

2016 INDUSTRY REPORT

Healthcare Organizations
(not for profit)

Report prepared expressly for use by:



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Summary of Findings

About this report

The *PLANSponsor* 2015 Defined Contribution (DC) Survey results incorporate the responses of 5,109 plan sponsors from a broad variety of U.S. industries. Of these 5,109 respondents, 4,406 completed sufficient asset level and plan design information to be included in these reports. Of the 4,406: 1,438 (32.6%) are “Micro” plans (<\$5 million in DC assets), 1,675 (38.0%) are “Small” plans (\$5 million-<\$50 million), 580 (13.2%) are “Mid” plans (\$50-<\$200 million), 417 (9.5%) are “Large” plans (\$200 million-<\$1 billion), and 296 (6.7%) are “Mega” plans (>\$1 billion).

Within the survey, 240 respondents are from Healthcare (not for profit). Of these Healthcare (not for profit) respondents, 48 (20%) are “Micro” plans, 70 (29.2%) are “Small” plans, 51 (21.3%) are “Mid” plans, 48 (20%) are “Large” plans, and 23 (9.6%) are “Mega” plans.

This report compares the survey responses of plan sponsors from Healthcare Organizations (not for profit) with those of respondents from All Industries, which includes Healthcare Organizations (not for profit).

Overall Rankings: Top 50% industries in key plan areas

	Participation Rate	Average Account Balance	Average Deferral Rate	Immediate Eligibility	Immediate Vesting
1	Labor Unions [89.4%]	Law Firm [\$198,752]	Labor Unions [9.2%]	Labor Unions [82.4%]	Labor Unions [87.5%]
2	Pharmaceuticals [87.2%]	Utilities [\$126,887]	Govt: City/Municipal [8.6%]	Govt: County/State/Federal [78.3%]	Education: Higher Ed [54.2%]
3	Credit Unions [86.8%]	Aerospace/Defense [\$119,082]	Consulting [8%]	Govt: City/Municipal [73.9%]	Chemicals/Mining [50%]
4	Insurance/Reinsurance [86.2%]	Consulting [\$116,468]	Law Firm [7.8%]	Fortune 1000 [70.8%]	Education: K-12, Preschool [50%]
5	Research/Development [85.7%]	Fortune 1000 [\$110,862]	Aerospace/Defense [7.5%]	Healthcare (not for profit) [68.4%]	Pharmaceuticals [47.6%]
6	Membership Orgs [85.6%]	Accounting [\$109,781]	Utilities [7.4%]	Education: Higher Ed [59.1%]	Membership Orgs [47.2%]
7	Chemicals/Mining [84.4%]	Engineering [\$108,457]	Fortune 1000 [7.4%]	Education: K-12, Preschool [58.1%]	Environmental [46.2%]
8	Financial Services [84.1%]	Membership Orgs [\$107,980]	Technology [7.4%]	Technology [57.5%]	Law Firm [44.8%]
9	Banking: Commercial [83.9%]	Chemicals/Mining [\$107,035]	Engineering [7.3%]	Aerospace/Defense [55.6%]	Fortune 1000 [44.6%]
10	Holding Co's/Inv Banking [83.4%]	Pharmaceuticals [\$106,900]	Pharmaceuticals [7.3%]	Utilities [55.1%]	Aerospace/Defense [43.6%]
11	Aerospace/Defense [83.3%]	Telecommunications [\$106,507]	Environmental [7.2%]	Chemicals/Mining [54.2%]	Hotels/Gaming [41.2%]
12	Law Firm [83.1%]	Insurance/Reinsurance [\$104,582]	Oil & Gas/Energy [7.1%]	Pharmaceuticals [52.2%]	Non-Profit Orgs [38.2%]
13	Consulting [82.8%]	Research/Development [\$103,479]	Education: Higher Ed [7.1%]	Non-Profit Orgs [51.1%]	Insurance/Reinsurance [37%]
14	Engineering [82.4%]	Financial Services [\$99,494]	Telecommunications [7%]	Oil & Gas/Energy [47%]	Manufacturing: Industrial [36.5%]
15	Accounting [81.4%]	Oil & Gas/Energy [\$97,242]	Consumer Services [7%]	Financial Services [45.7%]	Retail [36.4%]
16	Utilities [81.3%]	Technology [\$96,980]	Accounting [6.9%]	Religious Orgs/Social Svcs [44.3%]	Consulting [35.7%]
17	Fortune 1000 [80.7%]	Holding Co's/Inv Banking [\$93,976]	Chemicals/Mining [6.9%]	Insurance/Reinsurance [41.5%]	Manufacturing: Consumer [35.1%]
18	Architecture [80.7%]	Govt: City/Municipal [\$93,513]	Membership Orgs [6.9%]	Consulting [40.9%]	Oil & Gas/Energy [34.9%]
19	Environmental [80.4%]	Healthcare (for profit) [\$90,750]	Research/Development [6.9%]	Engineering [40.5%]	Financial Services [33.7%]
20	Telecommunications [80.4%]	Equipment [\$90,691]	Media/Communications [6.9%]	Telecommunications [40.4%]	Business Services [32.9%]
21	Technology [80.1%]	Architecture [\$88,648]	Financial Services [6.8%]	Research/Development [38.7%]	Holding Co's/Inv Banking [32.8%]
22	Manufacturing: Industrial [79%]	Building/Construction [\$84,138]	Insurance/Reinsurance [6.6%]	Environmental [32.7%]	Banking: Commercial [32.7%]
23	Oil & Gas/Energy [78.9%]	Labor Unions [\$83,682]	Architecture [6.6%]	Manufacturing: Consumer [29.6%]	Govt: County/State/Federal [31.8%]
24	Non-Profit Orgs [78.5%]	Agriculture [\$83,435]	Real Estate [6.5%]	Consumer Services [29.4%]	Utilities [31.5%]

Overall Rankings: Bottom 50% industries in key plan areas

	Participation Rate	Average Account Balance	Average Deferral Rate	Immediate Eligibility	Immediate Vesting
25	Equipment [78.2%]	Education: Higher Ed [\$82,747]	Transportation/Airlines [6.3%]	Manufacturing: Industrial [29.2%]	Accounting [30.8%]
26	Education: Higher Ed [77.3%]	Manufacturing: Industrial [\$80,374]	Business Services [6.3%]	Automotive Manufacturing [28.3%]	Technology [30.6%]
27	Manufacturing: Consumer [77%]	Distribution [\$79,695]	Holding Co's/Inv Banking [6.2%]	Membership Orgs [28.1%]	Real Estate [30.6%]
28	Media/Communications [76.9%]	Transportation/Airlines [\$79,038]	Agriculture [6.2%]	Transportation/Airlines [27.9%]	Healthcare (for profit) [30.5%]
29	Govt: City/Municipal [76.7%]	Environmental [\$78,018]	Banking: Commercial [6.2%]	Law Firm [27.5%]	Distribution [30.5%]
30	Automotive Manufacturing [76.7%]	Manufacturing: Consumer [\$76,107]	Non-Profit Orgs [6.2%]	Holding Co's/Inv Banking [27.4%]	Agriculture [30%]
31	Transportation/Airlines [75.7%]	Automotive Manufacturing [\$75,759]	Automotive Dealerships/Svc [6.2%]	Architecture [27.1%]	Engineering [29.7%]
32	Wholesale [74.7%]	Wholesale [\$73,952]	Healthcare (for profit) [6.1%]	Accounting [26.4%]	Building/Construction [29.4%]
33	Healthcare (for profit) [74.4%]	Real Estate [\$73,603]	Equipment [6.1%]	Business Services [25.7%]	Telecommunications [29.3%]
34	Business Services [74.1%]	Media/Communications [\$72,193]	Building/Construction [6%]	Real Estate [25.6%]	Consumer Services [29.3%]
35	Distribution [73.5%]	Banking: Commercial [\$69,687]	Manufacturing: Industrial [6%]	Agriculture [25.5%]	Wholesale [29.1%]
36	Building/Construction [72.7%]	Business Services [\$67,738]	Wholesale [5.9%]	Media/Communications [25%]	Govt: City/Municipal [28%]
37	Healthcare (not for profit) [71.3%]	Non-Profit Orgs [\$65,742]	Advertising/Marketing [5.9%]	Banking: Commercial [25%]	Architecture [25.9%]
38	Agriculture [70.9%]	Advertising/Marketing [\$64,796]	Hotels/Gaming [5.9%]	Hotels/Gaming [22.4%]	Religious Orgs/Social Svcs [25.5%]
39	Advertising/Marketing [70.1%]	Automotive Dealerships/Svc [\$61,944]	Govt: County/State/Federal [5.9%]	Building/Construction [21.7%]	Healthcare (not for profit) [25.3%]
40	Real Estate [69.1%]	Hotels/Gaming [\$60,681]	Manufacturing: Consumer [5.8%]	Healthcare (for profit) [19.5%]	Advertising/Marketing [25%]
41	Education: K-12, Preschool [67%]	Consumer Services [\$59,247]	Automotive Manufacturing [5.7%]	Advertising/Marketing [19.4%]	Equipment [23.8%]
42	Consumer Services [66.7%]	Credit Unions [\$54,013]	Healthcare (not for profit) [5.7%]	Equipment [18.8%]	Media/Communications [21.9%]
43	Religious Orgs/Social Svcs [66.5%]	Education: K-12, Preschool [\$51,700]	Credit Unions [5.6%]	Distribution [17.5%]	Automotive Manufacturing [20.9%]
44	Retail [64.2%]	Govt: County/State/Federal [\$51,632]	Distribution [5.4%]	Wholesale [16.8%]	Credit Unions [20.8%]
45	Hotels/Gaming [62.4%]	Retail [\$51,266]	Retail [5.4%]	Credit Unions [16.5%]	Transportation/Airlines [20.5%]
46	Automotive Dealerships/Svc [61.8%]	Healthcare (not for profit) [\$49,514]	Restaurants/Food Service [5.3%]	Retail [14.6%]	Automotive Dealerships/Svc [19%]
47	Govt: County/State/Federal [61.2%]	Restaurants/Food Service [\$44,220]	Religious Orgs/Social Svcs [5.3%]	Restaurants/Food Service [12.8%]	Restaurants/Food Service [18.2%]
48	Restaurants/Food Service [51.1%]	Religious Orgs/Social Svcs [\$39,468]	Education: K-12, Preschool [5.1%]	Automotive Dealerships/Svc [4.8%]	Research/Development [17.4%]

