

Annual Review and Benchmarking Report | Summary of 2016 Enhancements

- **Executive Summary – Participation** (Existing Page Update)
 - New Data on Automatic Enrollment Benefits
 - Page displays if Plan features Auto Enrollment
 - Plans w/out AE only display “Is it Time to Consider Auto Enrollment?”
 - Studies cited highlighting benefits of Auto Enrollment as a Plan feature
 - Compare the Plan’s participation rate with Plans nationwide – against both overall and Automatic-Enrollment specific populations

- **Executive Summary – Participant Outcomes** (New Page)
 - The Power of Increased Participant Contributions over Time
 - Top chart illustrates the power, over time, of increasing participants’ contributions. All else equal, projected Plan balances are forecasted based on incremental increases in participant contributions.
 - Participant Contribution Analysis
 - Age Group level analysis outlines the average contribution amount by age group, and illustrates a hypothetical projected balance based on a 100% contribution increase over the current average monthly amount.
 - Key Plan metrics provided in this section
 - Average Age
 - Active Participants with a Balance
 - Percentage of Participants making contributions
 - Asset Class Allocation
 - The Plan’s current Asset Allocation displays between the Snapshot chart and the Contribution Analysis by Age Group.

- **Participation – Contributions** (Existing Page Update)
 - Default Investment & QDIA Utilization By Age
 - Displays Total Participants by Age Band
 - Displays the number of Participants by age band who have never made an investment election for at least one source

- **Participation – Participant Outcomes** (New Page)
 - Participant Contributions vs. Peer Group & Industry Averages
 - Chart displays % of participants in each age band contributing more than Peer Group & Industry averages
 - Compares current year participant contributions (annualized) with most recent 5500 data
 - Auto Escalation
 - Displays a checkmark if the Plan features Auto-Escalation
 - Discusses purpose and benefits of including Auto-Escalation as a Plan feature
 - PSCA data breaks down percentage of plans offering various Auto-Escalation features
 - Data specific to Plan size
 - Participants on Track to Replace 70% of Their Income
 - Displays percent of participants in each age band with a retirement income ratio of 70% or greater
 - Formula: Forecasted Annual retirement Income/Current Income
 - RetireOnTime Gap Analysis methodology used to calculate annual retirement income – uses 10 year historical benchmark return of participants’ current asset allocation and assumes employee/employer contributions continue at current rate until retirement
 - On Track to Retire on Time – Plan level
 - Summary chart displaying % of participants with Gap and % of Participants w/out Gap
 - No Gap equals a replacement income ratio greater than or equal to 70%

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- **Investments: Asset Allocation – Plan Level (New Page)**
 - Asset Allocation Data
 - Shows broad Plan level asset allocation year over year changes
 - Allocations of Plans with 2 or less years of history at PCS will be displayed as a pie chart
 - Domestic Equity Styles
 - Displays percent of Plan's domestic equity allocated to each of the 9 Morningstar style boxes
 - Top 3 styles are highlighted
 - Domestic vs. Foreign Equity Exposure
 - Displays the breakdown of Total Equity percentage allocated to Domestic and Foreign Equity

- **Investments: Asset Allocation – By Age Group (New Page)**
 - Asset Allocation by Age Group
 - Displays participant broad asset class allocation breakdown by age group
 - Allocations based on the report's As Of date
 - Top 3 Equity Styles
 - Details the top 3 Equity style percentages within each age group
 - Domestic vs. Foreign Equity Exposure by Age Group
 - Illustrates Domestic vs. Foreign Equity exposure within each age group
 - The Significance of Asset Allocation
 - Infographic highlights importance of a diversified asset allocation strategy