

PLAN HEALTH REPORT

CITY OF SAC WCOE, L39 SUPV, AND CONF EMPLOYEES

as of 12/31/2019



WELCOME

We value your partnership and the opportunity to offer a competitive, effective retirement plan to your participants. Through diligent work and thought leadership, we'll help you grow your plan and help your participants prepare for and live in retirement. This report includes balance information, participant demographics, contribution highlights and retirement readiness numbers. Together, we can use this information to help your participants achieve greater financial wellness.

Our goal is to help you objectively evaluate your Plan's performance and how it performs against other plans like yours. Since Nationwide Retirement Solutions is one of the largest retirement plan providers in the industry, we are uniquely positioned to compare your Plan to many others of similar asset size. By comparing the current year information to previous years, you can see how your Plan is performing, where your educational efforts are working and what areas offer opportunities for improvement. The "Peer Group" comparisons used in this report are based on cases with assets of: \$5 million - \$20 million.

Thank you for your valued business. We look forward to helping improve retirement readiness for your participants.

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Quick plan facts

(as of 12/31/2019)

Metric	Current value	%Change from last quarter	%Change from last year
Participant Core Assets	\$13,969,316	10.00%	33.00%
Total Participant Count	671	3.07%	10.54%
Total New Enrollments YTD Count	82	38.98%	6.49%
Total Deferrals YTD	\$1,096,691	35.00%	11.00%
Total Rollovers-In YTD	\$439,847	176.00%	431.00%
ProAccount Participant Count	249	0.40%	1.63%
ProAccount Assets	\$4,748,082	7.00%	36.00%

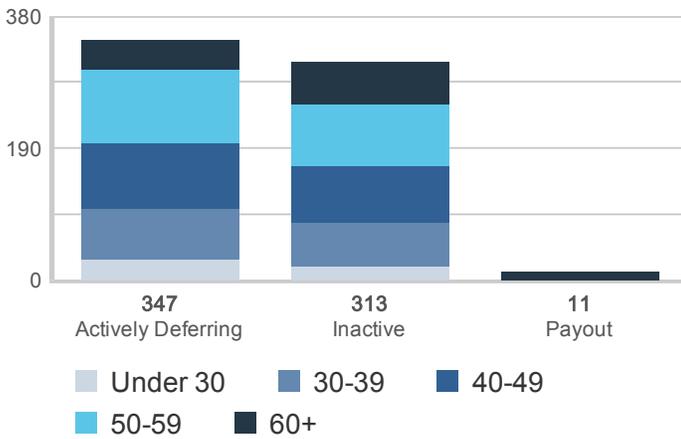
401(a) Plan Summary

\$ TOTAL PARTICIPANT ACCOUNT BALANCE
(as of 12/31/2019)
\$14,257,309



How many are participating?

ENROLLED PARTICIPANTS
(as of 12/31/2019)
671



NEW ENROLLMENTS
(Calendar year to date)
82

How are they saving & investing?

WHAT YOUR PARTICIPANTS ARE CONTRIBUTING
(as of 12/31/2019)

AVERAGE ACCOUNT BALANCE
\$21,338



AVERAGE CONTRIBUTION
\$115



How many participants are prepared for retirement

Online engagement
(as of 12/31/2019)

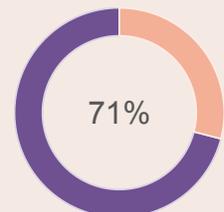
TOTAL ENROLLED PARTICIPANTS
671

ENROLLED PARTICIPANTS WITH AN ONLINE ACCOUNT
425

Retirement readiness
(as of 12/31/2019)

PARTICIPANTS WITH A RETIREMENT GOAL
337

PARTICIPANTS 'ON TRACK' FOR RETIREMENT



PARTICIPANT DEMOGRAPHICS

How participants are engaged in the plan



ENROLLED PARTICIPANTS ¹
(as of 12/31/2019)

