



COMPANY NAME
Company Slogan

PLAN HEALTH REPORT

Sample 401(k) Plan

Year-End 2016



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COMPANY NAME
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PLAN SUMMARY

Sample 401(k) Plan



Plan Summary

Plan Record-keeper Fidelity (Direct) Investments

Contract Number 28804

Plan Administrator Fidelity (Advisor) Investments [c]

Plan Type 401(k)/Profit Sharing Plan

Date Became Advisory Client 5/1/2002

Plan Features Loans are allowed. Hardship Withdrawals are allowed (e-Certified Hardships). In-Service Withdrawals at age 59.5 are allowed.

Fiduciary Liability Insurance Unknown

Automatic Enrollment Yes

Automatic Step-Up Yes

Safe-Harbor Plan No

Plan Summary

Qualified Default Investment Smart LifeCycle 2020-2060 Funds

Roth Allowed Yes

Eligibility 18 Years of Age. Immediate with auto enroll @ 5% after 30 days. Auto increase of 1% annually, to a maximum of 10%.

Entry Dates Per Pay Period

Change Dates Per Pay Period

Employer Contributions Discretionary. Eff. 4/8/16: 100% of each dollar contributed, up to a salary deferral of 5% of your pay.

Contribution Vesting Year 1: 25%, Year 2: 50%; Year 3: 75%, Year 4: 100%

Maximum Employee Contributions 90%

Contribution Type Allowed Percentage

Retirement Plan Industry Spotlight



The Department of Labor finalized the Conflict of Interest Rule (“Fiduciary Rule”) in April 2016. This will expand the definition of “fiduciary” and will require advisors to act as a fiduciary to clients.

(Source: dol.gov)



Litigation in plans is accelerating. The majority of litigation appears to be focused on fees, for example plans not using the most competitive share class available to them.

(Source: planadviser.com and NAPA-net.org)



Fee levelization (returning investment revenue sharing directly back to each investor individually) and more sponsor paid fees are gaining traction.

(Source: planadviser.com)



Money market reform is creating an increased scrutiny of the appropriateness of money markets as an investment option in retirement plans.

(Source: plansponsor.com)

Retirement Plan Industry Spotlight



The implementation and use of Financial Wellness Programs, with an emphasis on behavioral finance, is rapidly expanding.

(Source: usatoday.com)



The use of 3(38) fiduciary services are continuing to increase (a 3(38) fiduciary will monitor and replace investment managers as it deems necessary and appropriate in its sole discretion).

(Source: plansponsor.com)



Use of target-date and passive investment options is accelerating.

(Source: Brightscope/ICI Defined Contribution Plan Profile)



Plan Design Trends: Use of automated plan features (enrollment, deferral increase) and Roth contributions are continuing to increase.

(Source: Callan 2016 Defined Contribution Trends)

Plan Cost Summary (as of 12/31/2015)

0.70%
TOTAL PLAN COST

The sum of all estimated plan costs including the administration, record-keeping, advisory, fiduciary, consulting, financial wellness and investment expenses. This fee does not include transactional expenses such as loans or distributions.

COST BREAKDOWN

ADMINISTRATION & RECORDKEEPING SERVICES: 0.23%
The revenue requirement to perform the Plan Administrative and Record-keeping functions.

INVESTMENT MANAGEMENT: 0.30%
The cost of investment management services, net of revenue used to offset plan expenses.

PENSIONMARK SERVICES: 0.17%
The revenue requirement to perform the plan advisory services which includes Plan and Fiduciary Support, Investment Services, and Employee Financial Wellness Program.