Plan Types and Design Features

What type of DC plan does your organization offer?

	All Industries						Healthcare Organizations (not for profit)					
Plan type	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
401(k)	87.6%	91.6%	87.7%	81.7%	81.1%	86.9%	47.5%	45.8%	37.1%	41.2%	56.3%	78.3%
403(b)	10.5%	6.9%	9.4%	16.6%	18.1%	13.1%	72.9%	54.2%	70.0%	84.3%	81.3%	78.3%
457	9.4%	3.9%	8.9%	13.1%	20.9%	17.8%	50.4%	20.8%	35.7%	60.8%	79.2%	73.9%
Money Purchase	2.9%	1.5%	2.8%	4.2%	5.4%	4.6%	5.8%	6.3%	5.7%	3.9%	8.3%	4.3%
Profit Sharing	19.4%	17.1%	20.9%	22.1%	21.7%	13.5%	6.7%	8.3%	4.3%	5.9%	8.3%	8.7%
ESOP	4.0%	1.6%	4.0%	4.4%	7.2%	11.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
KSOP	0.4%	0.1%	0.4%	0.2%	0.3%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonqualified Deferred Compensation (NQDC)	10.2%	0.9%	5.5%	16.1%	32.3%	45.2%	12.1%	2.1%	4.3%	5.9%	22.9%	47.8%
SEP	0.4%	0.4%	0.3%	0.7%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SIMPLE IRA	0.6%	0.8%	0.4%	0.7%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	3.5%	2.0%	3.0%	4.1%	8.8%	6.2%	8.8%	0.0%	2.9%	9.8%	27.1%	4.3%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Defined Benefit Plan (Traditional)	21.2%	12.9%	17.6%	24.7%	42.0%	50.6%	27.8%	19.1%	23.9%	27.7%	38.3%	36.4%
Defined Benefit Plan (Cash Balance)	4.8%	1.6%	1.8%	5.1%	13.7%	26.3%	9.1%	0.0%	1.5%	12.8%	21.3%	18.2%
Defined Benefit Plan (Hybrid/ Other formula)	1.6%	1.1%	0.4%	1.5%	4.7%	8.2%	0.9%	0.0%	0.0%	0.0%	2.1%	4.5%
Equity Compensation (e.g., Stock) Plan	6.4%	1.2%	3.0%	9.6%	19.4%	28.6%	0.4%	0.0%	0.0%	2.1%	0.0%	0.0%
Health Savings Accounts (HSA)	37.3%	25.7%	36.4%	45.4%	54.7%	63.1%	32.2%	25.5%	25.4%	25.5%	48.9%	45.5%
Retiree Health Benefits	9.8%	1.7%	4.8%	15.8%	30.6%	40.8%	8.3%	0.0%	1.5%	17.0%	17.0%	9.1%
529 College Savings Plan	6.0%	1.7%	5.5%	10.5%	13.2%	11.4%	14.8%	8.5%	14.9%	10.6%	21.3%	22.7%
NONE - Do not offer any of these benefits	42.8%	61.1%	45.6%	25.8%	11.9%	7.5%	38.3%	55.3%	46.3%	34.0%	21.3%	22.7%

Have you bundled administration of your DB and DC plans with a single provider?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	34.5%	40.1%	37.7%	29.5%	27.8%	34.8%	26.9%	50.0%	31.3%	17.6%	26.9%	18.2%
No - our DB plan is managed by a different provider than our DC plan	38.9%	26.9%	41.3%	47.4%	42.9%	35.4%	46.2%	12.5%	62.5%	58.8%	46.2%	27.3%
No - our DB plan is internally administered	17.7%	5.6%	11.3%	20.5%	28.8%	28.5%	23.1%	0.0%	6.3%	23.5%	26.9%	54.5%
Unsure / Don't know	8.9%	27.4%	9.7%	2.6%	0.5%	1.3%	3.8%	37.5%	0.0%	0.0%	0.0%	0.0%

Do you provide a Roth contribution option?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	62.0%	59.0%	62.0%	65.1%	61.6%	69.7%	51.6%	45.7%	58.0%	43.6%	54.5%	54.5%
No	38.0%	41.0%	38.0%	34.9%	38.4%	30.3%	48.4%	54.3%	42.0%	56.4%	45.5%	45.5%

Is your DC plan a “Safe Harbor” plan?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	49.0%	60.7%	46.3%	42.2%	38.6%	39.8%	36.8%	57.9%	42.1%	32.3%	31.4%	23.8%
No	51.0%	39.3%	53.7%	57.8%	61.4%	60.2%	63.2%	42.1%	57.9%	67.7%	68.6%	76.2%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200- \$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Basic: 100% on first 3%; 50% on next 2%	25.9%	28.6%	26.6%	21.9%	19.5%	20.5%	24.5%	36.4%	18.8%	30.0%	18.2%	20.0%
Enhanced: 100% on first 4%	9.7%	10.4%	8.4%	8.7%	12.2%	12.5%	13.2%	9.1%	12.5%	10.0%	18.2%	20.0%
Enhanced: 100% on first 5%	6.5%	5.6%	6.7%	6.0%	8.1%	9.1%	9.4%	9.1%	12.5%	0.0%	9.1%	20.0%
Enhanced: 100% on first 6%	6.9%	4.8%	5.8%	6.6%	12.2%	21.6%	9.4%	9.1%	18.8%	0.0%	0.0%	20.0%
Auto Enrollment match: 100% of first 1%; 50% of next 5%	4.7%	1.8%	4.6%	9.8%	8.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-elective contribution: guaranteed or flexible option 3%	26.1%	30.6%	27.7%	23.5%	13.8%	8.0%	20.8%	18.2%	18.8%	30.0%	18.2%	20.0%
Other	14.8%	9.8%	16.0%	20.8%	22.8%	18.2%	15.1%	0.0%	18.8%	10.0%	36.4%	0.0%
Unsure/Don't know	5.3%	8.4%	4.1%	2.7%	2.4%	1.1%	7.5%	18.2%	0.0%	20.0%	0.0%	0.0%