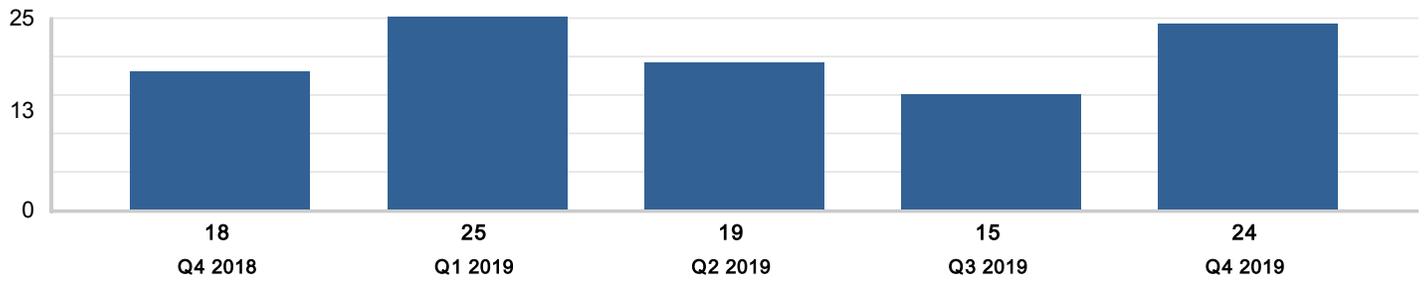
671



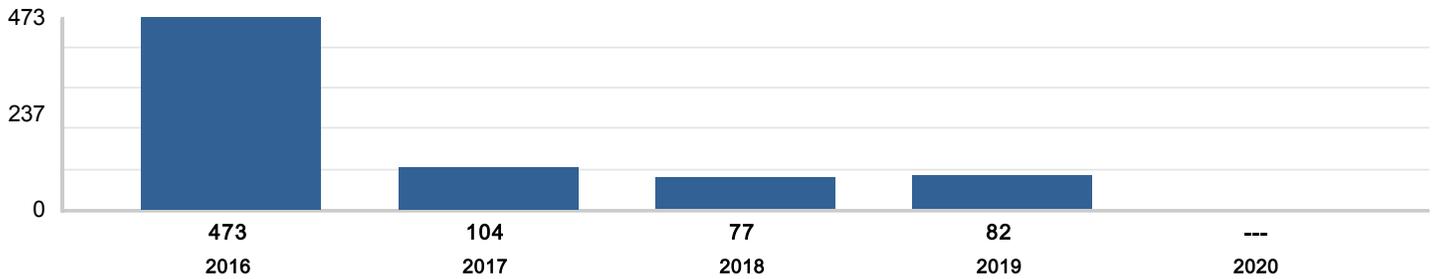
NEW ENROLLMENTS ²
(Calendar year to date)

82

ENROLLMENT TRENDS (BY QUARTER) ³



ENROLLMENT TRENDS (BY YEAR) ³



¹ Total number of enrolled participants in this plan.

² Participants who open and close their account within the calendar year, will not be counted in year-to-date enrollment numbers.

³ Total number of participants enrolled by quarter or by year.

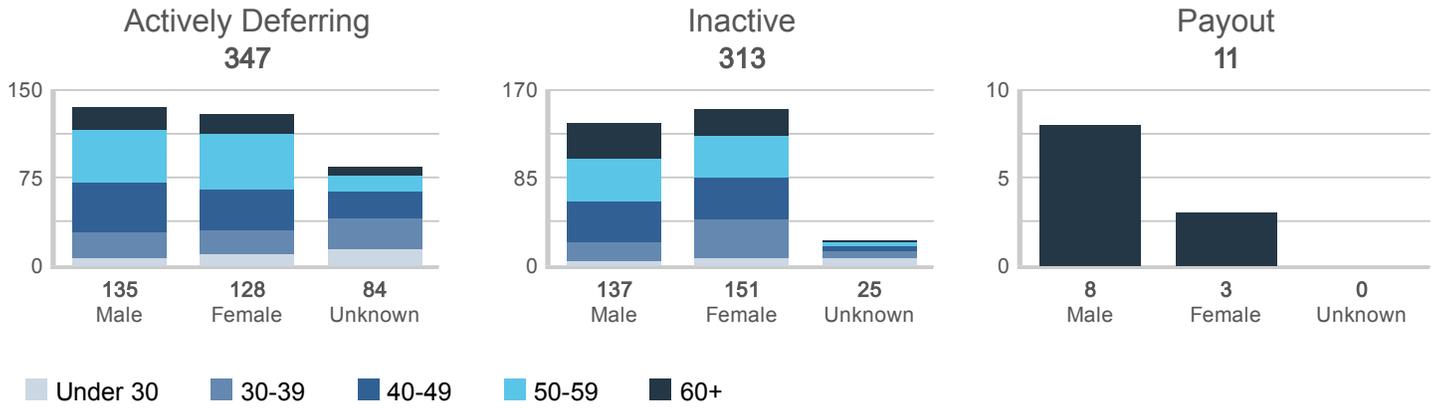
PARTICIPANT DEMOGRAPHICS

How participants are engaged in the plan



Enrolled participant data⁴

(as of 12/31/2019)