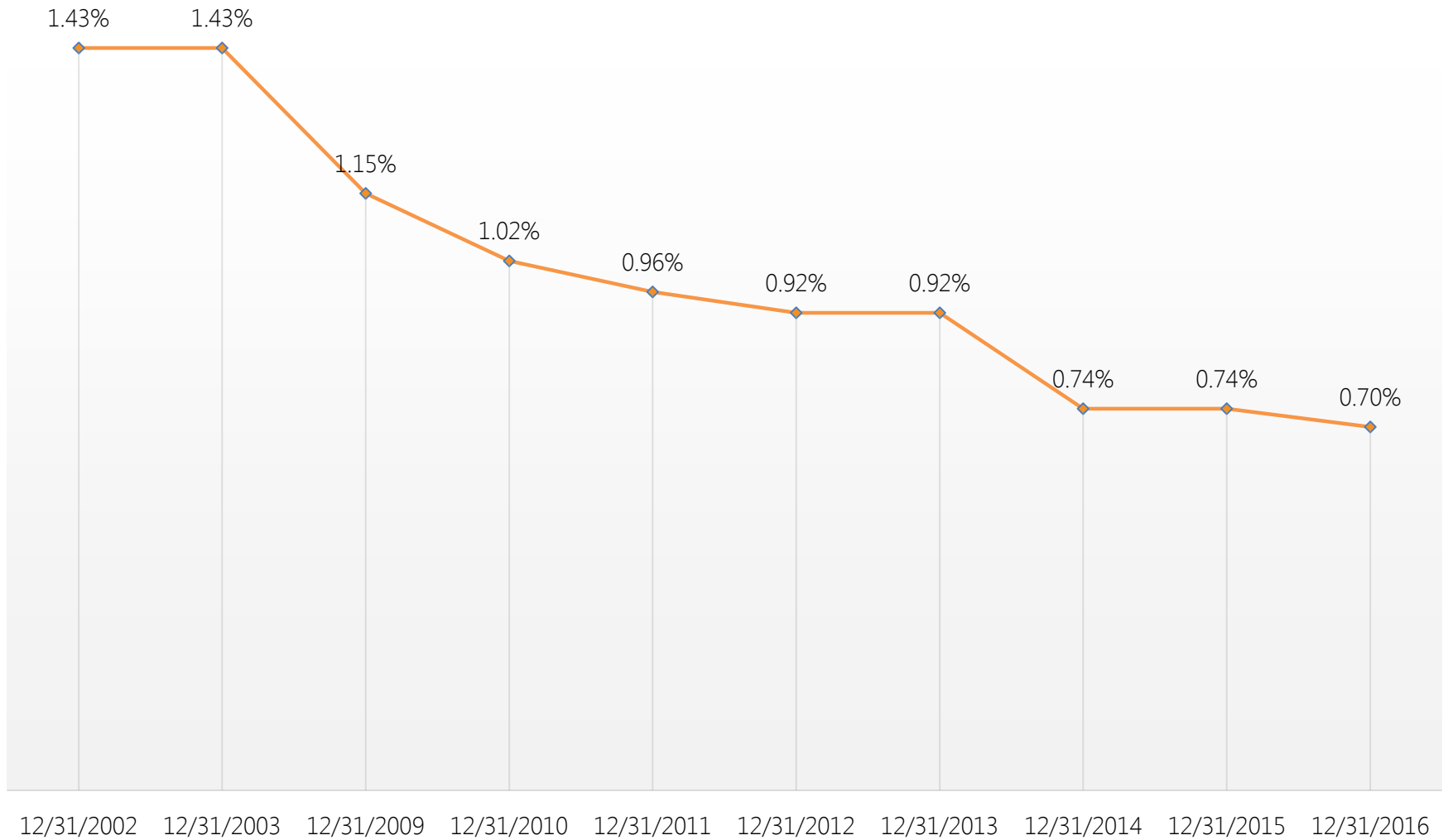
HOW ARE THESE COSTS ASSESSED?

WEIGHTED INVESTMENT COST: 0.53%
The estimated weighted investment expenses based on participant allocations. This includes Investment Management costs plus any revenue sharing (if applicable).

CONTRACT ASSET CHARGE: 0.17%
The estimated costs that are assessed against plan assets.