Does the plan include a loan provision?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	80.7%	73.8%	80.3%	86.3%	90.6%	91.9%	76.7%	65.0%	73.2%	71.8%	88.6%	91.3%
No	19.3%	26.2%	19.7%	13.7%	9.4%	8.1%	23.3%	35.0%	26.8%	28.2%	11.4%	8.7%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Average	14.3%	10.3%	14.3%	17.2%	18.4%	19.7%	13.1%	11.0%	10.5%	13.9%	16.7%	13.2%
Median	12.0%	6.0%	12.0%	15.0%	18.0%	20.0%	11.0%	5.6%	10.0%	11.0%	14.0%	13.5%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes - feature has been or will be implemented in our plan	20.4%	8.1%	13.9%	31.2%	47.5%	49.4%	39.9%	12.0%	23.8%	33.3%	62.5%	71.4%
No - feature is not available and we have not discussed adding it	60.7%	59.2%	71.8%	58.0%	44.1%	37.6%	43.7%	56.0%	59.5%	50.0%	27.5%	19.0%
No - our plan requires repayment at termination, but we are considering adding this feature	4.5%	4.8%	3.9%	4.2%	4.9%	5.9%	5.1%	0.0%	7.1%	3.3%	5.0%	9.5%
No - our plan does not have a loan provision	1.1%	2.3%	0.6%	0.7%	0.3%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Don't know	13.2%	25.5%	9.7%	5.9%	3.2%	6.8%	11.4%	32.0%	9.5%	13.3%	5.0%	0.0%

Average loan balance for participants with open/outstanding loans:

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Average	\$8,860	\$7,516	\$9,235	\$9,675	\$9,363	\$10,216	\$6,231	\$3,159	\$6,209	\$6,732	\$6,909	\$7,929
Median	\$7,700	\$5,000	\$8,000	\$8,592	\$8,526	\$9,025	\$5,855	\$1,500	\$5,000	\$6,000	\$6,200	\$7,004

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Hardship withdrawals	90.5%	88.5%	90.5%	92.3%	93.5%	96.0%	85.6%	81.1%	84.9%	82.1%	88.4%	95.5%
Distributions connected to specific age	73.6%	65.7%	74.7%	80.7%	79.0%	83.9%	83.0%	73.0%	88.7%	82.1%	81.4%	90.9%
Distributions to active duty military (HEART Act)	29.9%	21.0%	28.2%	38.1%	42.0%	49.6%	39.2%	24.3%	37.7%	33.3%	44.2%	68.2%
Distribution of rollover assets from previous employer	32.7%	24.2%	27.4%	42.4%	52.6%	57.7%	30.4%	16.2%	24.5%	35.9%	41.9%	36.4%
Distribution of after tax dollars	16.9%	10.7%	11.8%	19.5%	31.9%	52.0%	14.4%	10.8%	13.2%	5.1%	16.3%	36.4%
Other specific circumstances	5.9%	5.3%	4.4%	5.9%	9.0%	14.5%	6.2%	10.8%	5.7%	2.6%	7.0%	4.5%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Average	1.6%	1.1%	1.4%	2.1%	2.5%	2.6%	2.1%	2.2%	2.0%	1.5%	3.4%	1.2%
Median	0.5%	0.0%	0.5%	1.0%	1.0%	1.8%	1.0%	1.0%	1.0%	1.0%	2.0%	0.9%

“Auto” Features

Do you use automatic enrollment?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	41.1%	22.0%	41.5%	59.4%	63.7%	65.6%	42.1%	35.0%	33.9%	41.0%	50.0%	60.9%
No	55.7%	71.3%	56.3%	40.2%	35.7%	33.6%	56.4%	60.0%	64.3%	59.0%	50.0%	39.1%
Unsure	3.2%	6.8%	2.2%	0.4%	0.5%	0.8%	1.5%	5.0%	1.8%	0.0%	0.0%	0.0%

When you implemented auto enrollment, which employee groups were included in the rollout?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
New / future employees	85.9%	75.8%	86.2%	87.4%	91.4%	90.4%	88.0%	69.2%	94.4%	87.5%	90.9%	92.9%
Existing employees not enrolled in plan	28.3%	30.2%	28.4%	34.4%	22.7%	21.7%	25.3%	23.1%	22.2%	37.5%	18.2%	28.6%
Existing employees enrolled in plan but contributing below the default rate (opt-out auto-boost)	13.5%	8.3%	13.0%	18.0%	15.0%	13.3%	14.5%	7.7%	16.7%	18.8%	9.1%	21.4%
Existing employees enrolled in plan but not invested in the QDIA	1.7%	2.6%	1.6%	1.7%	0.9%	1.8%	1.2%	7.7%	0.0%	0.0%	0.0%	0.0%
Other	6.0%	8.3%	5.8%	4.4%	5.2%	6.6%	9.6%	30.8%	5.6%	0.0%	9.1%	7.1%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Re-enrolled employees not participating in the plan	13.0%	11.5%	12.0%	14.1%	14.5%	16.9%	4.8%	4.5%	3.1%	0.0%	11.1%	7.7%
Re-enrolled participants saving below the default deferral rate	6.5%	2.5%	6.4%	9.4%	9.0%	6.6%	2.4%	4.5%	0.0%	3.3%	3.7%	0.0%
Re-enrolled participants not invested in the default investment	1.8%	1.7%	1.0%	2.4%	2.7%	3.6%	1.6%	0.0%	3.1%	0.0%	3.7%	0.0%
We have not attempted to re-enroll any employees/ participants	84.5%	87.2%	85.6%	82.1%	82.4%	81.3%	92.7%	95.5%	93.8%	96.7%	85.2%	92.3%

How frequently does (or do you expect) your organization use re-enrollment campaigns?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Annually	39.3%	40.4%	44.3%	34.4%	42.2%	25.8%	11.1%	0.0%	0.0%	0.0%	25.0%	0.0%
Every other year	9.2%	7.7%	9.4%	11.5%	6.7%	9.7%	22.2%	0.0%	0.0%	0.0%	50.0%	0.0%
Other frequency	14.9%	11.5%	12.3%	18.0%	15.6%	22.6%	11.1%	0.0%	0.0%	0.0%	25.0%	0.0%
Not applicable - our re-enrollment campaign was a one-time event	36.6%	40.4%	34.0%	36.1%	35.6%	41.9%	55.6%	100.0%	100.0%	100.0%	0.0%	100.0%

Who is included in re-enrollment campaigns?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Only those employees/ participants who have opted out/made elections more than one year ago	10.0%	8.3%	10.5%	14.5%	7.3%	6.7%	0.0%	N/A	0.0%	0.0%	0.0%	0.0%
All employees/ participants meeting the campaign criteria (no filter)	80.3%	83.3%	81.1%	76.4%	85.4%	73.3%	71.4%	N/A	0.0%	100.0%	75.0%	100.0%
Only those employees/participants who have opted out/made elections more than two years ago	3.0%	2.1%	3.2%	1.8%	0.0%	10.0%	14.3%	N/A	100.0%	0.0%	0.0%	0.0%
Other	6.7%	6.3%	5.3%	7.3%	7.3%	10.0%	14.3%	N/A	0.0%	0.0%	25.0%	0.0%

