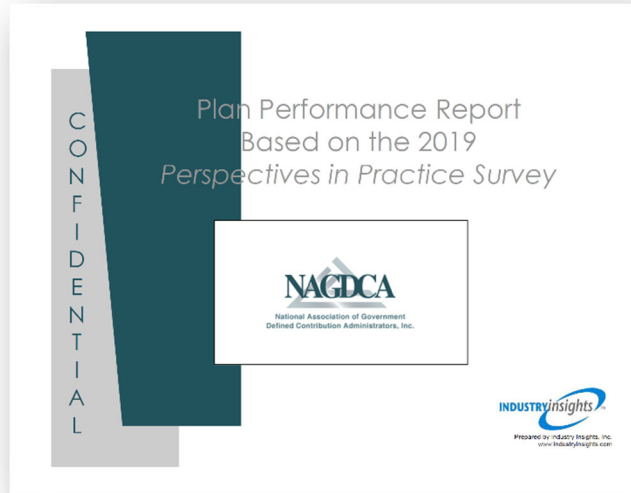
- **Step 1** Note that the same measures are presented in six separate detailed tables based on plan type, total plan assets, number of participants, etc. You can use data from whatever table is most useful for your specific purpose.
- **Step 2** Gather all your financial, operating, and fees figures for your latest fiscal year. (If you participated in this year's study, this has already been done.)
- **Step 3** Calculate the various performance measures for your plan that are used in the report. (Again, if you participated in the survey and filled out the survey form completely, most of the calculations have already been made for you in your *Plan Performance Report*.)
- **Step 4** Determine which data comparisons in this report are most comparable to your plan.
- **Step 5** Use the information in this report to analyze your plan's strengths and weaknesses.

Even a relatively simple analysis of your plan's data using the information in this report for comparison can yield important insights into your plan and its operating characteristics.

SAMPLE PLAN PERFORMANCE REPORT (PPR) AND ONLINE REPORTING TOOLS

Participants in the *Perspectives in Practice Survey* will also receive, at no cost, a fully-customized *Plan Performance Report*. This confidential report displays a respondent's own data alongside the industry aggregations that best match their operations in order to facilitate benchmarking with similar industry peers. ***This unique report is unavailable anywhere else and is a key benefit of participating in the survey.***

**YOUR PLAN'S DATA
CALCULATED AND
DISPLAYED ALONGSIDE
THE APPROPRIATE
INDUSTRY AGGREGATES**



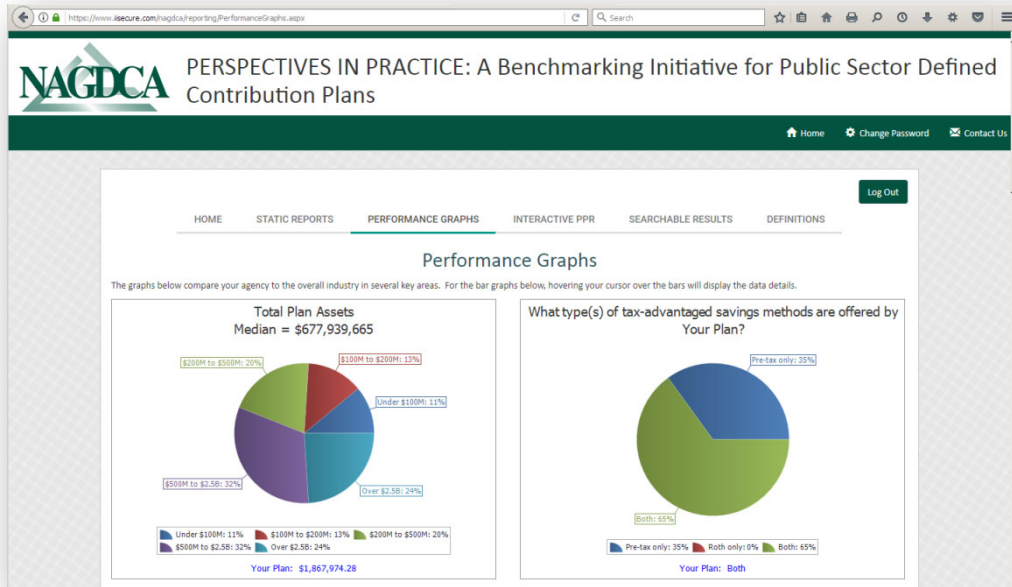
2019 NAGDCA Plan Performance Report - Detail

	Your Plan	All Responding Firms	Plan Type Multi-employer	Plan Type 457(b)	Total Plan Assets \$700 Million to \$2.25 Billion
Account Types (As of December 31, 2018)					
Pre-tax Participant Accounts					
# Accounts					
Contributing	2,761.0	10,579.5	34,822.0	10,524.0	6,595.5
Non-Contributing	7,991.0	6,358.0	11,743.0	4,264.0	6,544.5
Total Account Balance (\$000s)					
Contributing	\$90,569	\$474,139	\$743,066	\$392,715	\$510,539
Non-Contributing	\$71,747	\$276,834	\$388,946	\$234,045	\$356,437
\$ per Account					
Contributing	\$8,027	\$62,373	\$43,522	\$52,456	\$60,392
Non-Contributing	\$2,896	\$55,705	\$49,622	\$53,205	\$55,705
Regarding the non-contributing accounts, do you know how many are current employees?					
Yes	X	57.8%	63.6%	53.9%	71.4%
No		42.2%	36.4%	46.2%	28.6%
Of the non-contributing accounts, # of accounts for:					
Current employees	411.0	7,637.4	11,085.5	3,824.0	3,119.4
Others (former employees, beneficiary accounts, etc.)	580.0	13,512.0	19,581.5	8,908.7	4,163.6
Total	1,991.0	21,149.5	30,667.0	12,732.7	7,283.0
Of the non-contributing accounts, total account balance for: (\$000s)					
Current employees	\$54,601	\$250,972	\$190,909	\$134,866	\$60,499
Others (former employees, beneficiary accounts, etc.)	\$17,146	\$872,003	\$880,775	\$650,924	\$263,357
Total	\$71,747	\$1,122,975	\$1,071,684	\$785,790	\$323,856
Of the non-contributing accounts, \$ per account for:					
Current employees	\$6,426	\$38,480	\$17,805	\$38,480	ISD
Others (former employees, beneficiary accounts, etc.)	\$1,928	\$68,205	\$50,242	\$70,067	ISD
Total	\$2,896	\$54,330	\$37,123	\$52,955	\$52,955
Roth Accounts					
# Accounts					
Contributing	32.0	1,228.0	3,169.0	1,266.5	748.5
Non-Contributing	61.0	221.0	206.5	310.0	ISD
Total Account Balance (\$000s)					
Contributing	\$3,051	\$12,527	\$18,001	\$6,777	\$12,951
Non-Contributing	\$934	\$1,264	\$1,765	\$690	ISD
\$ per Account					
Contributing	\$976	\$8,358	\$6,770	\$7,137	ISD
Non-Contributing	\$196	\$6,143	\$7,522	\$4,142	ISD
Regarding the non-contributing accounts, do you know how many are current employees?					
Yes	X	50.0%	71.4%	50.0%	ISD
No		50.0%	28.6%	50.0%	ISD

Detail - Page 5

[Fictitious sample data]

In addition to receiving a *Plan Performance Report*, all survey participants also receive 24/7 access to a suite of interactive **Online Reporting Tools**. These tools allow users to drill deeper into the data and use multiple filters to create customized data aggregations beyond those contained in this report. Clickable graphs are available in the reporting tools that allow participants to compare their own data versus the filters they have selected, and the customized reports can be downloaded as an Excel or a PDF document. **Look for an announcement from NAGDCA regarding the availability of the customized report and online tool.**



Interactive Plan Performance Report

You can compare your own plan's data versus up to six peer groups of your choosing. Simply select the peer groups you wish to compare yourself against from the dropdown menus and then click "Build Report". Reports can then be exported to Excel once they have been built. (n = Sample Size)

Clicking on the graph icon to the right of each metric will graphically show the data for that metric for each of the chosen peer groups.

Select Up to Six Peer Groups

Peer Group 1	Plan Type: Multi-Employer (n = 33)
Peer Group 2	Plan Type: 457(B) (n = 40)
Peer Group 3	Total Plan Assets: \$500 Million To \$2.5 Billion (n = 20)
Peer Group 4	Defined Contribution Plan Designation: Supplemental (n = 47)
Peer Group 5	Supplemental Plan Type: With Defined Benefit Plan And Social Security (n = 9)
Peer Group 6	Number Of Plan Participants: 15,001 To 60,000 (n = 15)

Show Your Plan

Build Report
Export

	All Plans (n = 62)	Plan Type: Multi-Employer (n = 33)	Plan Type: 457(B) (n = 40)	Total Plan Assets: \$500 Million To \$2.5 Billion (n = 20)	Defined Contribution Plan Designation: Supplemental (n = 47)	Supplemental Plan Type: With Defined Benefit Plan And Social Security (n = 9)	Number Of Plan Participants: 15,001 To 60,000 (n = 15)
RETIREMENT PLAN ENVIRONMENT AND PLAN INDICATIVE DATA							
Is your plan a single or multi-employer plan?							
Single employer	46.8 %	0.0 %	50.0 %	40.0 %	51.1 %	55.6 %	40.0 %
Multi-employer	X	53.2 %	100.0 %	50.0 %	60.0 %	48.9 %	60.0 %
What is your plan type?							
457(b)	X	64.5 %	60.6 %	100.0 %	70.0 %	80.9 %	77.8 %
403(b)		3.2 %	3.0 %	0.0 %	5.0 %	2.1 %	11.1 %

KEY SURVEY RESULTS INFOGRAPHICS

Total Plan Assets

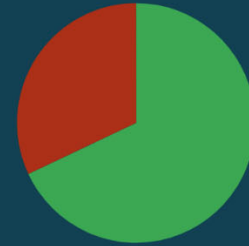
Respondents reported total plan assets of \$177 billion (Median: \$645 million) as of Dec 31, 2018



Competing Plans

Are other defined contribution plans available, in addition to this one?

68%



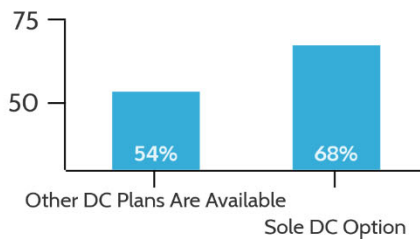
7 out of 10 valid respondents said other competing DC plans were available

Plan Participation Rates as of Dec 31, 2018

Non-state Respondents

Current Employed Participants as % of Eligible Employees
Median = 68%

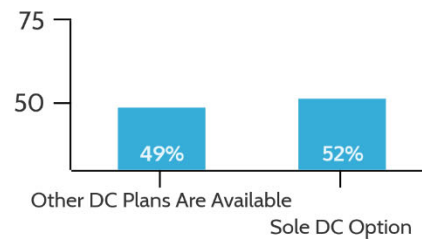
Plan Participation Rates by Availability of Competing Plans



State Respondents

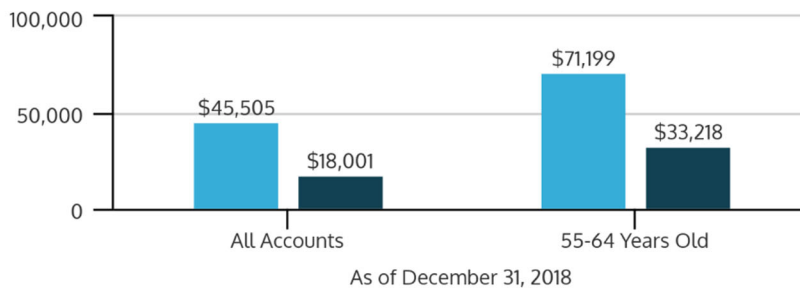
Current Employed Participants as % of Eligible Employees
Median = 49%

Plan Participation Rates by Availability of Competing Plans



Roughly 7 out of 10 non-state respondents' eligible employees participate in their plans, while half of the state respondents' eligible employees participate

Account Balance



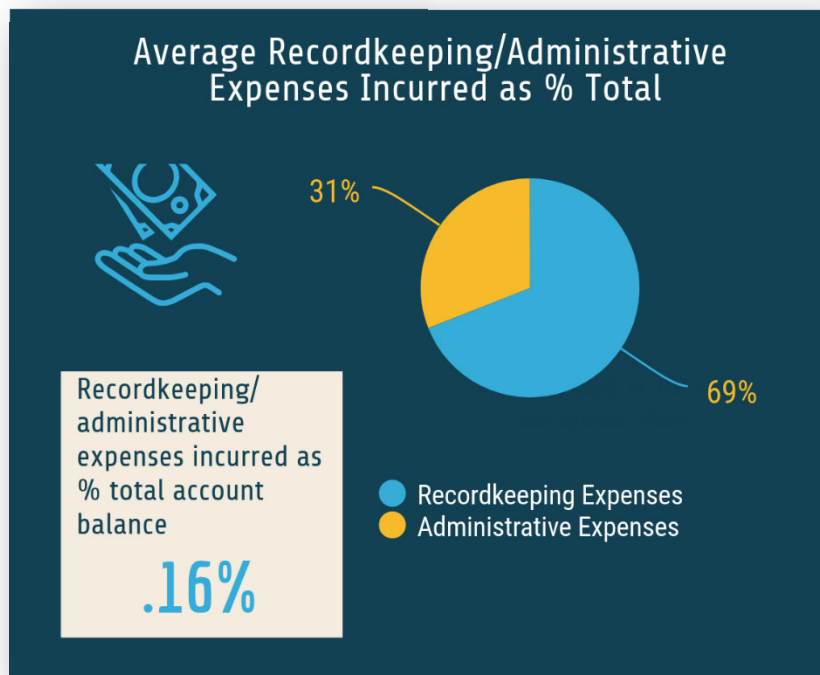
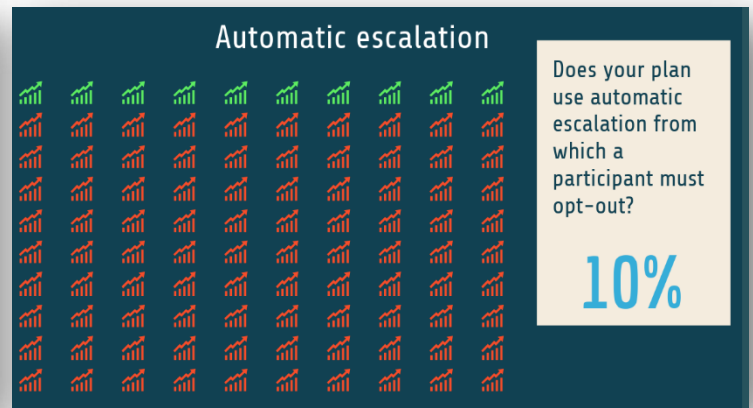
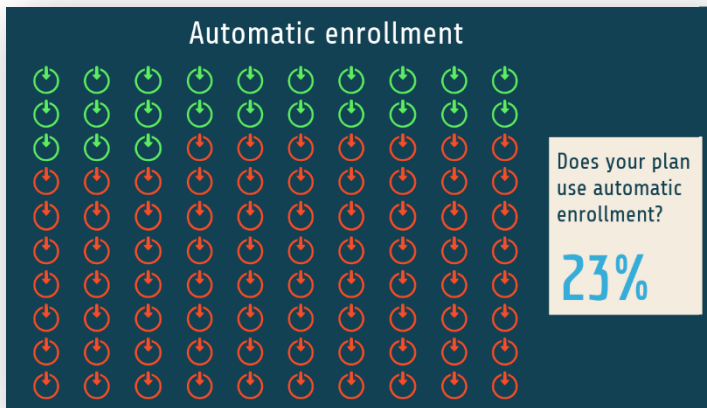
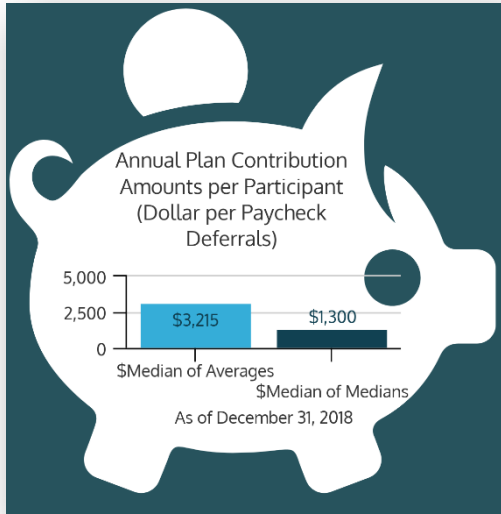
Legend: ■ Median of Reported Averages ■ Median of Reported Medians

Respondents reported both their median and average account balances

For all accounts, the median account balance (median of reported medians) was only 40% of the average account balance (median of reported averages)

This figure was 47% for the 55-64 age group





EXECUTIVE SUMMARY

PLAN DEMOGRAPHICS

In the 2019 survey, just over half of the respondents' plans were single employer, while 62% were 457(b) plans, followed in popularity by 401(a) and 401(k) plans.

Fig 1

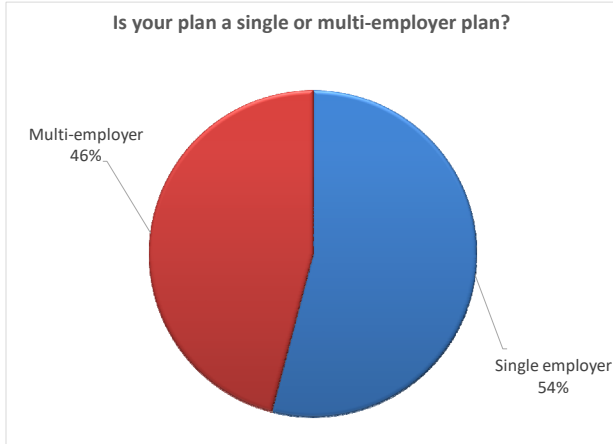
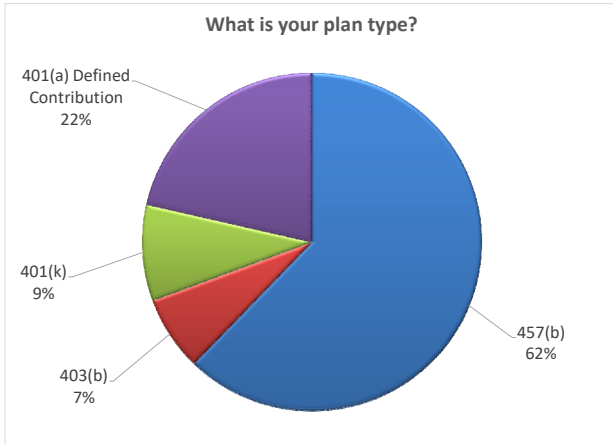
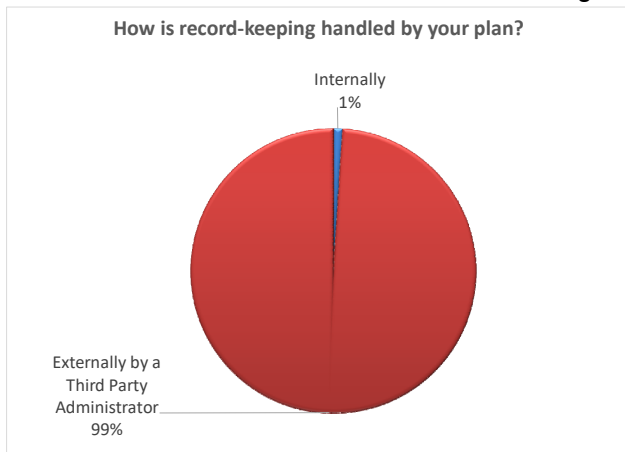


Fig 2



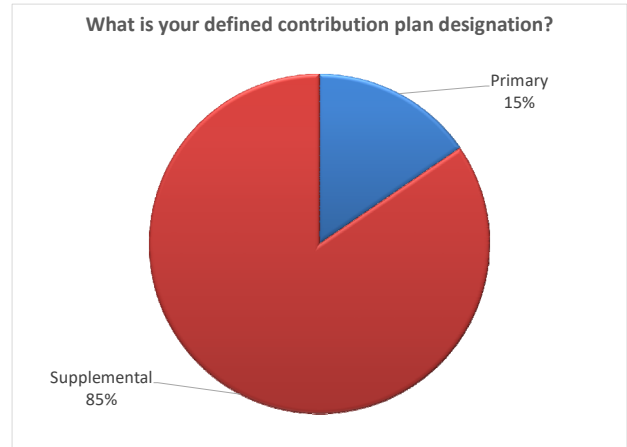
Almost no responding plans handle their record-keeping internally, as shown below.

Fig 3



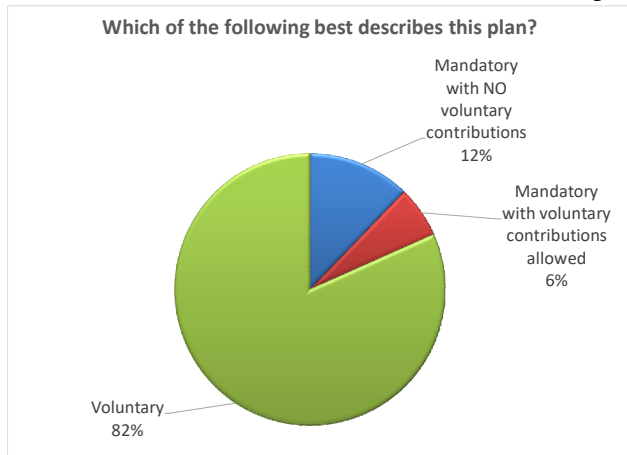
In terms of their DC plan designation, 85% indicated their plan was supplemental, meaning participants are also eligible for additional retirement benefits from their primary plan.

Fig 4



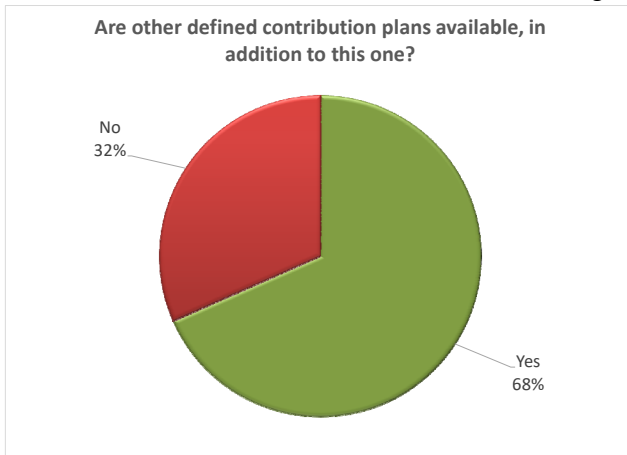
Four out of five responding plans (82%) were voluntary.

Fig 5



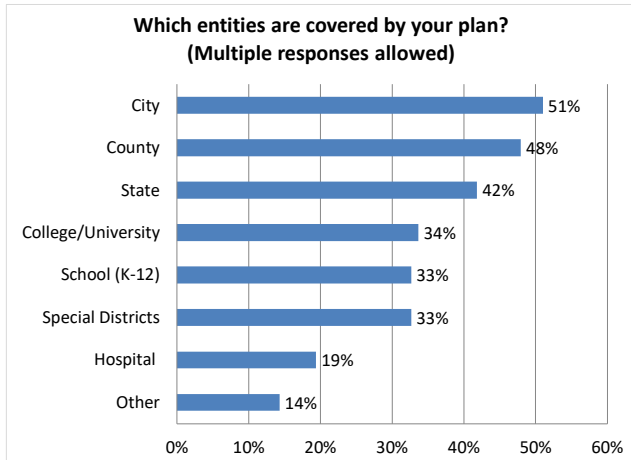
Two-thirds of the reported plans had competing plans.

Fig 6



As shown below, a variety of covered entities were represented in the survey, led by cities, counties and states.

Fig 7



Just under one quarter of the responding plans reported using automatic enrollment, while one in 10 used automatic escalation from which a participant must opt-out.

Fig 8

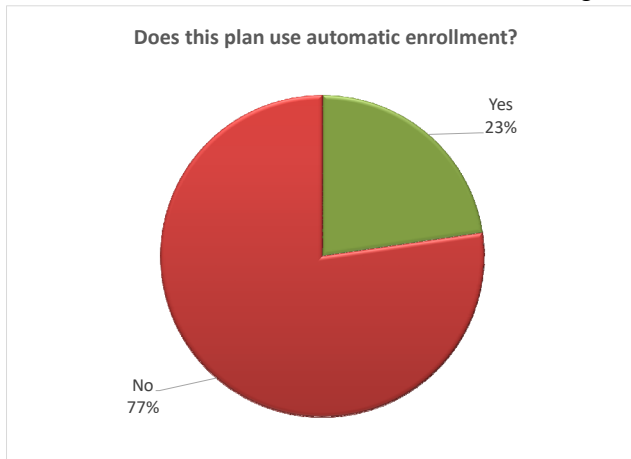
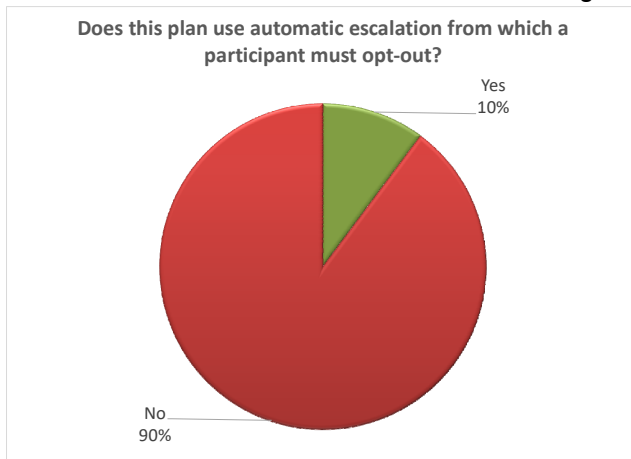
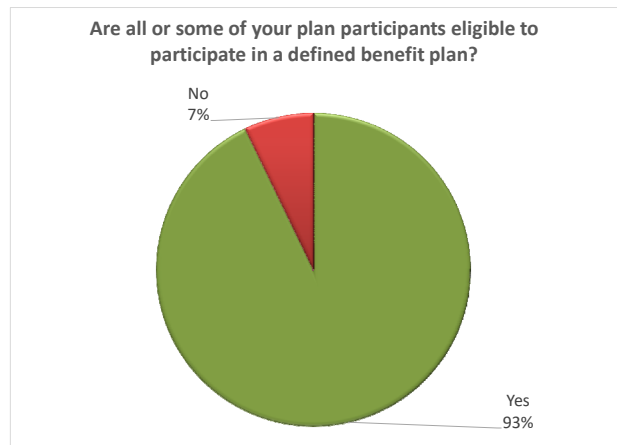


Fig 9



Ninety-three percent of the responding plans had participants that were eligible to participate in defined benefit plans.

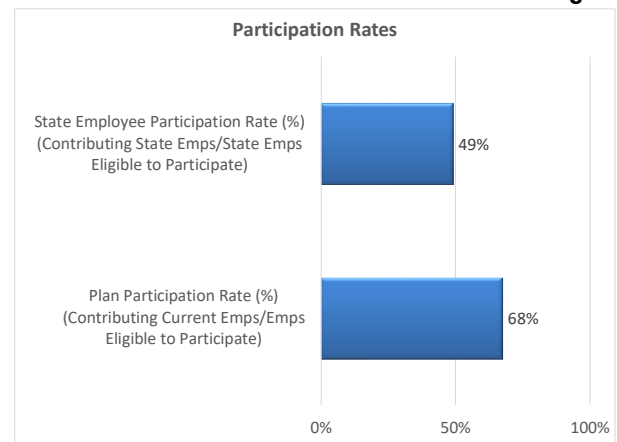
Fig 10



PLAN PARTICIPANT ACCOUNT INFORMATION

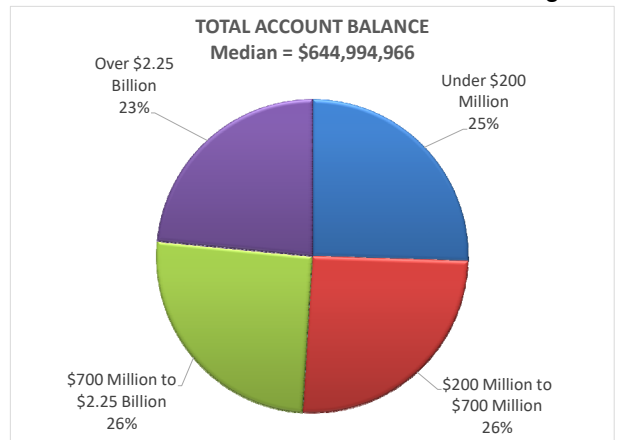
The participation rates for state and non-state plans are shown below.

Fig 11



The median account balance reported for this year's survey was just under \$645 million, while the median number of participants was 13,704.

Fig 12



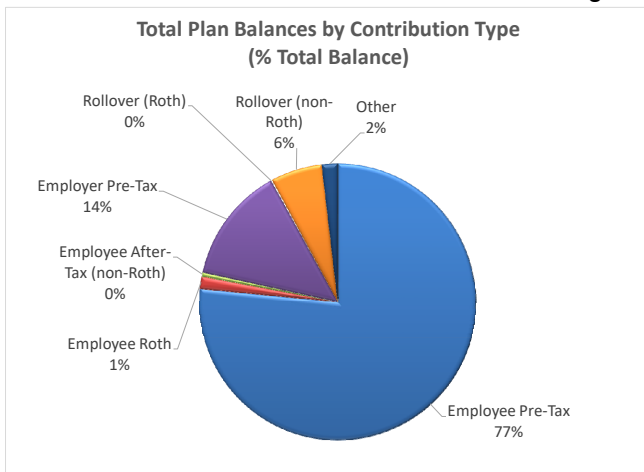
The table below summarizes the account balance information for the reporting plans. As shown, the typical account balance per participant for 2018 was \$45,505, and the larger the total account balance, the larger the per participant balance when the results are aggregated into the four size groupings shown below. (These are also the groupings used in the Detailed Survey Results section of this report.)

Fig 13

Account Balance Summary (Medians)					
	All Respondents	Under \$200 Million	\$200 Million to \$700 Million	\$700 Million to \$2.25 Billion	Over \$2.25 Billion
Total Account Balance	\$644,994,965	\$42,153,627	\$308,552,696	\$932,761,824	\$4,376,399,539
Number of Plan Participants	13,704	1,634	6,185	21,053	79,905
Total Account Balance \$/Participant	\$45,504.63	\$22,103.89	\$42,374.85	\$49,646.54	\$59,070.63

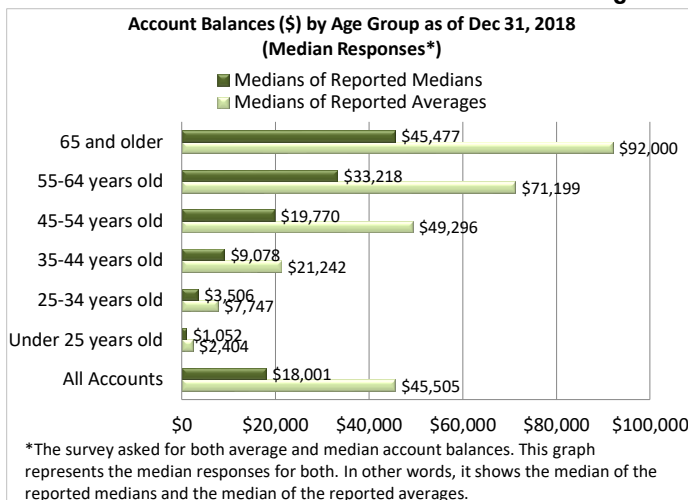
In terms of contribution types, employee pre-tax contributions comprised over three-quarters of total account balances, followed by employer pre-tax and non-Roth rollovers.

Fig 14



The typical participant age was 49. The graph below illustrates the median account balances across six participant age groupings. As would be expected, the older the participant, the larger the typical account balance.

Fig 15

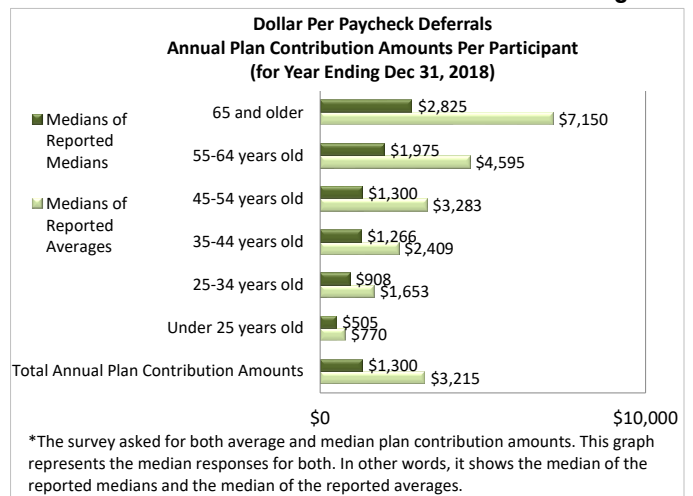


*The survey asked for both average and median account balances. This graph represents the median responses for both. In other words, it shows the median of the reported medians and the median of the reported averages.

PLAN CONTRIBUTIONS

Similarly, the older plan participants were also contributing more than their younger counterparts in terms of dollar per paycheck deferrals.

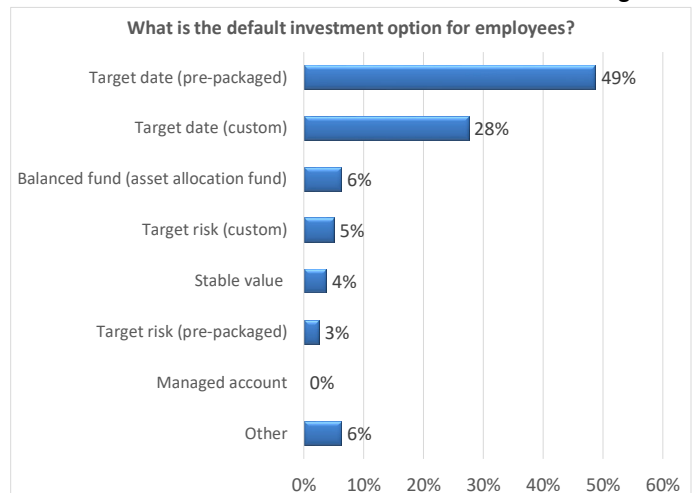
Fig 16



*The survey asked for both average and median plan contribution amounts. This graph represents the median responses for both. In other words, it shows the median of the reported medians and the median of the reported averages.

The most common default investment option for employees was target date (pre-packaged), with just under one half of the respondents reporting this option, followed by target date (custom).

Fig 17



The table below shows a detailed breakdown of the investment options available to participants as of December 31, 2018. As shown, in terms of both dollars and number of participants, the investment options available were not likely to be recordkeeper affiliate products, and the most-represented asset class was large cap domestic equity. Approximately half of the investment options were active, while white label and mutual funds were the most common vehicle types. Approximately four in 10 options (in terms of dollar balances) were multi-manager funds. The table on the following page breaks this data down by plan type. These tables are based on a total of 2,532 individual funds.