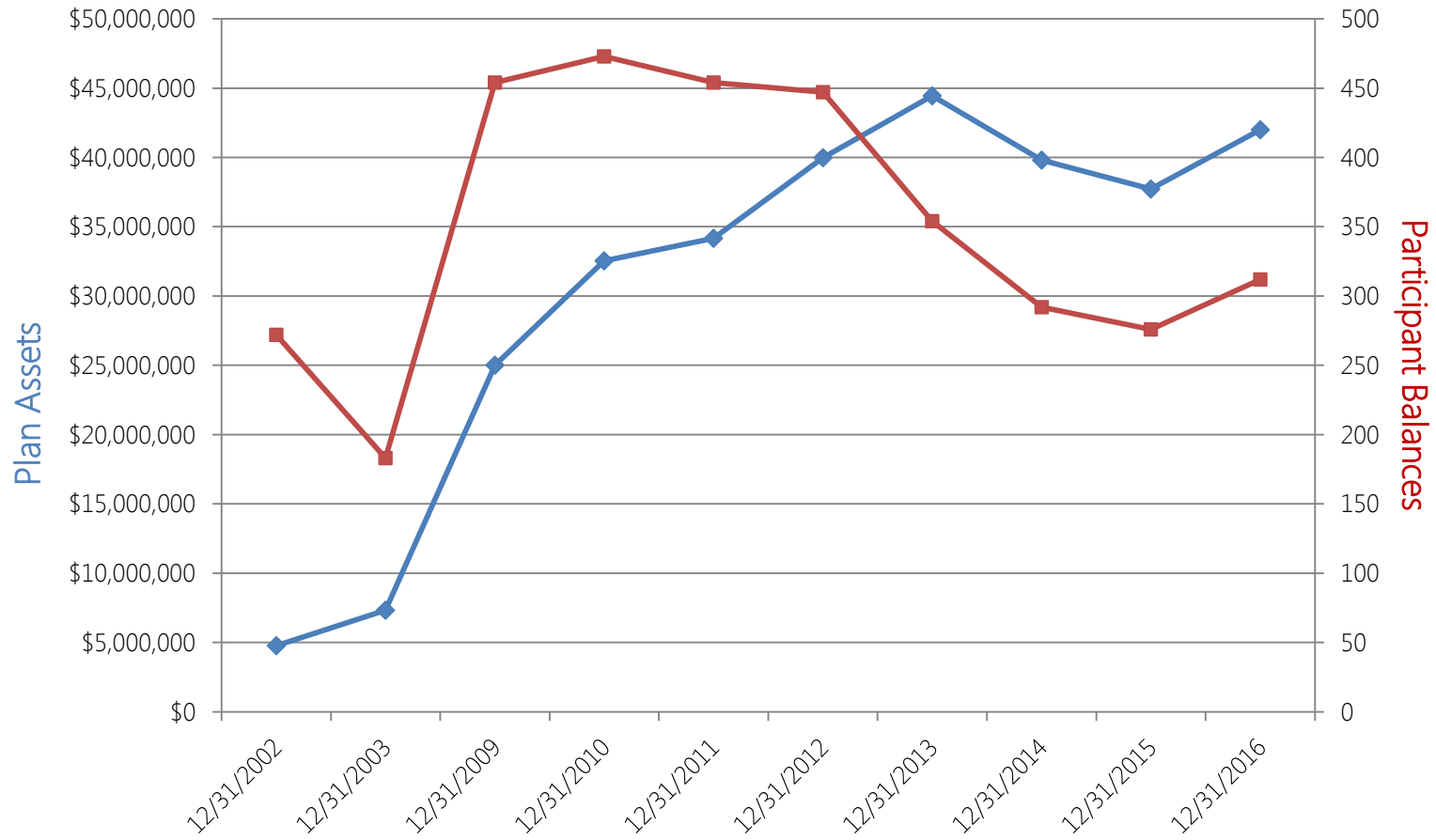
EMPLOYER PAID COST: 0.00%
The total of all employer paid costs.

Historical Plan Cost



Plan Assets/Participant History

312 CURRENT PARTICIPANT BALANCES
 \$42,000,152 CURRENT PLAN ASSETS
 \$134,616 AVERAGE PARTICIPANT BALANCE



Plan Testing History

ADP

7.30%

Represents the average deferral percentage of all eligible employees.

NHCE ADP

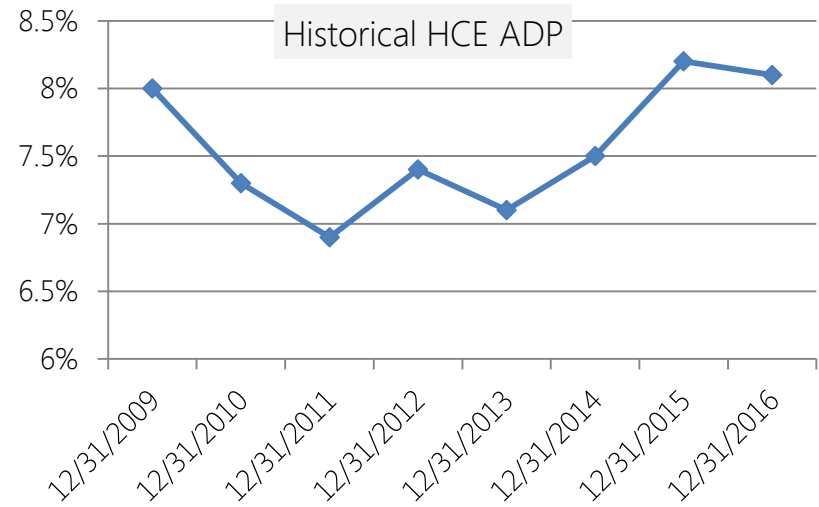
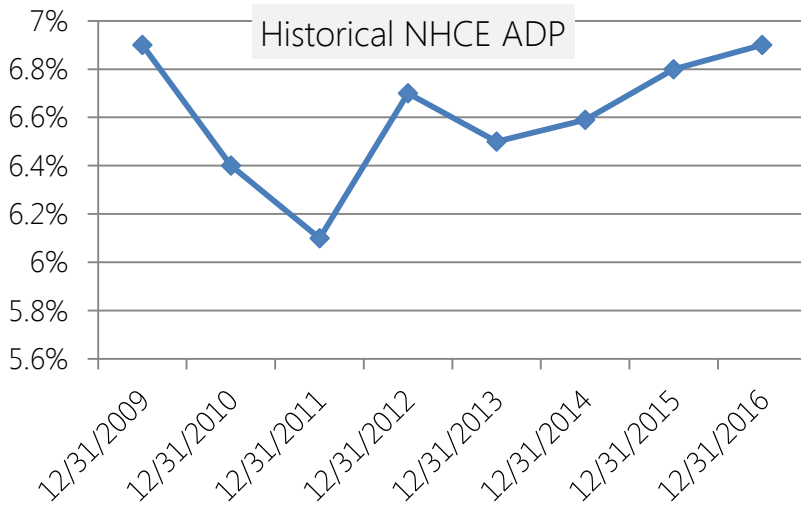
6.90%