What is the default investment for automatic enrollment?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Retail Target-Date Fund (Active)	30.2%	18.8%	32.6%	37.8%	31.6%	23.2%	32.9%	25.0%	22.2%	43.8%	31.8%	42.9%
Retail Target-Date Fund (Indexed)	21.4%	11.9%	18.2%	20.9%	30.4%	35.7%	25.6%	0.0%	16.7%	31.3%	31.8%	42.9%
Custom Target-Date Fund	10.1%	6.9%	7.7%	11.1%	12.2%	19.0%	12.2%	16.7%	16.7%	6.3%	18.2%	0.0%
Risk-based Lifestyle Fund	4.9%	5.4%	4.9%	7.1%	3.4%	2.4%	4.9%	8.3%	11.1%	6.3%	0.0%	0.0%
Balanced Fund	11.3%	16.5%	14.1%	9.5%	6.3%	3.6%	8.5%	8.3%	16.7%	6.3%	4.5%	7.1%
Professionally Managed Acct	6.9%	11.5%	6.9%	4.1%	6.8%	4.8%	2.4%	8.3%	5.6%	0.0%	0.0%	0.0%
Stable Value Fund / GIC	4.3%	8.0%	4.9%	2.4%	3.4%	1.2%	2.4%	0.0%	5.6%	0.0%	4.5%	0.0%
Money Market Fund	4.1%	13.4%	4.1%	1.0%	0.8%	0.0%	3.7%	16.7%	5.6%	0.0%	0.0%	0.0%
Other	7.0%	8.0%	6.6%	6.1%	5.5%	10.7%	7.3%	16.7%	0.0%	6.3%	9.1%	7.1%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
1%	5.1%	8.6%	6.0%	1.0%	4.3%	4.9%	7.7%	20.0%	23.5%	0.0%	0.0%	0.0%
2%	8.6%	9.4%	9.3%	7.6%	8.2%	7.3%	21.8%	10.0%	29.4%	31.3%	14.3%	21.4%
3%	45.0%	46.6%	48.0%	44.8%	40.5%	37.8%	35.9%	50.0%	11.8%	56.3%	28.6%	42.9%
4%	12.1%	9.0%	11.3%	13.8%	15.9%	12.2%	25.6%	10.0%	23.5%	12.5%	38.1%	35.7%
5%	10.9%	8.6%	8.9%	14.8%	10.8%	14.6%	2.6%	10.0%	0.0%	0.0%	4.8%	0.0%
6%	13.9%	12.0%	12.7%	12.8%	17.2%	18.3%	5.1%	0.0%	11.8%	0.0%	9.5%	0.0%
>6%	3.7%	3.8%	3.1%	5.2%	3.0%	4.3%	1.3%	0.0%	0.0%	0.0%	4.8%	0.0%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5- -<\$50MM)	Mid (\$50- -<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
No	61.7%	73.7%	66.7%	48.5%	38.5%	28.2%	59.5%	72.5%	75.4%	60.0%	44.4%	26.1%
Yes - but participation is voluntary and participants must opt in to auto escalation	16.4%	8.7%	14.2%	22.9%	31.9%	34.7%	26.8%	10.0%	17.5%	25.0%	42.2%	52.2%
Yes - participants are defaulted into auto escalation at time of enrollment unless they opt out; all other participants can opt in at any time	16.5%	6.0%	16.1%	27.3%	28.8%	35.1%	10.7%	10.0%	3.5%	12.5%	13.3%	21.7%
Unsure	5.4%	11.7%	3.0%	1.3%	0.8%	1.9%	2.9%	7.5%	3.5%	2.5%	0.0%	0.0%

Participation and Eligibility

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Average	77.1%	73.1%	78.5%	79.2%	80.3%	80.5%	71.3%	69.4%	68.0%	67.7%	77.2%	76.3%
Median	84.0%	80.0%	85.0%	86.0%	86.0%	88.0%	75.0%	75.5%	72.0%	68.3%	79.5%	74.6%

Average Participant Account Balance:

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Average	\$86,326	\$69,868	\$87,820	\$95,709	\$95,224	\$119,055	\$49,514	\$48,457	\$36,931	\$42,880	\$57,673	\$73,512
Median	\$68,316	\$50,000	\$69,607	\$78,553	\$85,200	\$106,187	\$40,389	\$25,000	\$31,000	\$38,442	\$48,500	\$62,860

Average Contribution/Deferral Rate Among Active Participants:

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Average	6.4%	6.1%	6.1%	6.8%	7.3%	7.6%	5.7%	4.8%	4.8%	5.2%	6.9%	7.0%
Median	6.0%	5.0%	6.0%	6.6%	7.0%	7.6%	5.6%	4.8%	4.0%	5.2%	6.4%	6.9%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Immediately upon hire	34.9%	17.5%	27.3%	53.6%	71.9%	81.8%	68.4%	29.3%	61.4%	87.5%	84.4%	91.3%
Within 3 months	26.2%	22.0%	33.0%	27.3%	20.5%	14.3%	14.1%	34.1%	21.1%	0.0%	4.4%	4.3%
After 4 to 6 months	12.8%	16.5%	15.1%	9.0%	2.6%	1.6%	1.9%	4.9%	0.0%	2.5%	2.2%	0.0%
After 7 to 11 months of employment	1.5%	2.2%	1.9%	0.4%	0.3%	0.0%	0.5%	0.0%	1.8%	0.0%	0.0%	0.0%
At 1 year of employment	23.6%	40.6%	21.6%	9.5%	4.2%	1.6%	13.1%	24.4%	14.0%	10.0%	8.9%	4.3%
After more than 1 year of employment	1.0%	1.3%	1.1%	0.2%	0.5%	0.8%	1.9%	7.3%	1.8%	0.0%	0.0%	0.0%

Employer Match

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	75.1%	66.9%	76.5%	78.7%	82.8%	91.5%	82.9%	75.6%	89.5%	74.4%	80.0%	100.0%
No	24.1%	31.4%	23.2%	20.7%	16.7%	8.5%	17.1%	24.4%	10.5%	25.6%	20.0%	0.0%
Unsure	0.8%	1.7%	0.3%	0.6%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	48.2%	42.7%	50.6%	53.1%	51.9%	47.5%	42.1%	32.5%	37.5%	38.5%	50.0%	60.9%
No	48.3%	50.7%	47.0%	44.6%	47.9%	51.0%	55.0%	60.0%	60.7%	56.4%	50.0%	39.1%
Unsure	3.5%	6.6%	2.4%	2.4%	0.3%	1.6%	3.0%	7.5%	1.8%	5.1%	0.0%	0.0%

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

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

	All Industries						Healthcare Organizations (not for profit)					
Match	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
More than 100% of first 6% of salary	7.8%	8.6%	7.3%	7.5%	5.4%	10.0%	4.5%	4.0%	6.3%	7.4%	2.9%	0.0%
100% of first 6% of salary	11.8%	11.7%	10.0%	11.4%	14.0%	18.7%	13.4%	16.0%	20.8%	3.7%	11.4%	9.1%
51%-99% of first 6% of salary	27.7%	25.3%	25.6%	29.4%	32.5%	37.0%	21.0%	16.0%	14.6%	29.6%	22.9%	27.3%
50% of first 6% of salary	21.2%	19.5%	22.3%	25.9%	20.7%	14.8%	21.0%	28.0%	20.8%	11.1%	22.9%	22.7%
Less than 50% of first 6% of salary	23.3%	26.6%	27.1%	18.2%	17.5%	9.6%	27.4%	16.0%	27.1%	29.6%	34.3%	27.3%
Other	8.2%	8.4%	7.8%	7.7%	9.9%	10.0%	12.7%	20.0%	10.4%	18.5%	5.7%	13.6%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Annually	14.4%	16.6%	15.0%	13.1%	10.3%	10.6%	11.8%	23.3%	5.9%	13.8%	11.1%	8.7%
Quarterly	2.5%	1.7%	2.6%	3.9%	1.6%	4.7%	2.4%	0.0%	2.0%	0.0%	2.8%	8.7%
Monthly	5.5%	7.6%	5.1%	3.6%	3.8%	5.1%	2.4%	6.7%	3.9%	0.0%	0.0%	0.0%
Twice monthly (24 times per year)	16.9%	19.2%	16.6%	16.2%	16.0%	11.9%	4.7%	3.3%	7.8%	0.0%	5.6%	4.3%
Biweekly (26 times per year)	43.5%	39.4%	43.6%	47.5%	48.0%	46.4%	71.6%	56.7%	76.5%	79.3%	75.0%	65.2%
Weekly	9.1%	12.2%	10.4%	5.3%	5.0%	2.1%	4.1%	10.0%	2.0%	6.9%	2.8%	0.0%
Varies (by employee type, different payroll periods, etc.)	4.5%	1.6%	3.8%	5.3%	8.8%	11.9%	2.4%	0.0%	0.0%	0.0%	2.8%	13.0%
Other	3.5%	1.6%	2.9%	5.1%	6.6%	7.2%	0.6%	0.0%	2.0%	0.0%	0.0%	0.0%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	8.5%	5.7%	8.7%	8.2%	11.9%	13.9%	8.4%	6.7%	7.8%	10.7%	5.6%	13.6%
No	91.5%	94.3%	91.3%	91.8%	88.1%	86.1%	91.6%	93.3%	92.2%	89.3%	94.4%	86.4%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	30.5%	17.3%	28.0%	45.0%	47.5%	46.2%	31.4%	9.7%	20.0%	37.9%	50.0%	47.8%
No	51.3%	48.8%	56.2%	49.6%	46.9%	45.8%	55.0%	61.3%	66.0%	58.6%	41.7%	39.1%
Unsure	18.2%	34.0%	15.8%	5.3%	5.7%	8.1%	13.6%	29.0%	14.0%	3.4%	8.3%	13.0%