Fig 18a

Investment Options Available to Participants as of Dec 31, 2018

		Balance (as of 12-31-18)		# of Participant Accounts	
		Sum	Percent of Total	Sum	Percent of Total
All Valid	Respondents	\$169,395,011,937	100%	9,629,853	100%
Recordkeeper Affiliate Product	Yes	\$17,283,836,756	10%	560,899	6%
	No	\$149,365,754,106	90%	9,050,301	94%
Asset Class	Target Date Fund - Off-the-shelf	\$17,015,775,223	11%	1,245,253	13%
	Target Date Fund - Custom	\$8,112,530,318	5%	548,278	6%
	Risk-based Fund	\$1,170,066,665	1%	606	0%
	Global Equity	\$2,413,373,157	1%	277,247	3%
	All Cap Domestic Equity	\$4,035,131,325	2%	278,371	3%
	Large Cap Domestic Equity	\$41,059,758,796	25%	1,718,268	19%
	Mid Cap Domestic Equity	\$7,994,320,893	5%	515,284	6%
	SMID Cap Domestic Equity	\$2,635,529,614	2%	362,451	4%
	Small Cap Domestic Equity	\$8,576,627,115	5%	631,464	7%
	Broad International Equity	\$7,688,075,628	5%	733,369	8%
	Developed International Equity	\$576,179,742	0%	80,699	1%
	Emerging Markets Equity	\$275,726,418	0%	28,472	0%
	Core Fixed Income	\$8,323,860,399	5%	810,572	9%
	Global/International Fixed Income	\$335,699,593	0%	23,117	0%
	Stable Value/Fixed Account	\$35,881,896,768	22%	941,342	10%
	Short-Term Fixed Income	\$3,944,980,468	2%	161,771	2%
	Cash Equivalents	\$1,276,778,284	1%	43,090	0%
	Sector/Specialty Fixed Income	\$191,357,286	0%	37,340	0%
	Balanced	\$3,911,166,703	2%	251,727	3%
	Diversified Inflation Strategy	\$58,178,610	0%	18,669	0%
	Inflation-Linked Bonds	\$1,039,776,215	1%	140,757	2%
	REITs	\$316,813,475	0%	58,546	1%
	Sector/Specialty Equity	\$887,322,200	1%	214,338	2%
	Global Tactical Asset Allocation	\$450,915,615	0%	19,273	0%
Brokerage Window	\$2,334,644,931	1%	27,805	0%	
Other	\$1,018,639,134	1%	72,363	1%	
Annuity Contracts	\$217,225,522	0%	11,297	0%	
Active/Passive/Hybrid	Active	\$78,562,413,091	50%	4,935,020	55%
	Passive	\$52,984,221,478	34%	2,912,599	33%
	Hybrid	\$25,778,253,268	16%	1,084,047	12%
Vehicle Type	Mutual Fund	\$40,783,066,412	25%	3,409,874	37%
	Commingled Fund	\$21,022,087,222	13%	718,105	8%
	Separate Account	\$31,623,934,999	20%	975,315	11%
	Multiple Vehicle Types	\$13,534,287,379	8%	191,511	2%
	White Label	\$54,072,339,402	34%	3,992,370	43%
Multi-Manager Fund	Yes	\$64,187,080,183	41%	2,932,582	34%
	No	\$93,800,958,666	59%	5,782,005	66%

Fig 18b

		Investment Options Available to Participants as of Dec 31, 2018															
		Balance (as of 12-31-18)								# of Participant Accounts							
		Plan Type								Plan Type							
		457(b)		403(b)		401(k)		401(a) DC		457(b)		403(b)		401(k)		401(a) DC	
		Sum	% of Total	Sum	% of Total	Sum	% of Total	Sum	% of Total	Sum	% of Total	Sum	% of Total	Sum	% of Total	Sum	% of Total
All Valid	Respondents	\$109,117,387,270	100%	\$13,019,532,625	100%	\$28,255,419,625	100%	\$19,002,672,416	100%	5,237,356	100%	996,265	100%	2,475,663	100%	920,569	100%
Recordkeeper Affiliate Product	Yes	\$4,900,816,050	5%	\$7,024,844,975	54%	\$1,399,659,333	5%	\$3,958,516,399	21%	175,673	3%	273,212	27%	68,066	3%	43,948	5%
	No	\$102,041,898,978	95%	\$5,959,650,194	46%	\$26,855,760,292	95%	\$14,508,444,642	79%	5,045,926	97%	721,969	73%	2,407,597	97%	874,809	95%
Asset Class	Target Date Fund - Off-the-shelf	\$11,583,034,256	11%	\$540,501,187	5%	\$1,055,035,555	4%	\$3,837,204,225	21%	765,370	15%	12,231	2%	219,406	9%	248,246	28%
	Target Date Fund - Custom	\$6,003,760,866	6%		0%	\$1,870,977,031	7%	\$237,792,422	1%	266,113	5%		0%	81,148	3%	201,017	23%
	Risk-based Fund	\$1,168,674,128	1%		0%		0%	\$1,392,537	0%	324	0%		0%		0%	282	0%
	Global Equity	\$1,354,053,965	1%	\$582,932,088	5%	\$139,763,194	0%	\$336,623,910	2%	125,115	2%	128,747	16%	3,555	0%	19,830	2%
	All Cap Domestic Equity	\$247,278,554	0%	\$34,981,666	0%	\$2,108,864,151	7%	\$1,644,006,954	9%	10,362	0%	2,028	0%	219,041	9%	46,940	5%
	Large Cap Domestic Equity	\$29,242,937,163	28%	\$2,402,298,847	22%	\$6,212,174,133	22%	\$3,202,348,653	18%	1,091,599	21%	250,635	31%	293,271	12%	82,763	9%
	Mid Cap Domestic Equity	\$5,216,677,426	5%	\$433,929,254	4%	\$1,573,424,130	6%	\$770,290,083	4%	346,491	7%	31,655	4%	115,883	5%	21,255	2%
	SMID Cap Domestic Equity	\$849,994,578	1%	\$5,671,932	0%	\$852,445,181	3%	\$927,417,923	5%	105,592	2%	428	0%	207,421	8%	49,010	6%
	Small Cap Domestic Equity	\$6,671,430,668	6%	\$327,408,364	3%	\$1,157,541,861	4%	\$420,246,222	2%	403,234	8%	114,641	14%	94,118	4%	19,471	2%
	Broad International Equity	\$4,526,490,886	4%	\$22,358,462	0%	\$2,381,201,825	8%	\$758,024,454	4%	412,212	8%	3,677	0%	294,592	12%	22,888	3%
	Developed International Equity	\$421,665,022	0%	\$8,135,767	0%	\$102,711,363	0%	\$43,667,589	0%	51,951	1%	2,274	0%	23,121	1%	3,353	0%
	Emerging Markets Equity	\$160,389,704	0%	\$1,881,482	0%	\$2,205,379	0%	\$111,249,852	1%	22,322	0%	421	0%	429	0%	5,300	1%
	Core Fixed Income	\$3,800,600,947	4%	\$585,069,148	5%	\$2,325,029,275	8%	\$1,613,161,030	9%	343,242	7%	77,687	10%	345,346	14%	44,297	5%
	Global/International Fixed Income	\$50,746,573	0%	\$7,444,164	0%		0%	\$277,508,856	2%	5,103	0%	1,368	0%		0%	16,646	2%
	Stable Value/Fixed Account	\$24,792,531,575	24%	\$5,212,666,215	47%	\$4,708,573,002	17%	\$1,168,125,976	7%	575,385	11%	133,085	16%	198,814	8%	34,058	4%
	Short-Term Fixed Income	\$2,440,649,866	2%		0%	\$1,198,710,975	4%	\$305,619,628	2%	101,227	2%		0%	60,316	2%	228	0%
	Cash Equivalents	\$310,606,105	0%	\$8,450,768	0%	\$100,375	0%	\$957,621,036	5%	24,644	0%	476	0%	3	0%	17,967	2%
	Sector/Specialty Fixed Income	\$172,140,089	0%		0%		0%	\$19,217,197	0%	35,318	1%		0%		0%	2,022	0%
	Balanced	\$1,785,144,365	2%	\$556,698,424	5%	\$1,231,375,842	4%	\$337,948,072	2%	149,048	3%	31,415	4%	69,831	3%	1,433	0%
	Diversified Inflation Strategy	\$30,276,596	0%		0%	\$27,902,014	0%		0%	10,171	0%		0%	8,498	0%		0%
	Inflation-Linked Bonds	\$677,324,020	1%	\$2,420,361	0%	\$275,778,932	1%	\$84,252,902	0%	88,233	2%	199	0%	38,126	2%	14,199	2%
	REITs	\$236,635,518	0%	\$58,802,940	1%	\$2,549,567	0%	\$18,825,449	0%	49,685	1%	5,652	1%	495	0%	2,714	0%
	Sector/Specialty Equity	\$481,295,302	0%	\$20,859,075	0%	\$319,248,969	1%	\$65,918,854	0%	30,854	1%	2,236	0%	171,595	7%	9,653	1%
	Global Tactical Asset Allocation	\$450,915,615	0%		0%		0%		0%	19,273	0%		0%		0%		0%
	Brokerage Window	\$1,062,766,472	1%	\$13,213,847	0%	\$533,892,496	2%	\$724,772,116	4%	15,969	0%	246	0%	8,046	0%	3,544	0%
	Other	\$801,985,231	1%	\$32,365,669	0%	\$101,793,117	0%	\$82,495,116	0%	46,611	1%	4,577	1%	17,064	1%	4,111	0%
Annuity Contracts		0%	\$217,225,522	2%		0%		0%		0%	11,297	1%		0%		0%	
Active/Passive/ Hybrid	Active	\$49,443,698,147	46%	\$8,252,297,830	78%	\$14,939,984,354	54%	\$5,926,432,761	48%	2,721,848	53%	596,099	75%	1,399,442	57%	217,631	43%
	Passive	\$37,651,770,045	35%	\$2,300,066,621	22%	\$6,898,922,384	25%	\$6,133,462,428	49%	1,771,631	34%	203,771	25%	686,885	28%	250,312	49%
	Hybrid	\$19,320,298,729	18%	\$10,716,877	0%	\$6,032,134,830	22%	\$415,102,833	3%	656,667	13%	74	0%	384,268	16%	43,038	8%
Vehicle Type	Mutual Fund	\$28,222,092,592	27%	\$5,216,017,698	49%	\$3,174,729,108	11%	\$4,170,227,013	24%	2,143,239	42%	650,492	80%	390,160	16%	225,983	25%
	Commingled Fund	\$15,469,252,959	15%		0%	\$581,914,272	2%	\$4,970,919,991	28%	612,415	12%		0%	54,179	2%	51,511	6%
	Separate Account	\$20,600,763,076	20%	\$5,354,808,567	50%	\$3,370,693,454	12%	\$2,297,669,901	13%	518,461	10%	152,737	19%	294,644	12%	9,473	1%
	Multiple Vehicle Types	\$11,052,289,160	11%	\$83,016,207	1%	\$2,016,875,831	7%	\$382,106,181	2%	123,347	2%	6,662	1%	4,687	0%	56,815	6%
Multi-Manager Fund	White Label	\$29,234,844,220	28%		0%	\$19,100,071,734	68%	\$5,737,423,448	33%	1,715,129	34%		0%	1,731,612	70%	545,629	61%
	Yes	\$40,790,953,621	40%	\$144,082,992	1%	\$15,486,236,479	55%	\$7,765,807,090	44%	1,367,558	30%	3,138	0%	1,092,425	44%	469,461	54%
No	\$60,777,342,384	60%	\$10,569,708,514	99%	\$12,758,047,920	45%	\$9,695,859,848	56%	3,184,069	70%	807,214	100%	1,382,857	56%	407,865	46%	

Figure 19 below summarizes the median Total Annual Net Expense Ratio (%) and Expected Annual Revenue Sharing (%) as of Dec 31, 2018 across all funds.

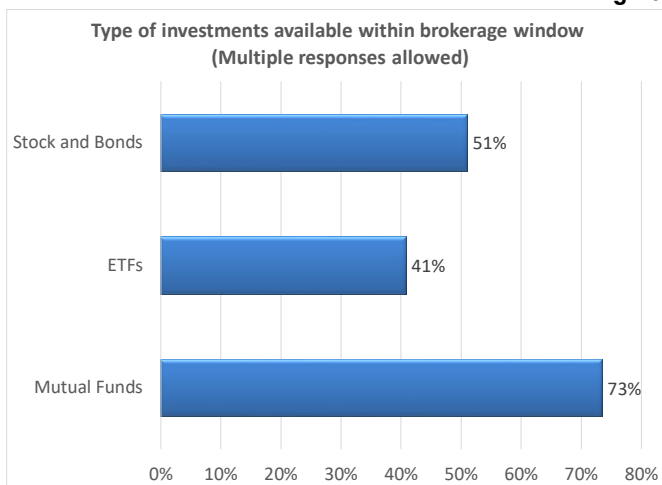
Fig 19

Total Annual Net Expense Ratio (%) and Expected Annual Revenue Sharing (%) as of Dec 31, 2018

		Total Annual Net Expense Ratio (%) (Includes revenue sharing received, excludes admin fees assessed)		Expected Annual Revenue Sharing (%)	
		Median	# Funds	Median	# Funds
All Valid	Respondents	0.3600	2,270	0.0000	1,499
Asset Class	Target Date Fund - Off-the-shelf	0.1400	485	0.0000	359
	Target Date Fund - Custom	0.3000	171	0.0600	47
	Risk-based Fund	0.0000	24	0.0600	24
	Global Equity	0.4900	87	0.0000	71
	All Cap Domestic Equity	0.2450	16	0.1500	12
	Large Cap Domestic Equity	0.3300	286	0.0000	215
	Mid Cap Domestic Equity	0.6800	143	0.0000	110
	SMID Cap Domestic Equity	0.0500	34	0.0000	17
	Small Cap Domestic Equity	0.7300	140	0.0000	102
	Broad International Equity	0.4900	87	0.0000	55
	Developed International Equity	0.4900	35	0.0000	24
	Emerging Markets Equity	0.6850	32	0.0000	26
	Core Fixed Income	0.3000	149	0.0000	103
	Global/International Fixed Income	0.6500	21	0.1500	15
	Stable Value/Fixed Account	0.3200	79	0.0000	51
	Short-Term Fixed Income	0.1650	36	0.0000	11
	Cash Equivalents	0.1100	20	0.0000	17
	Sector/Specialty Fixed Income	0.7300	17	0.1750	8
	Balanced	0.5400	63	0.1750	44
	Diversified Inflation Strategy	0.4800	5		0
	Inflation-Linked Bonds	0.1300	46	0.0000	27
	REITs	0.7600	19	0.2250	12
	Sector/Specialty Equity	0.6800	41	0.0000	35
	Global Tactical Asset Allocation	0.1400	16	0.0000	3
	Brokerage Window	0.0000	8	0.0000	30
	Other	0.5150	52	0.0000	34
	Annuity Contracts	0.2800	6	0.1000	6

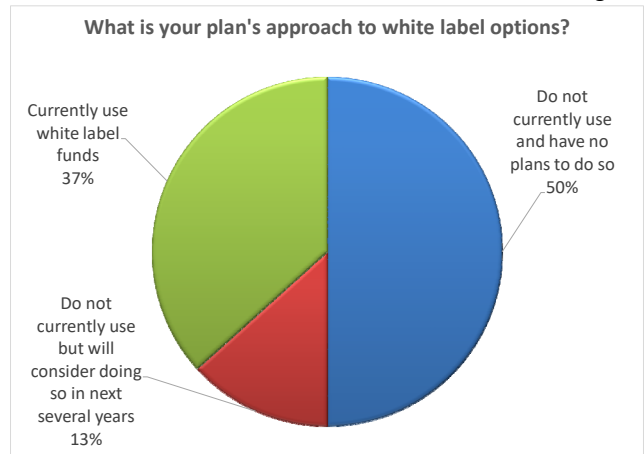
As shown below, just under three-quarters of the respondents indicated mutual funds were available within the brokerage window, while half offered stocks and bonds.

Fig 20



Exactly half of the responding plans do not currently use white label options and have no plans to do so, while 37% currently use white label funds.

Fig 21



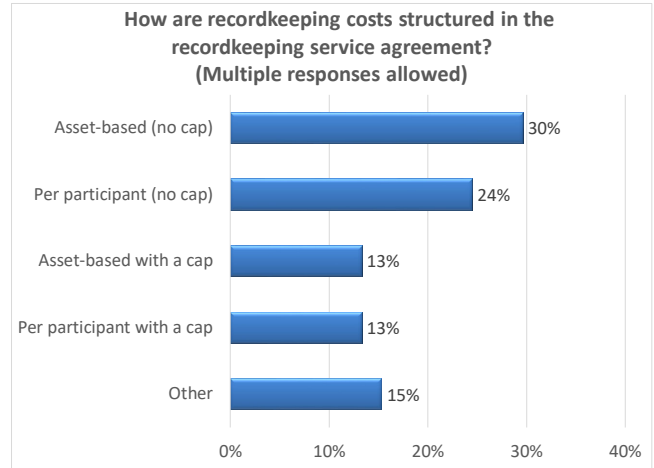
Six out of 10 plans offer managed account services, with a median of \$25,780 in assets per managed account.

Fig 22



In terms of how recordkeeping costs are structured, three in 10 plans use an asset-based structure with no cap.

Fig 23



The table on the following page presents a detailed breakdown of the recordkeeping and administration expenses incurred by respondents in 2018, expressed as dollar amounts, percentages of the total expense, per participant and as a percent of the total account balance.

Fig 24

	All Respondents	Under \$200 Million	\$200 Million to \$700 Million	\$700 Million to \$2.25 Billion	Over \$2.25 Billion
Annual Recordkeeping/Admin Expenses Incurred for 2018 (\$)					
Recordkeeping Expenses	\$1,974,146	\$139,365	\$397,126	\$1,142,870	\$4,434,649
Administrative Expenses	\$1,018,815	\$30,451	\$299,420	\$615,793	\$2,223,181
Total	\$2,992,961	\$169,816	\$696,545	\$1,758,663	\$6,657,830
Annual Recordkeeping/Admin Expenses Incurred for 2018 (As % Total)					
Recordkeeping Expenses	68.7%	72.6%	66.6%	67.3%	69.7%
Administrative Expenses	31.3%	27.5%	33.4%	32.7%	30.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Annual Recordkeeping/Admin Expenses Incurred for 2018 per Participant					
Recordkeeping expenses incurred/Participant	\$56.96	\$121.05	\$58.19	\$43.65	\$40.74
Administrative expenses incurred/Participant	\$39.11	\$90.61	\$50.00	\$26.90	\$20.91
Total recordkeeping/admin expenses incurred/Participant	\$96.07	\$211.65	\$108.18	\$70.55	\$61.65
Annual Recordkeeping/Admin Expenses Incurred for 2018 as % of Total Account Balance					
Recordkeeping expenses incurred % total account balance	0.10%	0.18%	0.11%	0.09%	0.08%
Administrative Expenses incurred % total account balance	0.05%	0.08%	0.08%	0.04%	0.03%
Total recordkeeping/admin expenses incurred % total acct balance	0.16%	0.26%	0.19%	0.13%	0.11%
Annual Administrative Fees (including record-keeping fees) Collected for Your Plan in 2018					
Annual direct dollar-based fees	\$962,756	\$59,395	\$329,352	\$880,469	\$2,381,808
Annual asset-based fees	\$1,236,598	\$80,268	\$486,646	\$1,050,772	\$3,087,815
Revenue sharing fees	\$196,548	\$33,405	\$252,765	\$141,255	\$337,242
Other fees	-\$3,921	\$0	-\$6,638	-\$16,528	\$10,020
Total	\$2,391,980	\$173,067	\$1,062,125	\$2,055,968	\$5,816,886
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 (As % Total)					
Annual direct dollar-based fees	38.6%	30.9%	27.4%	45.2%	47.8%
Annual asset-based fees	48.6%	53.0%	48.8%	45.9%	47.8%
Revenue sharing fees	13.8%	16.1%	24.6%	12.3%	3.4%
Other fees	-0.9%	0.0%	-0.9%	-3.4%	1.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 per Participant					
Annual direct dollar-based fees (if applicable)/Participant	\$17.89	\$9.55	\$20.25	\$21.29	\$18.41
Annual asset-based fees/Participant	\$55.14	\$99.11	\$62.68	\$37.29	\$33.32
Revenue sharing fees/Participant	\$15.34	\$20.59	\$31.15	\$9.60	\$2.71
Other fees/Participant	-\$0.28	\$0.00	-\$0.79	-\$1.02	\$0.82
Total fees/Participant	\$88.08	\$129.25	\$113.28	\$67.17	\$55.27
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 as Percent of Total Account Balance					
Annual direct dollar-based fees % total account balance	0.07%	0.09%	0.11%	0.07%	0.04%
Annual asset-based fees % total account balance	0.10%	0.14%	0.13%	0.09%	0.06%
Revenue sharing fees % total account balance	0.03%	0.03%	0.06%	0.01%	0.01%
Other fees % total account balance	0.00%	0.00%	0.00%	0.00%	0.00%
Total fees % total account balance	0.20%	0.27%	0.30%	0.17%	0.11%

The following section shows the survey results in their entirety, broken down by various respondent characteristics to allow for cross-group comparisons.

DETAILED SURVEY RESULTS

BY ALL RESPONDENTS



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
PLAN DEMOGRAPHICS		
Is your plan a single or multi-employer plan?		
Single employer	54.1%	
Multi-employer	45.9%	
What is your plan type?		
457(b)	62.2%	
403(b)	7.1%	
401(k)	9.2%	
401(a) Defined Contribution	21.4%	
How is record-keeping handled by your plan?		
Internally	1.0%	
Externally by a Third Party Administrator	99.0%	
What is your defined contribution plan designation?		
Primary	15.5%	
Supplemental	84.5%	
Which of the following best describes this plan?		
Mandatory with NO voluntary contributions	12.2%	
Mandatory with voluntary contributions allowed	6.1%	
Voluntary	81.6%	
Are other defined contribution plans available, in addition to this one?		
Yes	68.4%	
No	31.6%	
Which entities are covered by your plan? (Multiple responses allowed)		
State	41.8%	
County	48.0%	
City	51.0%	
Special Districts	32.7%	
Hospital	19.4%	
College/University	33.7%	
School (K-12)	32.7%	
Other	14.3%	
Does this plan use automatic enrollment?		
Yes	22.7%	
No	77.3%	
Does this plan use automatic escalation from which a participant must opt-out?		
Yes	10.2%	
No	89.8%	
Are all or some of your plan participants eligible to participate in a defined benefit plan?		
Yes	92.9%	
No	7.1%	



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
PLAN PARTICIPANT ACCOUNT INFORMATION		
Contributing Current Employees with a Balance (As of December 31, 2018)		
FEMALE - # Participants		
Under 25 years old	59	21 - 183
25-34 years old	614	227 - 2,378
35-44 years old	1,097	252 - 3,391
45-54 years old	1,134	327 - 5,006
55-64 years old	846	215 - 3,853
65 and older	153	35 - 592
FEMALE - Total Account Balance \$		
Under 25 years old	\$98,987.00	27,390.25 - 339,309.50
25-34 years old	\$4,218,923.50	1,358,489.25 - 20,378,836.50
35-44 years old	\$20,691,082.00	6,035,060.00 - 67,421,296.00
45-54 years old	\$37,934,218.50	14,919,481.00 - 180,724,917.50
55-64 years old	\$47,972,954.00	13,412,027.50 - 221,486,652.25
65 and older	\$9,418,804.00	1,802,781.25 - 44,193,126.50
FEMALE - Total Account Balance \$/Participant		
Under 25 years old	\$1,511.50	926.82 - 2,236.33
25-34 years old	\$7,068.84	4,337.77 - 11,771.20
35-44 years old	\$19,984.39	11,888.56 - 29,732.08
45-54 years old	\$38,814.04	23,230.82 - 69,602.12
55-64 years old	\$58,515.10	35,718.87 - 91,067.28
65 and older	\$76,479.90	46,630.10 - 115,683.92
MALE - # Participants		
Under 25 years old	95	32 - 317
25-34 years old	737	347 - 2,562
35-44 years old	1,056	582 - 3,126
45-54 years old	1,319	489 - 3,897
55-64 years old	839	317 - 2,590
65 and older	155	41 - 536
MALE - Total Account Balance \$		
Under 25 years old	\$214,124.50	89,192.25 - 675,032.00
25-34 years old	\$6,896,231.00	3,294,612.00 - 21,098,087.25
35-44 years old	\$30,746,772.00	11,316,080.25 - 73,898,642.00
45-54 years old	\$71,959,759.00	27,093,979.75 - 190,802,855.00
55-64 years old	\$63,727,674.50	20,602,567.75 - 189,516,340.00
65 and older	\$13,617,727.00	2,860,547.00 - 69,966,449.00
MALE - Total Account Balance \$/Participant		
Under 25 years old	\$2,355.04	1,539.62 - 3,322.05
25-34 years old	\$9,295.15	5,469.02 - 13,272.89
35-44 years old	\$25,536.15	17,232.64 - 41,042.70
45-54 years old	\$54,625.76	31,654.11 - 87,582.73
55-64 years old	\$78,616.07	50,322.74 - 119,034.53
65 and older	\$112,733.27	64,028.00 - 157,724.78



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
GENDER INFO NOT GIVEN - # Participants		
Under 25 years old	2	0 - 31
25-34 years old	15	1 - 402
35-44 years old	16	2 - 603
45-54 years old	25	3 - 740
55-64 years old	24	2 - 660
65 and older	9	0 - 188

GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$2,693.00	0.00 - 123,035.00
25-34 years old	\$92,323.00	2,643.00 - 3,204,567.50
35-44 years old	\$469,244.00	3,465.00 - 21,674,197.00
45-54 years old	\$720,160.00	28,909.50 - 41,062,589.50
55-64 years old	\$976,054.00	34,922.50 - 53,781,903.00
65 and older	\$361,020.00	0.00 - 17,420,317.00

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	\$2,410.95	1,175.30 - 4,404.08
25-34 years old	\$6,848.74	3,756.74 - 11,613.23
35-44 years old	\$12,647.87	2,500.40 - 33,580.19
45-54 years old	\$32,117.33	7,588.59 - 61,945.27
55-64 years old	\$49,236.28	18,382.30 - 102,236.10
65 and older	\$83,837.88	30,591.24 - 155,731.11

Non-contributing Current Employees with a Balance
(As of December 31, 2018)

FEMALE - # Participants		
Under 25 years old	3	0 - 12
25-34 years old	51	14 - 208
35-44 years old	144	32 - 419
45-54 years old	199	45 - 637
55-64 years old	174	45 - 604
65 and older	61	11 - 214

FEMALE - Total Account Balance \$		
Under 25 years old	\$2,528.00	0.00 - 9,358.50
25-34 years old	\$191,268.00	55,960.00 - 715,810.00
35-44 years old	\$1,796,452.00	355,169.25 - 3,557,579.00
45-54 years old	\$3,984,888.00	1,237,172.25 - 13,815,312.00
55-64 years old	\$8,121,226.00	2,160,402.50 - 27,000,700.00
65 and older	\$4,841,288.00	564,174.50 - 9,842,468.00

FEMALE - Total Account Balance \$/Participant		
Under 25 years old	\$541.84	255.89 - 1,362.00
25-34 years old	\$3,958.41	1,809.09 - 5,493.64
35-44 years old	\$12,130.65	5,404.90 - 17,654.21
45-54 years old	\$21,465.34	11,820.33 - 37,728.28
55-64 years old	\$38,480.56	21,783.52 - 61,514.32
65 and older	\$45,519.51	29,355.02 - 63,267.10

MALE - # Participants		
Under 25 years old	5	0 - 20
25-34 years old	61	17 - 173
35-44 years old	113	42 - 313



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
45-54 years old	165	54 - 511
55-64 years old	162	41 - 453
65 and older	60	13 - 213

MALE - Total Account Balance \$

Under 25 years old	\$4,016.00	0.00 - 21,986.50
25-34 years old	\$323,227.00	80,050.00 - 787,422.50
35-44 years old	\$1,975,105.50	533,504.00 - 4,274,422.00
45-54 years old	\$7,871,086.00	2,336,039.75 - 15,540,299.50
55-64 years old	\$11,922,074.50	2,361,045.00 - 24,675,521.25
65 and older	\$4,953,178.00	916,276.00 - 16,227,354.50

MALE - Total Account Balance \$/Participant

Under 25 years old	\$1,003.17	425.33 - 1,750.86
25-34 years old	\$4,769.36	2,070.62 - 7,542.11
35-44 years old	\$14,448.19	6,978.90 - 22,126.14
45-54 years old	\$32,669.36	17,892.17 - 59,499.43
55-64 years old	\$56,598.47	31,407.91 - 82,153.05
65 and older	\$77,197.80	50,254.66 - 106,462.55

GENDER INFO NOT GIVEN - # Participants

Under 25 years old	2	0 - 6
25-34 years old	5	29,587
35-44 years old	21	1 - 189
45-54 years old	29	1 - 215
55-64 years old	31	3 - 247
65 and older	16	1 - 148

GENDER INFO NOT GIVEN - Total Account Balance \$

Under 25 years old	\$291.00	0.00 - 54,958.00
25-34 years old	\$21,389.00	0.00 - 346,064.25
35-44 years old	\$111,829.00	128.50 - 2,000,371.75
45-54 years old	\$355,474.50	1,190.50 - 6,404,910.00
55-64 years old	\$575,497.00	28,255.75 - 9,290,198.00
65 and older	\$563,085.00	18,267.50 - 5,400,998.50

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic

Under 25 years old	\$1,390.16	338.70 - 4,942.01
25-34 years old	\$2,885.38	1,106.80 - 5,149.07
35-44 years old	\$6,517.21	2,719.91 - 16,795.08
45-54 years old	\$11,693.32	5,225.20 - 34,781.10
55-64 years old	\$26,786.23	13,348.84 - 49,877.07
65 and older	\$40,010.22	14,575.36 - 86,943.46

Terminated/Vested Participants with a Balance

(As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	9	2 - 23
25-34 years old	121	18 - 447
35-44 years old	209	42 - 719
45-54 years old	231	66 - 805
55-64 years old	413	144 - 1,652
65 and older	413	127 - 1,536



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
FEMALE - Total Account Balance \$		
Under 25 years old	\$13,778.00	2,354.50 - 79,856.50
25-34 years old	\$483,146.00	151,587.25 - 2,480,856.25
35-44 years old	\$2,779,349.50	803,407.50 - 8,241,562.50
45-54 years old	\$6,540,398.50	1,887,572.50 - 29,653,788.50
55-64 years old	\$23,944,377.00	6,544,928.00 - 120,740,626.25
65 and older	\$31,232,867.00	5,457,879.00 - 171,088,509.00
FEMALE - Total Account Balance \$/Participant		
Under 25 years old	\$1,185.01	524.24 - 2,653.07
25-34 years old	\$4,726.44	2,418.30 - 7,681.53
35-44 years old	\$14,410.13	8,293.66 - 23,214.98
45-54 years old	\$32,091.52	14,981.22 - 52,324.42
55-64 years old	\$70,610.88	41,264.32 - 94,120.59
65 and older	\$76,044.73	49,493.32 - 103,082.79
MALE - # Participants		
Under 25 years old	10	2 - 38
25-34 years old	140	36 - 299
35-44 years old	200	56 - 525
45-54 years old	270	108 - 800
55-64 years old	502	207 - 1,496
65 and older	518	160 - 1,915
MALE - Total Account Balance \$		
Under 25 years old	\$15,821.00	2,535.25 - 87,025.50
25-34 years old	\$687,575.00	264,364.75 - 1,826,269.50
35-44 years old	\$2,816,627.00	850,328.50 - 6,464,258.50
45-54 years old	\$11,498,924.50	2,423,283.50 - 35,913,320.75
55-64 years old	\$48,424,171.00	9,367,862.00 - 125,339,635.00
65 and older	\$59,755,075.00	8,106,171.00 - 202,773,304.00
MALE - Total Account Balance \$/Participant		
Under 25 years old	\$1,090.20	513.65 - 2,329.29
25-34 years old	\$4,614.10	3,038.50 - 8,455.88
35-44 years old	\$14,115.41	6,967.27 - 21,733.32
45-54 years old	\$42,611.30	25,052.83 - 73,766.89
55-64 years old	\$80,125.10	53,323.79 - 117,154.04
65 and older	\$103,736.96	66,967.34 - 132,092.24
GENDER INFO NOT GIVEN - # Participants		
Under 25 years old	1	0 - 8
25-34 years old	10	1 - 100
35-44 years old	12	3 - 169
45-54 years old	30	4 - 361
55-64 years old	36	8 - 670
65 and older	60	12 - 1,413
GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$1,122.50	0.00 - 53,454.00
25-34 years old	\$36,197.00	325.50 - 545,359.00
35-44 years old	\$147,844.00	13,072.00 - 3,988,788.00
45-54 years old	\$431,415.00	43,038.00 - 9,498,236.00
55-64 years old	\$1,284,815.00	262,962.50 - 25,369,552.00
65 and older	\$3,488,072.50	477,164.25 - 100,034,921.50



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	\$1,701.74	903.89 - 10,174.37
25-34 years old	\$3,956.92	1,158.73 - 11,347.00
35-44 years old	\$10,250.12	3,805.75 - 21,480.53
45-54 years old	\$29,273.88	9,390.42 - 44,746.84
55-64 years old	\$56,516.80	18,958.32 - 92,183.73
65 and older	\$61,052.42	24,530.10 - 119,830.38
Beneficiary/Alternate Payee Participants with a Balance (As of December 31, 2018)		
FEMALE - # Participants		
Under 25 years old	0	0 - 1
25-34 years old	1	0 - 2
35-44 years old	3	1 - 13
45-54 years old	11	3 - 31
55-64 years old	17	5 - 40
65 and older	28	4 - 70
FEMALE - Total Account Balance \$		
Under 25 years old	\$0.00	0.00 - 415.50
25-34 years old	\$5,206.00	0.00 - 68,700.00
35-44 years old	\$79,742.00	6,408.50 - 405,087.00
45-54 years old	\$510,837.00	94,897.00 - 1,372,214.00
55-64 years old	\$1,084,847.50	327,895.25 - 3,042,745.00
65 and older	\$1,594,274.00	264,369.50 - 6,697,128.25
FEMALE - Total Account Balance \$/Participant		
Under 25 years old	\$16,982.29	7,614.00 - 29,367.88
25-34 years old	\$18,263.25	6,827.83 - 30,490.81
35-44 years old	\$23,827.75	13,214.35 - 37,212.40
45-54 years old	\$46,846.09	26,915.56 - 66,914.74
55-64 years old	\$66,507.02	48,092.81 - 86,933.71
65 and older	\$69,233.25	47,035.29 - 94,919.78
MALE - # Participants		
Under 25 years old	0	0 - 1
25-34 years old	0	0 - 2
35-44 years old	2	0 - 6
45-54 years old	4	1 - 10
55-64 years old	5	1 - 18
65 and older	12	2 - 40
MALE - Total Account Balance \$		
Under 25 years old	\$0.00	0.00 - 10,818.75
25-34 years old	\$0.00	0.00 - 10,233.00
35-44 years old	\$25,042.00	0.00 - 178,770.00
45-54 years old	\$214,789.00	4,417.00 - 511,680.50
55-64 years old	\$474,457.00	43,237.00 - 1,264,232.00
65 and older	\$770,616.50	53,899.50 - 3,217,581.00
MALE - Total Account Balance \$/Participant		
Under 25 years old	\$22,702.03	9,594.50 - 43,848.00
25-34 years old	\$17,903.00	3,301.58 - 36,905.46
35-44 years old	\$35,740.00	16,252.51 - 58,892.66
45-54 years old	\$40,231.81	26,188.45 - 72,403.92



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
55-64 years old	\$57,273.48	30,987.36 - 87,768.99
65 and older	\$69,281.64	44,230.00 - 94,431.44
GENDER INFO NOT GIVEN - # Participants		
Under 25 years old	0	0 - 1
25-34 years old	0	0 - 2
35-44 years old	2	0 - 7
45-54 years old	3	0 - 13
55-64 years old	6	1 - 19
65 and older	7	2 - 37
GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$0.00	0.00 - 20,704.25
25-34 years old	\$0.00	0.00 - 20,427.50
35-44 years old	\$10,881.50	0.00 - 184,572.75
45-54 years old	\$114,669.50	0.00 - 612,715.75
55-64 years old	\$406,130.00	36,317.50 - 1,133,905.50
65 and older	\$684,246.50	74,289.00 - 2,834,636.75
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	\$28,700.72	12,631.02 - 75,956.50
25-34 years old	\$20,153.00	9,611.20 - 30,735.17
35-44 years old	\$26,114.50	12,180.33 - 46,874.62
45-54 years old	\$38,423.71	27,957.28 - 71,720.08
55-64 years old	\$53,340.66	30,869.75 - 80,409.17
65 and older	\$63,447.77	44,191.29 - 98,724.78
TOTAL ACCOUNT BALANCE \$/PARTICIPANT (As of December 31, 2018)	\$45,504.63	23,354.74 - 70,847.76
Average participant age for all account holders as 12-31-18	49	46 - 51
No. current emps eligible to participate in plan as of 12-31-18	7,200	3,103 - 26,949
Plan Participation Rate (%) (Contributing Current Emps/Emps Eligible to Participate)	67.6%	39.7 - 86.7
No. state employees (not including university employees) that currently contribute to your plan	32,749	12,702 - 39,567
No. state employees (not including university employees) currently eligible to participate in your plan	51,438	42,475 - 84,454
State Employee Participation Rate (%) (Contributing State Emps/State Emps Eligible to Participate)	49.2%	30.7 - 69.6
Total Plan Balances by Contribution Type (\$)		
Employee Pre-Tax	\$1,491,815,550.28	67,787,766.50 - 1,712,906,551.50
Employee Roth	\$32,641,130.57	0.00 - 19,102,465.25
Employee After-Tax (non-Roth)	\$12,366,122.06	0.00 - 0.00
Employer Pre-Tax	\$207,413,957.51	0.00 - 10,925,901.50
Rollover (Roth)	\$7,287,833.01	0.00 - 219,000.00
Rollover (non-Roth)	\$77,075,572.09	721,262.50 - 63,897,388.00
Other	\$15,998,873.50	0.00 - 0.00
Total	\$1,844,599,039.02	193,511,834.50 - 2,184,800,023.25
Total Plan Balances by Contribution Type (% Total Balance)		
Employee Pre-Tax	76.5%	74.1 - 95.8
Employee Roth	1.4%	0.0 - 2.1