Represents the average deferral percentage of all eligible non-highly compensated employees.

HCE ADP

8.10%

Represents the average deferral percentage of all eligible highly compensated employees.

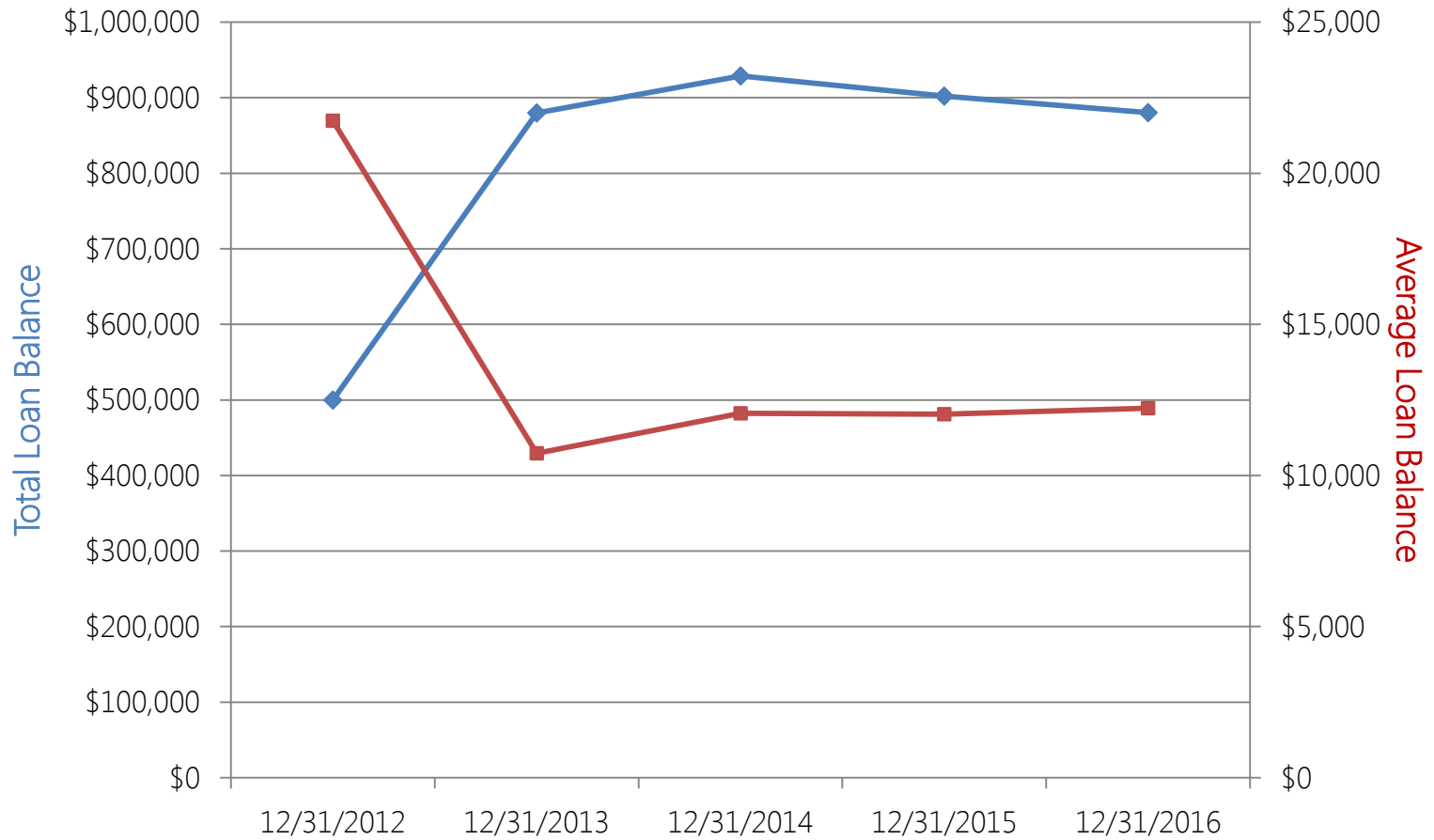


Loans Summary