Actively Deferring 347

Inactive 313

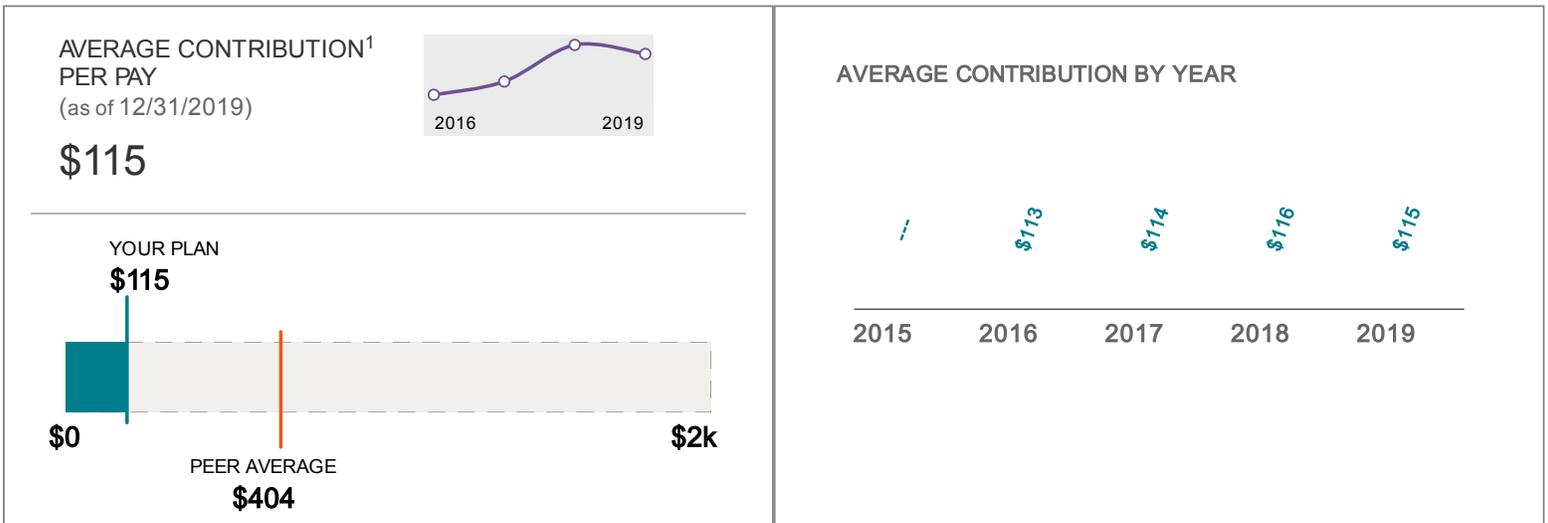
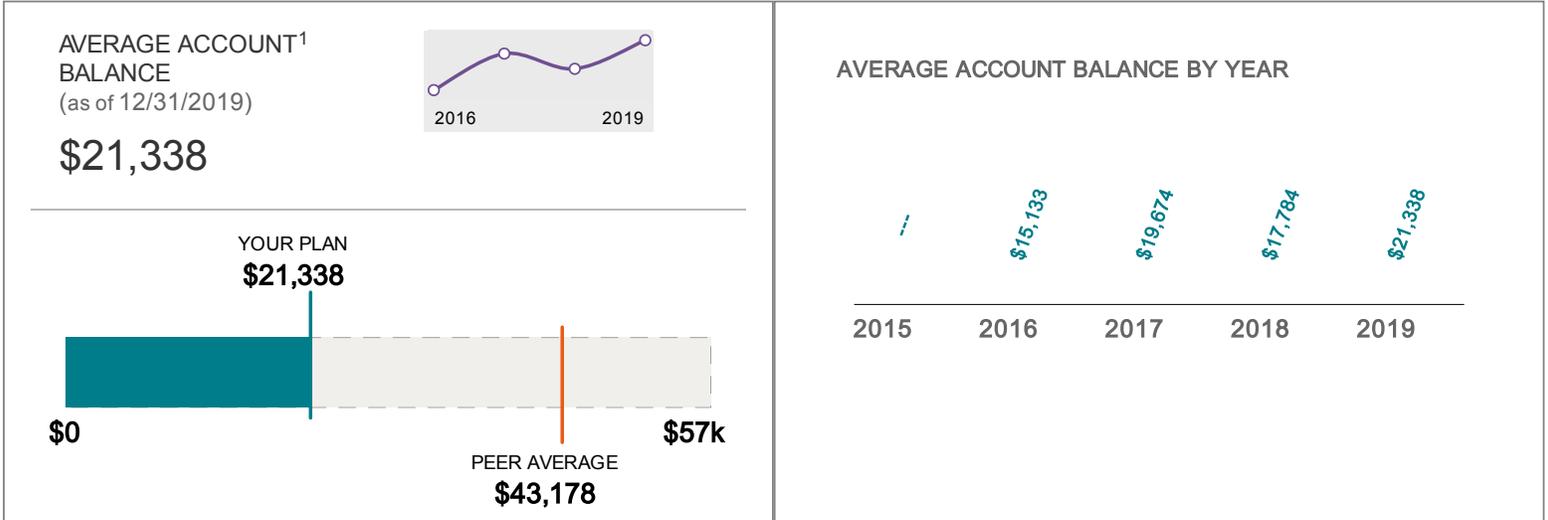
Payout 11