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

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
All or nearly all participants (90% or more)	23.3%	33.0%	20.8%	16.5%	17.1%	18.4%	14.4%	20.0%	19.6%	3.7%	11.1%	13.0%
Vast majority (75% or more)	26.6%	19.1%	27.3%	29.6%	33.3%	38.6%	26.3%	23.3%	31.4%	18.5%	27.8%	26.1%
More than average (more than 50% but less than 75%)	26.3%	19.5%	26.8%	32.5%	34.0%	29.8%	29.9%	23.3%	25.5%	33.3%	33.3%	39.1%
Less than average (more than 25% but less than 50%)	15.5%	15.2%	17.4%	15.3%	12.4%	11.4%	17.4%	10.0%	11.8%	25.9%	25.0%	17.4%
A minority (between 10% and 25%)	4.9%	5.8%	5.7%	4.7%	1.9%	1.8%	6.6%	6.7%	5.9%	14.8%	2.8%	4.3%
Very few (<10%)	3.4%	7.5%	2.1%	1.5%	1.3%	0.0%	5.4%	16.7%	5.9%	3.7%	0.0%	0.0%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Immediately on enrollment	33.7%	31.5%	31.4%	37.1%	40.6%	39.0%	25.3%	29.0%	18.0%	23.3%	25.0%	39.1%
6 months	0.6%	0.9%	0.6%	1.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
1 year	3.1%	3.5%	2.3%	2.2%	3.8%	6.4%	2.9%	6.5%	2.0%	0.0%	5.6%	0.0%
2 years	4.4%	2.2%	3.7%	7.0%	6.6%	8.9%	3.5%	0.0%	0.0%	3.3%	11.1%	4.3%
3 years	12.5%	7.9%	10.6%	14.9%	21.4%	23.3%	27.6%	12.9%	24.0%	33.3%	38.9%	30.4%
4 years	3.5%	3.4%	3.0%	5.5%	3.5%	3.4%	1.2%	0.0%	2.0%	3.3%	0.0%	0.0%
5 years	22.5%	25.3%	23.8%	21.2%	15.7%	16.1%	28.2%	38.7%	42.0%	26.7%	11.1%	13.0%
6 years	17.8%	21.8%	23.0%	10.8%	7.5%	2.5%	10.6%	12.9%	10.0%	10.0%	8.3%	13.0%
7 years	1.7%	3.1%	1.5%	0.2%	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
After more than 7 years	0.2%	0.5%	0.1%	0.0%	0.0%	0.0%	0.6%	0.0%	2.0%	0.0%	0.0%	0.0%

Plan Investments

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Target-Date Funds	75.4%	66.9%	76.0%	81.5%	83.0%	87.6%	74.9%	53.3%	72.0%	82.9%	80.5%	87.0%
Target-Risk Funds (i.e., "growth", "conservative", etc.)	41.7%	54.8%	44.0%	34.1%	21.4%	13.1%	36.3%	53.3%	38.0%	40.0%	26.8%	21.7%
Balanced Funds	71.5%	73.0%	74.3%	69.7%	69.2%	55.0%	68.2%	56.7%	74.0%	71.4%	65.9%	69.6%
Professionally Managed Accounts (for participants)	30.6%	28.1%	30.8%	27.7%	31.4%	44.6%	32.4%	33.3%	34.0%	34.3%	26.8%	34.8%
Money Market Fund	62.0%	63.9%	64.0%	60.4%	56.8%	52.2%	60.9%	40.0%	62.0%	68.6%	65.9%	65.2%
Employer Stock	7.7%	1.8%	3.4%	7.4%	21.1%	41.0%	1.7%	0.0%	4.0%	2.9%	0.0%	0.0%
Stable Value Funds	59.3%	41.3%	63.4%	70.1%	76.2%	70.5%	59.2%	40.0%	54.0%	65.7%	70.7%	65.2%
Real Estate / REITS	26.0%	22.3%	28.6%	29.1%	26.5%	21.1%	20.1%	30.0%	20.0%	14.3%	19.5%	17.4%
Alternative Investments (hedge funds, private equity, etc.)	4.6%	5.1%	4.5%	4.6%	3.0%	6.0%	3.4%	6.7%	2.0%	5.7%	0.0%	4.3%
Socially Responsible Funds	10.3%	10.5%	9.2%	10.4%	12.7%	12.4%	21.2%	13.3%	20.0%	17.1%	24.4%	34.8%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Average	21.3	23.5	21.5	19.4	19.4	18.9	21.2	28.3	19.1	19.8	19.0	24.5
Median	18.0	20.0	19.0	18.0	17.0	15.0	18.0	20.0	18.0	20.0	17.0	15.0
How many indexed funds are offered?												
Average	5.3	6.5	5.2	4.4	4.4	5.7	5.8	7.9	7.0	5.3	4.5	4.9
Median	4.0	4.0	3.0	4.0	4.0	4.0	4.0	4.0	5.0	4.5	3.5	4.0

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

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Average	5.2	5.7	5.3	5.1	4.5	4.2	5.5	10.5	3.9	6.0	5.2	4.4
Median	4.0	5.0	4.6	4.0	4.0	4.0	3.7	3.7	3.0	4.0	3.0	4.0

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Mutual Funds	91.7%	89.8%	93.2%	95.3%	94.4%	80.6%	92.5%	87.9%	92.3%	91.7%	93.0%	100.0%
Separate Accounts	20.5%	22.2%	19.5%	13.6%	15.0%	39.9%	15.5%	33.3%	15.4%	11.1%	9.3%	8.7%
Collective Investment Trust	14.2%	7.2%	8.3%	14.5%	30.0%	56.5%	7.0%	0.0%	5.8%	8.3%	11.6%	8.7%
ETFs (outside of brokerage windows)	9.2%	12.0%	9.6%	6.3%	4.6%	6.0%	10.2%	9.1%	13.5%	8.3%	11.6%	4.3%
Self-Directed Brokerage Window	18.1%	7.5%	13.4%	28.9%	36.2%	46.0%	26.2%	6.1%	13.5%	22.2%	46.5%	52.2%
Mutual Fund Window	4.6%	5.5%	3.8%	3.5%	2.9%	9.7%	3.7%	6.1%	0.0%	5.6%	2.3%	8.7%
Other	4.8%	5.7%	3.9%	2.9%	6.7%	6.5%	2.7%	3.0%	1.9%	2.8%	4.7%	0.0%

How often do you formally review the investment options?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Quarterly	38.0%	16.9%	34.1%	54.3%	68.9%	68.9%	42.1%	18.5%	25.6%	42.9%	70.0%	70.6%
Twice a year	17.1%	12.4%	23.0%	21.7%	10.5%	3.6%	14.5%	7.4%	20.9%	25.7%	3.3%	5.9%
Annually	33.9%	48.0%	35.3%	20.5%	17.9%	19.2%	28.3%	33.3%	34.9%	28.6%	16.7%	23.5%
Every 1-2 years	3.7%	6.3%	2.8%	2.6%	1.6%	3.6%	5.3%	11.1%	4.7%	2.9%	6.7%	0.0%
Every 2-3 years	2.0%	4.7%	0.9%	0.9%	0.8%	1.8%	1.3%	3.7%	0.0%	0.0%	3.3%	0.0%
Every 3+ years	1.7%	2.9%	1.8%	0.0%	0.0%	2.4%	3.3%	7.4%	7.0%	0.0%	0.0%	0.0%
Never	3.5%	8.9%	2.1%	0.0%	0.4%	0.6%	5.3%	18.5%	7.0%	0.0%	0.0%	0.0%