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
Employee After-Tax (non-Roth)	0.5%	0.0 - 0.0
Employer Pre-Tax	13.5%	0.0 - 5.9
Rollover (Roth)	0.2%	0.0 - 0.0
Rollover (non-Roth)	6.0%	0.1 - 7.9
Other	1.8%	0.0 - 0.0
Total	100.0%	100.0 - 100.0

Average Account Balances (\$) (As of December 31, 2018)

(Medians of Reported Averages)

All Accounts	\$45,504.50	23,355.00 - 70,847.50
---------------------	-------------	-----------------------

Contributing vs. Non-Contributing Accounts

Contributing current employees with a balance	\$42,327.00	24,555.50 - 67,441.75
Non-contributing current employees with a balance	\$34,632.00	19,395.50 - 52,255.50

By Gender

Female	\$39,584.50	22,340.34 - 60,440.25
Male	\$48,110.50	29,592.25 - 79,233.00

By Age Group

Under 25 years old	\$2,404.00	1,452.25 - 4,673.25
25-34 years old	\$7,747.00	4,959.00 - 12,205.00
35-44 years old	\$21,242.00	11,615.00 - 33,236.00
45-54 years old	\$49,296.00	24,449.00 - 70,535.00
55-64 years old	\$71,199.00	43,226.00 - 108,078.00
65 and older	\$92,000.00	51,917.00 - 124,264.00

Median Account Balances (\$) (As of December 31, 2018)

(Medians of Reported Medians)

All Accounts	\$18,001.00	6,826.50 - 27,308.00
---------------------	-------------	----------------------

Contributing vs. Non-Contributing Accounts

Contributing current employees with a balance	\$15,111.50	7,878.00 - 22,997.25
Non-contributing current employees with a balance	\$9,403.00	3,106.00 - 18,834.00

By Gender

Female	\$12,891.00	5,889.00 - 20,543.50
Male	\$16,995.00	6,732.25 - 28,420.00

By Age Group

Under 25 years old	\$1,052.00	553.50 - 1,560.00
25-34 years old	\$3,506.00	1,822.50 - 6,113.00
35-44 years old	\$9,078.00	4,731.50 - 14,275.75
45-54 years old	\$19,770.00	8,125.00 - 35,139.50
55-64 years old	\$33,218.00	15,777.25 - 58,442.25
65 and older	\$45,477.00	25,223.00 - 72,412.00

PLAN CONTRIBUTIONS

Number of participants who have chosen "Percentage Rate"

Employee Pre-Tax	889	31 - 7,079
Employee Roth	50	0 - 700
Employee After-Tax (non-Roth)	0	0 - 0



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
Number of participants who have chosen "\$ Per Paycheck"		
Employee Pre-Tax	3,811	8 - 14,272
Employee Roth	264	0 - 1,859
Employee After-Tax (non-Roth)	0	0 - 0
Dollar Per Paycheck Deferrals		
Annual Plan Contribution Amounts Per Participant (for Year Ending December 31, 2018)		
Average (Medians of Reported Averages)		
Total Annual Plan Contribution Amounts	\$3,214.50	2,126.25 - 4,904.75
By Gender		
Female	\$2,957.50	1,885.50 - 4,067.50
Male	\$3,527.00	2,243.75 - 4,997.75
By Age Group		
Under 25 years old	\$770.00	476.00 - 1,336.00
25-34 years old	\$1,653.00	1,090.00 - 2,682.25
35-44 years old	\$2,409.00	1,454.25 - 3,689.50
45-54 years old	\$3,283.00	2,184.75 - 5,336.50
55-64 years old	\$4,595.00	3,104.50 - 7,303.25
65 and older	\$7,150.00	4,092.75 - 10,052.50
Median (Medians of Reported Medians)		
Total Annual Plan Contribution Amounts	\$1,300.00	795.00 - 2,400.00
By Gender		
Female	\$1,200.00	662.50 - 1,810.00
Male	\$1,450.00	930.00 - 2,552.00
By Age Group		
Under 25 years old	\$505.00	320.00 - 817.50
25-34 years old	\$908.00	553.75 - 1,300.00
35-44 years old	\$1,265.50	650.00 - 1,912.50
45-54 years old	\$1,300.00	915.00 - 2,600.00
55-64 years old	\$1,975.00	1,200.00 - 2,820.00
65 and older	\$2,825.00	1,312.50 - 5,875.00
Percentage Rate Deferrals		
Annual Plan Contribution Rates as of Dec 31, 2018		
PRE-TAX CONTRIBUTIONS		
Average Deferral Rate (Participants with Deferral >0%) (Medians of Reported Averages)		
All Participants	7.1%	5.2 - 9.2
By Gender		
Female	7.0%	5.0 - 9.3
Male	7.0%	5.1 - 8.8



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
By Age Group		
Under 25 years old	4.8%	3.0 - 6.6
25-34 years old	5.5%	3.9 - 7.1
35-44 years old	6.3%	4.8 - 7.4
45-54 years old	7.9%	5.8 - 9.8
55-64 years old	9.4%	6.7 - 14.3
65 and older	10.7%	7.5 - 20.9
Median Deferral Rate (Participants with Deferral >0%) (Medians of Reported Medians)		
All Participants	5.0%	3.0 - 6.2
By Gender		
Female	5.0%	3.0 - 6.0
Male	5.0%	3.0 - 6.0
By Age Group		
Under 25 years old	4.0%	3.0 - 5.0
25-34 years old	5.0%	3.0 - 5.3
35-44 years old	5.0%	3.0 - 6.0
45-54 years old	5.0%	3.5 - 7.1
55-64 years old	6.0%	4.5 - 9.8
65 and older	6.5%	5.0 - 10.5
ROTH CONTRIBUTIONS		
Average Deferral Rate (Participants with Deferral >0%) (Medians of Reported Averages)		
All Participants	4.7%	0.0 - 5.5
By Gender		
Female	4.4%	0.0 - 5.3
Male	4.6%	0.0 - 5.7
By Age Group		
Under 25 years old	4.1%	0.0 - 5.6
25-34 years old	4.3%	0.0 - 5.3
35-44 years old	4.0%	0.0 - 4.9
45-54 years old	4.3%	0.0 - 5.6
55-64 years old	5.2%	0.0 - 7.0
65 and older	1.7%	0.0 - 8.8
Median Deferral Rate (Participants with Deferral >0%) (Medians of Reported Medians)		
All Participants	3.0%	0.0 - 4.5
By Gender		
Female	3.0%	0.0 - 4.0
Male	3.8%	0.0 - 5.0
By Age Group		
Under 25 years old	3.0%	0.0 - 5.0
25-34 years old	3.0%	0.0 - 5.0
35-44 years old	3.0%	0.0 - 4.0
45-54 years old	3.0%	0.0 - 4.0



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
55-64 years old	3.0%	0.0 - 5.0
65 and older	2.3%	0.0 - 5.0
What is the default investment option for employees?		
Balanced fund (asset allocation fund)	6.3%	
Managed account	0.0%	
Target risk (custom)	5.0%	
Target risk (pre-packaged)	2.5%	
Stable value	3.8%	
Target date (custom)	27.5%	
Target date (pre-packaged)	48.8%	
Other	6.3%	
How many investment options were available to participants in your plan as of Dec 31, 2018?		
	24	16 - 29
Type of investments available within brokerage window (Multiple responses allowed)		
Mutual Funds	73.5%	
ETFs	40.8%	
Stock and Bonds	51.0%	
What is your plan's approach to white label options?		
Do not currently use and have no plans to do so	50.0%	
Do not currently use but will consider doing so in next several years	13.3%	
Currently use white label funds	36.7%	
Does your plan offer a managed accounts service?		
Yes	60.4%	
No	39.6%	
If plan offers a managed accounts service:		
How many of your plan participant accounts were using managed accounts as of Dec. 31, 2018?	543	66 - 3,147
What was the total amount of assets in your plan's managed accounts as of Dec. 31, 2018?	\$22,242,627.00	3,141,858.00 - 85,190,613.00
Managed Account \$ per Account	\$25,779.54	12,531.10 - 57,425.40
Annual Recordkeeping/Administrative Expenses Incurred for 2018 (\$)		
Recordkeeping Expenses	\$1,974,145.80	325,000.00 - 3,280,318.00
Administrative Expenses	\$1,018,815.35	60,000.00 - 1,117,522.00
Total	\$2,992,961.14	532,544.00 - 3,984,102.00
Annual Recordkeeping/Admin Expenses Incurred for 2018 (As % Total)		
Recordkeeping Expenses	68.7%	52.1 - 86.1
Administrative Expenses	31.3%	13.9 - 47.9
Total	100.0%	100.0 - 100.0
Annual Recordkeeping/Admin Expenses Incurred for 2018 per Participant		
Recordkeeping expenses incurred/Participant	\$56.96	30.53 - 63.43
Administrative expenses incurred/Participant	\$39.11	8.47 - 30.50
Total recordkeeping/admin expenses incurred/Participant	\$96.07	49.72 - 91.49



DETAILED SURVEY RESULTS

ALL RESPONDENTS

	Typical (Median or Mean)	Middle Range (25 – 75 percentile)
Annual Recordkeeping/Admin Expenses Incurred for 2018 as % of Total Account Balance		
Recordkeeping expenses incurred % total account balance	0.10%	0.06 - 0.13
Administrative Expenses incurred % total account balance	0.05%	0.01 - 0.07
Total recordkeeping/admin expenses incurred % total acct balance	0.16%	0.09 - 0.19
Annual Administrative Fees (including record-keeping fees) Collected for Your Plan in 2018		
Annual direct dollar-based fees	\$962,755.58	0.00 - 1,015,982.50
Annual asset-based fees	\$1,236,597.58	0.00 - 1,562,668.50
Revenue sharing fees	\$196,547.65	0.00 - 48,455.25
Other fees	-\$3,921.06	0.00 - 0.00
Total	\$2,391,979.74	409,638.75 - 2,671,619.75
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 (As % Total)		
Annual direct dollar-based fees	38.6%	0.0 - 98.4
Annual asset-based fees	48.6%	0.0 - 99.2
Revenue sharing fees	13.8%	0.0 - 9.0
Other fees	-0.9%	0.0 - 0.0
Total	100.0%	100.0 - 100.0
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 per Participant		
Annual direct dollar-based fees (if applicable)/Participant	\$17.89	0.00 - 30.61
Annual asset-based fees/Participant	\$55.14	0.00 - 58.70
Revenue sharing fees/Participant	\$15.34	0.00 - 6.66
Other fees/Participant	-\$0.28	0.00 - 0.00
Total fees/Participant	\$88.08	35.56 - 92.52
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 as Percent of Total Account Balance		
Annual direct dollar-based fees % total account balance	0.07%	0.00 - 0.07
Annual asset-based fees % total account balance	0.10%	0.00 - 0.15
Revenue sharing fees % total account balance	0.03%	0.00 - 0.01
Other fees % total account balance	0.00%	0.00 - 0.00
Total fees % total account balance	0.20%	0.08 - 0.22
How are recordkeeping costs structured in the recordkeeping service agreement? (Multiple responses allowed)		
Per participant (no cap)	24.5%	
Asset-based (no cap)	29.6%	
Per participant with a cap	13.3%	
Asset-based with a cap	13.3%	
Other	15.3%	

**BY PLAN TYPE
SINGLE VS MULTI-EMPLOYER**



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

	SINGLE EMPLOYER	MULTI-EMPLOYER
PLAN DEMOGRAPHICS		
Is your plan a single or multi-employer plan?		
Single employer	100.0%	0.0%
Multi-employer	0.0%	100.0%
What is your plan type?		
457(b)	64.2%	60.0%
403(b)	9.4%	4.4%
401(k)	7.6%	11.1%
401(a) Defined Contribution	18.9%	24.4%
How is record-keeping handled by your plan?		
Internally	0.0%	2.2%
Externally by a Third Party Administrator	100.0%	97.8%
What is your defined contribution plan designation?		
Primary	13.5%	17.8%
Supplemental	86.5%	82.2%
Which of the following best describes this plan?		
Mandatory with NO voluntary contributions	9.4%	15.6%
Mandatory with voluntary contributions allowed	3.8%	8.9%
Voluntary	86.8%	75.6%
Are other defined contribution plans available, in addition to this one?		
Yes	60.4%	77.8%
No	39.6%	22.2%
Which entities are covered by your plan? (Multiple responses allowed)		
State	18.9%	68.9%
County	30.2%	68.9%
City	39.6%	64.4%
Special Districts	9.4%	60.0%
Hospital	0.0%	42.2%
College/University	3.8%	68.9%
School (K-12)	1.9%	68.9%
Other	11.3%	17.8%
Does this plan use automatic enrollment?		
Yes	21.2%	24.4%
No	78.9%	75.6%
Does this plan use automatic escalation from which a participant must opt-out?		
Yes	7.6%	13.3%
No	92.5%	86.7%
Are all or some of your plan participants eligible to participate in a defined benefit plan?		
Yes	90.6%	95.6%
No	9.4%	4.4%



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

SINGLE EMPLOYER

MULTI-EMPLOYER

PLAN PARTICIPANT ACCOUNT INFORMATION

Contributing Current Employees with a Balance
(As of December 31, 2018)

FEMALE - # Participants

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	35	127
25-34 years old	281	1,513
35-44 years old	386	2,429
45-54 years old	393	3,324
55-64 years old	324	2,983
65 and older	48	439

FEMALE - Total Account Balance \$

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	\$62,356.00	\$185,321.00
25-34 years old	\$1,926,020.00	\$8,290,342.00
35-44 years old	\$10,083,133.00	\$34,533,764.00
45-54 years old	\$22,120,520.00	\$77,212,708.00
55-64 years old	\$18,602,043.00	\$99,791,047.00
65 and older	\$3,274,722.00	\$24,567,530.00

FEMALE - Total Account Balance \$/Participant

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	\$1,792.00	\$1,292.45
25-34 years old	\$8,786.89	\$5,257.46
35-44 years old	\$23,062.96	\$15,247.97
45-54 years old	\$50,599.73	\$29,935.16
55-64 years old	\$71,748.43	\$44,884.60
65 and older	\$89,649.96	\$65,132.45

MALE - # Participants

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	74	253
25-34 years old	639	1,692
35-44 years old	706	1,992
45-54 years old	861	2,624
55-64 years old	674	1,955
65 and older	89	467

MALE - Total Account Balance \$

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	\$151,522.00	\$396,474.00
25-34 years old	\$5,683,058.00	\$11,433,717.00
35-44 years old	\$21,533,790.00	\$44,306,125.00
45-54 years old	\$46,954,243.00	\$95,022,735.00
55-64 years old	\$37,417,366.00	\$93,243,112.00
65 and older	\$9,158,233.00	\$48,694,677.00

MALE - Total Account Balance \$/Participant

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	\$2,651.92	\$2,119.05
25-34 years old	\$9,619.80	\$7,108.78
35-44 years old	\$28,973.49	\$23,692.80
45-54 years old	\$64,445.37	\$42,867.23
55-64 years old	\$97,890.18	\$63,997.59
65 and older	\$115,005.29	\$112,163.42

GENDER INFO NOT GIVEN - # Participants

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	2	2
25-34 years old	19	14
35-44 years old	33	11



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

	SINGLE EMPLOYER	MULTI-EMPLOYER
45-54 years old	55	14
55-64 years old	39	13
65 and older	9	4

GENDER INFO NOT GIVEN - Total Account Balance \$

Under 25 years old	\$6,570.00	\$985.50
25-34 years old	\$133,352.00	\$89,592.00
35-44 years old	\$540,477.00	\$91,097.00
45-54 years old	\$2,077,404.00	\$188,819.50
55-64 years old	\$1,524,812.00	\$428,886.00
65 and older	\$759,013.00	\$161,896.00

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic

Under 25 years old	\$2,631.58	\$2,255.92
25-34 years old	\$7,202.49	\$6,848.74
35-44 years old	\$16,226.64	\$11,453.00
45-54 years old	\$31,337.98	\$35,309.31
55-64 years old	\$48,450.22	\$50,022.33
65 and older	\$115,438.32	\$75,424.12

Non-contributing Current Employees with a Balance

(As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	1	12
25-34 years old	22	187
35-44 years old	51	344
45-54 years old	71	451
55-64 years old	69	518
65 and older	23	167

FEMALE - Total Account Balance \$

Under 25 years old	\$522.00	\$4,214.00
25-34 years old	\$69,295.50	\$442,280.00
35-44 years old	\$589,614.00	\$2,678,616.00
45-54 years old	\$1,820,749.00	\$10,557,375.00
55-64 years old	\$2,870,259.00	\$19,807,864.00
65 and older	\$974,679.50	\$8,498,596.00

FEMALE - Total Account Balance \$/Participant

Under 25 years old	\$1,217.03	\$421.82
25-34 years old	\$3,986.16	\$3,930.65
35-44 years old	\$14,843.72	\$8,459.42
45-54 years old	\$26,010.70	\$18,626.72
55-64 years old	\$45,513.58	\$32,669.67
65 and older	\$46,333.88	\$45,519.51

MALE - # Participants

Under 25 years old	2	17
25-34 years old	31	151
35-44 years old	66	240
45-54 years old	87	481
55-64 years old	75	387
65 and older	26	209



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

SINGLE EMPLOYER MULTI-EMPLOYER

MALE - Total Account Balance \$		
Under 25 years old	\$2,652.00	\$6,783.00
25-34 years old	\$149,248.50	\$411,513.00
35-44 years old	\$931,230.00	\$3,058,734.00
45-54 years old	\$3,209,752.00	\$8,648,474.00
55-64 years old	\$4,462,624.00	\$20,293,924.00
65 and older	\$2,068,184.00	\$14,899,649.00

MALE - Total Account Balance \$/Participant		
Under 25 years old	\$1,642.00	\$511.41
25-34 years old	\$5,130.21	\$3,879.02
35-44 years old	\$16,044.61	\$12,000.33
45-54 years old	\$37,901.80	\$29,920.76
55-64 years old	\$61,326.27	\$49,418.83
65 and older	\$89,767.30	\$75,869.14

GENDER INFO NOT GIVEN - # Participants		
Under 25 years old	1	3
25-34 years old	4	12
35-44 years old	36	19
45-54 years old	46	22
55-64 years old	28	32
65 and older	5	20

GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$80.50	\$1,690.50
25-34 years old	\$11,910.50	\$24,920.50
35-44 years old	\$143,953.50	\$94,741.00
45-54 years old	\$670,528.00	\$189,582.00
55-64 years old	\$608,791.50	\$575,497.00
65 and older	\$399,568.00	\$730,772.50

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	\$1,715.21	\$877.00
25-34 years old	\$3,843.26	\$2,822.12
35-44 years old	\$6,635.06	\$6,515.58
45-54 years old	\$13,434.48	\$10,563.54
55-64 years old	\$25,839.47	\$27,361.46
65 and older	\$38,808.34	\$42,494.19

Terminated/Vested Participants with a Balance
(As of December 31, 2018)

FEMALE - # Participants		
Under 25 years old	6	17
25-34 years old	57	327
35-44 years old	89	642
45-54 years old	125	769
55-64 years old	216	1,363
65 and older	215	1,422

FEMALE - Total Account Balance \$		
Under 25 years old	\$8,747.00	\$54,368.50
25-34 years old	\$300,978.50	\$1,805,978.50
35-44 years old	\$1,322,487.50	\$6,095,982.50
45-54 years old	\$4,011,332.50	\$18,516,376.50



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

	SINGLE EMPLOYER	MULTI-EMPLOYER
55-64 years old	\$14,076,129.50	\$62,680,085.50
65 and older	\$12,116,144.00	\$130,141,555.50
FEMALE - Total Account Balance \$/Participant		
Under 25 years old	\$1,294.39	\$875.50
25-34 years old	\$5,496.99	\$4,231.07
35-44 years old	\$18,351.81	\$12,406.30
45-54 years old	\$37,920.45	\$23,739.44
55-64 years old	\$80,116.42	\$55,184.24
65 and older	\$79,389.78	\$68,806.25
MALE - # Participants		
Under 25 years old	5	26
25-34 years old	64	255
35-44 years old	107	437
45-54 years old	144	718
55-64 years old	304	1,003
65 and older	472	1,651
MALE - Total Account Balance \$		
Under 25 years old	\$8,949.00	\$52,453.50
25-34 years old	\$393,219.50	\$1,383,500.50
35-44 years old	\$1,529,361.00	\$4,713,849.00
45-54 years old	\$7,160,065.00	\$27,295,329.00
55-64 years old	\$27,086,162.00	\$69,806,623.50
65 and older	\$28,102,442.00	\$146,140,266.00
MALE - Total Account Balance \$/Participant		
Under 25 years old	\$1,267.89	\$808.68
25-34 years old	\$5,345.75	\$3,519.46
35-44 years old	\$15,388.70	\$13,098.62
45-54 years old	\$51,230.25	\$38,250.94
55-64 years old	\$89,099.22	\$74,794.87
65 and older	\$105,543.12	\$103,411.63
GENDER INFO NOT GIVEN - # Participants		
Under 25 years old	1	1
25-34 years old	8	12
35-44 years old	16	11
45-54 years old	51	18
55-64 years old	58	21
65 and older	78	55
GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$1,786.50	\$665.00
25-34 years old	\$35,807.50	\$54,083.00
35-44 years old	\$147,844.00	\$132,774.00
45-54 years old	\$1,103,276.00	\$391,900.00
55-64 years old	\$2,620,048.00	\$1,061,639.00
65 and older	\$5,312,411.00	\$1,959,589.50
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	\$1,987.89	\$1,701.74
25-34 years old	\$6,316.80	\$3,677.50
35-44 years old	\$12,504.40	\$9,454.00
45-54 years old	\$29,273.88	\$28,763.23
55-64 years old	\$56,340.94	\$56,516.80
65 and older	\$63,471.95	\$61,052.42



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

SINGLE EMPLOYER

MULTI-EMPLOYER

Beneficiary/Alternate Payee Participants with a Balance

(As of December 31, 2018)

FEMALE - # Participants

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	0	0
25-34 years old	0	1
35-44 years old	2	4
45-54 years old	4	15
55-64 years old	8	25
65 and older	12	44

FEMALE - Total Account Balance \$

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	\$0.00	\$0.00
25-34 years old	\$854.00	\$5,659.00
35-44 years old	\$29,013.00	\$134,042.00
45-54 years old	\$184,146.00	\$624,525.50
55-64 years old	\$397,803.00	\$1,182,365.00
65 and older	\$421,189.00	\$2,385,396.50

FEMALE - Total Account Balance \$/Participant

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	\$10,887.20	\$18,788.00
25-34 years old	\$13,899.50	\$18,459.00
35-44 years old	\$24,379.00	\$23,276.50
45-54 years old	\$47,574.14	\$46,846.09
55-64 years old	\$73,327.92	\$65,235.89
65 and older	\$70,402.42	\$67,480.84

MALE - # Participants

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	0	0
25-34 years old	0	1
35-44 years old	0	3
45-54 years old	2	5
55-64 years old	2	11
65 and older	5	25

MALE - Total Account Balance \$

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	\$0.00	\$0.00
25-34 years old	\$0.00	\$35.00
35-44 years old	\$0.00	\$102,610.00
45-54 years old	\$142,154.00	\$291,395.00
55-64 years old	\$207,147.00	\$664,545.00
65 and older	\$439,386.00	\$1,527,198.50

MALE - Total Account Balance \$/Participant

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	\$27,382.40	\$21,801.65
25-34 years old	\$26,847.43	\$17,000.81
35-44 years old	\$31,805.22	\$39,924.74
45-54 years old	\$38,238.74	\$42,224.89
55-64 years old	\$52,510.76	\$60,995.22
65 and older	\$71,991.68	\$67,222.10

GENDER INFO NOT GIVEN - # Participants

	SINGLE EMPLOYER	MULTI-EMPLOYER
Under 25 years old	0	0
25-34 years old	0	0
35-44 years old	1	2
45-54 years old	2	3
55-64 years old	5	9
65 and older	6	8



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

	SINGLE EMPLOYER	MULTI-EMPLOYER
GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$0.00	\$0.00
25-34 years old	\$0.00	\$0.00
35-44 years old	\$158.00	\$30,272.00
45-54 years old	\$24,761.50	\$191,397.50
55-64 years old	\$406,130.00	\$449,738.50
65 and older	\$674,910.00	\$693,583.00
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	\$42,180.07	\$16,717.26
25-34 years old	\$24,720.49	\$13,768.00
35-44 years old	\$42,703.00	\$21,470.00
45-54 years old	\$38,423.71	\$38,746.33
55-64 years old	\$59,293.00	\$41,271.46
65 and older	\$74,685.32	\$55,901.49
TOTAL ACCOUNT BALANCE \$/PARTICIPANT (As of December 31, 2018)	\$53,369.82	\$40,357.01
Average participant age for all account holders as 12-31-18	50	48
No. current emps eligible to participate in plan as of 12-31-18	4,000	19,823
Plan Participation Rate (%) (Contributing Current Emps/Emps Eligible to Participate)	75.4%	30.8%
No. state employees (not including university employees) that currently contribute to your plan	ISD	32,749
No. state employees (not including university employees) currently eligible to participate in your plan	ISD	51,393
State Employee Participation Rate (%) (Contributing State Emps/State Emps Eligible to Participate)	ISD	52.0%
Total Plan Balances by Contribution Type (\$)		
Employee Pre-Tax	\$920,820,974.43	\$2,138,942,736.24
Employee Roth	\$12,217,765.80	\$55,787,610.64
Employee After-Tax (non-Roth)	\$302,711.08	\$26,037,987.84
Employer Pre-Tax	\$124,276,565.51	\$301,636,335.11
Rollover (Roth)	\$158,035.90	\$15,368,269.73
Rollover (non-Roth)	\$42,417,005.33	\$116,355,281.09
Other	\$25,325,800.75	\$5,428,355.96
Total	\$1,125,518,858.80	\$2,659,556,576.60
Total Plan Balances by Contribution Type (% Total Balance)		
Employee Pre-Tax	77.9%	74.9%
Employee Roth	1.2%	1.7%
Employee After-Tax (non-Roth)	0.1%	1.0%
Employer Pre-Tax	13.3%	13.8%
Rollover (Roth)	0.0%	0.5%
Rollover (non-Roth)	4.5%	7.9%
Other	3.0%	0.4%
Total	100.0%	100.0%



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

	SINGLE EMPLOYER	MULTI-EMPLOYER
Average Account Balances (\$) (As of December 31, 2018)		
(Medians of Reported Averages)		
All Accounts	\$53,370.00	\$40,357.00
Contributing vs. Non-Contributing Accounts		
Contributing current employees with a balance	\$53,388.00	\$38,010.00
Non-contributing current employees with a balance	\$34,662.50	\$32,614.00
By Gender		
Female	\$45,862.00	\$26,916.00
Male	\$57,064.00	\$44,583.00
By Age Group		
Under 25 years old	\$2,780.00	\$2,112.00
25-34 years old	\$9,382.00	\$6,414.00
35-44 years old	\$25,285.00	\$17,136.00
45-54 years old	\$52,788.00	\$37,387.00
55-64 years old	\$81,588.50	\$54,857.00
65 and older	\$96,258.00	\$80,640.00
Median Account Balances (\$) (As of December 31, 2018)		
(Medians of Reported Medians)		
All Accounts	\$19,944.00	\$13,736.50
Contributing vs. Non-Contributing Accounts		
Contributing current employees with a balance	\$20,680.00	\$11,559.00
Non-contributing current employees with a balance	\$9,642.00	\$8,260.50
By Gender		
Female	\$16,798.00	\$8,889.00
Male	\$20,522.00	\$11,829.00
By Age Group		
Under 25 years old	\$1,194.00	\$735.50
25-34 years old	\$3,947.00	\$2,827.00
35-44 years old	\$12,173.00	\$6,023.00
45-54 years old	\$28,064.00	\$14,011.00
55-64 years old	\$36,652.00	\$24,755.00
65 and older	\$47,294.00	\$34,568.00
PLAN CONTRIBUTIONS		
Number of participants who have chosen "Percentage Rate"		
Employee Pre-Tax	513	4,094
Employee Roth	54	8
Employee After-Tax (non-Roth)	0	0
Number of participants who have chosen "\$ Per Paycheck"		
Employee Pre-Tax	1,039	9,178
Employee Roth	90	1,108
Employee After-Tax (non-Roth)	0	0



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

SINGLE EMPLOYER MULTI-EMPLOYER

Dollar Per Paycheck Deferrals

Annual Plan Contribution Amounts Per Participant

(for Year Ending December 31, 2018)

Average (Medians of Reported Averages)

Total Annual Plan Contribution Amounts	\$3,664.50	\$3,193.00
---	------------	------------

By Gender

Female	\$2,725.50	\$2,957.50
Male	\$3,011.00	\$3,587.00

By Age Group

Under 25 years old	\$1,029.00	\$745.50
25-34 years old	\$2,654.50	\$1,464.50
35-44 years old	\$3,544.50	\$2,227.50
45-54 years old	\$4,539.00	\$3,148.00
55-64 years old	\$5,025.00	\$4,405.00
65 and older	\$7,807.00	\$6,649.00

Median (Medians of Reported Medians)

Total Annual Plan Contribution Amounts	\$1,396.50	\$1,300.00
---	------------	------------

By Gender

Female	\$1,247.00	\$1,200.00
Male	\$1,484.00	\$1,300.00

By Age Group

Under 25 years old	\$655.00	\$440.00
25-34 years old	\$1,200.00	\$650.00
35-44 years old	\$1,300.00	\$1,200.00
45-54 years old	\$1,799.00	\$1,300.00
55-64 years old	\$2,575.00	\$1,793.00
65 and older	\$4,550.00	\$2,600.00

Percentage Rate Deferrals

Annual Plan Contribution Rates as of Dec 31, 2018

PRE-TAX CONTRIBUTIONS

Average Deferral Rate (Participants with Deferral >0%)

(Medians of Reported Averages)

All Participants	7.2%	6.5%
-------------------------	------	------

By Gender

Female	7.1%	6.3%
Male	7.2%	6.4%

By Age Group

Under 25 years old	5.0%	3.9%
25-34 years old	5.9%	4.9%
35-44 years old	6.4%	6.1%
45-54 years old	8.3%	7.0%
55-64 years old	9.2%	9.5%
65 and older	10.4%	13.5%



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

	SINGLE EMPLOYER	MULTI-EMPLOYER
Median Deferral Rate (Participants with Deferral >0%)		
(Medians of Reported Medians)		
All Participants	5.0%	5.0%
By Gender		
Female	5.0%	5.0%
Male	5.0%	5.0%
By Age Group		
Under 25 years old	4.5%	3.0%
25-34 years old	5.0%	5.0%
35-44 years old	5.0%	4.0%
45-54 years old	5.5%	5.0%
55-64 years old	6.0%	6.5%
65 and older	7.0%	6.3%
ROTH CONTRIBUTIONS		
Average Deferral Rate (Participants with Deferral >0%)		
(Medians of Reported Averages)		
All Participants	4.9%	4.7%
By Gender		
Female	4.7%	4.3%
Male	4.8%	4.5%
By Age Group		
Under 25 years old	4.1%	4.0%
25-34 years old	4.7%	3.9%
35-44 years old	4.0%	3.9%
45-54 years old	4.8%	4.2%
55-64 years old	5.5%	4.7%
65 and older	0.0%	3.1%
Median Deferral Rate (Participants with Deferral >0%)		
(Medians of Reported Medians)		
All Participants	3.5%	3.0%
By Gender		
Female	3.0%	3.0%
Male	4.0%	3.0%
By Age Group		
Under 25 years old	3.0%	3.0%
25-34 years old	4.0%	3.0%
35-44 years old	3.0%	2.3%
45-54 years old	3.0%	3.0%
55-64 years old	3.0%	3.5%
65 and older	1.3%	3.0%



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

	SINGLE EMPLOYER	MULTI-EMPLOYER
What is the default investment option for employees?		
Balanced fund (asset allocation fund)	4.9%	7.7%
Managed account	0.0%	0.0%
Target risk (custom)	4.9%	5.1%
Target risk (pre-packaged)	4.9%	0.0%
Stable value	4.9%	2.6%
Target date (custom)	24.4%	30.8%
Target date (pre-packaged)	53.7%	43.6%
Other	2.4%	10.3%
How many investment options were available to participants in your plan as of Dec 31, 2018?		
	25	20
Type of investments available within brokerage window (Multiple responses allowed)		
Mutual Funds	75.5%	71.1%
ETFs	35.9%	46.7%
Stock and Bonds	52.8%	48.9%
What is your plan's approach to white label options?		
Do not currently use and have no plans to do so	56.3%	42.9%
Do not currently use but will consider doing so in next several years	14.6%	11.9%
Currently use white label funds	29.2%	45.2%
Does your plan offer a managed accounts service?		
Yes	65.4%	54.6%
No	34.6%	45.5%
If plan offers a managed accounts service:		
How many of your plan participant accounts were using managed accounts as of Dec. 31, 2018?	147	1,403
What was the total amount of assets in your plan's managed accounts as of Dec. 31, 2018?	\$4,415,430.00	\$52,700,000.00
Managed Account \$ per Account	\$23,911.72	\$26,556.22
Annual Recordkeeping/Administrative Expenses Incurred for 2018 (\$)		
Recordkeeping Expenses	\$996,841.04	\$2,838,684.62
Administrative Expenses	\$703,830.65	\$1,297,455.65
Total	\$1,700,671.70	\$4,136,140.27
Annual Recordkeeping/Admin Expenses Incurred for 2018 (As % Total)		
Recordkeeping Expenses	64.4%	72.5%
Administrative Expenses	35.6%	27.5%
Total	100.0%	100.0%
Annual Recordkeeping/Admin Expenses Incurred for 2018 per Participant		
Recordkeeping expenses incurred/Participant	\$61.99	\$52.51
Administrative expenses incurred/Participant	\$48.38	\$30.91
Total recordkeeping/admin expenses incurred/Participant	\$110.37	\$83.42



DETAILED SURVEY RESULTS
BY PLAN TYPE: SINGLE VS MULTI-EMPLOYER

SINGLE EMPLOYER MULTI-EMPLOYER

	SINGLE EMPLOYER	MULTI-EMPLOYER
Annual Recordkeeping/Admin Expenses Incurred for 2018		
as % of Total Account Balance		
Recordkeeping expenses incurred % total account balance	0.08%	0.12%
Administrative Expenses incurred % total account balance	0.05%	0.05%
Total recordkeeping/admin expenses incurred % total acct balance	0.13%	0.18%
Annual Administrative Fees (including record-keeping fees)		
Collected for Your Plan in 2018		
Annual direct dollar-based fees	\$462,857.93	\$1,488,963.63
Annual asset-based fees	\$421,961.00	\$2,094,109.76
Revenue sharing fees	\$98,188.58	\$300,083.53
Other fees	\$3,352.95	-\$11,577.92
Total	\$986,360.45	\$3,871,579.00
Annual Admin Fees (including record-keeping fees) Collected		
for Your Plan in 2018 (As % Total)		
Annual direct dollar-based fees	35.5%	41.8%
Annual asset-based fees	49.0%	48.1%
Revenue sharing fees	15.3%	12.2%
Other fees	0.2%	-2.1%
Total	100.0%	100.0%
Annual Admin Fees (including record-keeping fees) Collected		
for Your Plan in 2018 per Participant		
Annual direct dollar-based fees (if applicable)/Participant	\$18.41	\$17.35
Annual asset-based fees/Participant	\$70.40	\$39.07
Revenue sharing fees/Participant	\$16.40	\$14.22
Other fees/Participant	\$0.34	-\$0.94
Total fees/Participant	\$105.55	\$69.70
Annual Admin Fees (including record-keeping fees) Collected		
for Your Plan in 2018 as Percent of Total Account Balance		
Annual direct dollar-based fees % total account balance	0.05%	0.10%
Annual asset-based fees % total account balance	0.10%	0.11%
Revenue sharing fees % total account balance	0.03%	0.03%
Other fees % total account balance	0.00%	0.00%
Total fees % total account balance	0.18%	0.23%
How are recordkeeping costs structured in the recordkeeping		
service agreement?		
(Multiple responses allowed)		
Per participant (no cap)	26.4%	22.2%
Asset-based (no cap)	30.2%	28.9%
Per participant with a cap	7.6%	20.0%
Asset-based with a cap	15.1%	11.1%
Other	3.8%	28.9%