72
OUTSTANDING LOANS

\$880,253
CURRENT LOAN BALANCE

\$12,226
AVERAGE LOAN BALANCE

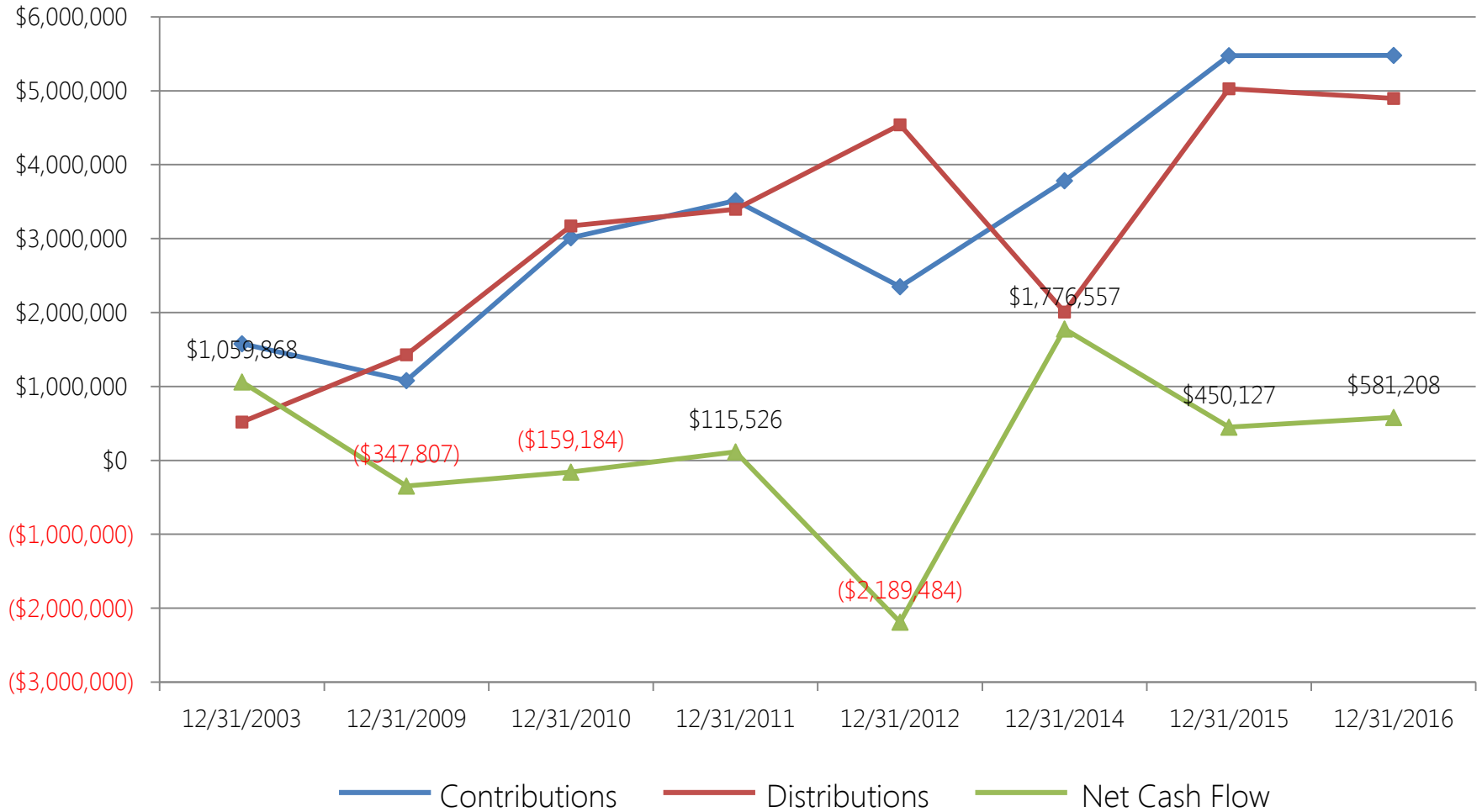


Cash Flow Summary (12 month)

\$581,208
NET CASH FLOW

The sum of all monies in and out of the plan, charted below.