	Actively Deferring (347)			Inactive (313)			Payout (11)		
	Male	Female	Unknown	Male	Female	Unknown	Male	Female	Unknown
Under 30	6	9	14	5	8	7	0	0	0
30 - 39	23	22	27	17	37	8	0	0	0
40 - 49	42	33	22	39	40	5	0	0	0
50 - 59	44	48	14	43	40	5	0	0	0
60+	20	16	7	33	26	0	8	3	0

⁵ Actively deferring - Participants with a balance, a contribution in the past 3 months and a status of employed.
 Inactive - Participants with a balance, no contribution in the past 3 months and no status of payout or unemployed.
 Payout - Participants with a balance and a status of payout.

CONTRIBUTIONS & INVESTMENTS

What your participants are contributing



Balances & contributions by age & gender

(as of 12/31/2019)

	Average account balance			Average annualized contributions		
	Male	Female	Unknown	Male	Female	Unknown
Under 30	\$2,828	\$4,402	\$3,974	\$1,764	\$2,641	\$724
30 - 39	\$9,953	\$9,795	\$10,732	\$3,383	\$2,500	\$0
40 - 49	\$28,483	\$18,954	\$12,515	\$3,505	\$2,746	\$3,814
50 - 59	\$33,409	\$27,071	\$3,542	\$3,341	\$2,885	\$0
60+	\$37,567	\$23,649	\$5,171	\$3,360	\$2,227	\$5,575

¹A peer group consists of NRS plans with similar assets. This peer group comparison includes cases with \$5 million - \$20 million.

CONTRIBUTION & INVESTMENTS

What your participants are contributing

0% PARTICIPANTS WITH INCREASED CONTRIBUTIONS
(Calendar year to date)

0% PARTICIPANTS WITH AUTOMATIC CONTRIBUTION INCREASE
(Calendar year to date)

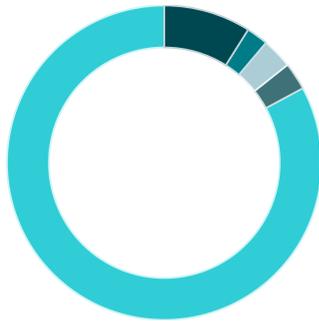
2019 IRS limits
Regular Limit \$19,000

How your participants are invested

ASSET ALLOCATION ¹
(as of 12/31/2019)

NUMBER OF ASSET CLASSES

1	8.9%
2	2.2%
3	3.1%
4	2.8%
5+	82.9%



ASSET DIVERSIFICATION ²
(as of 12/31/2019)

AVG. # ASSET CLASSES

5.3

PEER GROUP

4.0

RECOMMENDED

5



ProAccount

(as of 12/31/2019)

TOTAL PROACCOUNT BALANCE

\$4,748,082

PARTICIPANTS WITH PROACCOUNT

249

out of 671 total enrolled participants

AVG ACCOUNT BALANCE WITH PROACCOUNT

\$19,069

¹ Percentage of participants by number of investment classes.

² Average number of asset classes - Average number of asset classes in which participants are invested.

Peer group - Average number of asset classes in which this peer group (cases with \$5 million - \$20 million) is invested.

Recommended number of asset classes - The number of asset classes in which a participant should be invested for ideal diversification.