BY PLAN TYPE

457(b), 403(b), 401(k), 401(a)DC



DETAILED SURVEY RESULTS

BY PLAN TYPE: 457(b) 403(b) 401(k) 401(a) Defined Contribution

PLAN DEMOGRAPHICS	457(B)	403(B)	401(K)	401(A) DC
Is your plan a single or multi-employer plan?				
Single employer	55.7%	71.4%	44.4%	47.6%
Multi-employer	44.3%	28.6%	55.6%	52.4%
What is your plan type?				
457(b)	100.0%	0.0%	0.0%	0.0%
403(b)	0.0%	100.0%	0.0%	0.0%
401(k)	0.0%	0.0%	100.0%	0.0%
401(a) Defined Contribution	0.0%	0.0%	0.0%	100.0%
How is record-keeping handled by your plan?				
Internally	1.6%	0.0%	0.0%	0.0%
Externally by a Third Party Administrator	98.4%	100.0%	100.0%	100.0%
What is your defined contribution plan designation?				
Primary	4.9%	0.0%	0.0%	60.0%
Supplemental	95.1%	100.0%	100.0%	40.0%
Which of the following best describes this plan?				
Mandatory with NO voluntary contributions	0.0%	0.0%	0.0%	57.1%
Mandatory with voluntary contributions allowed	1.6%	0.0%	0.0%	23.8%
Voluntary	98.4%	100.0%	100.0%	19.1%
Are other defined contribution plans available, in addition to this one?				
Yes	59.0%	100.0%	100.0%	71.4%
No	41.0%	0.0%	0.0%	28.6%
Which entities are covered by your plan? (Multiple responses allowed)				
State	44.3%	14.3%	55.6%	38.1%
County	54.1%	0.0%	44.4%	47.6%
City	55.7%	14.3%	66.7%	42.9%
Special Districts	36.1%	0.0%	22.2%	38.1%
Hospital	21.3%	0.0%	33.3%	14.3%
College/University	32.8%	28.6%	44.4%	33.3%
School (K-12)	32.8%	42.9%	44.4%	23.8%
Other	14.8%	28.6%	11.1%	9.5%
Does this plan use automatic enrollment?				
Yes	18.3%	0.0%	11.1%	47.6%
No	81.7%	100.0%	88.9%	52.4%
Does this plan use automatic escalation from which a participant must opt-out?				
Yes	13.1%	0.0%	0.0%	9.5%
No	86.9%	100.0%	100.0%	90.5%
Are all or some of your plan participants eligible to participate in a defined benefit plan?				
Yes	100.0%	85.7%	100.0%	71.4%
No	0.0%	14.3%	0.0%	28.6%



DETAILED SURVEY RESULTS

BY PLAN TYPE: 457(b) 403(b) 401(k) 401(a) Defined Contribution

	457(B)	403(B)	401(K)	401(A) DC
PLAN PARTICIPANT ACCOUNT INFORMATION				
Contributing Current Employees with a Balance				
(As of December 31, 2018)				
FEMALE - # Participants				
Under 25 years old	56	ISD	138	85
25-34 years old	585	ISD	2,128	503
35-44 years old	1,068	ISD	3,391	665
45-54 years old	1,113	ISD	5,710	675
55-64 years old	857	ISD	5,559	491
65 and older	152	ISD	1,076	61
FEMALE - Total Account Balance \$				
Under 25 years old	\$73,458.00	ISD	\$343,397.00	\$213,438.00
25-34 years old	\$3,821,572.00	ISD	\$11,891,207.00	\$6,414,686.00
35-44 years old	\$15,213,731.00	ISD	\$68,671,486.00	\$19,898,211.50
45-54 years old	\$36,552,446.00	ISD	\$222,322,737.00	\$32,451,501.00
55-64 years old	\$45,339,676.00	ISD	\$308,085,607.00	\$16,251,478.00
65 and older	\$11,632,589.00	ISD	\$63,125,232.00	\$2,244,606.00
FEMALE - Total Account Balance \$/Participant				
Under 25 years old	\$1,456.98	ISD	\$1,583.39	\$1,853.76
25-34 years old	\$6,601.69	ISD	\$6,220.31	\$8,019.80
35-44 years old	\$19,177.94	ISD	\$19,984.39	\$22,067.82
45-54 years old	\$41,531.86	ISD	\$38,935.68	\$29,283.76
55-64 years old	\$60,936.85	ISD	\$52,763.11	\$43,795.51
65 and older	\$84,115.67	ISD	\$81,919.69	\$35,409.04
MALE - # Participants				
Under 25 years old	87	ISD	135	141
25-34 years old	680	ISD	1,692	1,065
35-44 years old	1,075	ISD	2,641	667
45-54 years old	1,324	ISD	4,013	687
55-64 years old	832	ISD	3,479	609
65 and older	150	ISD	853	139
MALE - Total Account Balance \$				
Under 25 years old	\$190,628.00	ISD	\$341,679.00	\$346,512.00
25-34 years old	\$6,801,238.00	ISD	\$11,433,717.00	\$9,846,779.50
35-44 years old	\$30,288,552.00	ISD	\$61,992,876.00	\$23,545,500.00
45-54 years old	\$74,013,336.00	ISD	\$203,766,391.00	\$47,697,981.00
55-64 years old	\$75,872,841.00	ISD	\$258,516,144.00	\$40,763,963.50
65 and older	\$18,291,776.50	ISD	\$90,556,522.00	\$6,683,146.50
MALE - Total Account Balance \$/Participant				
Under 25 years old	\$2,355.04	ISD	\$2,179.80	\$2,457.53
25-34 years old	\$9,382.75	ISD	\$9,359.66	\$9,295.15
35-44 years old	\$25,491.91	ISD	\$28,431.68	\$24,636.60
45-54 years old	\$54,951.91	ISD	\$61,213.57	\$45,067.67
55-64 years old	\$81,795.04	ISD	\$74,307.60	\$59,822.86
65 and older	\$119,130.15	ISD	\$117,277.32	\$58,089.05
GENDER INFO NOT GIVEN - # Participants				
Under 25 years old	1	7	6	4
25-34 years old	10	239	89	14
35-44 years old	14	538	494	9



DETAILED SURVEY RESULTS

BY PLAN TYPE: 457(b) 403(b) 401(k) 401(a) Defined Contribution

	457(B)	403(B)	401(K)	401(A) DC
45-54 years old	24	536	458	5
55-64 years old	19	494	376	2
65 and older	6	198	70	0

GENDER INFO NOT GIVEN - Total Account Balance \$

Under 25 years old	\$2,589.50	\$8,343.00	\$26,775.50	\$4,679.00
25-34 years old	\$109,454.00	\$2,028,390.00	\$1,031,368.00	\$28,768.00
35-44 years old	\$484,463.50	\$13,155,876.00	\$22,161,131.00	\$24,539.50
45-54 years old	\$933,387.50	\$33,278,357.00	\$38,584,540.00	\$44,526.50
55-64 years old	\$955,394.50	\$70,538,427.00	\$19,539,670.50	\$54,550.00
65 and older	\$306,541.50	\$30,402,458.00	\$3,794,720.50	\$0.00

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic

Under 25 years old	\$2,693.00	ISD	\$2,628.96	\$1,146.83
25-34 years old	\$7,046.10	\$8,486.99	\$11,377.60	\$2,094.39
35-44 years old	\$12,011.51	\$27,603.28	\$30,789.23	\$2,758.97
45-54 years old	\$29,422.31	\$58,949.14	\$65,730.88	\$13,251.88
55-64 years old	\$46,975.45	\$116,359.60	\$85,501.19	\$17,279.00
65 and older	\$92,790.45	ISD	\$79,631.00	\$39,203.38

Non-contributing Current Employees with a Balance

(As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	3	ISD	6	1
25-34 years old	49	ISD	346	22
35-44 years old	144	ISD	1,232	117
45-54 years old	207	ISD	2,073	109
55-64 years old	202	ISD	2,064	87
65 and older	69	ISD	340	27

FEMALE - Total Account Balance \$

Under 25 years old	\$2,528.00	ISD	\$7,170.00	\$50.00
25-34 years old	\$160,331.00	ISD	\$974,242.00	\$131,310.00
35-44 years old	\$1,689,582.50	ISD	\$4,948,244.00	\$1,152,417.00
45-54 years old	\$3,841,049.00	ISD	\$24,842,289.00	\$3,166,963.00
55-64 years old	\$8,127,573.00	ISD	\$30,427,591.00	\$3,545,335.00
65 and older	\$5,106,781.00	ISD	\$9,015,086.00	\$948,135.00

FEMALE - Total Account Balance \$/Participant

Under 25 years old	\$528.19	ISD	\$1,087.00	\$1,194.37
25-34 years old	\$3,910.28	ISD	\$3,570.77	\$4,756.08
35-44 years old	\$12,130.65	ISD	\$7,694.53	\$14,417.80
45-54 years old	\$24,777.70	ISD	\$18,049.70	\$19,426.80
55-64 years old	\$39,425.45	ISD	\$27,728.35	\$31,668.47
65 and older	\$50,553.07	ISD	\$43,458.45	\$24,330.13

MALE - # Participants

Under 25 years old	6	ISD	6	5
25-34 years old	64	ISD	313	48
35-44 years old	136	ISD	843	88
45-54 years old	169	ISD	1,618	87
55-64 years old	177	ISD	1,681	82
65 and older	85	ISD	449	32



DETAILED SURVEY RESULTS

BY PLAN TYPE: 457(b) 403(b) 401(k) 401(a) Defined Contribution

	457(B)	403(B)	401(K)	401(A) DC
MALE - Total Account Balance \$				
Under 25 years old	\$4,684.50	ISD	\$14,211.00	\$1,934.00
25-34 years old	\$331,178.00	ISD	\$1,135,118.00	\$196,504.00
35-44 years old	\$2,159,908.00	ISD	\$5,773,713.00	\$931,230.00
45-54 years old	\$7,871,086.00	ISD	\$25,762,946.00	\$5,883,813.00
55-64 years old	\$11,636,716.50	ISD	\$32,406,478.00	\$3,723,325.00
65 and older	\$7,758,978.00	ISD	\$14,062,540.00	\$1,134,012.00

MALE - Total Account Balance \$/Participant				
Under 25 years old	\$1,003.17	ISD	\$1,222.91	\$944.81
25-34 years old	\$4,705.02	ISD	\$4,389.18	\$4,833.70
35-44 years old	\$14,644.81	ISD	\$9,904.40	\$12,345.79
45-54 years old	\$35,737.99	ISD	\$26,387.92	\$28,696.73
55-64 years old	\$60,731.04	ISD	\$33,686.00	\$38,566.44
65 and older	\$91,795.46	ISD	\$54,449.90	\$29,556.02

GENDER INFO NOT GIVEN - # Participants				
Under 25 years old	2	0	3	1
25-34 years old	3	41	14	12
35-44 years old	12	81	42	21
45-54 years old	16	137	46	41
55-64 years old	19	114	52	32
65 and older	14	176	34	5

GENDER INFO NOT GIVEN - Total Account Balance \$				
Under 25 years old	\$161.00	\$0.00	\$2,631.00	\$51.00
25-34 years old	\$6,178.00	\$85,551.00	\$86,618.00	\$22,587.00
35-44 years old	\$57,269.50	\$2,037,578.00	\$472,294.50	\$111,084.00
45-54 years old	\$232,710.00	\$5,547,723.00	\$1,921,207.00	\$238,014.00
55-64 years old	\$239,942.00	\$7,412,438.00	\$6,482,589.50	\$643,703.00
65 and older	\$399,568.00	\$9,560,564.00	\$8,930,736.00	\$398,822.00

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic				
Under 25 years old	\$1,501.00	ISD	\$1,069.10	\$363.86
25-34 years old	\$2,985.93	ISD	\$2,735.25	\$1,882.25
35-44 years old	\$6,517.21	ISD	\$13,241.21	\$5,289.71
45-54 years old	\$11,062.03	ISD	\$16,792.89	\$5,805.22
55-64 years old	\$24,806.00	\$49,288.99	\$29,527.42	\$12,580.38
65 and older	\$39,197.87	\$54,321.39	\$67,673.86	\$24,190.12

Terminated/Vested Participants with a Balance (As of December 31, 2018)

FEMALE - # Participants				
Under 25 years old	9	ISD	25	8
25-34 years old	105	ISD	347	162
35-44 years old	202	ISD	606	223
45-54 years old	218	ISD	810	280
55-64 years old	401	ISD	2,575	443
65 and older	445	ISD	4,225	285

FEMALE - Total Account Balance \$				
Under 25 years old	\$13,620.00	ISD	\$34,579.00	\$9,319.00
25-34 years old	\$423,176.00	ISD	\$2,335,639.00	\$706,779.00
35-44 years old	\$2,313,780.00	ISD	\$7,785,354.00	\$3,578,377.00
45-54 years old	\$6,107,608.00	ISD	\$29,814,138.00	\$5,168,389.50
55-64 years old	\$25,722,541.00	ISD	\$186,944,118.00	\$8,919,898.00
65 and older	\$41,757,004.50	ISD	\$198,231,514.00	\$9,546,558.00



DETAILED SURVEY RESULTS

BY PLAN TYPE: 457(b) 403(b) 401(k) 401(a) Defined Contribution

	457(B)	403(B)	401(K)	401(A) DC
FEMALE - Total Account Balance \$/Participant				
Under 25 years old	\$1,145.72	ISD	\$1,108.76	\$1,415.33
25-34 years old	\$4,745.24	ISD	\$4,984.80	\$4,803.80
35-44 years old	\$14,549.53	ISD	\$12,768.79	\$13,418.87
45-54 years old	\$35,415.40	ISD	\$23,953.74	\$25,029.54
55-64 years old	\$80,098.72	ISD	\$57,794.57	\$41,425.66
65 and older	\$85,528.56	ISD	\$67,308.39	\$44,194.29
MALE - # Participants				
Under 25 years old	11	ISD	29	10
25-34 years old	121	ISD	287	162
35-44 years old	156	ISD	370	236
45-54 years old	258	ISD	1,002	249
55-64 years old	513	ISD	2,434	371
65 and older	539	ISD	2,659	341
MALE - Total Account Balance \$				
Under 25 years old	\$16,020.00	ISD	\$31,410.00	\$16,523.50
25-34 years old	\$669,504.00	ISD	\$1,603,516.00	\$658,937.00
35-44 years old	\$2,741,374.00	ISD	\$6,071,396.00	\$2,640,506.00
45-54 years old	\$11,559,611.00	ISD	\$35,264,234.00	\$4,697,517.50
55-64 years old	\$54,886,405.00	ISD	\$163,388,165.00	\$15,825,494.50
65 and older	\$67,572,339.50	ISD	\$217,190,600.00	\$6,886,392.00
MALE - Total Account Balance \$/Participant				
Under 25 years old	\$1,005.75	ISD	\$1,367.18	\$1,860.50
25-34 years old	\$4,339.45	ISD	\$5,719.43	\$5,458.70
35-44 years old	\$14,115.41	ISD	\$15,997.82	\$13,191.34
45-54 years old	\$49,116.50	ISD	\$47,589.91	\$28,829.13
55-64 years old	\$93,684.56	ISD	\$74,466.45	\$63,203.72
65 and older	\$115,846.60	ISD	\$97,135.95	\$50,993.97
GENDER INFO NOT GIVEN - # Participants				
Under 25 years old	1	0	2	3
25-34 years old	5	24	45	3
35-44 years old	12	66	94	5
45-54 years old	18	91	88	10
55-64 years old	24	173	275	10
65 and older	45	199	1,055	50
GENDER INFO NOT GIVEN - Total Account Balance \$				
Under 25 years old	\$1,132.00	\$0.00	\$74.00	\$10,874.00
25-34 years old	\$22,154.00	\$279,958.00	\$565,990.00	\$34,041.00
35-44 years old	\$147,065.50	\$1,378,652.00	\$4,623,571.00	\$117,309.00
45-54 years old	\$407,879.00	\$2,069,066.00	\$6,928,457.00	\$399,419.00
55-64 years old	\$1,273,847.50	\$11,104,453.00	\$53,306,554.00	\$663,874.00
65 and older	\$3,229,042.00	\$17,772,625.00	\$226,074,116.00	\$1,241,969.00
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic				
Under 25 years old	\$2,048.46	ISD	ISD	\$2,994.41
25-34 years old	\$3,848.02	\$8,678.23	\$3,956.92	\$3,006.09
35-44 years old	\$9,312.04	\$18,969.06	\$12,818.22	\$10,018.88
45-54 years old	\$34,554.69	\$22,736.99	\$34,155.40	\$14,299.86
55-64 years old	\$58,258.60	\$64,187.59	\$62,166.68	\$26,694.33
65 and older	\$67,753.40	\$73,065.02	\$74,965.89	\$24,022.94



DETAILED SURVEY RESULTS

BY PLAN TYPE: 457(b) 403(b) 401(k) 401(a) Defined Contribution

	457(B)	403(B)	401(K)	401(A) DC
Beneficiary/Alternate Payee Participants with a Balance (As of December 31, 2018)				
FEMALE - # Participants				
Under 25 years old	0	ISD	0	0
25-34 years old	1	ISD	1	0
35-44 years old	4	ISD	10	2
45-54 years old	10	ISD	31	6
55-64 years old	17	ISD	41	6
65 and older	33	ISD	63	2
FEMALE - Total Account Balance \$				
Under 25 years old	\$0.00	ISD	\$0.00	\$0.00
25-34 years old	\$6,709.00	ISD	\$12,695.00	\$0.00
35-44 years old	\$84,849.50	ISD	\$185,550.00	\$25,185.00
45-54 years old	\$466,494.50	ISD	\$1,006,168.00	\$89,489.50
55-64 years old	\$1,143,020.50	ISD	\$3,022,798.00	\$515,487.50
65 and older	\$2,421,046.00	ISD	\$3,070,359.00	\$200,533.00
FEMALE - Total Account Balance \$/Participant				
Under 25 years old	\$21,095.27	ISD	ISD	ISD
25-34 years old	\$18,459.00	ISD	\$9,820.83	ISD
35-44 years old	\$24,379.00	ISD	\$24,639.67	\$22,596.56
45-54 years old	\$52,470.80	ISD	\$36,110.89	\$38,244.84
55-64 years old	\$70,105.71	ISD	\$49,570.75	\$64,643.73
65 and older	\$76,828.30	ISD	\$61,423.18	\$45,602.15
MALE - # Participants				
Under 25 years old	0	ISD	0	0
25-34 years old	0	ISD	0	0
35-44 years old	2	ISD	4	1
45-54 years old	4	ISD	9	1
55-64 years old	4	ISD	16	2
65 and older	12	ISD	25	1
MALE - Total Account Balance \$				
Under 25 years old	\$0.00	ISD	\$0.00	\$0.00
25-34 years old	\$0.00	ISD	\$0.00	\$0.00
35-44 years old	\$25,042.00	ISD	\$118,761.00	\$8,980.00
45-54 years old	\$310,898.50	ISD	\$700,280.00	\$9,147.50
55-64 years old	\$439,188.00	ISD	\$705,852.00	\$73,482.00
65 and older	\$861,885.00	ISD	\$1,608,595.00	\$20.50
MALE - Total Account Balance \$/Participant				
Under 25 years old	\$23,577.80	ISD	ISD	ISD
25-34 years old	\$13,414.00	ISD	ISD	ISD
35-44 years old	\$33,594.40	ISD	\$30,200.56	\$35,740.00
45-54 years old	\$48,788.00	ISD	\$37,898.24	\$22,044.71
55-64 years old	\$60,832.24	ISD	\$57,499.69	\$33,677.73
65 and older	\$84,754.41	ISD	\$68,392.21	\$49,626.50
GENDER INFO NOT GIVEN - # Participants				
Under 25 years old	0	0	1	0
25-34 years old	0	0	1	0
35-44 years old	1	0	5	1
45-54 years old	3	2	14	0
55-64 years old	5	6	17	2
65 and older	8	17	15	2



DETAILED SURVEY RESULTS

BY PLAN TYPE: 457(b) 403(b) 401(k) 401(a) Defined Contribution

	457(B)	403(B)	401(K)	401(A) DC
GENDER INFO NOT GIVEN - Total Account Balance \$				
Under 25 years old	\$0.00	\$0.00	\$1,929.50	\$0.00
25-34 years old	\$0.00	\$0.00	\$5,524.50	\$0.00
35-44 years old	\$11,731.50	\$0.00	\$77,519.50	\$11,895.00
45-54 years old	\$100,367.50	\$46,621.00	\$501,158.00	\$0.00
55-64 years old	\$364,061.00	\$404,924.00	\$1,133,905.50	\$56,254.00
65 and older	\$982,679.00	\$1,801,595.00	\$1,640,930.00	\$52,191.00
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic				
Under 25 years old	\$19,239.40	ISD	ISD	ISD
25-34 years old	\$25,444.08	ISD	ISD	ISD
35-44 years old	\$28,966.14	ISD	\$21,334.87	\$26,114.50
45-54 years old	\$45,034.68	ISD	\$36,004.75	ISD
55-64 years old	\$54,296.56	\$87,613.00	\$51,094.21	\$32,213.33
65 and older	\$80,822.00	ISD	\$56,136.98	\$36,342.83
TOTAL ACCOUNT BALANCE \$/PARTICIPANT	\$49,646.54	\$56,881.43	\$42,920.61	\$22,929.18
(As of December 31, 2018)				
Average participant age for all account holders as 12-31-18	50	ISD	46	47
No. current emps eligible to participate in plan as of 12-31-18	7,010	ISD	ISD	3,701
Plan Participation Rate (%)	67.8%	ISD	ISD	90.9%
(Contributing Current Emps/Emps Eligible to Participate)				
No. state employees (not including university employees) that currently contribute to your plan	26,985	ISD	ISD	ISD
No. state employees (not including university employees) currently eligible to participate in your plan	51,056	ISD	ISD	ISD
State Employee Participation Rate (%)	44.0%	ISD	ISD	ISD
(Contributing State Emps/State Emps Eligible to Participate)				
Total Plan Balances by Contribution Type (\$)				
Employee Pre-Tax	\$1,703,970,145.32	\$603,036,244.33	\$2,216,395,554.44	\$829,062,221.52
Employee Roth	\$35,610,034.28	\$9,181,370.50	\$90,842,983.78	\$5,917,685.76
Employee After-Tax (non-Roth)	\$3,616.42	\$7,847.67	\$1,421,808.56	\$55,908,922.38
Employer Pre-Tax	\$77,200,856.53	\$525,420.33	\$512,110,682.89	\$507,978,088.62
Rollover (Roth)	\$9,056,553.28	\$153,064.50	\$2,109,253.89	\$6,492,242.86
Rollover (non-Roth)	\$79,523,091.38	\$59,159,756.83	\$230,792,471.89	\$9,322,792.86
Other	\$23,582,233.33	\$17,676.33	\$271,050.22	\$5,638,683.14
Total	\$1,928,946,530.55	\$672,081,380.50	\$3,053,943,805.67	\$1,420,320,637.10
Total Plan Balances by Contribution Type (% Total Balance)				
Employee Pre-Tax	88.0%	84.3%	79.8%	40.2%
Employee Roth	1.5%	3.5%	2.6%	0.1%
Employee After-Tax (non-Roth)	0.0%	0.0%	0.1%	2.2%
Employer Pre-Tax	2.1%	0.1%	9.9%	51.4%
Rollover (Roth)	0.3%	0.0%	0.2%	0.1%
Rollover (non-Roth)	5.5%	12.0%	7.5%	5.3%
Other	2.6%	0.0%	0.0%	0.7%
Total	100.0%	100.0%	100.0%	100.0%



DETAILED SURVEY RESULTS

BY PLAN TYPE: 457(b) 403(b) 401(k) 401(a) Defined Contribution

	457(B)	403(B)	401(K)	401(A) DC
Average Account Balances (\$) (As of December 31, 2018)				
(Medians of Reported Averages)				
All Accounts	\$49,647.00	\$56,881.00	\$42,921.00	\$22,929.00
Contributing vs. Non-Contributing Accounts				
Contributing current employees with a balance	\$46,452.50	\$56,404.00	\$41,073.00	\$27,104.36
Non-contributing current employees with a balance	\$36,735.00	\$38,336.00	\$24,866.00	\$18,609.25
By Gender				
Female	\$44,129.00	ISD	\$39,596.00	\$23,600.00
Male	\$59,245.50	ISD	\$47,735.00	\$35,895.79
By Age Group				
Under 25 years old	\$2,395.00	\$4,471.50	\$2,776.00	\$2,208.50
25-34 years old	\$7,549.00	\$9,275.00	\$8,967.00	\$7,745.00
35-44 years old	\$21,037.50	\$24,473.00	\$23,709.00	\$19,356.16
45-54 years old	\$50,763.50	\$51,473.00	\$50,259.00	\$32,002.17
55-64 years old	\$78,697.00	\$68,527.00	\$52,593.00	\$43,865.53
65 and older	\$102,801.50	\$72,817.00	\$72,670.00	\$43,289.84
Median Account Balances (\$) (As of December 31, 2018)				
(Medians of Reported Medians)				
All Accounts	\$19,188.50	\$21,470.00	\$11,609.00	\$8,685.00
Contributing vs. Non-Contributing Accounts				
Contributing current employees with a balance	\$13,234.00	\$19,789.00	\$13,746.00	\$17,287.50
Non-contributing current employees with a balance	\$9,683.00	\$15,119.00	\$6,214.00	\$7,598.00
By Gender				
Female	\$15,056.00	ISD	\$9,805.00	\$16,825.00
Male	\$19,130.50	ISD	\$14,196.00	\$18,420.00
By Age Group				
Under 25 years old	\$1,040.50	\$1,213.50	\$911.00	\$1,434.50
25-34 years old	\$3,225.00	\$3,650.00	\$3,101.00	\$4,948.00
35-44 years old	\$8,390.00	\$9,443.00	\$7,039.00	\$13,472.00
45-54 years old	\$22,089.00	\$21,246.00	\$15,835.00	\$24,986.00
55-64 years old	\$35,301.00	\$34,769.00	\$19,162.00	\$35,922.00
65 and older	\$49,695.00	\$34,925.00	\$25,457.00	\$43,251.00
PLAN CONTRIBUTIONS				
Number of participants who have chosen "Percentage Rate"				
Employee Pre-Tax	803	61	11,212	4,518
Employee Roth	52	86	710	0
Employee After-Tax (non-Roth)	0	0	0	0
Number of participants who have chosen "\$ Per Paycheck"				
Employee Pre-Tax	5,660	475	22,264	0
Employee Roth	986	115	2,782	0
Employee After-Tax (non-Roth)	0	ISD	0	0



DETAILED SURVEY RESULTS

BY PLAN TYPE: 457(b) 403(b) 401(k) 401(a) Defined Contribution

	457(B)	403(B)	401(K)	401(A) DC
Dollar Per Paycheck Deferrals				
Annual Plan Contribution Amounts Per Participant (for Year Ending December 31, 2018)				
Average (Medians of Reported Averages)				
Total Annual Plan Contribution Amounts	\$3,166.00	\$6,711.00	ISD	ISD
By Gender				
Female	\$3,015.00	ISD	ISD	ISD
Male	\$3,564.00	ISD	ISD	ISD
By Age Group				
Under 25 years old	\$760.00	\$924.00	\$1,521.00	ISD
25-34 years old	\$1,627.00	\$2,745.00	\$2,016.00	ISD
35-44 years old	\$2,357.00	\$5,014.00	\$2,739.00	ISD
45-54 years old	\$3,263.00	\$6,568.00	\$3,491.00	ISD
55-64 years old	\$4,471.00	\$8,156.00	\$4,901.00	ISD
65 and older	\$7,150.00	\$7,970.00	\$7,524.00	ISD
Median (Medians of Reported Medians)				
Total Annual Plan Contribution Amounts	\$1,300.00	\$3,825.00	ISD	ISD
By Gender				
Female	\$1,200.00	ISD	ISD	ISD
Male	\$1,484.00	ISD	ISD	ISD
By Age Group				
Under 25 years old	\$519.00	\$390.00	\$1,132.00	ISD
25-34 years old	\$780.00	\$1,792.00	ISD	ISD
35-44 years old	\$1,300.00	\$2,963.00	ISD	ISD
45-54 years old	\$1,300.00	\$4,000.00	ISD	ISD
55-64 years old	\$2,025.00	\$4,800.00	ISD	ISD
65 and older	\$3,000.00	\$5,000.00	ISD	ISD
Percentage Rate Deferrals				
Annual Plan Contribution Rates as of Dec 31, 2018				
PRE-TAX CONTRIBUTIONS				
Average Deferral Rate (Participants with Deferral >0%)				
(Medians of Reported Averages)				
All Participants	7.2%	ISD	6.5%	5.3%
By Gender				
Female	7.2%	ISD	5.7%	5.2%
Male	7.2%	ISD	6.2%	5.5%
By Age Group				
Under 25 years old	4.7%	ISD	4.8%	5.0%
25-34 years old	5.6%	ISD	4.9%	5.0%
35-44 years old	6.4%	ISD	5.6%	5.1%
45-54 years old	8.4%	ISD	6.7%	5.6%
55-64 years old	10.7%	ISD	7.7%	5.5%
65 and older	14.0%	ISD	10.6%	6.8%



DETAILED SURVEY RESULTS

BY PLAN TYPE: 457(b) 403(b) 401(k) 401(a) Defined Contribution

	457(B)	403(B)	401(K)	401(A) DC
Median Deferral Rate (Participants with Deferral >0%)				
(Medians of Reported Medians)				
All Participants	5.0%	ISD	5.0%	5.0%
By Gender				
Female	5.0%	ISD	4.0%	5.0%
Male	5.0%	ISD	5.0%	5.0%
By Age Group				
Under 25 years old	3.7%	ISD	3.5%	5.0%
25-34 years old	5.0%	ISD	3.5%	5.0%
35-44 years old	5.0%	ISD	4.3%	5.0%
45-54 years old	6.0%	ISD	5.0%	5.0%
55-64 years old	6.0%	ISD	5.5%	5.0%
65 and older	6.5%	ISD	7.3%	5.0%
ROTH CONTRIBUTIONS				
Average Deferral Rate (Participants with Deferral >0%)				
(Medians of Reported Averages)				
All Participants	4.9%	ISD	4.7%	0.0%
By Gender				
Female	4.6%	ISD	4.1%	0.0%
Male	4.8%	ISD	4.8%	0.0%
By Age Group				
Under 25 years old	4.5%	ISD	3.9%	0.0%
25-34 years old	4.7%	ISD	3.8%	0.0%
35-44 years old	4.5%	ISD	3.9%	0.0%
45-54 years old	4.7%	ISD	4.4%	0.0%
55-64 years old	6.0%	ISD	4.6%	0.0%
65 and older	1.7%	ISD	5.4%	0.0%
Median Deferral Rate (Participants with Deferral >0%)				
(Medians of Reported Medians)				
All Participants	4.0%	ISD	3.0%	0.0%
By Gender				
Female	3.0%	ISD	3.0%	0.0%
Male	4.0%	ISD	3.0%	0.0%
By Age Group				
Under 25 years old	3.0%	ISD	3.0%	0.0%
25-34 years old	4.0%	ISD	3.0%	0.0%
35-44 years old	3.0%	ISD	2.8%	0.0%
45-54 years old	3.0%	ISD	3.0%	0.0%
55-64 years old	3.0%	ISD	4.0%	0.0%
65 and older	2.0%	ISD	5.5%	0.0%
What is the default investment option for employees?				
Balanced fund (asset allocation fund)	5.7%	ISD	14.3%	5.9%
Managed account	0.0%	ISD	0.0%	0.0%
Target risk (custom)	5.7%	ISD	0.0%	5.9%

	457(B)	403(B)	401(K)	401(A) DC
Target risk (pre-packaged)	1.9%	ISD	0.0%	0.0%
Stable value	3.8%	ISD	0.0%	5.9%
Target date (custom)	20.8%	ISD	28.6%	47.1%
Target date (pre-packaged)	56.6%	ISD	42.9%	29.4%
Other	5.7%	ISD	14.3%	5.9%
How many investment options were available to participants in your plan as of Dec 31, 2018?	24	25	19	24
Type of investments available within brokerage window (Multiple responses allowed)				
Mutual Funds	78.7%	57.1%	77.8%	61.9%
ETFs	44.3%	14.3%	44.4%	38.1%
Stock and Bonds	52.5%	14.3%	55.6%	57.1%
What is your plan's approach to white label options?				
Do not currently use and have no plans to do so	46.6%	100.0%	50.0%	44.4%
Do not currently use but will consider doing so in next several years	15.5%	0.0%	0.0%	16.7%
Currently use white label funds	37.9%	0.0%	50.0%	38.9%
Does your plan offer a managed accounts service?				
Yes	70.0%	66.7%	33.3%	42.9%
No	30.0%	33.3%	66.7%	57.1%
If plan offers a managed accounts service:				
How many of your plan participant accounts were using managed accounts as of Dec. 31, 2018?	567	ISD	ISD	283
What was the total amount of assets in your plan's managed accounts as of Dec. 31, 2018?	\$24,410,169.50	ISD	ISD	\$6,632,982.50
Managed Account \$ per Account	\$26,167.88	ISD	ISD	\$5,911.16
Annual Recordkeeping/Administrative Expenses Incurred for 2018 (\$)				
Recordkeeping Expenses	\$1,714,924.64	ISD	ISD	\$2,479,037.00
Administrative Expenses	\$940,874.15	ISD	ISD	\$1,264,325.78
Total	\$2,655,798.79	ISD	ISD	\$3,743,362.78
Annual Recordkeeping/Admin Expenses Incurred for 2018 (As % Total)				
Recordkeeping Expenses	68.9%	ISD	ISD	61.6%
Administrative Expenses	31.1%	ISD	ISD	38.4%
Total	100.0%	ISD	ISD	100.0%
Annual Recordkeeping/Admin Expenses Incurred for 2018 per Participant				
Recordkeeping expenses incurred/Participant	\$54.26	ISD	ISD	\$72.28
Administrative expenses incurred/Participant	\$27.75	ISD	ISD	\$100.28
Total recordkeeping/admin expenses incurred/Participant	\$82.02	ISD	ISD	\$172.57
Annual Recordkeeping/Admin Expenses Incurred for 2018 as % of Total Account Balance				
Recordkeeping expenses incurred % total account balance	0.10%	ISD	ISD	0.11%
Administrative Expenses incurred % total account balance	0.04%	ISD	ISD	0.12%
Total recordkeeping/admin expenses incurred % total acct balance	0.14%	ISD	ISD	0.22%

	457(B)	403(B)	401(K)	401(A) DC
Annual Administrative Fees (including record-keeping fees)				
Collected for Your Plan in 2018				
Annual direct dollar-based fees	\$692,935.69	ISD	\$2,840,745.57	\$1,164,137.94
Annual asset-based fees	\$1,521,736.47	ISD	\$2,531,659.14	\$144,166.83
Revenue sharing fees	\$255,301.49	ISD	\$0.00	\$149,123.11
Other fees	-\$11,534.78	ISD	\$43,964.71	-\$2,688.44
Total	\$2,458,438.88	ISD	\$5,416,369.43	\$1,454,739.44

Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 (As % Total)				
Annual direct dollar-based fees	31.5%	ISD	52.0%	51.9%
Annual asset-based fees	54.8%	ISD	47.1%	31.1%
Revenue sharing fees	13.5%	ISD	0.0%	21.7%
Other fees	0.2%	ISD	0.9%	-4.8%
Total	100.0%	ISD	100.0%	100.0%

Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 per Participant				
Annual direct dollar-based fees (if applicable)/Participant	\$16.68	ISD	\$23.25	\$18.06
Annual asset-based fees/Participant	\$57.67	ISD	\$30.33	\$47.60
Revenue sharing fees/Participant	\$17.22	ISD	\$0.00	\$17.69
Other fees/Participant	\$0.27	ISD	\$0.60	-\$2.20
Total fees/Participant	\$91.83	ISD	\$54.18	\$81.15

Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 as Percent of Total Account Balance				
Annual direct dollar-based fees % total account balance	0.03%	ISD	0.09%	0.18%
Annual asset-based fees % total account balance	0.11%	ISD	0.12%	0.07%
Revenue sharing fees % total account balance	0.03%	ISD	0.00%	0.03%
Other fees % total account balance	0.00%	ISD	0.00%	0.00%
Total fees % total account balance	0.18%	ISD	0.22%	0.27%

How are recordkeeping costs structured in the recordkeeping service agreement?				
(Multiple responses allowed)				
Per participant (no cap)	19.7%	14.3%	55.6%	28.6%
Asset-based (no cap)	32.8%	14.3%	33.3%	23.8%
Per participant with a cap	11.5%	14.3%	0.0%	23.8%
Asset-based with a cap	18.0%	14.3%	0.0%	4.8%
Other	14.8%	14.3%	22.2%	14.3%