Retirement Income

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
In-plan income products that guarantee monthly income	6.9%	5.8%	7.2%	8.1%	7.8%	6.2%	11.6%	3.8%	6.8%	18.2%	17.9%	12.5%
In-plan income products that guarantee a base benefit	3.0%	2.2%	3.1%	3.9%	4.3%	1.2%	2.7%	0.0%	0.0%	6.1%	7.1%	0.0%
In-plan income NOT offering guarantees	7.9%	6.9%	7.3%	6.6%	11.0%	13.0%	12.9%	7.7%	15.9%	12.1%	10.7%	18.8%
Out of plan annuity purchase/ bidding service	3.5%	0.9%	2.8%	3.9%	5.1%	15.5%	6.8%	0.0%	2.3%	9.1%	17.9%	6.3%
Unsure	24.0%	37.1%	24.7%	14.8%	9.4%	6.8%	31.3%	53.8%	29.5%	33.3%	17.9%	18.8%
No income products offered	58.6%	50.1%	58.2%	67.8%	69.4%	61.5%	42.2%	34.6%	47.7%	36.4%	46.4%	43.8%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	50.6%	41.4%	52.4%	57.8%	57.8%	62.4%	68.0%	70.0%	62.5%	84.2%	65.1%	56.5%
No	29.2%	23.9%	30.7%	32.9%	35.2%	30.6%	23.0%	22.5%	26.8%	15.8%	18.6%	34.8%
Unsure	20.2%	34.8%	16.9%	9.4%	7.0%	7.0%	9.0%	7.5%	10.7%	0.0%	16.3%	8.7%

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

Fees/Expenses

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Less than 0.25% (<25 bps)	9.8%	7.0%	6.5%	10.3%	16.4%	32.4%	9.4%	2.6%	6.6%	13.0%	15.9%	8.7%
0.25%-50% (25-50 bps)	19.4%	13.4%	16.0%	24.4%	34.4%	37.3%	23.0%	12.8%	14.8%	21.7%	36.4%	39.1%
0.51%-75% (51-75 bps)	16.5%	8.4%	17.7%	28.1%	25.3%	12.4%	15.0%	5.1%	13.1%	13.0%	22.7%	26.1%
0.76%-1% (76-100 bps)	13.7%	11.0%	19.8%	13.3%	7.2%	0.8%	8.5%	10.3%	13.1%	13.0%	0.0%	0.0%
1.01%-1.50% (101-150 bps)	7.2%	9.4%	9.6%	2.4%	0.8%	1.2%	1.4%	5.1%	1.6%	0.0%	0.0%	0.0%
1.51%-2.00% (151-200 bps)	1.1%	1.7%	1.3%	0.6%	0.0%	0.4%	1.4%	2.6%	3.3%	0.0%	0.0%	0.0%
2.01%-2.50% (201-250 bps)	0.4%	0.7%	0.1%	0.4%	0.6%	0.0%	0.5%	0.0%	0.0%	0.0%	2.3%	0.0%
More than 2.50% (more than 250 bps)	0.2%	0.3%	0.1%	0.2%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unsure	31.6%	48.0%	28.8%	20.2%	14.7%	15.4%	40.8%	61.5%	47.5%	39.1%	22.7%	26.1%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes, a policy is in place	15.8%	11.4%	12.7%	25.2%	23.2%	26.9%	23.9%	14.6%	15.4%	31.9%	30.4%	34.8%
No, but we plan to implement in the next year	3.6%	2.0%	3.0%	5.7%	7.7%	5.4%	3.2%	0.0%	0.0%	10.6%	2.2%	4.3%
No, but we may develop one in future	14.6%	8.9%	15.0%	20.9%	22.4%	16.9%	15.3%	7.3%	16.9%	12.8%	17.4%	26.1%
No, and no plans to	26.5%	31.9%	28.1%	18.6%	18.1%	17.8%	16.2%	29.3%	21.5%	8.5%	13.0%	0.0%
Unsure	39.5%	45.8%	41.2%	29.5%	28.5%	33.1%	41.4%	48.8%	46.2%	36.2%	37.0%	34.8%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	37.4%	24.2%	33.6%	57.7%	63.4%	45.8%	46.2%	25.0%	43.4%	44.4%	59.5%	60.9%
No	28.8%	28.9%	29.8%	24.5%	24.0%	37.5%	20.4%	25.0%	18.9%	25.0%	16.7%	17.4%
Unsure	33.8%	46.8%	36.6%	17.8%	12.7%	16.7%	33.3%	50.0%	37.7%	30.6%	23.8%	21.7%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes, and we externally benchmarked our plan's costs/fees	34.7%	18.7%	35.7%	51.0%	53.9%	49.6%	36.2%	12.5%	22.7%	50.0%	57.8%	45.5%
Yes, and we plan to externally benchmark our plan's costs/fees	7.0%	4.5%	5.9%	8.9%	12.0%	14.6%	4.5%	2.5%	3.0%	2.1%	8.9%	9.1%
Yes, but we did NOT externally benchmark our plan's costs/fees	14.6%	14.5%	15.8%	12.8%	12.0%	15.9%	14.9%	17.5%	16.7%	12.5%	11.1%	18.2%
No, but we intend to	3.6%	4.8%	3.8%	1.8%	1.6%	2.4%	4.1%	7.5%	6.1%	2.1%	0.0%	4.5%
No, but we may at some point	18.2%	28.4%	17.0%	10.4%	7.5%	3.7%	11.8%	25.0%	13.6%	10.4%	2.2%	4.5%
Unsure	22.0%	29.0%	21.8%	15.2%	13.1%	13.8%	28.5%	35.0%	37.9%	22.9%	20.0%	18.2%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Participants - Fees paid via fixed costs billed to participant accounts	21.3%	15.1%	20.9%	24.7%	27.4%	40.2%	24.0%	11.9%	26.2%	25.0%	25.5%	34.8%
Shared Responsibility - Participants are charged some fees directly while our organization covers other expenses directly	22.5%	20.5%	23.5%	24.1%	22.4%	24.4%	24.9%	16.7%	24.6%	20.8%	29.8%	39.1%
Our organization - All fees paid exclusively by our company	35.9%	47.1%	34.6%	29.7%	24.0%	15.4%	23.6%	40.5%	21.5%	20.8%	21.3%	8.7%
Not applicable - All plan fees are paid via revenue sharing	11.0%	5.3%	11.3%	15.9%	21.6%	13.4%	12.9%	11.9%	6.2%	22.9%	12.8%	13.0%
Unsure	9.3%	12.0%	9.7%	5.6%	4.5%	6.5%	14.7%	19.0%	21.5%	10.4%	10.6%	4.3%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Annually	75.9%	71.7%	78.6%	78.5%	75.8%	76.8%	72.8%	72.1%	71.6%	75.0%	74.5%	69.6%
Every 1-2 years	9.5%	10.9%	9.2%	9.3%	9.2%	4.7%	8.8%	7.0%	11.9%	8.3%	10.6%	0.0%
Every 2-3 years	6.0%	5.4%	5.6%	7.2%	7.1%	7.9%	10.5%	9.3%	6.0%	14.6%	8.5%	21.7%
Every 3-5 years	1.7%	1.3%	1.3%	1.5%	2.9%	3.9%	1.3%	0.0%	0.0%	0.0%	2.1%	8.7%
Every 5+ years	1.2%	1.5%	1.2%	0.4%	2.1%	0.8%	1.3%	4.7%	1.5%	0.0%	0.0%	0.0%
Never	5.7%	9.3%	4.0%	3.1%	2.9%	5.9%	5.3%	7.0%	9.0%	2.1%	4.3%	0.0%

Defined Contribution Providers

For how long has your organization used your DC provider?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Less than 1 year	3.9%	4.8%	3.4%	2.8%	4.7%	3.1%	2.9%	4.2%	1.4%	7.8%	0.0%	0.0%
More than 1 year but less than 3 years	12.4%	17.3%	11.9%	7.0%	7.9%	7.4%	10.9%	20.8%	10.1%	2.0%	10.6%	13.0%
More than 3 years but less than 5 years	13.5%	15.9%	14.4%	10.9%	8.6%	7.4%	9.7%	10.4%	8.7%	9.8%	10.6%	8.7%
More than 5 years but less than 7 years	11.6%	12.4%	11.0%	14.4%	8.4%	10.5%	13.9%	12.5%	20.3%	13.7%	10.6%	4.3%
More than 7 years	56.4%	46.3%	58.0%	63.0%	69.4%	69.4%	60.5%	50.0%	56.5%	64.7%	66.0%	73.9%
Don't know	2.2%	3.4%	1.4%	1.9%	1.0%	2.3%	2.1%	2.1%	2.9%	2.0%	2.1%	0.0%