Contributions:	\$5,477,542
Distributions:	(\$4,896,334)





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PLAN HEALTH ANALYSIS

Sample 401(k) Plan



Current Plan Health

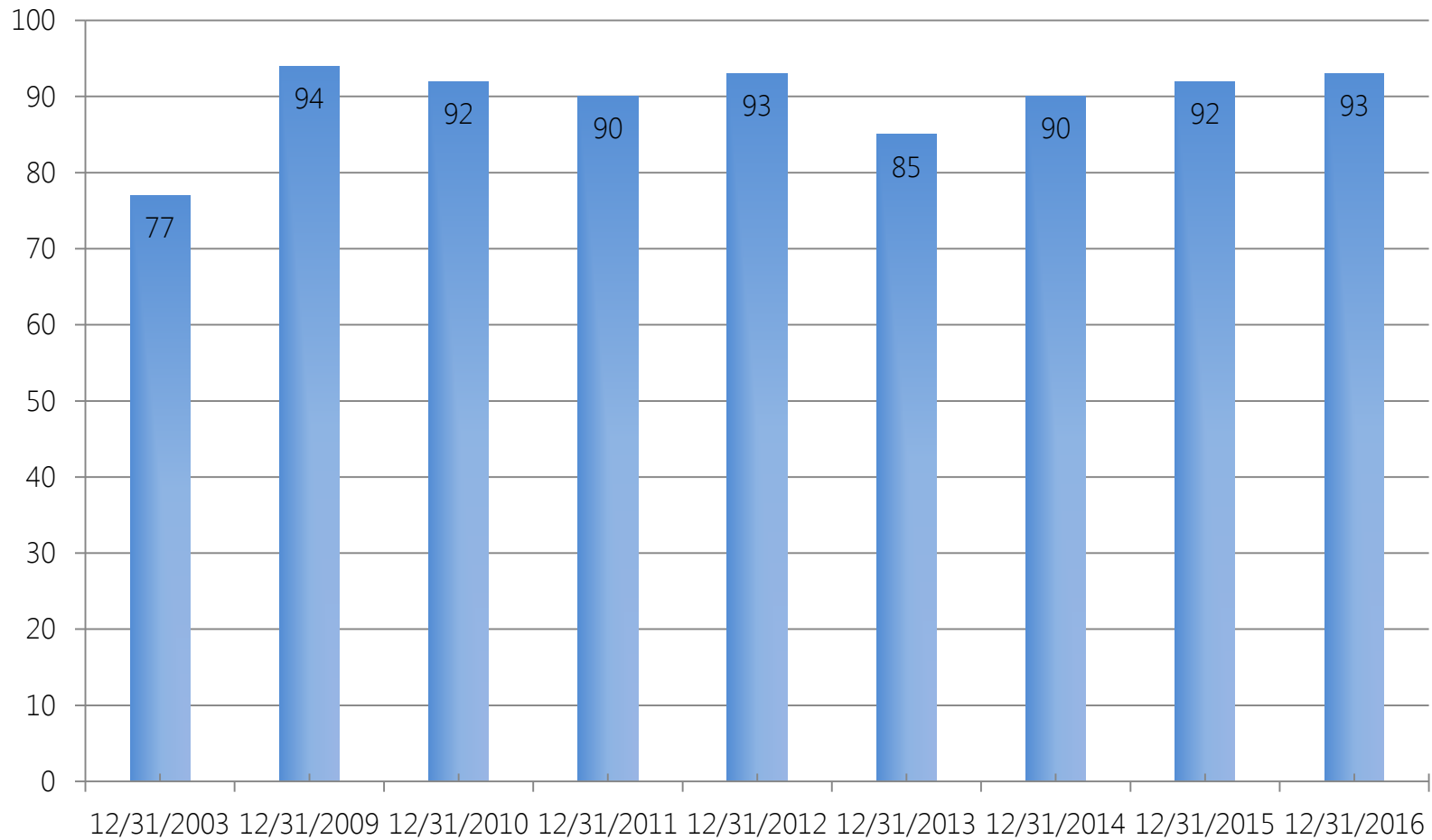
Total Plan Health Score is derived by determining to what degree the Plan is meeting participation, deferral, and diversification goals. A score of 100 indicates a Plan is meeting or exceeding goals in all three categories.