BY DEFINED CONTRIBUTION PLAN DESIGNATION

- **PRIMARY DC PLAN**
- **SUPPLEMENTAL DC PLAN**



DETAILED SURVEY RESULTS
DEFINED CONTRIBUTION PLAN DESIGNATION

	PRIMARY	SUPPLEMENTAL
PLAN DEMOGRAPHICS		
Is your plan a single or multi-employer plan?		
Single employer	46.7%	54.9%
Multi-employer	53.3%	45.1%
What is your plan type?		
457(b)	20.0%	70.7%
403(b)	0.0%	8.5%
401(k)	0.0%	11.0%
401(a) Defined Contribution	80.0%	9.8%
How is record-keeping handled by your plan?		
Internally	0.0%	1.2%
Externally by a Third Party Administrator	100.0%	98.8%
What is your defined contribution plan designation?		
Primary	100.0%	0.0%
Supplemental	0.0%	100.0%
Which of the following best describes this plan?		
Mandatory with NO voluntary contributions	60.0%	3.7%
Mandatory with voluntary contributions allowed	20.0%	2.4%
Voluntary	20.0%	93.9%
Are other defined contribution plans available, in addition to this one?		
Yes	66.7%	68.3%
No	33.3%	31.7%
Which entities are covered by your plan? (Multiple responses allowed)		
State	33.3%	43.9%
County	53.3%	47.6%
City	46.7%	51.2%
Special Districts	33.3%	32.9%
Hospital	26.7%	18.3%
College/University	46.7%	31.7%
School (K-12)	33.3%	32.9%
Other	6.7%	15.9%
Does this plan use automatic enrollment?		
Yes	40.0%	18.5%
No	60.0%	81.5%
Does this plan use automatic escalation from which a participant must opt-out?		
Yes	13.3%	9.8%
No	86.7%	90.2%
Are all or some of your plan participants eligible to participate in a defined benefit plan?		
Yes	66.7%	97.6%
No	33.3%	2.4%



DETAILED SURVEY RESULTS
DEFINED CONTRIBUTION PLAN DESIGNATION

PRIMARY

SUPPLEMENTAL

PLAN PARTICIPANT ACCOUNT INFORMATION

Contributing Current Employees with a Balance
(As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	62	57
25-34 years old	404	628
35-44 years old	496	1,107
45-54 years old	454	1,134
55-64 years old	382	899
65 and older	153	155

FEMALE - Total Account Balance \$

Under 25 years old	\$274,891.00	\$82,173.00
25-34 years old	\$7,184,770.00	\$4,045,089.50
35-44 years old	\$14,190,716.00	\$24,381,243.00
45-54 years old	\$22,797,782.00	\$51,407,516.50
55-64 years old	\$15,929,068.00	\$56,552,272.00
65 and older	\$1,852,996.00	\$11,863,237.50

FEMALE - Total Account Balance \$/Participant

Under 25 years old	\$1,853.76	\$1,488.44
25-34 years old	\$7,662.81	\$6,830.95
35-44 years old	\$19,712.76	\$20,762.05
45-54 years old	\$28,152.97	\$41,836.99
55-64 years old	\$52,400.12	\$60,494.68
65 and older	\$45,186.56	\$81,894.77

MALE - # Participants

Under 25 years old	148	88
25-34 years old	972	677
35-44 years old	952	1,056
45-54 years old	1,001	1,319
55-64 years old	530	839
65 and older	235	155

MALE - Total Account Balance \$

Under 25 years old	\$357,270.00	\$194,507.00
25-34 years old	\$9,347,141.00	\$6,832,228.50
35-44 years old	\$18,320,656.00	\$31,914,570.50
45-54 years old	\$30,394,007.00	\$83,545,029.50
55-64 years old	\$32,885,709.00	\$77,069,509.50
65 and older	\$4,685,600.00	\$17,683,419.00

MALE - Total Account Balance \$/Participant

Under 25 years old	\$2,389.79	\$2,355.04
25-34 years old	\$9,338.53	\$9,305.72
35-44 years old	\$23,692.80	\$26,823.03
45-54 years old	\$47,106.14	\$57,949.48
55-64 years old	\$64,598.17	\$79,589.26
65 and older	\$67,718.26	\$117,392.14

GENDER INFO NOT GIVEN - # Participants

Under 25 years old	1	2
25-34 years old	8	23
35-44 years old	5	29



DETAILED SURVEY RESULTS
DEFINED CONTRIBUTION PLAN DESIGNATION

	PRIMARY	SUPPLEMENTAL
45-54 years old	3	52
55-64 years old	1	37
65 and older	0	10

GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$382.50	\$5,825.00
25-34 years old	\$6,475.00	\$129,968.50
35-44 years old	\$4,197.50	\$518,431.50
45-54 years old	\$25,921.00	\$1,532,255.50
55-64 years old	\$334.00	\$1,379,661.00
65 and older	\$0.00	\$644,891.50

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	ISD	\$2,486.00
25-34 years old	\$3,083.64	\$7,076.33
35-44 years old	\$2,101.50	\$13,571.83
45-54 years old	\$26,331.54	\$35,309.31
55-64 years old	\$18,390.51	\$51,307.60
65 and older	ISD	\$83,161.53

Non-contributing Current Employees with a Balance
(As of December 31, 2018)

FEMALE - # Participants		
Under 25 years old	7	3
25-34 years old	110	51
35-44 years old	171	144
45-54 years old	157	207
55-64 years old	112	231
65 and older	23	77

FEMALE - Total Account Balance \$		
Under 25 years old	\$6,197.00	\$2,316.50
25-34 years old	\$442,280.00	\$176,475.00
35-44 years old	\$2,587,476.00	\$1,796,452.00
45-54 years old	\$2,833,071.00	\$4,284,446.00
55-64 years old	\$2,919,909.00	\$9,658,621.00
65 and older	\$1,203,250.00	\$5,106,781.00

FEMALE - Total Account Balance \$/Participant		
Under 25 years old	\$1,194.37	\$555.50
25-34 years old	\$4,756.08	\$3,958.41
35-44 years old	\$14,823.32	\$11,513.25
45-54 years old	\$27,775.21	\$21,465.34
55-64 years old	\$32,003.30	\$39,112.13
65 and older	\$35,116.11	\$46,607.50

MALE - # Participants		
Under 25 years old	6	3
25-34 years old	65	61
35-44 years old	116	113
45-54 years old	118	169
55-64 years old	104	177
65 and older	26	85



DETAILED SURVEY RESULTS
DEFINED CONTRIBUTION PLAN DESIGNATION

	PRIMARY	SUPPLEMENTAL
MALE - Total Account Balance \$		
Under 25 years old	\$5,364.00	\$4,016.00
25-34 years old	\$231,480.00	\$331,178.00
35-44 years old	\$1,432,112.00	\$2,063,914.50
45-54 years old	\$10,192,838.00	\$7,871,086.00
55-64 years old	\$13,278,023.00	\$11,922,074.50
65 and older	\$2,723,208.00	\$6,708,643.00

MALE - Total Account Balance \$/Participant		
Under 25 years old	\$1,010.08	\$1,085.74
25-34 years old	\$5,123.25	\$4,547.10
35-44 years old	\$17,010.14	\$13,178.84
45-54 years old	\$35,396.12	\$32,669.36
55-64 years old	\$71,034.62	\$56,598.47
65 and older	\$44,874.88	\$86,466.47

GENDER INFO NOT GIVEN - # Participants		
Under 25 years old	ISD	2
25-34 years old	ISD	5
35-44 years old	ISD	19
45-54 years old	ISD	28
55-64 years old	ISD	30
65 and older	ISD	15

GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	ISD	\$161.00
25-34 years old	ISD	\$20,191.00
35-44 years old	ISD	\$111,084.00
45-54 years old	ISD	\$351,462.00
55-64 years old	ISD	\$507,291.00
65 and older	ISD	\$513,283.00

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	ISD	\$1,441.03
25-34 years old	ISD	\$2,758.86
35-44 years old	ISD	\$6,517.21
45-54 years old	ISD	\$11,062.03
55-64 years old	ISD	\$26,699.53
65 and older	ISD	\$40,433.05

Terminated/Vested Participants with a Balance
(As of December 31, 2018)

FEMALE - # Participants		
Under 25 years old	10	8
25-34 years old	274	94
35-44 years old	561	197
45-54 years old	483	218
55-64 years old	424	406
65 and older	168	484

FEMALE - Total Account Balance \$		
Under 25 years old	\$31,104.50	\$11,374.50
25-34 years old	\$1,961,394.00	\$423,176.00
35-44 years old	\$4,356,026.50	\$2,669,839.00
45-54 years old	\$3,814,905.00	\$6,648,605.00



DETAILED SURVEY RESULTS
DEFINED CONTRIBUTION PLAN DESIGNATION

	PRIMARY	SUPPLEMENTAL
55-64 years old	\$7,090,140.50	\$34,453,183.00
65 and older	\$9,475,872.50	\$45,618,806.50
FEMALE - Total Account Balance \$/Participant		
Under 25 years old	\$1,722.33	\$1,145.72
25-34 years old	\$4,993.07	\$4,707.63
35-44 years old	\$14,116.38	\$14,419.60
45-54 years old	\$27,259.72	\$33,113.06
55-64 years old	\$44,984.34	\$74,097.00
65 and older	\$46,524.72	\$80,162.62
MALE - # Participants		
Under 25 years old	18	9
25-34 years old	250	110
35-44 years old	278	144
45-54 years old	349	258
55-64 years old	334	513
65 and older	226	582
MALE - Total Account Balance \$		
Under 25 years old	\$46,279.50	\$15,255.00
25-34 years old	\$1,232,818.00	\$609,207.50
35-44 years old	\$2,640,506.00	\$2,816,627.00
45-54 years old	\$6,234,156.50	\$11,559,611.00
55-64 years old	\$17,832,068.00	\$51,221,267.00
65 and older	\$12,267,672.00	\$69,093,267.00
MALE - Total Account Balance \$/Participant		
Under 25 years old	\$989.77	\$1,205.69
25-34 years old	\$5,649.94	\$4,536.43
35-44 years old	\$15,165.83	\$13,191.34
45-54 years old	\$31,977.92	\$46,192.99
55-64 years old	\$75,510.99	\$81,483.53
65 and older	\$60,175.06	\$111,914.93
GENDER INFO NOT GIVEN - # Participants		
Under 25 years old	3	1
25-34 years old	3	13
35-44 years old	5	16
45-54 years old	7	50
55-64 years old	9	40
65 and older	3	67
GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$1,113.00	\$1,796.00
25-34 years old	\$34,041.00	\$46,304.50
35-44 years old	\$117,309.00	\$148,239.00
45-54 years old	\$100,099.00	\$503,913.00
55-64 years old	\$526,787.00	\$1,398,957.00
65 and older	\$67,074.00	\$4,371,286.50
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	\$5,000.27	\$1,660.38
25-34 years old	\$2,833.66	\$4,065.23
35-44 years old	\$7,594.36	\$10,824.13
45-54 years old	\$18,152.53	\$33,212.20
55-64 years old	\$26,694.33	\$61,311.60
65 and older	\$40,983.21	\$73,065.02



DETAILED SURVEY RESULTS
DEFINED CONTRIBUTION PLAN DESIGNATION

PRIMARY

SUPPLEMENTAL

Beneficiary/Alternate Payee Participants with a Balance (As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	0	0
25-34 years old	0	1
35-44 years old	2	4
45-54 years old	2	11
55-64 years old	4	20
65 and older	3	34

FEMALE - Total Account Balance \$

Under 25 years old	\$0.00	\$0.00
25-34 years old	\$0.00	\$5,432.50
35-44 years old	\$63,116.50	\$72,315.00
45-54 years old	\$93,671.50	\$517,772.50
55-64 years old	\$352,347.00	\$1,164,419.00
65 and older	\$90,707.00	\$2,251,276.00

FEMALE - Total Account Balance \$/Participant

Under 25 years old	ISD	\$19,941.63
25-34 years old	ISD	\$14,059.00
35-44 years old	\$24,379.00	\$23,837.13
45-54 years old	\$61,382.00	\$46,437.64
55-64 years old	\$67,915.20	\$66,942.45
65 and older	\$44,464.67	\$72,926.06

MALE - # Participants

Under 25 years old	0	0
25-34 years old	0	0
35-44 years old	1	2
45-54 years old	2	4
55-64 years old	1	8
65 and older	2	14

MALE - Total Account Balance \$

Under 25 years old	\$0.00	\$0.00
25-34 years old	\$0.00	\$0.00
35-44 years old	\$96.00	\$53,084.50
45-54 years old	\$4,417.00	\$291,395.00
55-64 years old	\$6,193.00	\$557,813.50
65 and older	\$49,643.00	\$961,672.00

MALE - Total Account Balance \$/Participant

Under 25 years old	ISD	\$22,689.72
25-34 years old	ISD	\$13,414.00
35-44 years old	ISD	\$35,904.51
45-54 years old	\$22,044.71	\$44,814.36
55-64 years old	\$27,817.39	\$61,058.45
65 and older	\$49,626.50	\$71,991.68

GENDER INFO NOT GIVEN - # Participants

Under 25 years old	0	0
25-34 years old	0	0
35-44 years old	1	2
45-54 years old	2	3
55-64 years old	3	7
65 and older	2	10



DETAILED SURVEY RESULTS
DEFINED CONTRIBUTION PLAN DESIGNATION

	PRIMARY	SUPPLEMENTAL
GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$0.00	\$0.00
25-34 years old	\$0.00	\$0.00
35-44 years old	\$11,895.00	\$16,507.50
45-54 years old	\$56,880.00	\$149,386.50
55-64 years old	\$576,503.00	\$406,130.00
65 and older	\$25,505.00	\$1,155,183.00
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	ISD	\$28,700.72
25-34 years old	ISD	\$20,217.67
35-44 years old	\$13,529.69	\$34,838.76
45-54 years old	ISD	\$38,423.71
55-64 years old	\$50,736.24	\$54,078.76
65 and older	\$25,884.16	\$73,996.76
TOTAL ACCOUNT BALANCE \$/PARTICIPANT (As of December 31, 2018)	\$35,192.00	\$48,688.65
Average participant age for all account holders as 12-31-18	46	50
No. current emps eligible to participate in plan as of 12-31-18	3,919	11,443
Plan Participation Rate (%) (Contributing Current Emps/Emps Eligible to Participate)	92.8%	61.2%
No. state employees (not including university employees) that currently contribute to your plan	ISD	32,749
No. state employees (not including university employees) currently eligible to participate in your plan	ISD	53,701
State Employee Participation Rate (%) (Contributing State Emps/State Emps Eligible to Participate)	ISD	38.1%
Total Plan Balances by Contribution Type (\$)		
Employee Pre-Tax	\$1,111,677,446.80	\$1,581,563,269.44
Employee Roth	\$8,926,225.53	\$37,495,689.40
Employee After-Tax (non-Roth)	\$78,042,011.07	\$206,469.40
Employer Pre-Tax	\$646,845,885.60	\$123,979,640.40
Rollover (Roth)	\$9,090,170.67	\$7,040,992.61
Rollover (non-Roth)	\$4,433,588.87	\$91,321,521.84
Other	\$11,402,421.67	\$16,496,220.06
Total	\$1,870,417,750.20	\$1,858,103,803.14
Total Plan Balances by Contribution Type (% Total Balance)		
Employee Pre-Tax	59.7%	80.6%
Employee Roth	0.4%	1.7%
Employee After-Tax (non-Roth)	2.9%	0.0%
Employer Pre-Tax	32.6%	9.1%
Rollover (Roth)	0.2%	0.2%
Rollover (non-Roth)	1.5%	6.9%
Other	2.8%	1.5%
Total	100.0%	100.0%



DETAILED SURVEY RESULTS
DEFINED CONTRIBUTION PLAN DESIGNATION

	PRIMARY	SUPPLEMENTAL
Average Account Balances (\$) (As of December 31, 2018) (Medians of Reported Averages)		
All Accounts	\$35,192.00	\$48,689.00
Contributing vs. Non-Contributing Accounts		
Contributing current employees with a balance	\$32,487.00	\$45,320.00
Non-contributing current employees with a balance	\$29,466.00	\$35,548.00
By Gender		
Female	\$31,050.00	\$42,753.00
Male	\$37,821.00	\$52,364.00
By Age Group		
Under 25 years old	\$2,253.00	\$2,505.00
25-34 years old	\$7,745.00	\$7,833.00
35-44 years old	\$19,356.16	\$21,462.00
45-54 years old	\$41,996.00	\$50,259.00
55-64 years old	\$64,060.00	\$73,609.00
65 and older	\$71,076.00	\$96,477.00
Median Account Balances (\$) (As of December 31, 2018) (Medians of Reported Medians)		
All Accounts	\$12,852.00	\$18,811.00
Contributing vs. Non-Contributing Accounts		
Contributing current employees with a balance	\$12,881.00	\$15,961.00
Non-contributing current employees with a balance	\$7,592.00	\$9,528.50
By Gender		
Female	\$16,825.00	\$12,183.50
Male	\$15,108.00	\$17,794.50
By Age Group		
Under 25 years old	\$603.00	\$1,053.00
25-34 years old	\$4,243.00	\$3,473.00
35-44 years old	\$13,880.00	\$8,981.00
45-54 years old	\$24,702.00	\$19,770.00
55-64 years old	\$35,917.00	\$33,218.00
65 and older	\$39,034.00	\$47,120.00
PLAN CONTRIBUTIONS		
Number of participants who have chosen "Percentage Rate"		
Employee Pre-Tax	4,941	712
Employee Roth	0	62
Employee After-Tax (non-Roth)	0	0
Number of participants who have chosen "\$ Per Paycheck"		
Employee Pre-Tax	0	5,041
Employee Roth	0	920
Employee After-Tax (non-Roth)	0	0



DETAILED SURVEY RESULTS
DEFINED CONTRIBUTION PLAN DESIGNATION

PRIMARY

SUPPLEMENTAL

Dollar Per Paycheck Deferrals

Annual Plan Contribution Amounts Per Participant (for Year Ending December 31, 2018)

Average (Medians of Reported Averages)

Total Annual Plan Contribution Amounts	ISD	\$3,258.50
---	-----	------------

By Gender

Female	ISD	\$3,133.00
Male	ISD	\$3,610.00

By Age Group

Under 25 years old	ISD	\$789.50
25-34 years old	ISD	\$1,695.00
35-44 years old	ISD	\$2,422.00
45-54 years old	ISD	\$3,320.00
55-64 years old	ISD	\$4,810.00
65 and older	ISD	\$7,337.00

Median (Medians of Reported Medians)

Total Annual Plan Contribution Amounts	ISD	\$1,356.00
---	-----	------------

By Gender

Female	ISD	\$1,248.00
Male	ISD	\$1,493.00

By Age Group

Under 25 years old	ISD	\$512.00
25-34 years old	ISD	\$780.00
35-44 years old	ISD	\$1,300.00
45-54 years old	ISD	\$1,300.00
55-64 years old	ISD	\$2,025.00
65 and older	ISD	\$3,000.00

Percentage Rate Deferrals

Annual Plan Contribution Rates as of Dec 31, 2018

PRE-TAX CONTRIBUTIONS

Average Deferral Rate (Participants with Deferral >0%)

(Medians of Reported Averages)

All Participants	5.0%	7.3%
-------------------------	------	------

By Gender

Female	5.0%	7.2%
Male	5.0%	7.2%

By Age Group

Under 25 years old	5.0%	4.8%
25-34 years old	5.0%	5.5%
35-44 years old	5.0%	6.4%
45-54 years old	5.2%	8.4%
55-64 years old	6.0%	10.5%
65 and older	7.5%	12.7%



DETAILED SURVEY RESULTS
DEFINED CONTRIBUTION PLAN DESIGNATION

PRIMARY

SUPPLEMENTAL

	PRIMARY	SUPPLEMENTAL
Median Deferral Rate (Participants with Deferral >0%)		
(Medians of Reported Medians)		
All Participants	5.0%	5.0%
By Gender		
Female	5.0%	5.0%
Male	5.0%	5.0%
By Age Group		
Under 25 years old	5.0%	3.7%
25-34 years old	5.0%	5.0%
35-44 years old	5.0%	5.0%
45-54 years old	5.0%	5.5%
55-64 years old	5.0%	6.0%
65 and older	5.0%	7.0%
ROTH CONTRIBUTIONS		
Average Deferral Rate (Participants with Deferral >0%)		
(Medians of Reported Averages)		
All Participants	0.0%	5.0%
By Gender		
Female	0.0%	4.7%
Male	0.0%	4.9%
By Age Group		
Under 25 years old	0.0%	4.5%
25-34 years old	0.0%	4.7%
35-44 years old	0.0%	4.5%
45-54 years old	0.0%	4.6%
55-64 years old	0.0%	5.9%
65 and older	0.0%	3.6%
Median Deferral Rate (Participants with Deferral >0%)		
(Medians of Reported Medians)		
All Participants	0.0%	3.0%
By Gender		
Female	0.0%	3.0%
Male	0.0%	4.0%
By Age Group		
Under 25 years old	0.0%	3.0%
25-34 years old	0.0%	4.0%
35-44 years old	0.0%	3.0%
45-54 years old	0.0%	3.0%
55-64 years old	0.0%	4.0%
65 and older	0.0%	3.0%
What is the default investment option for employees?		
Balanced fund (asset allocation fund)	7.7%	6.0%
Managed account	0.0%	0.0%

	PRIMARY	SUPPLEMENTAL
Target risk (custom)	7.7%	4.5%
Target risk (pre-packaged)	0.0%	3.0%
Stable value	7.7%	3.0%
Target date (custom)	46.2%	23.9%
Target date (pre-packaged)	23.1%	53.7%
Other	7.7%	6.0%
How many investment options were available to participants in your plan as of Dec 31, 2018?		
	25	24
Type of investments available within brokerage window (Multiple responses allowed)		
Mutual Funds	86.7%	72.0%
ETFs	46.7%	40.2%
Stock and Bonds	73.3%	47.6%
What is your plan's approach to white label options?		
Do not currently use and have no plans to do so	42.9%	51.3%
Do not currently use but will consider doing so in next several years	14.3%	13.2%
Currently use white label funds	42.9%	35.5%
Does your plan offer a managed accounts service?		
Yes	33.3%	66.3%
No	66.7%	33.8%
If plan offers a managed accounts service:		
How many of your plan participant accounts were using managed accounts as of Dec. 31, 2018?	ISD	590
What was the total amount of assets in your plan's managed accounts as of Dec. 31, 2018?	ISD	\$22,782,425.00
Managed Account \$ per Account	ISD	\$25,779.54
Annual Recordkeeping/Administrative Expenses		
Incurred for 2018 (\$)		
Recordkeeping Expenses	\$2,714,015.13	\$1,829,781.05
Administrative Expenses	\$1,380,707.88	\$948,202.17
Total	\$4,094,723.00	\$2,777,983.22
Annual Recordkeeping/Admin Expenses Incurred for 2018 (As % Total)		
Recordkeeping Expenses	63.7%	69.7%
Administrative Expenses	36.3%	30.3%
Total	100.0%	100.0%
Annual Recordkeeping/Admin Expenses Incurred for 2018 per Participant		
Recordkeeping expenses incurred/Participant	\$72.11	\$54.00
Administrative expenses incurred/Participant	\$106.41	\$25.98
Total recordkeeping/admin expenses incurred/Participant	\$178.52	\$79.98
Annual Recordkeeping/Admin Expenses Incurred for 2018 as % of Total Account Balance		
Recordkeeping expenses incurred % total account balance	0.11%	0.10%
Administrative Expenses incurred % total account balance	0.12%	0.04%
Total recordkeeping/admin expenses incurred % total acct balance	0.23%	0.14%

	PRIMARY	SUPPLEMENTAL
Annual Administrative Fees (including record-keeping fees) Collected for Your Plan in 2018		
Annual direct dollar-based fees	\$2,057,411.22	\$832,032.85
Annual asset-based fees	\$228,570.00	\$1,383,078.40
Revenue sharing fees	\$164,686.89	\$201,818.35
Other fees	-\$5,376.89	-\$3,786.04
Total	\$2,445,291.22	\$2,413,143.56
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 (As % Total)		
Annual direct dollar-based fees	49.4%	37.8%
Annual asset-based fees	31.9%	50.4%
Revenue sharing fees	28.4%	11.7%
Other fees	-9.6%	0.2%
Total	100.0%	100.0%
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 per Participant		
Annual direct dollar-based fees (if applicable)/Participant	\$16.69	\$18.31
Annual asset-based fees/Participant	\$88.97	\$51.17
Revenue sharing fees/Participant	\$20.52	\$14.77
Other fees/Participant	-\$4.39	\$0.26
Total fees/Participant	\$121.79	\$84.52
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 as Percent of Total Account Balance		
Annual direct dollar-based fees % total account balance	0.19%	0.06%
Annual asset-based fees % total account balance	0.08%	0.11%
Revenue sharing fees % total account balance	0.03%	0.03%
Other fees % total account balance	0.00%	0.00%
Total fees % total account balance	0.29%	0.19%
How are recordkeeping costs structured in the recordkeeping service agreement? (Multiple responses allowed)		
Per participant (no cap)	40.0%	22.0%
Asset-based (no cap)	40.0%	28.1%
Per participant with a cap	26.7%	11.0%
Asset-based with a cap	0.0%	15.9%
Other	0.0%	18.3%

**BY DEFINED CONTRIBUTION PLAN TYPE
COMPETING PLANS VS. SOLE PLAN**

PLAN DEMOGRAPHICS	HAS COMPETING DC PLANS	SOLE DC PLAN
Is your plan a single or multi-employer plan?		
Single employer	47.8%	67.7%
Multi-employer	52.2%	32.3%
What is your plan type?		
457(b)	53.7%	80.7%
403(b)	10.5%	0.0%
401(k)	13.4%	0.0%
401(a) Defined Contribution	22.4%	19.4%
How is record-keeping handled by your plan?		
Internally	1.5%	0.0%
Externally by a Third Party Administrator	98.5%	100.0%
What is your defined contribution plan designation?		
Primary	15.2%	16.1%
Supplemental	84.9%	83.9%
Which of the following best describes this plan?		
Mandatory with NO voluntary contributions	9.0%	19.4%
Mandatory with voluntary contributions allowed	9.0%	0.0%
Voluntary	82.1%	80.7%
Are other defined contribution plans available, in addition to this one?		
Yes	100.0%	0.0%
No	0.0%	100.0%
Which entities are covered by your plan? (Multiple responses allowed)		
State	46.3%	32.3%
County	44.8%	54.8%
City	49.3%	54.8%
Special Districts	35.8%	25.8%
Hospital	23.9%	9.7%
College/University	38.8%	22.6%
School (K-12)	38.8%	19.4%
Other	19.4%	3.2%
Does this plan use automatic enrollment?		
Yes	17.9%	33.3%
No	82.1%	66.7%
Does this plan use automatic escalation from which a participant must opt-out?		
Yes	10.5%	9.7%
No	89.6%	90.3%
Are all or some of your plan participants eligible to participate in a defined benefit plan?		
Yes	92.5%	93.6%
No	7.5%	6.5%



DETAILED SURVEY RESULTS

BY DEFINED CONTRIBUTION PLAN TYPE: COMPETING PLANS VS. SOLE PLAN

HAS COMPETING DC PLANS

SOLE DC PLAN

PLAN PARTICIPANT ACCOUNT INFORMATION

Contributing Current Employees with a Balance

(As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	55	60
25-34 years old	630	525
35-44 years old	1,172	614
45-54 years old	1,252	808
55-64 years old	1,104	779
65 and older	216	110

FEMALE - Total Account Balance \$

Under 25 years old	\$98,140.00	\$122,252.00
25-34 years old	\$4,571,522.00	\$3,460,713.00
35-44 years old	\$26,818,584.00	\$11,485,842.00
45-54 years old	\$49,800,851.00	\$29,623,883.00
55-64 years old	\$58,265,431.00	\$40,786,035.00
65 and older	\$11,632,589.00	\$8,396,140.00

FEMALE - Total Account Balance \$/Participant

Under 25 years old	\$1,471.41	\$1,763.63
25-34 years old	\$6,620.20	\$8,870.18
35-44 years old	\$19,270.61	\$23,337.47
45-54 years old	\$33,472.94	\$50,599.73
55-64 years old	\$52,400.12	\$68,576.76
65 and older	\$69,756.40	\$81,869.86

MALE - # Participants

Under 25 years old	131	88
25-34 years old	834	694
35-44 years old	1,098	1,036
45-54 years old	1,324	1,312
55-64 years old	933	760
65 and older	234	125

MALE - Total Account Balance \$

Under 25 years old	\$246,225.00	\$204,662.00
25-34 years old	\$6,825,819.00	\$9,239,108.00
35-44 years old	\$27,448,112.00	\$33,990,315.00
45-54 years old	\$57,010,202.00	\$92,088,596.00
55-64 years old	\$59,137,812.00	\$81,339,144.00
65 and older	\$17,066,024.00	\$11,519,293.00

MALE - Total Account Balance \$/Participant

Under 25 years old	\$2,234.16	\$2,945.48
25-34 years old	\$8,819.14	\$9,651.14
35-44 years old	\$24,149.83	\$33,193.67
45-54 years old	\$49,396.93	\$73,634.75
55-64 years old	\$74,307.60	\$98,630.57
65 and older	\$112,683.26	\$113,446.75

GENDER INFO NOT GIVEN - # Participants

Under 25 years old	2	2
25-34 years old	27	10
35-44 years old	26	10



DETAILED SURVEY RESULTS

BY DEFINED CONTRIBUTION PLAN TYPE: COMPETING PLANS VS. SOLE PLAN

	HAS COMPETING DC PLANS	SOLE DC PLAN
45-54 years old	48	18
55-64 years old	34	19
65 and older	17	2

GENDER INFO NOT GIVEN - Total Account Balance \$

Under 25 years old	\$5,886.00	\$1,818.00
25-34 years old	\$133,352.00	\$28,768.00
35-44 years old	\$499,683.00	\$28,810.00
45-54 years old	\$1,656,757.00	\$283,586.00
55-64 years old	\$1,524,812.00	\$498,617.00
65 and older	\$813,284.00	\$50,986.00

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic

Under 25 years old	\$2,570.15	\$1,317.34
25-34 years old	\$7,846.24	\$6,340.54
35-44 years old	\$15,519.00	\$8,579.00
45-54 years old	\$37,770.98	\$24,642.89
55-64 years old	\$51,307.60	\$45,705.60
65 and older	\$75,424.12	\$103,696.23

Non-contributing Current Employees with a Balance

(As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	4	2
25-34 years old	91	28
35-44 years old	243	62
45-54 years old	291	75
55-64 years old	354	84
65 and older	119	25

FEMALE - Total Account Balance \$

Under 25 years old	\$2,901.50	\$1,471.50
25-34 years old	\$257,362.50	\$94,192.00
35-44 years old	\$2,175,463.50	\$852,460.00
45-54 years old	\$6,203,348.00	\$2,491,457.00
55-64 years old	\$11,542,975.50	\$3,745,481.00
65 and older	\$5,620,238.50	\$1,639,333.00

FEMALE - Total Account Balance \$/Participant

Under 25 years old	\$525.09	\$691.46
25-34 years old	\$3,897.71	\$4,782.25
35-44 years old	\$8,597.79	\$15,620.66
45-54 years old	\$19,000.27	\$28,375.78
55-64 years old	\$32,336.48	\$43,675.22
65 and older	\$45,029.51	\$47,638.25

MALE - # Participants

Under 25 years old	6	3
25-34 years old	64	49
35-44 years old	151	80
45-54 years old	219	116
55-64 years old	260	112
65 and older	94	37



DETAILED SURVEY RESULTS

BY DEFINED CONTRIBUTION PLAN TYPE: COMPETING PLANS VS. SOLE PLAN

	HAS COMPETING DC PLANS	SOLE DC PLAN
MALE - Total Account Balance \$		
Under 25 years old	\$3,481.50	\$5,070.00
25-34 years old	\$319,440.00	\$323,227.00
35-44 years old	\$2,424,109.50	\$1,549,237.00
45-54 years old	\$7,746,585.50	\$8,215,549.50
55-64 years old	\$11,922,074.50	\$11,435,030.00
65 and older	\$8,839,335.00	\$3,809,037.00
MALE - Total Account Balance \$/Participant		
Under 25 years old	\$795.00	\$1,419.00
25-34 years old	\$3,930.08	\$5,664.79
35-44 years old	\$11,170.15	\$16,504.34
45-54 years old	\$26,387.92	\$53,170.74
55-64 years old	\$50,151.60	\$67,160.20
65 and older	\$62,629.18	\$103,153.61
GENDER INFO NOT GIVEN - # Participants		
Under 25 years old	2	0
25-34 years old	12	1
35-44 years old	36	3
45-54 years old	46	1
55-64 years old	48	5
65 and older	31	2
GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$2,196.50	\$0.00
25-34 years old	\$61,228.00	\$2,776.00
35-44 years old	\$162,375.00	\$9,134.00
45-54 years old	\$591,089.00	\$13,372.00
55-64 years old	\$1,166,446.50	\$135,208.00
65 and older	\$1,169,806.00	\$129,889.00
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	\$1,441.03	\$412.46
25-34 years old	\$2,885.38	\$3,121.54
35-44 years old	\$6,576.14	\$4,567.00
45-54 years old	\$13,635.76	\$7,441.30
55-64 years old	\$31,031.75	\$23,298.42
65 and older	\$39,587.39	\$45,990.00
Terminated/Vested Participants with a Balance (As of December 31, 2018)		
FEMALE - # Participants		
Under 25 years old	8	9
25-34 years old	131	83
35-44 years old	261	141
45-54 years old	315	163
55-64 years old	595	285
65 and older	508	300
FEMALE - Total Account Balance \$		
Under 25 years old	\$14,597.00	\$10,111.00
25-34 years old	\$574,029.00	\$427,510.00
35-44 years old	\$3,588,438.00	\$2,313,780.00
45-54 years old	\$6,527,175.00	\$6,553,622.00
55-64 years old	\$36,200,652.00	\$21,151,487.00
65 and older	\$45,618,806.50	\$25,472,698.00



DETAILED SURVEY RESULTS

BY DEFINED CONTRIBUTION PLAN TYPE: COMPETING PLANS VS. SOLE PLAN

	HAS COMPETING DC PLANS	SOLE DC PLAN
FEMALE - Total Account Balance \$/Participant		
Under 25 years old	\$1,185.01	\$1,194.39
25-34 years old	\$4,231.07	\$5,390.76
35-44 years old	\$13,266.97	\$15,548.33
45-54 years old	\$27,190.19	\$39,808.48
55-64 years old	\$57,794.57	\$92,364.57
65 and older	\$68,225.48	\$94,435.71
MALE - # Participants		
Under 25 years old	12	10
25-34 years old	161	111
35-44 years old	271	142
45-54 years old	392	180
55-64 years old	648	355
65 and older	669	472
MALE - Total Account Balance \$		
Under 25 years old	\$16,722.50	\$13,050.50
25-34 years old	\$716,213.00	\$595,620.00
35-44 years old	\$2,779,000.50	\$3,113,156.00
45-54 years old	\$11,138,801.00	\$12,299,232.00
55-64 years old	\$47,908,468.00	\$53,694,735.00
65 and older	\$63,700,341.50	\$44,139,909.00
MALE - Total Account Balance \$/Participant		
Under 25 years old	\$808.68	\$1,584.18
25-34 years old	\$3,921.00	\$5,804.31
35-44 years old	\$11,653.98	\$17,332.06
45-54 years old	\$30,688.25	\$66,973.80
55-64 years old	\$68,417.96	\$110,621.60
65 and older	\$96,528.85	\$120,534.06
GENDER INFO NOT GIVEN - # Participants		
Under 25 years old	1	1
25-34 years old	17	3
35-44 years old	20	9
45-54 years old	60	8
55-64 years old	40	16
65 and older	73	34
GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$1,132.00	\$1,113.00
25-34 years old	\$74,125.00	\$34,041.00
35-44 years old	\$152,061.00	\$137,314.00
45-54 years old	\$552,875.00	\$166,147.00
55-64 years old	\$1,398,957.00	\$834,351.50
65 and older	\$3,229,042.00	\$3,747,103.00
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	\$1,599.81	\$3,005.75
25-34 years old	\$3,848.02	\$5,292.93
35-44 years old	\$10,250.12	\$11,104.73
45-54 years old	\$26,278.75	\$36,431.75
55-64 years old	\$56,516.80	\$53,926.62
65 and older	\$61,052.42	\$66,213.33