How often do you formally evaluate your DC provider?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Annually	59.0%	64.0%	62.9%	46.9%	47.1%	50.0%	58.2%	66.7%	60.0%	62.0%	45.8%	52.2%
Every 1 to <2 years	8.5%	10.1%	9.0%	7.8%	4.7%	3.5%	7.9%	14.6%	12.9%	4.0%	2.1%	0.0%
Every 2 to <3 years	8.7%	6.9%	7.7%	13.3%	11.2%	11.7%	6.3%	2.1%	4.3%	12.0%	6.3%	8.7%
Every 3 to <5 years	11.1%	5.2%	10.8%	15.7%	21.9%	19.5%	14.2%	4.2%	8.6%	8.0%	31.3%	30.4%
Every 5+ years	5.0%	2.2%	4.6%	8.7%	9.4%	9.0%	5.0%	2.1%	5.7%	4.0%	6.3%	8.7%
Never	7.7%	11.6%	5.1%	7.6%	5.7%	6.3%	8.4%	10.4%	8.6%	10.0%	8.3%	0.0%

Advice and Advisers

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	71.7%	65.9%	70.6%	79.2%	81.6%	72.3%	72.4%	48.1%	72.7%	71.4%	86.2%	88.2%
No	28.3%	34.1%	29.4%	20.8%	18.4%	27.7%	27.6%	51.9%	27.3%	28.6%	13.8%	11.8%

What is the adviser's fee arrangement?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
% of plan assets (bps)	41.1%	48.4%	54.5%	27.9%	13.9%	12.7%	23.4%	30.8%	34.4%	27.3%	4.0%	20.0%
Per participant	3.6%	4.0%	4.4%	2.6%	2.4%	1.7%	2.8%	7.7%	0.0%	4.5%	0.0%	6.7%
Project-based	4.5%	1.5%	2.1%	6.0%	12.0%	12.7%	6.5%	0.0%	3.1%	4.5%	20.0%	0.0%
Monthly/ Annual retainer	28.8%	6.6%	16.6%	54.3%	66.0%	61.9%	43.9%	15.4%	21.9%	40.9%	76.0%	66.7%
Performance (investments)	1.0%	1.3%	1.3%	0.8%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Performance (participation)	0.4%	0.2%	0.6%	0.4%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Don't know	20.3%	37.8%	18.3%	8.7%	8.1%	11.9%	25.2%	46.2%	34.4%	22.7%	12.0%	13.3%
Other	5.9%	4.2%	6.5%	6.4%	5.7%	8.5%	4.7%	7.7%	9.4%	0.0%	4.0%	0.0%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	59.2%	35.4%	59.8%	77.6%	76.2%	75.8%	58.7%	15.4%	50.0%	50.0%	92.0%	73.3%
No	27.8%	48.6%	25.0%	14.6%	16.7%	13.3%	22.9%	69.2%	25.0%	25.0%	4.0%	6.7%
Don't know	13.0%	16.0%	15.2%	7.8%	7.1%	10.8%	18.3%	15.4%	25.0%	25.0%	4.0%	20.0%

Is your plan adviser a fiduciary to the plan?*

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
No	25.7%	33.5%	30.0%	15.5%	13.7%	15.8%	23.6%	23.1%	28.1%	32.0%	12.0%	20.0%
Yes – 3(38) fiduciary	20.6%	19.0%	20.0%	25.5%	21.8%	17.5%	19.1%	23.1%	15.6%	16.0%	24.0%	20.0%
Yes – 3(21) fiduciary	33.6%	20.8%	31.2%	41.7%	51.2%	47.5%	30.9%	7.7%	28.1%	32.0%	44.0%	33.3%
Unsure / Don't know	20.0%	26.7%	18.8%	17.3%	13.3%	19.2%	26.4%	46.2%	28.1%	20.0%	20.0%	26.7%

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

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Review of fund performance	95.0%	89.8%	96.9%	97.7%	96.7%	94.9%	97.2%	100.0%	100.0%	95.5%	100.0%	86.7%
Plan investment selection guidance	92.4%	87.3%	94.3%	94.3%	93.8%	94.0%	92.5%	91.7%	96.9%	81.8%	100.0%	86.7%
Plan provider selection/due diligence	69.1%	62.1%	73.5%	78.5%	67.6%	51.3%	69.8%	75.0%	68.8%	81.8%	72.0%	46.7%
IPS review and monitoring	65.4%	46.1%	67.5%	82.3%	80.0%	63.2%	70.8%	41.7%	62.5%	72.7%	92.0%	73.3%
Provider fee analysis	80.2%	72.8%	82.1%	87.5%	83.3%	75.2%	83.0%	75.0%	78.1%	90.9%	100.0%	60.0%
Plan benchmarking	64.6%	50.8%	69.3%	73.2%	71.4%	59.0%	67.9%	50.0%	56.3%	81.8%	88.0%	53.3%
Plan education programs	47.6%	52.6%	58.7%	42.6%	25.2%	16.2%	47.2%	50.0%	56.3%	63.6%	36.0%	20.0%
One-on-one participant education	53.9%	74.2%	68.7%	37.4%	10.5%	5.1%	39.6%	66.7%	59.4%	50.0%	4.0%	20.0%
Group participant education	53.6%	70.8%	68.4%	37.4%	14.8%	7.7%	42.5%	83.3%	56.3%	50.0%	16.0%	13.3%
Review of funds with committee or internal plan administrator	74.9%	51.4%	81.3%	89.4%	81.9%	82.1%	84.0%	58.3%	87.5%	81.8%	84.0%	100.0%
Technical help with corporate transactions impacting the plan	32.3%	35.9%	35.6%	30.2%	27.6%	12.8%	31.1%	25.0%	34.4%	36.4%	32.0%	20.0%
Plan compliance review	49.7%	51.7%	55.0%	48.3%	41.0%	30.8%	50.9%	66.7%	50.0%	54.5%	52.0%	33.3%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes, via onsite meetings with an adviser outside the plan	40.8%	45.1%	48.6%	32.0%	24.9%	12.2%	40.9%	46.7%	48.5%	35.3%	39.1%	22.7%
Yes, via phone-based conversations with an adviser outside the plan	24.4%	23.3%	28.6%	25.1%	17.3%	12.9%	20.3%	22.2%	22.1%	19.6%	19.6%	13.6%
Yes, via 3rd party (i.e., Financial Engines, etc.) independent of our DC recordkeeper	16.1%	11.0%	14.8%	19.0%	21.5%	38.4%	10.8%	4.4%	11.8%	13.7%	10.9%	13.6%
Yes, via proprietary services offered through our DC recordkeeper	32.4%	20.7%	34.2%	44.4%	49.5%	33.7%	29.7%	15.6%	26.5%	39.2%	34.8%	36.4%
Yes, via another source	5.6%	4.8%	6.4%	5.4%	6.3%	4.3%	8.2%	13.3%	8.8%	5.9%	6.5%	4.5%
Total "Yes"	74.0%	70.4%	78.6%	73.4%	72.5%	68.2%	71.1%	82.2%	69.1%	72.5%	65.2%	63.6%
No	26.0%	29.6%	21.4%	26.6%	27.5%	31.8%	28.9%	17.8%	30.9%	27.5%	34.8%	36.4%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Saving and Budgeting	36.0%	20.3%	34.7%	50.7%	58.2%	66.3%	45.3%	23.9%	31.9%	60.8%	53.3%	78.3%
Investing Basics/Strategies	51.7%	33.3%	53.9%	67.4%	73.2%	73.4%	53.8%	23.9%	44.9%	66.7%	71.1%	78.3%
Credit and/or Debt Management	16.1%	7.8%	14.5%	22.8%	28.7%	38.9%	22.6%	15.2%	13.0%	23.5%	35.6%	39.1%
Home buying	8.2%	4.4%	6.9%	11.8%	12.9%	22.2%	12.0%	8.7%	7.2%	13.7%	20.0%	13.0%
College saving	12.5%	5.1%	10.8%	17.6%	25.0%	34.9%	15.0%	6.5%	11.6%	11.8%	31.1%	17.4%
Social Security withdrawal options/strategies	17.1%	6.4%	15.8%	25.8%	33.9%	39.7%	31.6%	10.9%	23.2%	35.3%	51.1%	52.2%
Tax/Estate planning	12.3%	5.8%	10.0%	19.3%	23.2%	32.5%	12.8%	4.3%	10.1%	11.8%	20.0%	26.1%
Retirement healthcare costs/savings options	19.9%	9.2%	19.3%	30.5%	36.3%	36.1%	26.5%	8.7%	18.8%	33.3%	44.4%	34.8%
Long-term care	9.0%	4.0%	8.8%	13.7%	16.1%	18.3%	12.0%	4.3%	10.1%	7.8%	24.4%	17.4%
NONE – We do not offer any general financial education	40.7%	60.1%	38.0%	24.2%	19.7%	16.7%	34.2%	65.2%	43.5%	19.6%	13.3%	17.4%