Current Plan Health Score: **93**

Goals as identified:

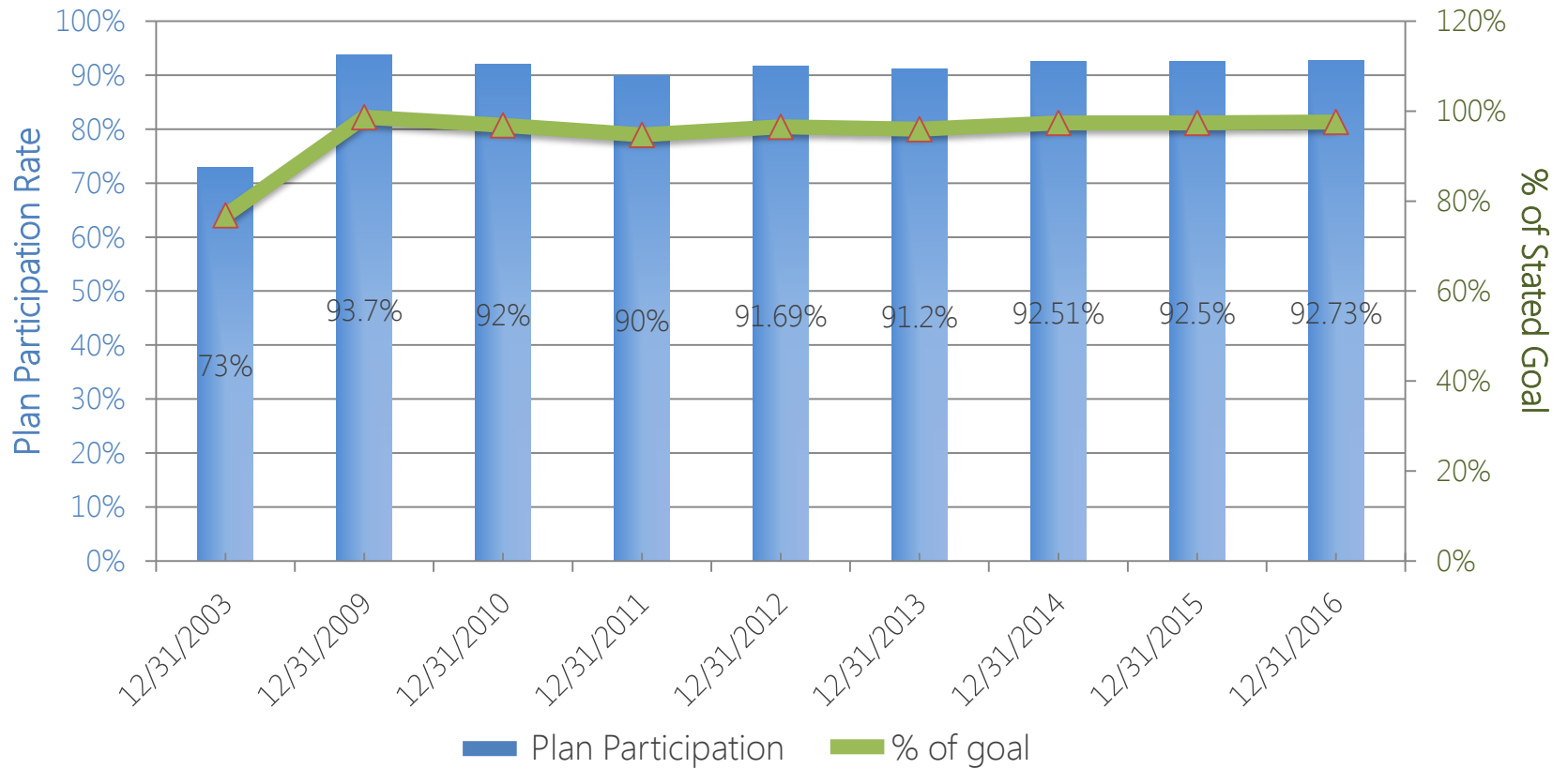
- **Plan Participation Rate: 95%**
The percentage of eligible employees participating in the Plan.
- **Participant Deferral Rate: 8%**
The average deferral rate of participating employees. Does not include any employer contributions.
- **Participant Diversification: 90%**
The percentage of employees in a diversified investment portfolio (typically 3 or more investment choices or an asset allocation fund).