DETAILED SURVEY RESULTS

BY DEFINED CONTRIBUTION PLAN TYPE: COMPETING PLANS VS. SOLE PLAN

	HAS COMPETING DC PLANS	SOLE DC PLAN
Beneficiary/Alternate Payee Participants with a Balance (As of December 31, 2018)		
FEMALE - # Participants		
Under 25 years old	0	0
25-34 years old	1	1
35-44 years old	4	2
45-54 years old	13	7
55-64 years old	26	9
65 and older	38	11
FEMALE - Total Account Balance \$		
Under 25 years old	\$0.00	\$0.00
25-34 years old	\$5,432.50	\$2,172.00
35-44 years old	\$79,742.00	\$69,172.50
45-54 years old	\$538,255.00	\$374,516.00
55-64 years old	\$1,303,942.50	\$682,754.00
65 and older	\$2,466,840.50	\$701,614.00
FEMALE - Total Account Balance \$/Participant		
Under 25 years old	\$18,788.00	\$15,176.59
25-34 years old	\$13,740.00	\$22,815.43
35-44 years old	\$23,827.75	\$23,953.80
45-54 years old	\$45,077.27	\$51,538.88
55-64 years old	\$63,866.47	\$66,942.45
65 and older	\$68,642.93	\$75,352.21
MALE - # Participants		
Under 25 years old	0	0
25-34 years old	1	0
35-44 years old	2	1
45-54 years old	5	1
55-64 years old	13	3
65 and older	24	4
MALE - Total Account Balance \$		
Under 25 years old	\$0.00	\$0.00
25-34 years old	\$0.00	\$0.00
35-44 years old	\$117,944.00	\$13,149.00
45-54 years old	\$288,911.00	\$137,884.50
55-64 years old	\$668,040.50	\$241,929.00
65 and older	\$1,307,265.00	\$226,052.50
MALE - Total Account Balance \$/Participant		
Under 25 years old	\$26,494.32	\$22,702.03
25-34 years old	\$26,847.43	\$8,416.00
35-44 years old	\$37,832.37	\$27,311.00
45-54 years old	\$42,224.89	\$36,565.86
55-64 years old	\$64,316.25	\$43,226.86
65 and older	\$68,392.21	\$76,970.60
GENDER INFO NOT GIVEN - # Participants		
Under 25 years old	0	0
25-34 years old	0	0
35-44 years old	2	1
45-54 years old	3	2
55-64 years old	7	2
65 and older	11	5



DETAILED SURVEY RESULTS

BY DEFINED CONTRIBUTION PLAN TYPE: COMPETING PLANS VS. SOLE PLAN

	HAS COMPETING DC PLANS	SOLE DC PLAN
GENDER INFO NOT GIVEN - Total Account Balance \$		
Under 25 years old	\$0.00	\$0.00
25-34 years old	\$0.00	\$0.00
35-44 years old	\$9,868.00	\$11,895.00
45-54 years old	\$170,722.00	\$68,811.00
55-64 years old	\$545,282.00	\$139,011.50
65 and older	\$1,024,601.50	\$239,506.50
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic		
Under 25 years old	\$47,054.50	\$5,369.50
25-34 years old	\$20,153.00	\$23,949.83
35-44 years old	\$26,549.11	\$26,114.50
45-54 years old	\$36,085.92	\$75,412.25
55-64 years old	\$47,631.33	\$59,005.82
65 and older	\$56,136.98	\$67,146.75
TOTAL ACCOUNT BALANCE \$/PARTICIPANT	\$38,249.79	\$67,974.43
(As of December 31, 2018)		
Average participant age for all account holders as 12-31-18	48	50
No. current emps eligible to participate in plan as of 12-31-18	9,682	7,200
Plan Participation Rate (%)	53.6%	68.3%
(Contributing Current Emps/Emps Eligible to Participate)		
No. state employees (not including university employees) that currently contribute to your plan	33,581	15,027
No. state employees (not including university employees) currently eligible to participate in your plan	51,438	36,422
State Employee Participation Rate (%)	49.2%	52.4%
(Contributing State Emps/State Emps Eligible to Participate)		
Total Plan Balances by Contribution Type (\$)		
Employee Pre-Tax	\$1,563,750,585.58	\$1,340,984,024.65
Employee Roth	\$41,931,334.42	\$13,161,670.90
Employee After-Tax (non-Roth)	\$18,232,182.09	\$66,318.77
Employer Pre-Tax	\$270,724,100.52	\$74,666,883.45
Rollover (Roth)	\$2,646,359.48	\$17,019,954.94
Rollover (non-Roth)	\$85,694,330.42	\$59,003,982.06
Other	\$2,628,619.62	\$44,033,276.81
Total	\$1,985,607,512.12	\$1,548,936,111.55
Total Plan Balances by Contribution Type (% Total Balance)		
Employee Pre-Tax	74.9%	79.9%
Employee Roth	1.5%	1.3%
Employee After-Tax (non-Roth)	0.7%	0.0%
Employer Pre-Tax	16.9%	6.5%
Rollover (Roth)	0.1%	0.5%
Rollover (non-Roth)	5.4%	7.5%
Other	0.6%	4.4%
Total	100.0%	100.0%



DETAILED SURVEY RESULTS

BY DEFINED CONTRIBUTION PLAN TYPE: COMPETING PLANS VS. SOLE PLAN

	HAS COMPETING DC PLANS	SOLE DC PLAN
Average Account Balances (\$) (As of December 31, 2018) (Medians of Reported Averages)		
All Accounts	\$38,250.00	\$67,974.00
Contributing vs. Non-Contributing Accounts		
Contributing current employees with a balance	\$38,869.00	\$55,084.00
Non-contributing current employees with a balance	\$30,180.00	\$47,840.00
By Gender		
Female	\$30,582.50	\$48,933.00
Male	\$41,903.00	\$67,960.00
By Age Group		
Under 25 years old	\$2,253.00	\$2,647.00
25-34 years old	\$7,403.00	\$10,090.00
35-44 years old	\$19,488.00	\$28,618.00
45-54 years old	\$38,871.00	\$69,811.00
55-64 years old	\$54,460.50	\$100,722.00
65 and older	\$75,114.00	\$117,338.00
Median Account Balances (\$) (As of December 31, 2018) (Medians of Reported Medians)		
All Accounts	\$13,148.00	\$20,279.00
Contributing vs. Non-Contributing Accounts		
Contributing current employees with a balance	\$13,094.50	\$22,268.50
Non-contributing current employees with a balance	\$6,579.00	\$15,954.50
By Gender		
Female	\$9,805.00	\$16,825.00
Male	\$10,304.00	\$23,695.00
By Age Group		
Under 25 years old	\$911.00	\$1,405.50
25-34 years old	\$3,225.00	\$4,948.00
35-44 years old	\$8,561.00	\$12,424.50
45-54 years old	\$15,941.50	\$32,236.00
55-64 years old	\$24,289.00	\$46,282.00
65 and older	\$30,703.00	\$61,652.50
PLAN CONTRIBUTIONS		
Number of participants who have chosen "Percentage Rate"		
Employee Pre-Tax	812	966
Employee Roth	29	50
Employee After-Tax (non-Roth)	0	0
Number of participants who have chosen "\$ Per Paycheck"		
Employee Pre-Tax	1,865	4,005
Employee Roth	157	920
Employee After-Tax (non-Roth)	0	0



DETAILED SURVEY RESULTS

BY DEFINED CONTRIBUTION PLAN TYPE: COMPETING PLANS VS. SOLE PLAN

	HAS COMPETING DC PLANS	SOLE DC PLAN
Dollar Per Paycheck Deferrals		
Annual Plan Contribution Amounts Per Participant (for Year Ending December 31, 2018)		
Average (Medians of Reported Averages)		
Total Annual Plan Contribution Amounts	\$3,199.00	\$3,287.00
By Gender		
Female	\$3,081.50	\$2,466.50
Male	\$3,550.00	\$3,341.50
By Age Group		
Under 25 years old	\$809.00	\$656.50
25-34 years old	\$1,653.00	\$1,509.50
35-44 years old	\$2,433.00	\$2,247.00
45-54 years old	\$3,228.50	\$3,320.00
55-64 years old	\$4,595.00	\$4,691.00
65 and older	\$6,948.50	\$7,977.50
Median (Medians of Reported Medians)		
Total Annual Plan Contribution Amounts	\$1,300.00	\$1,365.00
By Gender		
Female	\$1,197.00	\$1,200.00
Male	\$1,300.00	\$1,560.00
By Age Group		
Under 25 years old	\$505.00	\$460.00
25-34 years old	\$1,114.00	\$715.00
35-44 years old	\$1,250.00	\$1,265.50
45-54 years old	\$1,300.00	\$1,495.00
55-64 years old	\$1,796.50	\$2,237.50
65 and older	\$2,825.00	\$3,575.00
Percentage Rate Deferrals		
Annual Plan Contribution Rates as of Dec 31, 2018		
PRE-TAX CONTRIBUTIONS		
Average Deferral Rate (Participants with Deferral >0%) (Medians of Reported Averages)		
All Participants	6.3%	7.4%
By Gender		
Female	6.2%	7.2%
Male	6.5%	7.4%
By Age Group		
Under 25 years old	4.4%	5.1%
25-34 years old	5.0%	5.8%
35-44 years old	6.0%	6.5%
45-54 years old	6.9%	8.6%
55-64 years old	8.7%	11.1%
65 and older	10.6%	11.4%



DETAILED SURVEY RESULTS

BY DEFINED CONTRIBUTION PLAN TYPE: COMPETING PLANS VS. SOLE PLAN

	HAS COMPETING DC PLANS	SOLE DC PLAN
Median Deferral Rate (Participants with Deferral >0%) (Medians of Reported Medians)		
All Participants	5.0%	5.0%
By Gender		
Female	5.0%	5.0%
Male	5.0%	5.0%
By Age Group		
Under 25 years old	4.0%	4.4%
25-34 years old	5.0%	5.0%
35-44 years old	5.0%	5.0%
45-54 years old	5.0%	7.0%
55-64 years old	6.0%	7.0%
65 and older	6.0%	8.0%
ROTH CONTRIBUTIONS		
Average Deferral Rate (Participants with Deferral >0%) (Medians of Reported Averages)		
All Participants	4.7%	5.0%
By Gender		
Female	4.1%	4.8%
Male	4.3%	5.3%
By Age Group		
Under 25 years old	3.8%	4.9%
25-34 years old	3.9%	4.9%
35-44 years old	3.9%	4.5%
45-54 years old	4.2%	5.1%
55-64 years old	4.1%	7.0%
65 and older	3.1%	0.0%
Median Deferral Rate (Participants with Deferral >0%) (Medians of Reported Medians)		
All Participants	3.0%	4.0%
By Gender		
Female	2.5%	3.0%
Male	3.0%	4.0%
By Age Group		
Under 25 years old	3.0%	5.0%
25-34 years old	3.0%	4.0%
35-44 years old	2.5%	3.0%
45-54 years old	3.0%	3.5%
55-64 years old	2.9%	5.0%
65 and older	4.0%	0.0%
What is the default investment option for employees?		
Balanced fund (asset allocation fund)	9.4%	0.0%
Managed account	0.0%	0.0%
Target risk (custom)	3.8%	7.4%

	HAS COMPETING DC PLANS	SOLE DC PLAN
Target risk (pre-packaged)	3.8%	0.0%
Stable value	3.8%	3.7%
Target date (custom)	32.1%	18.5%
Target date (pre-packaged)	39.6%	66.7%
Other	7.6%	3.7%
How many investment options were available to participants in your plan as of Dec 31, 2018?	22	26
Type of investments available within brokerage window (Multiple responses allowed)		
Mutual Funds	71.6%	77.4%
ETFs	38.8%	45.2%
Stock and Bonds	53.7%	45.2%
What is your plan's approach to white label options?		
Do not currently use and have no plans to do so	57.4%	34.5%
Do not currently use but will consider doing so in next several years	3.3%	34.5%
Currently use white label funds	39.3%	31.0%
Does your plan offer a managed accounts service?		
Yes	60.0%	61.3%
No	40.0%	38.7%
If plan offers a managed accounts service:		
How many of your plan participant accounts were using managed accounts as of Dec. 31, 2018?	757	234
What was the total amount of assets in your plan's managed accounts as of Dec. 31, 2018?	\$30,075,000.00	\$9,118,015.00
Managed Account \$ per Account	\$20,706.50	\$44,102.55
Annual Recordkeeping/Administrative Expenses Incurred for 2018 (\$)		
Recordkeeping Expenses	\$2,465,082.90	\$1,198,981.95
Administrative Expenses	\$1,347,138.87	\$500,409.79
Total	\$3,812,221.77	\$1,699,391.74
Annual Recordkeeping/Admin Expenses Incurred for 2018 (As % Total)		
Recordkeeping Expenses	70.4%	66.0%
Administrative Expenses	29.6%	34.0%
Total	100.0%	100.0%
Annual Recordkeeping/Admin Expenses Incurred for 2018 per Participant		
Recordkeeping expenses incurred/Participant	\$59.19	\$53.43
Administrative expenses incurred/Participant	\$43.09	\$32.82
Total recordkeeping/admin expenses incurred/Participant	\$102.28	\$86.26
Annual Recordkeeping/Admin Expenses Incurred for 2018 as % of Total Account Balance		
Recordkeeping expenses incurred % total account balance	0.11%	0.08%
Administrative Expenses incurred % total account balance	0.06%	0.04%
Total recordkeeping/admin expenses incurred % total acct balance	0.18%	0.13%

	HAS COMPETING DC PLANS	SOLE DC PLAN
Annual Administrative Fees (including record-keeping fees)		
Collected for Your Plan in 2018		
Annual direct dollar-based fees	\$1,262,564.02	\$363,138.69
Annual asset-based fees	\$1,440,674.56	\$828,443.62
Revenue sharing fees	\$241,692.63	\$106,257.69
Other fees	-\$840.31	-\$10,082.58
Total	\$2,944,090.90	\$1,287,757.42
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 (As % Total)		
Annual direct dollar-based fees	43.7%	28.4%
Annual asset-based fees	45.0%	55.7%
Revenue sharing fees	12.2%	16.9%
Other fees	-0.9%	-1.0%
Total	100.0%	100.0%
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 per Participant		
Annual direct dollar-based fees (if applicable)/Participant	\$18.52	\$16.64
Annual asset-based fees/Participant	\$50.18	\$65.04
Revenue sharing fees/Participant	\$12.34	\$21.34
Other fees/Participant	-\$0.19	-\$0.46
Total fees/Participant	\$80.84	\$102.57
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 as Percent of Total Account Balance		
Annual direct dollar-based fees % total account balance	0.10%	0.02%
Annual asset-based fees % total account balance	0.10%	0.11%
Revenue sharing fees % total account balance	0.03%	0.03%
Other fees % total account balance	0.00%	0.00%
Total fees % total account balance	0.22%	0.16%
How are recordkeeping costs structured in the recordkeeping service agreement?		
(Multiple responses allowed)		
Per participant (no cap)	25.4%	22.6%
Asset-based (no cap)	23.9%	41.9%
Per participant with a cap	14.9%	9.7%
Asset-based with a cap	9.0%	22.6%
Other	19.4%	6.5%

BY NUMBER OF PLAN PARTICIPANTS



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
PLAN DEMOGRAPHICS				
Is your plan a single or multi-employer plan?				
Single employer	77.8%	66.7%	47.8%	20.8%
Multi-employer	22.2%	33.3%	52.2%	79.2%
What is your plan type?				
457(b)	55.6%	70.8%	56.5%	66.7%
403(b)	14.8%	4.2%	8.7%	0.0%
401(k)	0.0%	8.3%	13.0%	16.7%
401(a) Defined Contribution	29.6%	16.7%	21.7%	16.7%
How is record-keeping handled by your plan?				
Internally	0.0%	0.0%	0.0%	4.2%
Externally by a Third Party Administrator	100.0%	100.0%	100.0%	95.8%
What is your defined contribution plan designation?				
Primary	18.5%	12.5%	9.1%	20.8%
Supplemental	81.5%	87.5%	90.9%	79.2%
Which of the following best describes this plan?				
Mandatory with NO voluntary contributions	18.5%	8.3%	13.0%	8.3%
Mandatory with voluntary contributions allowed	3.7%	4.2%	4.4%	12.5%
Voluntary	77.8%	87.5%	82.6%	79.2%
Are other defined contribution plans available, in addition to this one?				
Yes	66.7%	58.3%	65.2%	83.3%
No	33.3%	41.7%	34.8%	16.7%
Which entities are covered by your plan? (Multiple responses allowed)				
State	7.4%	25.0%	47.8%	91.7%
County	40.7%	50.0%	43.5%	58.3%
City	29.6%	54.2%	65.2%	58.3%
Special Districts	18.5%	37.5%	26.1%	50.0%
Hospital	0.0%	8.3%	17.4%	54.2%
College/University	7.4%	16.7%	43.5%	70.8%
School (K-12)	11.1%	16.7%	39.1%	66.7%
Other	22.2%	8.3%	4.4%	20.8%
Does this plan use automatic enrollment?				
Yes	18.5%	13.0%	26.1%	33.3%
No	81.5%	87.0%	73.9%	66.7%
Does this plan use automatic escalation from which a participant must opt-out?				
Yes	0.0%	4.2%	13.0%	25.0%
No	100.0%	95.8%	87.0%	75.0%
Are all or some of your plan participants eligible to participate in a defined benefit plan?				
Yes	85.2%	91.7%	95.7%	100.0%
No	14.8%	8.3%	4.4%	0.0%



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

UNDER 5,000 PARTICIPANTS 5,000 TO 15,000 PARTICIPANTS 15,001 TO 50,000 PARTICIPANTS OVER 50,000 PARTICIPANTS

PLAN PARTICIPANT ACCOUNT INFORMATION

Contributing Current Employees with a Balance
 (As of December 31, 2018)

FEMALE - # Participants

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
Under 25 years old	1	38	67	744
25-34 years old	49	301	1,083	4,914
35-44 years old	90	454	1,911	8,211
45-54 years old	63	581	2,189	10,409
55-64 years old	46	431	1,709	7,053
65 and older	8	80	252	1,209

FEMALE - Total Account Balance \$

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
Under 25 years old	\$679.50	\$57,392.50	\$125,437.00	\$726,571.50
25-34 years old	\$411,842.50	\$2,365,691.50	\$5,577,983.50	\$26,474,184.50
35-44 years old	\$1,558,662.00	\$10,083,133.00	\$36,523,597.00	\$94,443,676.00
45-54 years old	\$3,079,228.00	\$23,490,785.50	\$78,313,821.50	\$254,439,324.50
55-64 years old	\$2,843,352.50	\$35,960,118.00	\$93,949,715.00	\$379,212,610.50
65 and older	\$391,993.00	\$7,202,270.00	\$20,955,317.00	\$79,940,684.00

FEMALE - Total Account Balance \$/Participant

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
Under 25 years old	\$1,470.69	\$1,477.03	\$1,792.14	\$1,468.40
25-34 years old	\$9,405.31	\$6,156.47	\$9,256.34	\$6,094.83
35-44 years old	\$21,132.00	\$21,882.85	\$26,465.25	\$17,246.46
45-54 years old	\$42,442.07	\$50,238.99	\$38,786.35	\$33,845.03
55-64 years old	\$66,153.78	\$70,062.15	\$59,072.98	\$48,354.62
65 and older	\$66,479.27	\$96,656.66	\$84,042.91	\$64,732.22

MALE - # Participants

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
Under 25 years old	6	74	110	649
25-34 years old	35	576	1,187	6,014
35-44 years old	103	717	1,699	6,263
45-54 years old	129	807	2,125	7,222
55-64 years old	113	554	1,382	5,239
65 and older	14	95	285	1,150

MALE - Total Account Balance \$

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
Under 25 years old	\$8,247.50	\$152,939.00	\$206,668.50	\$1,098,838.00
25-34 years old	\$410,797.50	\$5,277,221.00	\$10,922,576.50	\$34,910,740.50
35-44 years old	\$2,769,471.50	\$20,588,339.00	\$45,420,579.00	\$125,851,629.00
45-54 years old	\$4,425,907.50	\$50,181,579.00	\$97,056,488.50	\$328,090,745.00
55-64 years old	\$7,069,286.50	\$51,950,491.50	\$91,328,238.50	\$393,827,276.50
65 and older	\$1,476,670.00	\$10,170,071.50	\$35,209,166.00	\$123,395,323.00

MALE - Total Account Balance \$/Participant

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
Under 25 years old	\$2,457.53	\$2,441.74	\$2,561.16	\$2,118.01
25-34 years old	\$8,346.95	\$9,218.85	\$9,903.42	\$7,753.86
35-44 years old	\$21,899.19	\$31,912.47	\$27,384.73	\$24,464.41
45-54 years old	\$61,769.57	\$72,456.80	\$51,949.33	\$51,401.33
55-64 years old	\$85,488.30	\$96,092.13	\$79,085.77	\$65,480.06
65 and older	\$91,377.26	\$115,362.03	\$125,376.58	\$109,924.49

GENDER INFO NOT GIVEN - # Participants

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
Under 25 years old	5	1	2	2
25-34 years old	52	32	3	27



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
35-44 years old	119	38	7	33
45-54 years old	174	104	5	48
55-64 years old	134	75	3	34
65 and older	29	9	3	17

GENDER INFO NOT GIVEN - Total Account Balance \$

Under 25 years old	\$4,125.00	\$237.00	\$6,570.00	\$2,693.00
25-34 years old	\$275,599.50	\$272,108.00	\$21,229.00	\$92,323.00
35-44 years old	\$1,438,536.50	\$668,678.00	\$5,758.00	\$257,054.00
45-54 years old	\$5,199,804.00	\$1,407,754.00	\$69,558.00	\$2,023,740.00
55-64 years old	\$4,159,627.00	\$793,485.00	\$311,339.00	\$934,735.00
65 and older	\$1,539,671.50	\$101,972.00	\$266,212.00	\$617,234.00

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic

Under 25 years old	\$1,923.62	\$2,526.32	\$2,628.96	\$2,514.45
25-34 years old	\$7,898.61	\$8,726.00	\$6,397.27	\$5,869.17
35-44 years old	\$24,453.30	\$13,571.83	\$3,075.71	\$7,789.52
45-54 years old	\$46,779.29	\$28,566.89	\$16,962.00	\$37,770.98
55-64 years old	\$69,926.36	\$29,045.17	\$82,043.61	\$36,371.03
65 and older	\$95,325.91	\$37,962.19	\$126,185.83	\$79,631.00

Non-contributing Current Employees with a Balance

(As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	0	1	4	22
25-34 years old	4	17	67	504
35-44 years old	9	48	199	659
45-54 years old	12	80	252	838
55-64 years old	11	64	237	1,115
65 and older	1	20	69	260

FEMALE - Total Account Balance \$

Under 25 years old	\$0.00	\$300.00	\$2,074.50	\$11,155.00
25-34 years old	\$13,938.00	\$69,295.50	\$317,158.50	\$1,192,001.00
35-44 years old	\$37,223.00	\$677,190.00	\$2,670,189.00	\$5,892,788.00
45-54 years old	\$242,634.00	\$2,083,149.00	\$6,468,098.00	\$21,542,830.00
55-64 years old	\$501,466.00	\$3,232,622.00	\$11,679,059.00	\$38,755,534.00
65 and older	\$9,822.50	\$905,429.00	\$5,620,238.50	\$15,310,032.00

FEMALE - Total Account Balance \$/Participant

Under 25 years old	ISD	\$674.75	\$691.46	\$516.42
25-34 years old	\$4,079.94	\$3,893.80	\$4,111.64	\$4,021.92
35-44 years old	\$13,048.35	\$13,807.35	\$12,872.04	\$8,677.50
45-54 years old	\$25,250.75	\$25,609.00	\$19,407.10	\$18,920.13
55-64 years old	\$35,530.14	\$49,540.66	\$32,291.29	\$27,749.02
65 and older	\$23,996.25	\$49,487.02	\$51,143.61	\$45,462.27

MALE - # Participants

Under 25 years old	0	2	6	35
25-34 years old	7	29	77	345
35-44 years old	14	73	146	525
45-54 years old	17	116	261	820
55-64 years old	21	105	237	823
65 and older	7	24	85	246



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
MALE - Total Account Balance \$				
Under 25 years old	\$0.00	\$1,718.00	\$3,386.00	\$35,431.00
25-34 years old	\$15,976.00	\$147,407.50	\$459,525.50	\$1,350,086.00
35-44 years old	\$67,704.00	\$1,232,887.00	\$2,874,711.50	\$7,537,603.00
45-54 years old	\$505,994.00	\$4,425,549.50	\$8,523,965.00	\$32,154,929.00
55-64 years old	\$738,502.00	\$5,385,375.50	\$14,074,512.50	\$41,420,671.00
65 and older	\$329,421.50	\$1,690,203.50	\$7,233,810.50	\$18,388,534.00

MALE - Total Account Balance \$/Participant				
Under 25 years old	ISD	\$795.00	\$832.18	\$1,100.93
25-34 years old	\$2,468.35	\$5,491.80	\$5,582.85	\$3,930.08
35-44 years old	\$7,485.88	\$16,329.46	\$17,788.62	\$12,000.33
45-54 years old	\$32,621.13	\$42,612.38	\$31,781.03	\$28,696.73
55-64 years old	\$51,276.26	\$66,605.20	\$58,182.36	\$44,048.35
65 and older	\$74,987.63	\$73,706.70	\$83,482.55	\$86,331.15

GENDER INFO NOT GIVEN - # Participants				
Under 25 years old	0	1	1	6
25-34 years old	12	1	8	43
35-44 years old	36	1	42	64
45-54 years old	47	1	95	67
55-64 years old	45	3	31	66
65 and older	16	2	26	44

GENDER INFO NOT GIVEN - Total Account Balance \$				
Under 25 years old	\$0.00	\$80.50	\$64.00	\$6,569.00
25-34 years old	\$27,590.00	\$251.00	\$23,722.50	\$125,846.00
35-44 years old	\$131,569.00	\$3,763.00	\$295,525.50	\$169,418.50
45-54 years old	\$591,089.00	\$26,250.00	\$1,043,240.00	\$550,714.50
55-64 years old	\$805,599.50	\$44,807.00	\$1,545,462.00	\$1,519,453.00
65 and older	\$398,822.00	\$49,793.00	\$1,124,524.00	\$1,932,085.50

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic				
Under 25 years old	ISD	\$3,914.27	\$2,139.03	\$1,261.21
25-34 years old	\$4,681.67	\$1,533.00	\$2,520.42	\$3,421.84
35-44 years old	\$6,713.36	\$4,690.58	\$6,635.06	\$5,706.91
45-54 years old	\$30,688.25	\$10,430.75	\$11,111.86	\$11,693.32
55-64 years old	\$44,548.80	\$20,231.00	\$31,784.94	\$19,813.75
65 and older	\$68,082.17	\$28,563.02	\$43,394.85	\$36,805.97

Terminated/Vested Participants with a Balance
(As of December 31, 2018)

FEMALE - # Participants				
Under 25 years old	1	5	9	195
25-34 years old	10	64	149	1,541
35-44 years old	23	84	308	1,424
45-54 years old	21	120	360	1,555
55-64 years old	28	255	756	2,702
65 and older	28	255	760	3,583

FEMALE - Total Account Balance \$				
Under 25 years old	\$1,168.00	\$10,111.00	\$12,638.00	\$121,762.50
25-34 years old	\$30,413.00	\$300,316.00	\$1,093,449.00	\$3,909,204.50
35-44 years old	\$132,776.50	\$1,148,071.00	\$5,852,679.00	\$11,882,245.00



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
45-54 years old	\$530,864.00	\$4,176,012.00	\$12,476,420.00	\$36,901,501.50
55-64 years old	\$1,818,017.50	\$17,041,410.00	\$51,529,291.00	\$184,713,488.50
65 and older	\$2,051,975.00	\$26,740,079.00	\$56,177,000.00	\$245,182,977.00

FEMALE - Total Account Balance \$/Participant

Under 25 years old	\$1,340.33	\$1,294.39	\$971.00	\$759.82
25-34 years old	\$4,818.05	\$4,707.63	\$5,899.18	\$4,066.67
35-44 years old	\$17,352.27	\$15,353.08	\$16,138.88	\$10,870.74
45-54 years old	\$34,381.58	\$44,866.79	\$29,219.35	\$23,739.44
55-64 years old	\$69,133.58	\$82,044.98	\$57,413.00	\$55,184.24
65 and older	\$52,593.50	\$83,394.52	\$76,830.55	\$72,685.36

MALE - # Participants

Under 25 years old	1	6	11	236
25-34 years old	6	81	211	1,177
35-44 years old	13	110	275	809
45-54 years old	25	150	495	1,392
55-64 years old	44	355	966	2,469
65 and older	54	473	883	2,993

MALE - Total Account Balance \$

Under 25 years old	\$939.50	\$12,844.00	\$17,426.00	\$202,188.50
25-34 years old	\$46,828.50	\$418,268.00	\$1,024,330.00	\$3,598,717.00
35-44 years old	\$167,455.00	\$1,633,214.00	\$4,216,101.00	\$11,076,474.00
45-54 years old	\$778,231.50	\$8,196,840.00	\$17,764,106.00	\$46,401,431.50
55-64 years old	\$3,489,004.00	\$43,042,401.00	\$59,706,110.00	\$200,327,112.50
65 and older	\$3,457,842.00	\$44,139,909.00	\$92,762,305.00	\$335,428,082.50

MALE - Total Account Balance \$/Participant

Under 25 years old	\$2,089.05	\$989.77	\$1,090.20	\$766.19
25-34 years old	\$4,277.50	\$5,699.41	\$5,598.78	\$3,155.88
35-44 years old	\$11,354.00	\$17,332.06	\$18,867.27	\$11,659.23
45-54 years old	\$28,312.96	\$52,662.86	\$36,409.39	\$38,250.94
55-64 years old	\$59,022.00	\$102,726.49	\$70,262.06	\$75,798.11
65 and older	\$98,754.75	\$116,549.52	\$103,736.96	\$102,921.19

GENDER INFO NOT GIVEN - # Participants

Under 25 years old	1	1	1	8
25-34 years old	5	2	15	115
35-44 years old	10	4	29	395
45-54 years old	25	10	73	543
55-64 years old	40	14	133	1,175
65 and older	55	32	194	3,251

GENDER INFO NOT GIVEN - Total Account Balance \$

Under 25 years old	\$556.50	\$1,132.00	\$0.00	\$18,435.00
25-34 years old	\$5,570.50	\$16,877.00	\$33,651.50	\$434,684.00
35-44 years old	\$94,540.00	\$63,176.00	\$328,482.00	\$6,474,404.00
45-54 years old	\$539,138.00	\$210,230.00	\$1,910,333.50	\$25,197,002.00
55-64 years old	\$1,250,379.00	\$1,235,826.00	\$7,860,072.50	\$109,507,338.00
65 and older	\$1,937,784.00	\$1,971,058.00	\$13,689,684.00	\$150,925,316.00

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic

Under 25 years old	\$2,045.25	\$3,151.00	\$3,712.99	\$1,660.38
25-34 years old	\$1,900.64	\$4,173.54	\$5,427.78	\$3,956.92
35-44 years old	\$8,971.50	\$9,782.75	\$13,311.52	\$10,824.13



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
45-54 years old	\$48,197.31	\$20,768.38	\$22,736.99	\$34,155.40
55-64 years old	\$69,402.06	\$52,645.10	\$58,258.60	\$49,321.35
65 and older	\$52,036.15	\$70,500.71	\$58,255.99	\$76,560.07

Beneficiary/Alternate Payee Participants with a Balance

(As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	0	0	0	1
25-34 years old	0	1	1	4
35-44 years old	0	2	2	18
45-54 years old	1	5	12	39
55-64 years old	2	7	17	67
65 and older	2	9	33	124

FEMALE - Total Account Balance \$

Under 25 years old	\$0.00	\$0.00	\$0.00	\$0.50
25-34 years old	\$0.00	\$5,611.50	\$5,206.00	\$74,838.00
35-44 years old	\$9,825.50	\$30,435.00	\$23,025.00	\$599,468.50
45-54 years old	\$40,250.50	\$183,286.50	\$538,255.00	\$1,978,286.00
55-64 years old	\$47,752.00	\$418,811.50	\$966,003.00	\$4,331,541.00
65 and older	\$135,760.00	\$586,326.00	\$1,486,089.00	\$9,746,905.00

FEMALE - Total Account Balance \$/Participant

Under 25 years old	ISD	ISD	\$10,887.20	\$11,751.79
25-34 years old	ISD	\$14,059.00	\$8,212.40	\$23,653.33
35-44 years old	ISD	\$17,045.13	\$24,280.67	\$23,815.60
45-54 years old	\$48,759.75	\$37,661.64	\$62,774.94	\$42,466.89
55-64 years old	\$66,942.45	\$83,072.97	\$63,866.47	\$60,785.60
65 and older	\$48,748.50	\$70,027.13	\$52,272.52	\$87,753.41

MALE - # Participants

Under 25 years old	0	0	0	1
25-34 years old	0	0	0	3
35-44 years old	0	0	2	9
45-54 years old	1	1	4	19
55-64 years old	1	3	9	30
65 and older	1	2	19	59

MALE - Total Account Balance \$

Under 25 years old	\$0.00	\$0.00	\$0.00	\$302.00
25-34 years old	\$0.00	\$0.00	\$0.00	\$60,067.50
35-44 years old	\$0.00	\$0.00	\$17,768.00	\$404,519.50
45-54 years old	\$6,231.00	\$11,842.00	\$195,010.00	\$713,408.00
55-64 years old	\$5,146.50	\$171,706.00	\$474,457.00	\$1,603,934.00
65 and older	\$32,503.00	\$194,356.00	\$961,672.00	\$4,445,888.50

MALE - Total Account Balance \$/Participant

Under 25 years old	ISD	ISD	\$21,233.00	\$28,608.39
25-34 years old	ISD	ISD	\$20,525.00	\$21,919.93
35-44 years old	ISD	\$38,214.63	\$27,590.72	\$45,556.00
45-54 years old	ISD	\$42,676.93	\$42,224.89	\$38,238.74
55-64 years old	\$15,304.00	\$113,092.69	\$53,440.55	\$62,165.77
65 and older	ISD	\$66,961.32	\$66,052.00	\$80,477.00



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
GENDER INFO NOT GIVEN - # Participants				
Under 25 years old	0	0	0	2
25-34 years old	0	0	0	1
35-44 years old	1	1	2	10
45-54 years old	2	1	2	22
55-64 years old	6	3	4	39
65 and older	2	4	7	75
GENDER INFO NOT GIVEN - Total Account Balance \$				
Under 25 years old	\$0.00	\$0.00	\$0.00	\$40,440.50
25-34 years old	\$0.00	\$0.00	\$0.00	\$15,601.00
35-44 years old	\$11,895.00	\$158.00	\$3,385.00	\$331,052.00
45-54 years old	\$46,621.00	\$34,405.50	\$45,869.00	\$921,427.50
55-64 years old	\$975,587.00	\$108,899.00	\$99,844.00	\$2,021,458.50
65 and older	\$93,603.00	\$131,969.00	\$759,926.50	\$3,735,870.50
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic				
Under 25 years old	ISD	ISD	ISD	\$27,578.53
25-34 years old	ISD	ISD	\$10,259.50	\$24,720.49
35-44 years old	ISD	\$53,490.00	\$23,903.50	\$31,941.78
45-54 years old	ISD	\$39,067.75	\$46,339.35	\$36,004.75
55-64 years old	\$103,793.64	\$44,690.56	\$38,196.86	\$53,340.66
65 and older	ISD	\$52,117.80	\$65,465.37	\$82,752.68
TOTAL ACCOUNT BALANCE \$/PARTICIPANT				
(As of December 31, 2018)	\$44,419.00	\$52,764.01	\$48,174.26	\$36,165.25
Average participant age for all account holders as 12-31-18				
	48	50	49	48
No. current emps eligible to participate in plan as of 12-31-18				
	2,247	8,755	36,655	ISD
Plan Participation Rate (%)				
(Contributing Current Emps/Emps Eligible to Participate)	70.5%	64.7%	63.6%	ISD
No. state employees (not including university employees) that currently contribute to your plan				
	ISD	ISD	ISD	34,515
No. state employees (not including university employees) currently eligible to participate in your plan				
	ISD	ISD	ISD	56,369
State Employee Participation Rate (%)				
(Contributing State Emps/State Emps Eligible to Participate)	ISD	ISD	ISD	52.0%
Total Plan Balances by Contribution Type (\$)				
Employee Pre-Tax	\$69,007,199.44	\$410,543,701.79	\$1,229,075,571.70	\$4,306,971,910.38
Employee Roth	\$1,237,773.76	\$7,336,835.63	\$24,451,028.26	\$98,506,103.58
Employee After-Tax (non-Roth)	\$3,371,195.92	\$187,982.21	\$582,015.52	\$45,207,078.75
Employer Pre-Tax	\$13,334,126.96	\$51,612,542.75	\$182,382,295.61	\$589,370,538.42
Rollover (Roth)	\$7,196.80	\$151,895.42	\$803,286.83	\$28,222,123.42
Rollover (non-Roth)	\$9,939,198.88	\$21,881,267.75	\$100,743,014.91	\$179,522,299.17
Other	\$235,259.00	\$43,618,057.88	\$13,074,209.22	\$7,602,924.17
Total	\$97,131,950.72	\$535,332,283.42	\$1,551,111,422.04	\$5,255,402,977.88
Total Plan Balances by Contribution Type (% Total Balance)				
Employee Pre-Tax	77.7%	76.3%	72.1%	79.7%
Employee Roth	1.2%	1.7%	1.3%	1.6%
Employee After-Tax (non-Roth)	0.9%	0.1%	0.0%	0.9%