Plan Oversight and Administration

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes - committee includes only internal employees	44.9%	26.4%	45.9%	55.3%	63.3%	67.3%	32.0%	22.2%	22.7%	28.6%	53.3%	41.2%
Yes - committee includes only people external to our company	2.4%	2.0%	2.0%	3.2%	3.1%	3.6%	3.3%	0.0%	2.3%	8.6%	3.3%	0.0%
Yes - committee includes a mix of internal and external people	29.3%	20.7%	35.1%	36.0%	28.6%	19.6%	47.1%	25.9%	59.1%	54.3%	36.7%	52.9%
Yes - but unsure of composition of investment committee	1.4%	1.7%	0.7%	1.2%	1.9%	3.6%	2.0%	0.0%	2.3%	2.9%	3.3%	0.0%
No investment committee	18.8%	43.3%	13.6%	2.9%	2.3%	4.8%	12.4%	44.4%	13.6%	0.0%	0.0%	5.9%
Don't know	3.1%	5.8%	2.8%	1.5%	0.8%	1.2%	3.3%	7.4%	0.0%	5.7%	3.3%	0.0%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	66.9%	42.7%	67.4%	88.9%	89.2%	85.7%	69.7%	34.6%	63.6%	74.3%	93.3%	88.2%
No	19.8%	35.1%	18.9%	7.0%	6.9%	7.7%	11.8%	26.9%	15.9%	11.4%	0.0%	0.0%
Don't know	13.3%	22.3%	13.8%	4.1%	3.9%	6.5%	18.4%	38.5%	20.5%	14.3%	6.7%	11.8%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Yes	50.0%	47.8%	47.9%	55.6%	48.1%	55.2%	44.3%	44.4%	50.0%	46.2%	39.3%	40.0%
No	30.4%	24.1%	32.5%	29.3%	33.3%	31.7%	26.4%	22.2%	25.0%	30.8%	17.9%	40.0%
Unsure	19.6%	28.1%	19.6%	15.1%	18.6%	13.1%	29.2%	33.3%	25.0%	23.1%	42.9%	20.0%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
One person	19.9%	27.6%	16.3%	15.2%	20.9%	16.8%	19.6%	29.6%	15.6%	17.1%	27.6%	5.9%
2-3 people	37.2%	44.1%	43.3%	27.1%	21.3%	18.0%	27.5%	25.9%	28.9%	25.7%	27.6%	29.4%
4-5 people	16.3%	6.5%	19.2%	23.3%	21.3%	19.2%	12.4%	7.4%	20.0%	11.4%	10.3%	5.9%
More than 5 people	12.3%	3.3%	9.4%	22.2%	24.8%	28.7%	20.3%	11.1%	17.8%	22.9%	17.2%	41.2%
Don't Know	14.2%	18.6%	11.8%	12.2%	11.6%	17.4%	20.3%	25.9%	17.8%	22.9%	17.2%	17.6%

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

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Rolling over past plan balances into current plan	32.5%	27.9%	34.6%	33.5%	37.5%	35.1%	41.0%	38.6%	34.3%	33.3%	57.4%	47.8%
Taking a pre-retirement distribution	19.0%	16.6%	20.2%	20.2%	21.6%	18.1%	18.9%	20.9%	15.2%	24.5%	15.2%	21.7%
Distribution/rollover options upon employee termination/separation	40.4%	33.2%	42.2%	42.6%	49.5%	49.2%	45.8%	48.8%	37.5%	47.9%	46.8%	56.5%
Income/distribution options upon retirement	29.6%	21.1%	31.8%	31.5%	42.4%	38.6%	40.7%	31.8%	32.8%	45.8%	48.9%	52.2%

When communicating with plan participants, how often do you vary/target the message based on participant demographics (i.e., age, gender, income, etc.)?

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Always	10.3%	10.1%	11.2%	9.9%	11.7%	4.7%	8.1%	8.7%	8.7%	7.8%	10.6%	0.0%
Sometimes	38.6%	19.9%	38.9%	55.1%	62.2%	68.9%	49.6%	26.1%	37.7%	56.9%	63.8%	87.0%
Never	21.7%	25.3%	23.1%	17.7%	13.8%	14.6%	15.7%	21.7%	20.3%	13.7%	10.6%	4.3%
Unsure / Don't know	9.5%	12.5%	8.9%	5.8%	6.3%	8.7%	12.3%	17.4%	11.6%	11.8%	10.6%	8.7%
Not applicable -- we don't have a formal communications/ education program	19.9%	32.3%	17.9%	11.5%	6.0%	3.1%	14.4%	26.1%	21.7%	9.8%	4.3%	0.0%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Our organization prefers terminated employees with material balances remain in our plan	35.4%	23.6%	31.4%	45.2%	52.5%	61.1%	37.2%	14.8%	36.4%	32.4%	53.8%	64.3%
Most of our employees will achieve their retirement goals by age 65	30.2%	25.4%	29.9%	32.6%	35.9%	38.1%	18.1%	18.5%	15.9%	2.9%	36.0%	28.6%
Our plan will likely add more retirement income investment products/services in the near future	27.9%	28.2%	28.0%	29.2%	27.1%	24.6%	32.9%	30.8%	20.5%	38.2%	42.3%	46.2%
The DoL's 2012 fee disclosure requirements have greatly improved our understanding of our plan fees	51.5%	51.3%	52.5%	53.5%	50.4%	44.6%	44.4%	30.8%	50.0%	41.2%	53.8%	42.9%

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

	All Industries						Healthcare Organizations (not for profit)					
	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)	Overall	Micro (<\$5MM)	Small (\$5-<\$50MM)	Mid (\$50-<\$200MM)	Large (\$200-\$1B)	Mega (>\$1B)
Participation rates	64.3%	45.6%	67.3%	75.1%	79.1%	84.0%	65.8%	30.8%	65.1%	69.7%	96.3%	64.7%
Deferral rates	52.8%	32.8%	55.0%	65.5%	68.8%	76.7%	58.2%	30.8%	55.8%	57.6%	81.5%	70.6%
Participants meeting monthly retirement income goals	6.1%	3.5%	5.4%	11.7%	8.7%	8.6%	8.2%	0.0%	7.0%	9.1%	14.8%	11.8%
Participants meeting retirement income replacement ratio goals	8.0%	2.6%	5.9%	15.6%	15.8%	17.8%	8.2%	0.0%	0.0%	9.1%	18.5%	23.5%
Participants saving to match	21.9%	12.0%	20.8%	24.3%	32.4%	50.9%	22.6%	0.0%	20.9%	24.2%	33.3%	41.2%
Participants with "appropriate" asset allocations	14.4%	6.0%	9.8%	23.1%	26.1%	44.2%	19.2%	3.8%	16.3%	21.2%	25.9%	35.3%
Increased deferrals	10.0%	6.4%	10.2%	13.5%	13.0%	14.1%	12.3%	7.7%	9.3%	9.1%	18.5%	23.5%
Participants using advice tools offered	12.8%	4.8%	10.8%	20.1%	23.3%	29.4%	15.8%	0.0%	9.3%	15.2%	29.6%	35.3%
Satisfaction surveys	16.3%	14.7%	17.2%	13.8%	17.8%	22.7%	17.8%	15.4%	16.3%	9.1%	29.6%	23.5%
Plan benchmarking	28.4%	14.7%	30.7%	39.9%	36.8%	39.3%	24.0%	0.0%	23.3%	24.2%	44.4%	29.4%
No success measures	26.3%	43.0%	23.9%	16.5%	14.2%	13.5%	26.0%	61.5%	27.9%	18.2%	0.0%	23.5%

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