Historical Plan Health Score



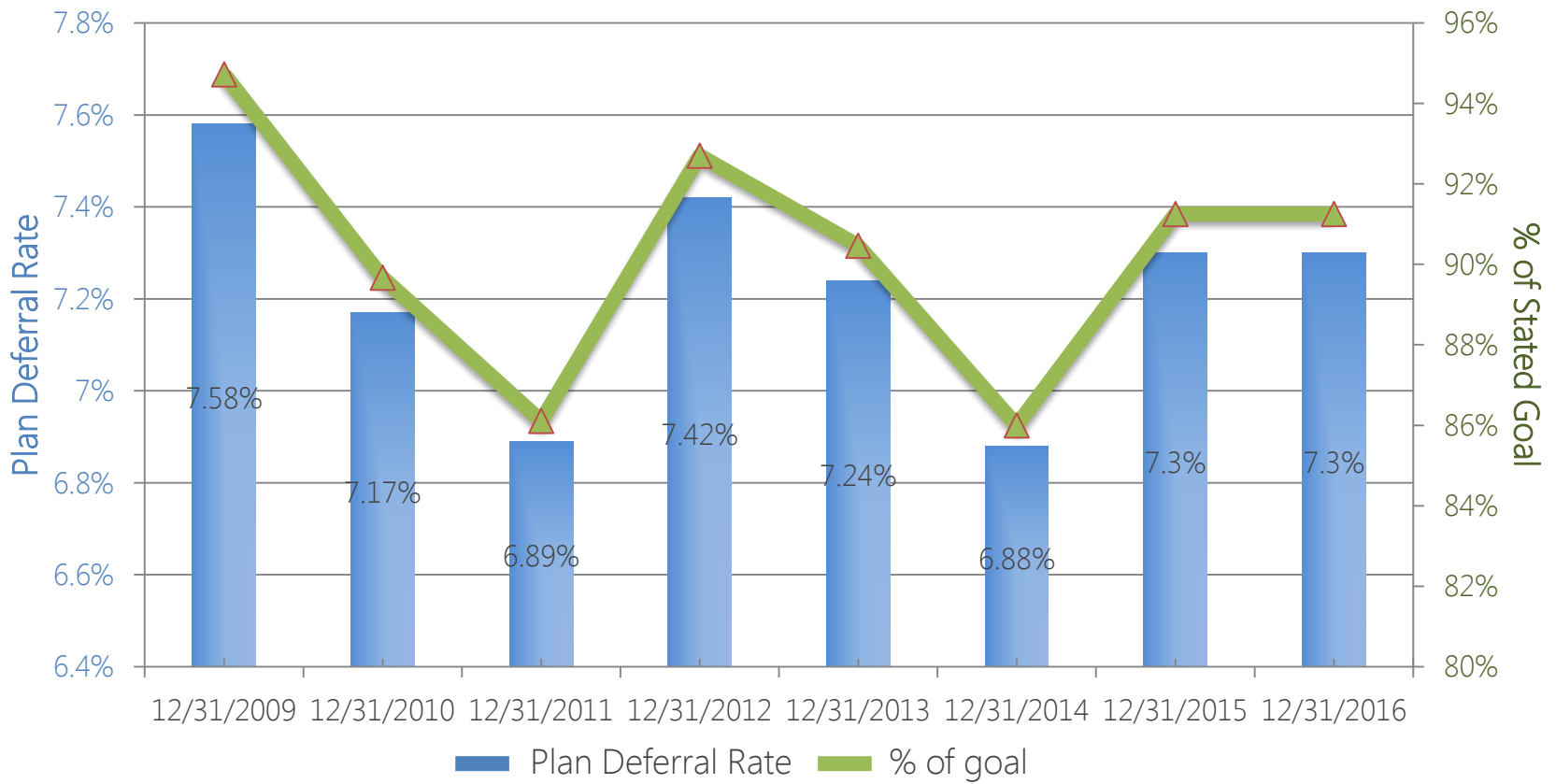
Participation Health Score

	<u>Goal</u>	<u>Current</u>	<u>% of Goal</u>
Participation Rate	95%	92.73%	97.61%



Deferral Health Score

	<u>Goal</u>	<u>Current</u>	<u>% of Goal</u>
Deferral Rate	8%	7.30%	91.25%



Diversification Health Score

	<u>Goal</u>	<u>Current</u>	<u>% of Goal</u>
Participant Diversification	90%	79.0%	87.78%