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
Employer Pre-Tax	12.0%	11.7%	18.9%	11.8%
Rollover (Roth)	0.0%	0.0%	0.1%	0.8%
Rollover (non-Roth)	8.2%	4.4%	6.4%	5.1%
Other	0.1%	5.8%	1.2%	0.2%
Total	100.0%	100.0%	100.0%	100.0%

Average Account Balances (\$) (As of December 31, 2018)
(Medians of Reported Averages)

All Accounts	\$44,419.00	\$52,764.50	\$48,174.00	\$36,165.50
Contributing vs. Non-Contributing Accounts				
Contributing current employees with a balance	\$46,441.00	\$46,812.00	\$39,785.00	\$35,967.50
Non-contributing current employees with a balance	\$33,220.00	\$38,187.50	\$32,614.00	\$24,866.00
By Gender				
Female	\$45,212.00	\$42,460.00	\$35,967.50	\$27,231.50
Male	\$46,858.00	\$58,356.00	\$50,556.50	\$40,668.50
By Age Group				
Under 25 years old	\$2,570.00	\$2,759.50	\$2,510.00	\$1,860.00
25-34 years old	\$8,180.00	\$7,624.50	\$8,338.00	\$6,360.50
35-44 years old	\$24,836.00	\$26,752.50	\$22,864.00	\$17,560.00
45-54 years old	\$57,131.50	\$51,617.00	\$41,996.00	\$35,896.00
55-64 years old	\$78,794.00	\$84,026.50	\$68,403.00	\$52,346.50
65 and older	\$96,477.00	\$99,679.00	\$82,948.00	\$80,124.50

Median Account Balances (\$) (As of December 31, 2018)
(Medians of Reported Medians)

All Accounts	\$19,549.50	\$19,983.50	\$18,811.00	\$8,497.00
Contributing vs. Non-Contributing Accounts				
Contributing current employees with a balance	\$19,789.00	\$16,054.00	\$19,661.50	\$10,769.00
Non-contributing current employees with a balance	\$10,294.00	\$10,668.00	\$8,707.00	\$3,183.00
By Gender				
Female	\$16,825.00	\$15,124.00	\$18,734.00	\$6,233.00
Male	\$16,821.00	\$23,681.00	\$19,757.00	\$8,041.00
By Age Group				
Under 25 years old	\$1,375.00	\$1,047.50	\$1,123.00	\$540.00
25-34 years old	\$4,652.00	\$3,671.50	\$3,953.50	\$2,440.00
35-44 years old	\$12,516.50	\$11,213.00	\$10,660.50	\$4,935.00
45-54 years old	\$26,614.50	\$28,326.00	\$20,561.50	\$10,717.00
55-64 years old	\$41,052.00	\$43,950.00	\$33,565.50	\$17,783.00
65 and older	\$49,935.00	\$49,376.50	\$42,876.00	\$28,015.50

PLAN CONTRIBUTIONS

Number of participants who have chosen "Percentage Rate"

Employee Pre-Tax	100	967	1,959	16,478
Employee Roth	44	62	0	217
Employee After-Tax (non-Roth)	0	0	0	0



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
Number of participants who have chosen "\$ Per Paycheck"				
Employee Pre-Tax	233	3,811	10,277	36,146
Employee Roth	30	633	1,286	3,000
Employee After-Tax (non-Roth)	0	0	0	0
Dollar Per Paycheck Deferrals				
Annual Plan Contribution Amounts Per Participant (for Year Ending December 31, 2018)				
Average (Medians of Reported Averages)				
Total Annual Plan Contribution Amounts	\$4,764.00	\$3,115.00	\$4,479.00	\$3,015.00
By Gender				
Female	\$3,226.00	\$2,229.00	\$3,177.00	\$2,791.00
Male	\$3,209.50	\$2,903.00	\$4,608.00	\$3,527.00
By Age Group				
Under 25 years old	\$924.00	\$760.00	\$826.00	\$747.50
25-34 years old	\$2,781.50	\$1,470.00	\$1,851.00	\$1,417.50
35-44 years old	\$4,084.00	\$2,200.00	\$3,015.00	\$2,326.50
45-54 years old	\$5,196.00	\$3,263.00	\$4,159.00	\$2,912.50
55-64 years old	\$5,025.00	\$4,471.00	\$5,303.00	\$4,176.50
65 and older	\$8,028.50	\$6,747.00	\$8,403.00	\$5,945.50
Median (Medians of Reported Medians)				
Total Annual Plan Contribution Amounts	\$2,050.00	\$1,300.00	\$1,550.00	\$1,200.00
By Gender				
Female	\$1,490.00	\$850.00	\$1,250.00	\$1,075.00
Male	\$1,725.00	\$1,300.00	\$1,980.00	\$1,250.00
By Age Group				
Under 25 years old	\$551.50	\$390.00	\$474.00	\$497.00
25-34 years old	\$1,275.00	\$650.00	\$990.00	\$645.00
35-44 years old	\$1,950.00	\$1,135.50	\$1,300.00	\$1,000.00
45-54 years old	\$2,050.00	\$1,300.00	\$1,725.00	\$1,200.00
55-64 years old	\$2,587.50	\$1,680.00	\$2,400.00	\$1,470.00
65 and older	\$5,100.00	\$2,600.00	\$4,600.00	\$1,780.00
Percentage Rate Deferrals				
Annual Plan Contribution Rates as of Dec 31, 2018				
PRE-TAX CONTRIBUTIONS				
Average Deferral Rate (Participants with Deferral >0%) (Medians of Reported Averages)				
All Participants	7.2%	7.1%	8.1%	5.6%
By Gender				
Female	7.4%	6.7%	8.3%	5.5%
Male	6.8%	7.2%	8.6%	5.6%



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
By Age Group				
Under 25 years old	5.0%	4.6%	5.5%	3.9%
25-34 years old	6.1%	5.0%	6.5%	4.6%
35-44 years old	6.5%	6.3%	6.6%	5.5%
45-54 years old	8.7%	8.0%	8.0%	6.2%
55-64 years old	12.3%	9.4%	10.3%	8.1%
65 and older	7.5%	12.2%	13.1%	10.3%
Median Deferral Rate (Participants with Deferral >0%) (Medians of Reported Medians)				
All Participants	5.0%	5.0%	6.0%	4.0%
By Gender				
Female	5.0%	4.3%	5.5%	4.0%
Male	6.0%	5.0%	6.5%	4.5%
By Age Group				
Under 25 years old	3.8%	3.0%	4.5%	3.5%
25-34 years old	5.0%	4.0%	5.0%	4.0%
35-44 years old	5.0%	5.0%	5.0%	3.5%
45-54 years old	7.5%	5.0%	6.0%	4.5%
55-64 years old	6.0%	5.2%	8.0%	5.5%
65 and older	5.0%	8.0%	10.0%	5.0%
ROTH CONTRIBUTIONS				
Average Deferral Rate (Participants with Deferral >0%) (Medians of Reported Averages)				
All Participants	4.7%	5.5%	0.0%	4.8%
By Gender				
Female	4.8%	4.6%	0.0%	4.4%
Male	4.2%	5.3%	0.0%	4.9%
By Age Group				
Under 25 years old	2.1%	4.7%	0.0%	5.0%
25-34 years old	4.7%	4.7%	0.0%	4.4%
35-44 years old	3.9%	4.8%	0.0%	4.5%
45-54 years old	0.0%	5.2%	0.0%	4.5%
55-64 years old	3.8%	6.4%	0.0%	5.6%
65 and older	0.0%	2.8%	0.0%	8.0%
Median Deferral Rate (Participants with Deferral >0%) (Medians of Reported Medians)				
All Participants	4.0%	4.0%	0.0%	3.0%
By Gender				
Female	4.5%	3.0%	0.0%	3.0%
Male	4.0%	4.0%	0.0%	4.0%
By Age Group				
Under 25 years old	3.0%	3.0%	0.0%	3.0%
25-34 years old	4.5%	3.5%	0.0%	3.0%



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
35-44 years old	3.3%	3.0%	0.0%	3.0%
45-54 years old	1.8%	3.0%	0.0%	3.0%
55-64 years old	3.5%	3.5%	0.0%	4.0%
65 and older	ISD	2.5%	0.0%	4.0%
What is the default investment option for employees?				
Balanced fund (asset allocation fund)	5.0%	15.0%	0.0%	4.4%
Managed account	0.0%	0.0%	0.0%	0.0%
Target risk (custom)	0.0%	0.0%	11.8%	8.7%
Target risk (pre-packaged)	5.0%	0.0%	5.9%	0.0%
Stable value	5.0%	0.0%	5.9%	4.4%
Target date (custom)	30.0%	20.0%	23.5%	34.8%
Target date (pre-packaged)	45.0%	65.0%	47.1%	39.1%
Other	10.0%	0.0%	5.9%	8.7%
How many investment options were available to participants in your plan as of Dec 31, 2018?				
	26	29	23	16
Type of investments available within brokerage window (Multiple responses allowed)				
Mutual Funds	70.4%	83.3%	69.6%	70.8%
ETFs	29.6%	33.3%	47.8%	54.2%
Stock and Bonds	44.4%	54.2%	52.2%	54.2%
What is your plan's approach to white label options?				
Do not currently use and have no plans to do so	82.6%	52.2%	35.0%	29.2%
Don't currently use but will consider doing so in next several years	13.0%	13.0%	25.0%	4.2%
Currently use white label funds	4.4%	34.8%	40.0%	66.7%
Does your plan offer a managed accounts service?				
Yes	80.8%	58.3%	54.6%	45.8%
No	19.2%	41.7%	45.5%	54.2%
If plan offers a managed accounts service:				
How many of your plan participant accounts were using managed accounts as of Dec. 31, 2018?	62	365	924	11,214
What was the total amount of assets in your plan's managed accounts as of Dec. 31, 2018?	\$2,127,751.50	\$14,425,624.00	\$41,387,500.00	\$225,027,096.00
Managed Account \$ per Account	\$21,375.20	\$21,107.35	\$28,657.56	\$26,765.76
Annual Recordkeeping/Administrative Expenses Incurred for 2018 (\$)				
Recordkeeping Expenses	\$210,566.91	\$458,305.09	\$1,230,483.20	\$4,533,571.76
Administrative Expenses	\$182,080.09	\$300,239.27	\$825,030.90	\$2,139,184.12
Total	\$392,647.00	\$758,544.36	\$2,055,514.10	\$6,672,755.88
Annual Recordkeeping/Admin Expenses Incurred for 2018 (As % Total)				
Recordkeeping Expenses	71.9%	62.7%	64.8%	72.9%
Administrative Expenses	28.1%	37.3%	35.2%	27.1%
Total	100.0%	100.0%	100.0%	100.0%
Annual Recordkeeping/Admin Expenses Incurred for 2018 per Participant				
Recordkeeping expenses incurred/Participant	\$105.73	\$46.10	\$47.64	\$37.91
Administrative expenses incurred/Participant	\$92.46	\$30.75	\$29.54	\$15.63
Total recordkeeping/admin expenses incurred/Participant	\$198.19	\$76.85	\$77.18	\$53.54



DETAILED SURVEY RESULTS
BY NUMBER OF PLAN PARTICIPANTS

	UNDER 5,000 PARTICIPANTS	5,000 TO 15,000 PARTICIPANTS	15,001 TO 50,000 PARTICIPANTS	OVER 50,000 PARTICIPANTS
Annual Recordkeeping/Admin Expenses Incurred for 2018 as % of Total Account Balance				
Recordkeeping expenses incurred % total account balance	0.15%	0.09%	0.08%	0.09%
Administrative Expenses incurred % total account balance	0.10%	0.06%	0.04%	0.03%
Total recordkeeping/admin expenses incurred % total acct balance	0.25%	0.15%	0.12%	0.13%
Annual Administrative Fees (including record-keeping fees) Collected for Your Plan in 2018				
Annual direct dollar-based fees	\$23,647.06	\$158,659.62	\$486,562.82	\$2,866,630.36
Annual asset-based fees	\$144,628.11	\$601,956.05	\$948,519.53	\$2,958,427.09
Revenue sharing fees	\$104,590.67	\$198,073.43	\$171,422.53	\$289,743.64
Other fees	\$0.00	-\$15,972.86	\$15,539.94	-\$10,663.27
Total	\$272,865.83	\$942,716.24	\$1,622,044.82	\$6,104,137.82
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 (As % Total)				
Annual direct dollar-based fees	26.6%	27.9%	37.2%	59.7%
Annual asset-based fees	46.8%	58.2%	52.3%	37.9%
Revenue sharing fees	26.6%	17.8%	10.1%	2.3%
Other fees	0.0%	-4.0%	0.4%	0.1%
Total	100.0%	100.0%	100.0%	100.0%
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 per Participant				
Annual direct dollar-based fees (if applicable)/Participant	\$10.90	\$19.75	\$18.05	\$21.71
Annual asset-based fees/Participant	\$109.10	\$58.09	\$33.08	\$25.20
Revenue sharing fees/Participant	\$35.17	\$18.20	\$8.17	\$1.92
Other fees/Participant	\$0.00	-\$1.54	\$0.56	\$0.04
Total fees/Participant	\$155.18	\$94.51	\$59.87	\$48.87
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 as Percent of Total Account Balance				
Annual direct dollar-based fees % total account balance	0.06%	0.03%	0.08%	0.13%
Annual asset-based fees % total account balance	0.13%	0.14%	0.08%	0.07%
Revenue sharing fees % total account balance	0.05%	0.03%	0.02%	0.01%
Other fees % total account balance	0.00%	0.00%	0.00%	0.00%
Total fees % total account balance	0.24%	0.20%	0.18%	0.20%
How are recordkeeping costs structured in the recordkeeping service agreement?				
(Multiple responses allowed)				
Per participant (no cap)	14.8%	25.0%	21.7%	37.5%
Asset-based (no cap)	29.6%	37.5%	34.8%	16.7%
Per participant with a cap	0.0%	12.5%	21.7%	20.8%
Asset-based with a cap	14.8%	12.5%	13.0%	12.5%
Other	11.1%	12.5%	13.0%	25.0%

**BY TOTAL PLAN ASSETS
(TOTAL ACCOUNT BALANCE)**

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
PLAN DEMOGRAPHICS				
Is your plan a single or multi-employer plan?				
Single employer	76.0%	68.0%	36.0%	34.8%
Multi-employer	24.0%	32.0%	64.0%	65.2%
What is your plan type?				
457(b)	56.0%	60.0%	72.0%	60.9%
403(b)	12.0%	8.0%	4.0%	4.4%
401(k)	0.0%	8.0%	8.0%	21.7%
401(a) Defined Contribution	32.0%	24.0%	16.0%	13.0%
How is record-keeping handled by your plan?				
Internally	0.0%	0.0%	0.0%	4.4%
Externally by a Third Party Administrator	100.0%	100.0%	100.0%	95.7%
What is your defined contribution plan designation?				
Primary	16.0%	20.8%	12.0%	13.0%
Supplemental	84.0%	79.2%	88.0%	87.0%
Which of the following best describes this plan?				
Mandatory with NO voluntary contributions	16.0%	12.0%	16.0%	4.4%
Mandatory with voluntary contributions allowed	0.0%	12.0%	4.0%	8.7%
Voluntary	84.0%	76.0%	80.0%	87.0%
Are other defined contribution plans available, in addition to this one?				
Yes	72.0%	68.0%	60.0%	73.9%
No	28.0%	32.0%	40.0%	26.1%
Which entities are covered by your plan? (Multiple responses allowed)				
State	24.0%	28.0%	48.0%	69.6%
County	36.0%	52.0%	44.0%	60.9%
City	32.0%	56.0%	52.0%	65.2%
Special Districts	24.0%	36.0%	28.0%	43.5%
Hospital	4.0%	8.0%	16.0%	52.2%
College/University	4.0%	24.0%	48.0%	60.9%
School (K-12)	16.0%	20.0%	36.0%	60.9%
Other	24.0%	4.0%	8.0%	21.7%
Does this plan use automatic enrollment?				
Yes	20.0%	20.0%	29.2%	21.7%
No	80.0%	80.0%	70.8%	78.3%
Does this plan use automatic escalation from which a participant must opt-out?				
Yes	8.0%	4.0%	16.0%	13.0%
No	92.0%	96.0%	84.0%	87.0%
Are all or some of your plan participants eligible to participate in a defined benefit plan?				
Yes	84.0%	96.0%	92.0%	100.0%
No	16.0%	4.0%	8.0%	0.0%



DETAILED SURVEY RESULTS
BY TOTAL PLAN ASSETS

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
PLAN PARTICIPANT ACCOUNT INFORMATION				
Contributing Current Employees with a Balance				
(As of December 31, 2018)				
FEMALE - # Participants				
Under 25 years old	1	33	72	221
25-34 years old	45	332	967	3,175
35-44 years old	72	397	1,497	4,889
45-54 years old	62	616	1,652	6,583
55-64 years old	40	508	1,175	6,558
65 and older	7	80	213	1,076
FEMALE - Total Account Balance \$				
Under 25 years old	\$430.00	\$53,356.50	\$160,934.00	\$389,064.00
25-34 years old	\$309,558.00	\$1,742,742.50	\$5,818,549.50	\$24,415,393.00
35-44 years old	\$1,454,303.50	\$8,550,156.00	\$29,923,567.50	\$120,229,182.00
45-54 years old	\$2,868,510.00	\$22,459,151.00	\$71,465,013.00	\$368,487,081.00
55-64 years old	\$2,802,109.00	\$26,951,595.00	\$81,129,764.50	\$408,279,545.00
65 and older	\$306,525.00	\$5,948,450.00	\$20,955,317.00	\$88,145,588.00
FEMALE - Total Account Balance \$/Participant				
Under 25 years old	\$1,105.51	\$1,413.09	\$1,494.05	\$2,099.54
25-34 years old	\$5,750.77	\$5,949.78	\$7,244.95	\$7,651.90
35-44 years old	\$11,371.84	\$17,490.93	\$22,778.77	\$23,112.91
45-54 years old	\$21,757.31	\$34,549.45	\$37,502.40	\$49,543.65
55-64 years old	\$43,270.25	\$52,391.61	\$59,072.98	\$68,459.73
65 and older	\$47,485.48	\$71,409.43	\$78,948.99	\$92,279.53
MALE - # Participants				
Under 25 years old	5	76	118	351
25-34 years old	35	614	1,081	3,898
35-44 years old	97	717	1,631	6,123
45-54 years old	121	831	1,877	7,392
55-64 years old	100	620	1,179	4,578
65 and older	14	126	239	1,056
MALE - Total Account Balance \$				
Under 25 years old	\$7,355.00	\$149,569.50	\$315,879.50	\$865,873.00
25-34 years old	\$337,790.00	\$5,104,887.00	\$12,426,792.00	\$38,640,754.00
35-44 years old	\$2,175,330.00	\$17,923,504.50	\$53,177,616.00	\$174,087,167.00
45-54 years old	\$4,284,611.00	\$41,045,276.00	\$106,103,509.50	\$520,821,625.00
55-64 years old	\$6,037,759.00	\$37,381,713.00	\$91,328,238.50	\$489,398,174.00
65 and older	\$659,395.00	\$9,472,204.00	\$28,143,271.00	\$141,444,690.00
MALE - Total Account Balance \$/Participant				
Under 25 years old	\$2,023.64	\$2,315.17	\$2,119.05	\$2,651.92
25-34 years old	\$6,396.33	\$8,670.44	\$9,384.88	\$10,317.25
35-44 years old	\$13,291.18	\$21,853.75	\$26,823.03	\$31,647.23
45-54 years old	\$24,554.86	\$47,440.98	\$49,229.14	\$70,479.50
55-64 years old	\$59,564.81	\$74,518.75	\$79,085.77	\$94,905.12
65 and older	\$49,980.02	\$113,040.00	\$115,556.20	\$131,547.29



DETAILED SURVEY RESULTS
BY TOTAL PLAN ASSETS

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
GENDER INFO NOT GIVEN - # Participants				
Under 25 years old	2	2	1	10
25-34 years old	52	6	10	43
35-44 years old	119	7	11	44
45-54 years old	174	17	13	55
55-64 years old	134	12	6	48
65 and older	29	3	8	17

GENDER INFO NOT GIVEN - Total Account Balance \$				
Under 25 years old	\$4,125.00	\$2,477.00	\$1,159.00	\$23,359.00
25-34 years old	\$275,599.50	\$21,229.00	\$31,314.00	\$222,861.00
35-44 years old	\$418,309.50	\$89,080.00	\$28,137.00	\$537,180.00
45-54 years old	\$2,431,648.00	\$307,335.00	\$166,808.00	\$2,077,404.00
55-64 years old	\$3,573,185.50	\$389,866.00	\$793,485.00	\$2,053,962.00
65 and older	\$1,427,657.50	\$84,333.00	\$239,459.00	\$1,425,244.00

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic				
Under 25 years old	\$1,898.69	\$1,557.74	\$3,608.85	\$2,660.98
25-34 years old	\$6,225.63	\$6,105.22	\$7,114.02	\$9,196.73
35-44 years old	\$8,579.00	\$12,089.36	\$3,392.45	\$28,655.91
45-54 years old	\$18,893.48	\$32,210.00	\$21,503.81	\$42,163.73
55-64 years old	\$15,204.38	\$24,306.83	\$78,085.17	\$85,452.21
65 and older	\$51,179.25	\$94,401.79	\$120,599.68	\$83,837.88

Non-contributing Current Employees with a Balance
(As of December 31, 2018)

FEMALE - # Participants				
Under 25 years old	0	1	6	12
25-34 years old	16	14	137	243
35-44 years old	10	39	190	518
45-54 years old	12	80	243	677
55-64 years old	12	66	237	734
65 and older	3	19	117	150

FEMALE - Total Account Balance \$				
Under 25 years old	\$0.00	\$86.50	\$5,099.50	\$8,451.00
25-34 years old	\$25,627.00	\$55,960.00	\$349,329.00	\$1,324,307.00
35-44 years old	\$75,715.50	\$529,424.50	\$2,598,378.00	\$5,892,788.00
45-54 years old	\$243,748.50	\$1,986,282.50	\$5,962,924.00	\$21,417,171.00
55-64 years old	\$304,725.00	\$2,698,723.50	\$11,942,413.00	\$38,755,534.00
65 and older	\$5,967.00	\$1,091,612.50	\$7,089,377.00	\$7,611,319.00

FEMALE - Total Account Balance \$/Participant				
Under 25 years old	\$300.00	\$433.70	\$939.00	\$884.95
25-34 years old	\$1,852.96	\$3,762.34	\$3,750.13	\$5,344.37
35-44 years old	\$2,814.00	\$8,953.02	\$12,130.65	\$13,942.68
45-54 years old	\$12,604.81	\$21,390.66	\$19,080.40	\$27,160.07
55-64 years old	\$18,806.71	\$39,292.28	\$34,781.34	\$39,425.45
65 and older	\$14,354.77	\$43,710.29	\$56,788.96	\$52,099.02

MALE - # Participants				
Under 25 years old	0	2	7	20
25-34 years old	7	34	105	233



DETAILED SURVEY RESULTS
BY TOTAL PLAN ASSETS

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
35-44 years old	14	81	200	507
45-54 years old	19	121	274	721
55-64 years old	22	111	278	453
65 and older	7	31	106	155

MALE - Total Account Balance \$

Under 25 years old	\$0.00	\$1,900.00	\$5,950.00	\$28,268.00
25-34 years old	\$11,556.00	\$138,469.00	\$477,467.00	\$1,722,032.00
35-44 years old	\$69,658.50	\$1,326,858.00	\$3,058,734.00	\$8,020,110.00
45-54 years old	\$502,453.50	\$3,997,918.50	\$9,208,418.00	\$32,154,929.00
55-64 years old	\$594,253.00	\$5,900,628.00	\$17,300,575.00	\$47,161,857.00
65 and older	\$134,157.00	\$2,563,472.00	\$9,919,692.00	\$15,626,516.00

MALE - Total Account Balance \$/Participant

Under 25 years old	ISD	\$698.08	\$743.75	\$1,684.04
25-34 years old	\$1,844.94	\$5,294.87	\$5,279.56	\$6,997.62
35-44 years old	\$6,270.50	\$16,329.46	\$12,345.79	\$18,291.76
45-54 years old	\$21,309.16	\$32,670.27	\$31,699.52	\$40,203.74
55-64 years old	\$27,553.97	\$60,380.82	\$60,135.82	\$56,648.07
65 and older	\$39,099.08	\$71,310.91	\$86,466.47	\$92,544.40

GENDER INFO NOT GIVEN - # Participants

Under 25 years old	1	1	1	3
25-34 years old	12	1	1	35
35-44 years old	35	11	3	47
45-54 years old	41	12	16	67
55-64 years old	35	6	31	52
65 and older	8	10	20	34

GENDER INFO NOT GIVEN - Total Account Balance \$

Under 25 years old	\$0.00	\$161.00	\$64.00	\$2,075.00
25-34 years old	\$22,587.00	\$2,116.50	\$251.00	\$105,318.50
35-44 years old	\$111,084.00	\$57,269.50	\$5,312.00	\$234,933.00
45-54 years old	\$359,487.00	\$133,159.50	\$72,543.00	\$1,335,548.50
55-64 years old	\$455,257.50	\$284,227.00	\$163,859.00	\$1,545,462.00
65 and older	\$325,575.00	\$513,283.00	\$399,568.00	\$1,251,403.00

GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic

Under 25 years old	ISD	\$18,191.50	\$1,133.58	\$1,441.03
25-34 years old	ISD	\$2,477.64	\$2,319.81	\$4,091.64
35-44 years old	\$4,567.00	\$6,674.21	\$5,310.53	\$9,273.54
45-54 years old	\$5,805.22	\$9,479.00	\$13,026.82	\$19,950.01
55-64 years old	\$26,869.75	\$28,023.40	\$24,806.00	\$26,786.23
65 and older	\$68,379.24	\$30,898.73	\$33,940.46	\$40,433.05

Terminated/Vested Participants with a Balance (As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	0	6	12	19
25-34 years old	8	80	222	690
35-44 years old	23	87	420	1,078
45-54 years old	21	97	429	1,055
55-64 years old	28	202	686	2,572
65 and older	28	216	610	3,541



DETAILED SURVEY RESULTS
BY TOTAL PLAN ASSETS

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
FEMALE - Total Account Balance \$				
Under 25 years old	\$0.00	\$13,778.00	\$16,414.00	\$50,026.00
25-34 years old	\$22,244.50	\$300,316.00	\$1,181,796.00	\$2,575,727.00
35-44 years old	\$93,878.50	\$1,369,692.00	\$5,242,358.00	\$14,347,936.00
45-54 years old	\$415,156.00	\$3,846,653.00	\$13,333,283.50	\$36,730,139.00
55-64 years old	\$1,292,449.00	\$15,868,143.00	\$52,957,840.50	\$191,508,542.00
65 and older	\$408,299.00	\$19,821,888.00	\$58,682,588.00	\$254,970,168.00
FEMALE - Total Account Balance \$/Participant				
Under 25 years old	\$875.50	\$1,265.33	\$719.95	\$1,464.20
25-34 years old	\$2,550.53	\$4,903.91	\$4,633.00	\$6,730.95
35-44 years old	\$11,610.70	\$14,400.66	\$14,443.61	\$14,549.53
45-54 years old	\$16,425.08	\$35,183.47	\$26,836.58	\$39,352.66
55-64 years old	\$49,641.76	\$68,993.49	\$59,572.64	\$80,098.72
65 and older	\$44,802.33	\$73,917.11	\$80,112.54	\$90,834.63
MALE - # Participants				
Under 25 years old	1	6	19	35
25-34 years old	6	85	224	433
35-44 years old	13	110	288	787
45-54 years old	23	142	409	1,143
55-64 years old	44	304	766	2,489
65 and older	46	326	722	2,907
MALE - Total Account Balance \$				
Under 25 years old	\$115.50	\$13,637.00	\$24,641.00	\$118,188.00
25-34 years old	\$18,767.50	\$418,268.00	\$1,201,725.00	\$2,227,350.00
35-44 years old	\$158,976.00	\$1,573,325.00	\$3,832,087.50	\$10,716,863.00
45-54 years old	\$553,501.00	\$7,183,889.00	\$25,583,044.50	\$53,293,862.00
55-64 years old	\$1,602,283.00	\$27,086,162.00	\$69,272,542.50	\$204,859,909.00
65 and older	\$995,209.00	\$36,926,999.00	\$100,190,754.50	\$374,491,391.00
MALE - Total Account Balance \$/Participant				
Under 25 years old	\$873.45	\$973.78	\$957.00	\$1,514.29
25-34 years old	\$3,408.44	\$4,614.10	\$5,096.18	\$6,195.86
35-44 years old	\$6,680.25	\$15,388.70	\$14,178.59	\$18,867.27
45-54 years old	\$23,917.71	\$41,994.30	\$39,510.35	\$56,887.10
55-64 years old	\$52,618.19	\$98,269.89	\$78,365.78	\$98,271.10
65 and older	\$60,663.89	\$103,029.33	\$106,913.94	\$121,743.24
GENDER INFO NOT GIVEN - # Participants				
Under 25 years old	0	1	1	5
25-34 years old	5	2	13	45
35-44 years old	3	4	13	100
45-54 years old	5	10	15	521
55-64 years old	7	15	19	1,061
65 and older	26	26	60	2,468
GENDER INFO NOT GIVEN - Total Account Balance \$				
Under 25 years old	\$0.00	\$1,113.00	\$50.00	\$18,435.00
25-34 years old	\$5,570.50	\$1,743.00	\$44,148.50	\$565,990.00
35-44 years old	\$8,489.00	\$63,176.00	\$122,825.00	\$4,623,571.00
45-54 years old	\$119,723.50	\$246,499.00	\$359,511.00	\$20,771,494.00
55-64 years old	\$54,542.00	\$1,235,826.00	\$1,952,431.50	\$109,507,338.00
65 and older	\$639,934.00	\$1,241,969.00	\$3,488,072.50	\$226,074,116.00



DETAILED SURVEY RESULTS
BY TOTAL PLAN ASSETS

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic				
Under 25 years old	ISD	\$3,269.76	\$2,793.77	\$1,660.38
25-34 years old	\$1,900.64	\$2,418.11	\$4,173.54	\$6,728.22
35-44 years old	\$3,042.84	\$10,042.29	\$9,900.82	\$16,390.90
45-54 years old	\$10,053.63	\$21,894.13	\$20,768.38	\$38,106.93
55-64 years old	\$7,682.64	\$34,328.50	\$50,850.70	\$69,563.42
65 and older	\$39,360.50	\$54,339.12	\$59,869.90	\$97,616.88

Beneficiary/Alternate Payee Participants with a Balance
(As of December 31, 2018)

FEMALE - # Participants

Under 25 years old	ISD	0	0	0
25-34 years old	ISD	0	1	2
35-44 years old	1	1	4	18
45-54 years old	2	4	13	38
55-64 years old	3	6	22	55
65 and older	ISD	7	28	133

FEMALE - Total Account Balance \$

Under 25 years old	ISD	\$0.00	\$0.00	\$0.00
25-34 years old	ISD	\$0.00	\$11,105.00	\$22,248.00
35-44 years old	\$19,651.00	\$23,025.00	\$63,224.00	\$564,318.00
45-54 years old	\$25,538.00	\$100,142.00	\$513,938.00	\$2,376,292.00
55-64 years old	ISD	\$333,875.00	\$1,084,847.50	\$4,300,856.00
65 and older	ISD	\$364,494.00	\$1,895,423.50	\$10,856,773.00

FEMALE - Total Account Balance \$/Participant

Under 25 years old	ISD	ISD	\$24,155.75	\$11,751.79
25-34 years old	ISD	\$6,709.00	\$18,263.25	\$23,382.87
35-44 years old	ISD	\$20,374.04	\$17,108.92	\$24,916.06
45-54 years old	ISD	\$35,818.42	\$54,916.07	\$54,607.17
55-64 years old	ISD	\$60,175.69	\$70,105.71	\$70,378.70
65 and older	ISD	\$65,896.31	\$64,142.47	\$90,026.93

MALE - # Participants

Under 25 years old	ISD	0	0	0
25-34 years old	0	0	0	3
35-44 years old	ISD	0	2	8
45-54 years old	1	0	4	19
55-64 years old	1	2	4	28
65 and older	ISD	2	11	55

MALE - Total Account Balance \$

Under 25 years old	ISD	\$0.00	\$0.00	\$0.00
25-34 years old	ISD	\$0.00	\$0.00	\$17,903.00
35-44 years old	ISD	\$0.00	\$9,251.00	\$290,304.00
45-54 years old	ISD	\$0.00	\$186,601.50	\$703,408.00
55-64 years old	\$15,304.00	\$207,147.00	\$314,491.00	\$1,556,167.00
65 and older	ISD	\$50,856.00	\$770,616.50	\$4,395,238.00

MALE - Total Account Balance \$/Participant

Under 25 years old	ISD	ISD	\$31,187.00	\$22,702.03
25-34 years old	ISD	ISD	\$12,108.75	\$25,936.86



DETAILED SURVEY RESULTS
BY TOTAL PLAN ASSETS

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
35-44 years old	ISD	\$31,805.22	\$17,768.00	\$48,931.38
45-54 years old	ISD	\$24,120.52	\$37,061.80	\$44,732.09
55-64 years old	ISD	\$120,964.50	\$52,373.67	\$63,046.87
65 and older	ISD	\$47,285.83	\$67,666.82	\$88,729.48
GENDER INFO NOT GIVEN - # Participants				
Under 25 years old	ISD	0	0	1
25-34 years old	ISD	0	0	1
35-44 years old	ISD	0	2	5
45-54 years old	ISD	0	2	14
55-64 years old	ISD	3	5	19
65 and older	ISD	3	5	46
GENDER INFO NOT GIVEN - Total Account Balance \$				
Under 25 years old	ISD	\$0.00	\$0.00	\$1,345.00
25-34 years old	ISD	\$0.00	\$0.00	\$5,524.50
35-44 years old	ISD	\$0.00	\$3,867.50	\$112,088.50
45-54 years old	ISD	\$0.00	\$70,747.50	\$593,646.50
55-64 years old	ISD	\$315,719.50	\$256,911.50	\$1,245,592.00
65 and older	ISD	\$99,224.00	\$368,581.00	\$3,703,116.50
GENDER INFO NOT GIVEN - Total Acct Balance \$/Partic				
Under 25 years old	ISD	ISD	\$47,461.40	\$17,851.41
25-34 years old	ISD	ISD	\$13,049.10	\$24,720.49
35-44 years old	ISD	\$19,501.36	\$21,532.00	\$31,941.78
45-54 years old	ISD	\$33,925.00	\$34,405.50	\$45,627.90
55-64 years old	ISD	\$48,109.67	\$38,785.56	\$60,370.89
65 and older	ISD	\$53,440.50	\$56,737.38	\$89,841.75
TOTAL ACCOUNT BALANCE \$/PARTICIPANT (As of December 31, 2018)		\$22,103.89	\$42,374.85	\$49,646.54
Average participant age for all account holders as 12-31-18	48	49	48	50
No. current emps eligible to participate in plan as of 12-31-18	1,543	6,033	16,519	100,749
Plan Participation Rate (%) (Contributing Current Emps/Emps Eligible to Participate)	76.7%	62.7%	67.8%	53.3%
No. state employees (not including university employees) that currently contribute to your plan	ISD	ISD	14,794	38,556
No. state employees (not including university employees) currently eligible to participate in your plan	ISD	ISD	50,719	74,118
State Employee Participation Rate (%) (Contributing State Emps/State Emps Eligible to Participate)	ISD	ISD	36.8%	49.2%
Total Plan Balances by Contribution Type (\$)				
Employee Pre-Tax	\$38,187,365.63	\$291,126,725.33	\$920,705,808.56	\$4,882,309,105.65
Employee Roth	\$767,295.38	\$5,527,144.92	\$12,171,993.88	\$116,442,700.91
Employee After-Tax (non-Roth)	\$11,248.71	\$3,671,275.54	\$104,850.32	\$47,658,516.43
Employer Pre-Tax	\$9,159,729.75	\$42,222,131.75	\$154,424,134.00	\$644,259,647.61
Rollover (Roth)	\$4,548.33	\$95,888.13	\$797,683.00	\$29,446,931.26
Rollover (non-Roth)	\$6,748,615.38	\$16,972,937.58	\$94,001,647.28	\$194,778,107.30
Other	\$6,524.58	\$8,371,205.38	\$38,002,950.64	\$16,728,372.65
Total	\$54,885,327.71	\$367,987,308.63	\$1,220,209,067.68	\$5,931,623,381.83



DETAILED SURVEY RESULTS
BY TOTAL PLAN ASSETS

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
Total Plan Balances by Contribution Type (% Total Balance)				
Employee Pre-Tax	72.7%	77.6%	74.6%	81.4%
Employee Roth	1.2%	1.5%	1.1%	1.9%
Employee After-Tax (non-Roth)	0.1%	1.0%	0.0%	0.9%
Employer Pre-Tax	17.3%	12.6%	13.2%	10.8%
Rollover (Roth)	0.0%	0.0%	0.1%	0.8%
Rollover (non-Roth)	8.7%	4.5%	7.0%	3.8%
Other	0.0%	2.7%	4.0%	0.3%
Total	100.0%	100.0%	100.0%	100.0%
Average Account Balances (\$) (As of December 31, 2018) (Medians of Reported Averages)				
All Accounts	\$22,104.00	\$42,375.00	\$49,647.00	\$59,071.00
Contributing vs. Non-Contributing Accounts				
Contributing current employees with a balance	\$23,162.00	\$40,450.00	\$46,812.00	\$47,390.00
Non-contributing current employees with a balance	\$22,104.00	\$33,583.50	\$37,740.50	\$36,247.00
By Gender				
Female	\$18,377.00	\$37,193.50	\$35,967.50	\$49,124.00
Male	\$28,093.00	\$47,075.00	\$50,556.50	\$65,027.00
By Age Group				
Under 25 years old	\$1,658.00	\$2,872.00	\$2,395.00	\$2,690.00
25-34 years old	\$5,599.00	\$7,833.00	\$7,745.00	\$8,967.00
35-44 years old	\$11,343.50	\$20,842.00	\$22,864.00	\$27,154.00
45-54 years old	\$29,226.50	\$50,259.00	\$41,996.00	\$53,181.00
55-64 years old	\$47,862.00	\$75,005.00	\$68,403.00	\$81,095.00
65 and older	\$48,568.00	\$96,039.00	\$92,000.00	\$108,386.00
Median Account Balances (\$) (As of December 31, 2018) (Medians of Reported Medians)				
All Accounts	\$7,635.50	\$18,707.00	\$18,364.00	\$19,793.50
Contributing vs. Non-Contributing Accounts				
Contributing current employees with a balance	\$8,259.00	\$14,727.50	\$16,691.50	\$13,746.00
Non-contributing current employees with a balance	\$6,199.00	\$10,552.00	\$8,567.00	\$9,203.00
By Gender				
Female	\$6,242.00	\$13,571.00	\$13,599.50	\$15,767.00
Male	\$6,767.00	\$15,150.00	\$20,018.00	\$21,609.00
By Age Group				
Under 25 years old	\$1,031.00	\$1,133.00	\$965.00	\$1,052.00
25-34 years old	\$3,449.50	\$3,412.00	\$3,162.50	\$3,917.00
35-44 years old	\$7,530.00	\$10,081.00	\$8,826.50	\$9,214.00
45-54 years old	\$13,481.00	\$24,086.50	\$23,116.00	\$17,928.00
55-64 years old	\$27,002.00	\$35,152.50	\$33,565.50	\$36,669.00
65 and older	\$27,419.50	\$46,472.50	\$43,077.00	\$52,379.00



DETAILED SURVEY RESULTS
BY TOTAL PLAN ASSETS

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
PLAN CONTRIBUTIONS				
Number of participants who have chosen "Percentage Rate"				
Employee Pre-Tax	40	461	4,094	6,716
Employee Roth	8	56	5	217
Employee After-Tax (non-Roth)	0	0	0	0
Number of participants who have chosen "\$ Per Paycheck"				
Employee Pre-Tax	233	1,750	5,885	38,914
Employee Roth	30	178	1,151	3,219
Employee After-Tax (non-Roth)	0	0	0	0
Dollar Per Paycheck Deferrals				
Annual Plan Contribution Amounts Per Participant (for Year Ending December 31, 2018)				
Average (Medians of Reported Averages)				
Total Annual Plan Contribution Amounts	\$2,855.00	\$3,370.00	\$3,424.00	\$3,243.00
By Gender				
Female	\$2,275.00	\$3,015.00	\$2,907.50	\$3,121.50
Male	\$2,736.00	\$3,345.00	\$4,000.50	\$3,817.00
By Age Group				
Under 25 years old	\$573.00	\$916.00	\$725.00	\$1,305.00
25-34 years old	\$1,150.00	\$1,653.00	\$1,470.00	\$2,079.50
35-44 years old	\$1,958.00	\$2,388.50	\$2,739.00	\$2,730.50
45-54 years old	\$2,826.00	\$3,300.00	\$3,491.00	\$3,731.00
55-64 years old	\$4,116.00	\$4,463.50	\$4,901.00	\$4,821.00
65 and older	\$6,326.00	\$7,697.50	\$7,524.00	\$6,850.50
Median (Medians of Reported Medians)				
Total Annual Plan Contribution Amounts	\$1,300.00	\$1,381.00	\$1,300.00	\$1,897.00
By Gender				
Female	\$1,170.00	\$1,247.00	\$860.00	\$1,412.50
Male	\$1,300.00	\$1,527.00	\$1,050.00	\$2,305.00
By Age Group				
Under 25 years old	\$400.00	\$583.00	\$400.00	\$690.00
25-34 years old	\$780.00	\$1,196.00	\$650.00	\$1,200.00
35-44 years old	\$1,200.00	\$1,315.00	\$1,040.00	\$1,300.00
45-54 years old	\$1,300.00	\$1,549.50	\$1,300.00	\$1,920.00
55-64 years old	\$2,000.00	\$2,000.00	\$1,560.00	\$2,175.00
65 and older	\$2,650.00	\$3,128.50	\$3,165.00	\$2,800.00



DETAILED SURVEY RESULTS
BY TOTAL PLAN ASSETS

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
Percentage Rate Deferrals				
Annual Plan Contribution Rates as of Dec 31, 2018				
PRE-TAX CONTRIBUTIONS				
Average Deferral Rate (Participants with Deferral >0%) (Medians of Reported Averages)				
All Participants	6.8%	6.0%	7.7%	7.5%
By Gender				
Female	6.5%	5.4%	7.1%	8.1%
Male	6.6%	6.2%	7.8%	7.7%
By Age Group				
Under 25 years old	5.0%	3.6%	5.1%	5.5%
25-34 years old	6.1%	4.9%	6.2%	6.2%
35-44 years old	6.0%	5.3%	6.6%	6.5%
45-54 years old	8.7%	6.4%	8.4%	7.9%
55-64 years old	8.9%	7.2%	9.7%	10.7%
65 and older	6.0%	10.0%	12.3%	17.2%
Median Deferral Rate (Participants with Deferral >0%) (Medians of Reported Medians)				
All Participants	5.0%	5.0%	5.5%	5.0%
By Gender				
Female	5.0%	4.0%	5.0%	5.0%
Male	6.0%	5.0%	5.5%	5.5%
By Age Group				
Under 25 years old	4.5%	3.0%	5.0%	5.0%
25-34 years old	5.0%	4.0%	5.0%	5.0%
35-44 years old	5.0%	4.0%	5.0%	5.0%
45-54 years old	10.0%	5.0%	6.0%	5.0%
55-64 years old	6.0%	5.0%	8.0%	7.0%
65 and older	5.0%	5.0%	8.0%	8.0%
ROTH CONTRIBUTIONS				
Average Deferral Rate (Participants with Deferral >0%) (Medians of Reported Averages)				
All Participants	4.5%	4.9%	4.4%	5.2%
By Gender				
Female	4.8%	4.2%	4.4%	4.9%
Male	4.0%	4.5%	4.6%	5.2%
By Age Group				
Under 25 years old	0.0%	3.6%	4.0%	5.1%
25-34 years old	4.7%	4.2%	3.9%	4.9%
35-44 years old	3.5%	3.9%	3.8%	4.2%
45-54 years old	0.0%	4.3%	4.4%	4.8%

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
55-64 years old	0.0%	5.1%	5.9%	5.6%
65 and older	ISD	0.0%	3.5%	7.8%
Median Deferral Rate (Participants with Deferral >0%) (Medians of Reported Medians)				
All Participants	4.0%	3.0%	3.0%	3.0%
By Gender				
Female	4.5%	2.8%	2.0%	3.0%
Male	4.0%	3.5%	2.5%	4.0%
By Age Group				
Under 25 years old	0.0%	3.0%	3.0%	5.0%
25-34 years old	4.5%	3.0%	2.5%	4.0%
35-44 years old	3.5%	2.8%	2.0%	3.0%
45-54 years old	0.0%	3.0%	2.5%	3.0%
55-64 years old	1.0%	3.0%	3.0%	5.0%
65 and older	ISD	0.0%	2.8%	5.0%
What is the default investment option for employees?				
Balanced fund (asset allocation fund)	6.3%	9.5%	4.6%	4.8%
Managed account	0.0%	0.0%	0.0%	0.0%
Target risk (custom)	0.0%	0.0%	4.6%	14.3%
Target risk (pre-packaged)	0.0%	9.5%	0.0%	0.0%
Stable value	6.3%	0.0%	4.6%	4.8%
Target date (custom)	37.5%	19.1%	22.7%	33.3%
Target date (pre-packaged)	43.8%	57.1%	63.6%	28.6%
Other	6.3%	4.8%	0.0%	14.3%
How many investment options were available to participants in your plan as of Dec 31, 2018?				
	26	25	24	16
Type of investments available within brokerage window (Multiple responses allowed)				
Mutual Funds	60.0%	88.0%	72.0%	73.9%
ETFs	36.0%	24.0%	56.0%	47.8%
Stock and Bonds	44.0%	48.0%	64.0%	47.8%
What is your plan's approach to white label options?				
Do not currently use and have no plans to do so	76.2%	69.6%	34.8%	21.7%
Do not currently use but will consider doing so in next several years	14.3%	4.4%	26.1%	8.7%
Currently use white label funds	9.5%	26.1%	39.1%	69.6%
Does your plan offer a managed accounts service?				
Yes	83.3%	60.0%	58.3%	39.1%
No	16.7%	40.0%	41.7%	60.9%
If plan offers a managed accounts service:				
How many of your plan participant accounts were using managed accounts as of Dec. 31, 2018?	56	350	706	13,326
What was the total amount of assets in your plan's managed accounts as of Dec. 31, 2018?	\$539,689.00	\$5,756,382.00	\$45,991,988.50	\$225,027,096.00
Managed Account \$ per Account	\$8,815.76	\$22,214.69	\$49,193.94	\$36,117.69

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
Annual Recordkeeping/Administrative Expenses Incurred for 2018 (\$)				
Recordkeeping Expenses	\$139,365.14	\$397,125.55	\$1,142,869.71	\$4,434,648.88
Administrative Expenses	\$30,450.86	\$299,419.64	\$615,793.21	\$2,223,180.88
Total	\$169,816.00	\$696,545.18	\$1,758,662.93	\$6,657,829.76
Annual Recordkeeping/Admin Expenses Incurred for 2018 (As % Total)				
Recordkeeping Expenses	72.6%	66.6%	67.3%	69.7%
Administrative Expenses	27.5%	33.4%	32.7%	30.3%
Total	100.0%	100.0%	100.0%	100.0%
Annual Recordkeeping/Admin Expenses Incurred for 2018 per Participant				
Recordkeeping expenses incurred/Participant	\$121.05	\$58.19	\$43.65	\$40.74
Administrative expenses incurred/Participant	\$90.61	\$50.00	\$26.90	\$20.91
Total recordkeeping/admin expenses incurred/Participant	\$211.65	\$108.18	\$70.55	\$61.65
Annual Recordkeeping/Admin Expenses Incurred for 2018 as % of Total Account Balance				
Recordkeeping expenses incurred % total account balance	0.18%	0.11%	0.09%	0.08%
Administrative Expenses incurred % total account balance	0.08%	0.08%	0.04%	0.03%
Total recordkeeping/admin expenses incurred % total acct balance	0.26%	0.19%	0.13%	0.11%
Annual Administrative Fees (including record-keeping fees) Collected for Your Plan in 2018				
Annual direct dollar-based fees	\$59,394.50	\$329,351.58	\$880,468.70	\$2,381,808.15
Annual asset-based fees	\$80,267.69	\$486,646.05	\$1,050,772.09	\$3,087,814.75
Revenue sharing fees	\$33,404.88	\$252,765.16	\$141,254.57	\$337,242.30
Other fees	\$0.00	-\$6,637.79	-\$16,527.52	\$10,020.40
Total	\$173,067.06	\$1,062,125.00	\$2,055,967.83	\$5,816,885.60
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 (As % Total)				
Annual direct dollar-based fees	30.9%	27.4%	45.2%	47.8%
Annual asset-based fees	53.0%	48.8%	45.9%	47.8%
Revenue sharing fees	16.1%	24.6%	12.3%	3.4%
Other fees	0.0%	-0.9%	-3.4%	1.0%
Total	100.0%	100.0%	100.0%	100.0%
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 per Participant				
Annual direct dollar-based fees (if applicable)/Participant	\$9.55	\$20.25	\$21.29	\$18.41
Annual asset-based fees/Participant	\$99.11	\$62.68	\$37.29	\$33.32
Revenue sharing fees/Participant	\$20.59	\$31.15	\$9.60	\$2.71
Other fees/Participant	\$0.00	-\$0.79	-\$1.02	\$0.82
Total fees/Participant	\$129.25	\$113.28	\$67.17	\$55.27
Annual Admin Fees (including record-keeping fees) Collected for Your Plan in 2018 as Percent of Total Account Balance				
Annual direct dollar-based fees % total account balance	0.09%	0.11%	0.07%	0.04%
Annual asset-based fees % total account balance	0.14%	0.13%	0.09%	0.06%
Revenue sharing fees % total account balance	0.03%	0.06%	0.01%	0.01%
Other fees % total account balance	0.00%	0.00%	0.00%	0.00%
Total fees % total account balance	0.27%	0.30%	0.17%	0.11%



DETAILED SURVEY RESULTS

BY TOTAL PLAN ASSETS

	UNDER \$200 MILLION	\$200 TO \$700 MILLION	\$700 MILLION TO \$2.25 BILLION	OVER \$2.25 BILLION
How are recordkeeping costs structured in the recordkeeping service agreement?				
(Multiple responses allowed)				
Per participant (no cap)	8.0%	24.0%	28.0%	39.1%
Asset-based (no cap)	24.0%	36.0%	36.0%	21.7%
Per participant with a cap	12.0%	16.0%	16.0%	8.7%
Asset-based with a cap	8.0%	20.0%	4.0%	21.7%
Other	16.0%	8.0%	20.0%	17.4%

APPENDIX

SAMPLE SURVEY FORM



2019

PERSPECTIVES IN PRACTICE: A Benchmarking Initiative for Public Sector Defined Contribution Plans

Deadline: May 1, 2019

By submitting a completed survey, you will automatically receive a copy of the final industry report, as well as your customized Plan Performance Report and access to the online Searchable Results Tool.

NOTE: The information you supply on this questionnaire will be held in complete confidence by Industry Insights, Inc., the survey research firm that is compiling the survey data. Industry Insights has been processing confidential survey data for over 30 years, and only Industry Insights will ever have access to your individually identified responses.

Important Instructions – Please read before proceeding

1. Unless otherwise noted, all the information you provide on this questionnaire should pertain to the calendar year ending December 31, 2018. Please do not provide partial-year data.
2. Unless otherwise instructed, do NOT truncate 000s and do not enter words such as "million" or ranges such as "5-10".
3. Fill in spaces in one of the following ways if possible: Fill in the data if you have it. If you do not have the requested data or it does not apply to your situation, you may leave the item blank. However, keep in mind that the more data you provide, the more useful your customized reports will be.
When instructed to do so, if the requested data is zero, please enter "0" (In these cases, leaving an item blank is not the same as indicating "0")
4. Throughout the form, you will see . Placing your cursor over this symbol will allow you to see helpful definitions. To maintain comparability, please review each available definition and tailor your responses accordingly, to the extent possible.
5. Throughout the form, you will also see boxes shaded in gray. These are items that we have calculated for you and are intended for your review. The data in these boxes can only be changed by changing their component items.
6. You may exit the survey at any time and return to it later. **HOWEVER, DO NOT EXIT THE SURVEY BY SIMPLY CLOSING YOUR WEB BROWSER - YOUR DATA WILL BE LOST!** To save your data, you must click one of the following buttons:
"Save and Log Out"
"Next Page," "Previous Page," or "Save This Page and Continue Working on It" (located at the bottom of each form page)
7. **Also, before submitting your final form, please print a copy of it for your records. (Important!)**

If you have any questions concerning this survey, please contact:

- Matthew Petersen, NAGDCA Executive Board Advisor
 - mpetersen@nagdca.org
 - 859-469-5789
- Steve Kretzer, Principal, Industry Insights, Inc.
 - skretzer@industryinsights.com
 - 614-389-2100 x106

IMPORTANT: Please provide the following information so we know where to send your reports and whom to contact with questions about your survey responses.

The person identified below as the report recipient will receive access to the online report portal. If requested (i.e., the person listed as report recipient is unavailable), the primary member on file with NAGDCA will be granted this access as well. Beyond this, a plan may provide access to others at their discretion by sharing their login credentials.

2019 NAGDCA Benchmarking Survey

Contact Information

**To save you time, we have pre-populated the contact information below.
Please overwrite/correct any information if needed.**

Name of Plan/Organization: _____

NAGDCA Member Number: _____

Unique User ID: _____

Person to contact with questions about survey responses: _____

E-mail address: _____

Phone#: _____

Person to whom reports should be sent:

E-mail address: _____

Phone #: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

REMEMBER: PRINT A COPY OF YOUR COMPLETED FORM FOR YOUR RECORDS BEFORE SUBMITTING IT TO INDUSTRY INSIGHTS!

PLAN DEMOGRAPHICS

1.	Is your plan a single or multi-employer plan? (Check only one) 1-1 <input type="checkbox"/> Single employer 2 <input type="checkbox"/> Multi-employer			
2.	What is your plan type? (Check only one. If you have more than one type of plan, please complete a separate survey for each plan.) 2-1 <input type="checkbox"/> 457(b) 2 <input type="checkbox"/> 403(b) 3 <input type="checkbox"/> 401(k) 4 <input type="checkbox"/> 401(a) Defined Contribution			
3.	How is record-keeping handled by your plan? (Check only one) 3-1 <input type="checkbox"/> Internally 2 <input type="checkbox"/> Externally by a Third Party Administrator			
4a.	What is your defined contribution plan designation? (Check only one) 4-1 <input type="checkbox"/> Primary 2 <input type="checkbox"/> Supplemental			
4b.	Which of the following best describes this plan? (Check only one) 5-1 <input type="checkbox"/> Mandatory with NO voluntary contributions 2 <input type="checkbox"/> Mandatory with voluntary contributions allowed 3 <input type="checkbox"/> Voluntary			
5.	Are other defined contribution plans available, in addition to this one? (Check only one) 6-1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No			
6.	Which entities are covered by your plan? (Check all that apply) 7 <input type="checkbox"/> State 8 <input type="checkbox"/> City 11 <input type="checkbox"/> Hospital 13 <input type="checkbox"/> School (K-12) 8 <input type="checkbox"/> County 10 <input type="checkbox"/> Special Districts 12 <input type="checkbox"/> College/University 14 <input type="checkbox"/> Other _____ 14b-1			
7.	Does this plan use automatic enrollment? (Check only one) 15-1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No			
8.	Does this plan use automatic escalation from which a participant must opt-out? (Check only one) 16-1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No			
9.	Are all or some of your plan participants eligible to participate in a defined benefit plan? (Check only one) 17-1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No			

PLAN PARTICIPANT ACCOUNT INFORMATION

ORANGE = INCLUDE IN EXCEL FILE FOR UPLOAD

1. Please provide the following information regarding your plan's participant accounts that had a balance as of December 31, 2018. "Number of Participants" is defined as the number of unique Social Security Numbers [hovers below: "# Participants" = # of unique SSNs]

Contributing [HOVER: "Contributing" = Accounts existing on December 31, 2018 that had one or more contributions during the calendar year] **Current Employees with a Balance (As of December 31, 2018)**

By Age Group	Female		Male		Gender Information Not Given	
	Number of Participants [hover]	Total Account Balance \$	Number of Participants [hover]	Total Account Balance \$	Number of Participants [hover]	Total Account Balance \$
Under 25 years old	# 18	\$ 24	# 30	\$ 36	# 42	\$ 46
25-34 years old	# 19	\$ 25	# 31	\$ 37	# 43	\$ 49
35-44 years old	# 20	\$ 26	# 32	\$ 38	# 44	\$ 50
45-54 years old	# 21	\$ 27	# 33	\$ 39	# 45	\$ 51
55-64 years old	# 22	\$ 28	# 34	\$ 40	# 46	\$ 52
65 and older	# 23	\$ 29	# 35	\$ 41	# 47	\$ 53

Non-contributing Current Employees with a Balance (As of December 31, 2018)

By Age Group	Female		Male		Gender Information Not Given	
	Number of Participants [hover]	Total Account Balance \$	Number of Participants [hover]	Total Account Balance \$	Number of Participants [hover]	Total Account Balance \$
Under 25 years old	# 54	\$ 60	# 66	\$ 72	# 78	\$ 84
25-34 years old	# 55	\$ 61	# 67	\$ 73	# 79	\$ 85
35-44 years old	# 56	\$ 62	# 68	\$ 74	# 80	\$ 86
45-54 years old	# 57	\$ 63	# 69	\$ 75	# 81	\$ 87
55-64 years old	# 58	\$ 64	# 70	\$ 76	# 82	\$ 88
65 and older	# 59	\$ 65	# 71	\$ 77	# 83	\$ 89

Terminated/Vested Participants with a Balance (As of December 31, 2018)						
	Female		Male		Gender Information Not Given	
By Age Group	Number of Participants [hover]	Total Account Balance \$	Number of Participants [hover]	Total Account Balance \$	Number of Participants [hover]	Total Account Balance \$
Under 25 years old	# 90	\$ 96	# 102	\$ 108	# 114	\$ 120
25-34 years old	# 91	\$ 97	# 103	\$ 109	# 115	\$ 121
35-44 years old	# 92	\$ 98	# 104	\$ 110	# 116	\$ 122
45-54 years old	# 93	\$ 99	# 105	\$ 111	# 117	\$ 123
55-64 years old	# 94	\$ 100	# 106	\$ 112	# 118	\$ 124
65 and older	# 95	\$ 101	# 107	\$ 113	# 119	\$ 125
Beneficiary/Alternate Payee Participants with a Balance (As of December 31, 2018)						
	Female		Male		Gender Information Not Given	
By Age Group	Number of Participants [hover]	Total Account Balance \$	Number of Participants [hover]	Total Account Balance \$	Number of Participants [hover]	Total Account Balance \$
Under 25 years old	# 126	\$ 132	# 138	\$ 144	# 150	\$ 156
25-34 years old	# 127	\$ 133	# 139	\$ 145	# 151	\$ 157
35-44 years old	# 128	\$ 134	# 140	\$ 146	# 152	\$ 158
45-54 years old	# 129	\$ 135	# 141	\$ 147	# 153	\$ 159
55-64 years old	# 130	\$ 136	# 142	\$ 148	# 154	\$ 160
65 and older	# 131	\$ 137	# 143	\$ 149	# 155	\$ 161
Total Participant Accounts with a Balance [AUTO-CALC]		Number of Participants # Sum of all "Number of Participants" above 162 s18-23 + s30-35 + s42-47 + s54-59 + s66-71 + s78-83 + s90-95 + s102-107 + s114-119 + s126-s131 + s138-143 + s150-155		Total Account Balance \$ # Sum of all "Total Account Balance \$" above 163 s24-29 + s36-41 + s48-53 + s60-65 + s72-77 + s84-89 + s96-101 + s108-113 + s120-125 + s132-137 + s144-149 + s156-161		
2.	What was the average participant age for all account holders as of December 31, 2018? [ERROR CHECK: If s164 < 30 or > 50: "Your response is < 30 or > 50... is this correct?"]				#	years 164
3.	[If s7 = 1 3a and 3b are visible Else 3a and 3b are hidden If s8 = true or s9 = true or s10 = true or s11 = true or s12 = true or s13 = true or s14 = true 3 is visible.] How many current employees were eligible to participate in your plan as of December 31, 2018?			Number of Eligible Participants [hover] = # Participants * # of unique SSNs]	165	Participation Rate % [AUTO-CALC (s18-23 + s30-35 + s42-47) / s165 * 100] 168
3a.	[SHOW IF STATE PLAN s7 = 1] How many state employees (not including university employees) currently contribute to your plan?			#	166	State Employee Participation Rate (%) % [AUTO-CALC s166 / s167 * 100] 169
3b.	[SHOW IF STATE PLAN s7 = 1] How many state employees (not including university employees) are currently eligible to participate in your plan?			#	167	
4.	Please enter your total plan balances by contribution type					
	Employee Pre-Tax				\$	170
	Employee Roth				\$	171
	Employee After-Tax (non-Roth)				\$	172
	Employer Pre-Tax				\$	173
	Rollover (Roth)				\$	174
	Rollover (non-Roth)				\$	175
	Other (Please describe _____)				\$	176
	Total (Should equal total account balance from Question 1 above) [ERROR CHECK: If s163 < s177 "This total should equal the total account balance from Question 1 above"]				\$	[AUTO-CALC sum s170-s176] 177

5.	Average and Median Account Balances (\$) (As of December 31, 2018) (Averages are calculated for you based on prior responses. Please enter median figures.)					
		Average [AUTO-CALC]		Median Please enter		
	All Accounts	\$	s163/s162	178	\$	189
	Contributing vs. Non-Contributing Accounts					
	Contributing current employees with a balance	\$	(s24-29 + s36-41 + s48-53)/(s18-23 + s30-35 + s42-47)	179	\$	190
	Non-contributing current employees with a balance	\$	(s60-65 + s72-77 + s84-89)/(s54-59 + s66-71 + s78-83)	180	\$	191
	By Gender					
	Female	\$	(s24-29 + s60-65 + s96-101 + s132-137)/ (s18-23 + s54-59 + s90-95 + s126-131)	181	\$	192
	Male	\$	(s36-41 + s72-77 + s108-113 + s144-149)/ (s30-35 + s66-71 + s102-107 + s138-143)	182	\$	193
	By Age Group					
	Under 25 years old	\$	(24-36+48+60+72+84+96+108+120+132+144+156)/ 183	(18-30+42+54+66+78+90+102+114+126+138+150)	\$	194
	25-34 years old	\$	(25-37+49+61+73+85+97+109+121+133+145+157)/ 184	(19+31+43+55+67+79+91+103+115+127+139+151)	\$	195
	35-44 years old	\$	(26-38+50+62+74+86+98+110+122+134+146+158)/ 185	(20-32+44+56+68+80+92+104+116+128+140+152)	\$	196
	45-54 years old	\$	(27-39+51+63+75+87+99+111+123+135+147+159)/ 186	(21+33+45+57+69+81+93+105+117+129+141+153)	\$	197
	55-64 years old	\$	(28-40+52+64+76+88+100+112+124+136+148+160)/ 187	(22+34+46+58+70+82+94+106+118+130+142+154)	\$	198
65 and older	\$	(29-41+53+65+77+89+101+113+125+137+149+161)/ 188	(23+35+47+59+71+83+95+107+119+131+143+155)	\$	199	
PLAN CONTRIBUTIONS						
1a.	Please provide the breakdown of participants who have chosen a "percentage rate" vs. "dollar per paycheck" deferral. Only include participants with a deferral >0 as of December 31, 2018.					
		Number of participants who have chosen "Percentage Rate"		Number of participants who have chosen "\$ Per Paycheck"		
	Employee Pre-Tax	#	200	#	203	
	Employee Roth	#	201	#	204	
	Employee After-Tax (non-Roth)	#	202	#	205	
1b.	Dollar Per Paycheck Deferrals Annual Plan Contribution Amounts Per Participant for the year ending December 31, 2018 From payroll deferrals only. Do NOT include rollovers and transfers. Include pre-tax and Roth accounts. Only include contributing [HOVER] participants who contribute on a "dollars per paycheck" basis--it is not expected that a total dollar amount is calculated for those participants who are contributing on a percentage of salary basis. (Those participants should be reflected in Part C below). [HOVER: "Contributing" = Accounts existing on December 31, 2018 that had one or more contributions during the calendar year]					
		Average		Median		
	Total Annual Plan Contribution Amounts	\$	209	\$	218	
	By Gender					
	Female	\$	210	\$	219	
	Male	\$	211	\$	220	
	By Age Group					
	Under 25 years old	\$	212	\$	221	
	25-34 years old	\$	213	\$	222	
	35-44 years old	\$	214	\$	223	
	45-54 years old	\$	215	\$	224	
	55-64 years old	\$	216	\$	225	
	65 and older	\$	217	\$	226	

1c. Percentage Rate Deferrals
Annual Plan Contribution Rates as of December 31, 2018
From payroll deferrals only. Do NOT include rollovers and transfers. Only include contributing [HOVER] participants who contribute on a percentage of salary basis—it is not expected that a percentage is calculated for those participants who are contributing on a dollars per paycheck basis. (Those participants should be reflected in Part B above.)
 [HOVER: "Contributing" = Accounts existing on December 31, 2018 that had one or more contributions during the calendar year]

Pre-Tax Contributions				
	Average Deferral Rate (Participants with Deferral >0%)		Median Deferral Rate (Participants with Deferral >0%)	
All Participants	%	227	%	245
By Gender				
Female	%	228	%	246
Male	%	229	%	247
By Age Group				
Under 25 years old	%	230	%	248
25-34 years old	%	231	%	249
35-44 years old	%	232	%	250
45-54 years old	%	233	%	251
55-64 years old	%	234	%	252
65 and older	%	235	%	253

Roth Contributions				
	Average Deferral Rate (Participants with Deferral >0%)		Median Deferral Rate (Participants with Deferral >0%)	
All Participants	%	236	%	254
By Gender				
Female	%	237	%	255
Male	%	238	%	256
By Age Group				
Under 25 years old	%	239	%	257
25-34 years old	%	240	%	258
35-44 years old	%	241	%	259
45-54 years old	%	242	%	260
55-64 years old	%	243	%	261
65 and older	%	244	%	262

2. What is the default investment option for employees? (Check only one)
 263-1 Balanced fund (asset allocation fund) 3 Target risk (custom) 5 Stable value 7 Target date (pre-packaged)
 2 Managed account 4 Target risk (pre-packaged) 6 Target date (custom) 8 Other _____ 263b-1

3a. How many investment options were available to participants in your plan as of Dec 31, 2018?
 [Online form: Check s264 vs number of entries respondent gives] # 3 264

3b. Please complete the following table regarding the investment options available to participants in your plan as of Dec 31, 2018.

Fund Name	Balance (as of 12-31-18)	Total Annual Net Expense Ratio (%) (This includes any revenue sharing received and should exclude any administrative fees assessed.)	Expected Annual Revenue Sharing (%)	# of Participant Accounts	Record keeper Affiliate Product? <input type="checkbox"/> Yes <input type="checkbox"/> No 525-589	Asset Class Dropdown – see below 590-654	Active/ Passive/ Hybrid Dropdown 655-719	Vehicle Type Dropdown – see below 720-784	Multi- Manager Fund? <input type="checkbox"/> Yes <input type="checkbox"/> No 785-848
265b-1-329b-1	\$ 265-329	% 330-394	% 395-459	# 460-524	<input type="checkbox"/> Yes <input type="checkbox"/> No 525-589	Dropdown – see below 590-654	Dropdown 655-719	Dropdown – see below 720-784	<input type="checkbox"/> Yes <input type="checkbox"/> No 785-848

Asset Class	Vehicle Type	Active/ Passive/ Hybrid			
1 Target Date Fund - Off-the-shelf	1 Mutual Fund	1 Active			
2 Target Date Fund - Custom	2 Commingled Fund	2 Passive			
3 Risk-based Fund	3 Separate Account	3 Hybrid			
4 Global Equity	4 Multiple Vehicle Types				
5 All Cap Domestic Equity	5 White Label				
6 Large Cap Domestic Equity					
7 Mid Cap Domestic Equity					
8 SMID Cap Domestic Equity					
9 Small Cap Domestic Equity					
10 Broad International Equity					
11 Developed International Equity					
12 Emerging Markets Equity					
13 Core Fixed Income					
14 Global/International Fixed Income					
15 Stable Value/Fixed Account					
16 Short-Term Fixed Income					
17 Cash Equivalents					
18 Sector/Specialty Fixed Income					
19 Balanced					
20 Diversified Inflation Strategy					
21 Inflation-Linked Bonds					
22 REITs					
23 Sector/Specialty Equity					
24 Global Tactical Asset Allocation					
25 Brokerage Window					
26 Other					
27 Alternatives					
28 Annuity Contracts					

4.	What type of investments are available within the brokerage window? (Check all that apply) 850 <input type="checkbox"/> Mutual Funds 851 <input type="checkbox"/> ETFs 852 <input type="checkbox"/> Stock and Bonds		
5.	What is your plan's approach to white label options? (Check only one) 853-1 <input type="checkbox"/> Do not currently use and have no plans to do so 2 <input type="checkbox"/> Do not currently use but will consider doing so in next several years 3 <input type="checkbox"/> Currently use white label funds		
6a.	Does your plan offer a managed accounts service? (Check only one) 854-1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No [IF NO, SKIP TO QUESTION 12]		
6b.	How many of your plan participant accounts were using managed accounts as of Dec. 31, 2018? [Show if Q11a = Yes]	#	855
6c.	What was the total amount of assets in your plan's managed accounts as of Dec. 31, 2018? [Show if Q11a = Yes]	\$	856
7.	What were your plan's annual recordkeeping/administrative expenses incurred for 2018? (Enter "0" if none) ("Expenses" are defined as the amounts paid by the plan for various services.)		
	1. Recordkeeping Expenses [HOVER DEFINITION: Expenses paid to the recordkeeper for core recordkeeping and third-party administration services provided to the plan.]	\$	857
	2. Administrative Expenses [HOVER DEFINITION: Administrative Expenses may include: - Internal Oversight & Administration Expenses (such as salaries & benefits of staff dedicated to plan administration, audit and legal expenses, etc.) - Custodial & Trustee Expenses (not already included in recordkeeping or investment management expenses) - Professional Services Expenses (for example, consulting, audit, legal, communication/education etc. expenses not included in recordkeeping expenses) - Other plan expenses]	\$	858
	Total (Sum of above)	\$	[AUTO-CALC 857+858] 859
8.	Please provide the total annual administrative fees (including record-keeping fees) collected for your plan in 2018. Do not include fees driven by participant elections (i.e., loans, QDROs, advice, etc.). Enter 0 if none.		
		Total Annual Fees	
	Annual direct dollar-based fees (if applicable)	\$	860 i.e., \$50 per participant or account x total # of participants or accounts
	Annual asset-based fees (if applicable)	\$	861 i.e., 10 basis points applied to all participant assets
	Revenue sharing fees	\$	862 Revenue sharing expense ratio x average assets
	Other Fees (Please describe _____)	\$	863
	Total (Sum of above)	\$	[AUTO-CALC sum 860-863] 864
9.	How are recordkeeping costs structured in the recordkeeping service agreement? (Check all that apply) 865 <input type="checkbox"/> Per participant (no cap) 867 <input type="checkbox"/> Per participant with a cap 869 <input type="checkbox"/> Other _____ 866 <input type="checkbox"/> Asset-based (no cap) 868 <input type="checkbox"/> Asset-based with a cap		
10.	NAGDCA is constantly striving to improve its offerings and values your feedback. Please share any thoughts you might have regarding this survey (comments, suggestions for improvement, etc.)		
	[TEXT BOX] 870t-1		

Before submitting your final form, it is VERY IMPORTANT that you:

- make sure you completed the contact information
- make a copy of this form for your records.

Thank you for your time!