How many participants are prepared for retirement



Online engagement

(as of 12/31/2019)

TOTAL ENROLLED PARTICIPANTS

671

ENROLLED PARTICIPANTS WITH AN ONLINE ACCOUNT

425



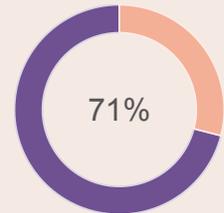
Retirement readiness

(as of 12/31/2019)

PARTICIPANTS WITH A RETIREMENT GOAL ¹

337

PARTICIPANTS 'ON TRACK' FOR RETIREMENT ²

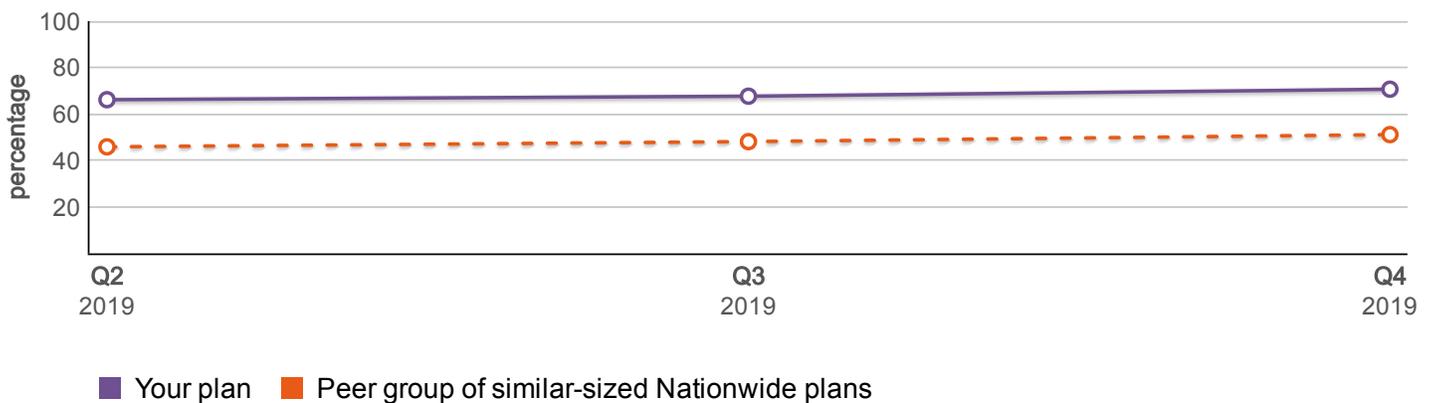


Participants who actively review their online account and use their retirement outlook tools are 4 times more likely to take action and save more for retirement.



Peer comparison

Retirement readiness peer comparison



NRM-17390AO

¹ Participants with a retirement goal from My Interactive Retirement Planner®.

² Participants with a retirement goal from My Interactive Retirement Planner® and a retirement readiness score of "on track" (.915 or higher).

 Asset class totals

Asset class	2017	2018	2019 YTD	% of total
Mid cap	\$696,309.44	\$683,857.96	\$943,318.45	6.6%
Large cap	\$2,981,920.84	\$2,875,648.04	\$3,673,303.07	25.8%
Bonds	\$680,645.77	\$804,100.94	\$1,042,015.15	7.3%
Specialty	\$197,511.73	\$161,799.65	\$297,849.99	2.1%
Loan	\$109,053.13	\$166,047.97	\$287,992.87	2.0%
Asset allocation	\$2,085,036.12	\$2,049,428.81	\$3,086,275.22	21.6%
International	\$1,311,243.06	\$1,269,837.11	\$1,736,267.24	12.2%
Small cap	\$728,641.96	\$727,485.50	\$944,953.72	6.6%
Fixed assets and cash	\$1,998,476.51	\$1,947,948.11	\$2,245,333.52	15.7%
Total	\$10,788,838.56	\$10,686,154.09	\$14,257,309.23	100%

 Total contributions by asset class

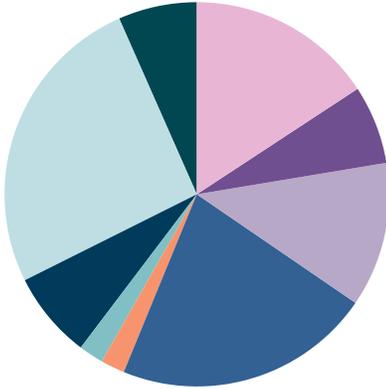
Asset class	2017	2018	2019 YTD	% of total
Mid cap	\$167,121.40	\$69,100.15	\$64,346.24	4.2%
Large cap	\$346,496.51	\$192,220.52	\$181,270.28	11.8%
Bonds	\$94,045.41	\$79,193.90	\$77,799.99	5.1%
Specialty	\$41,977.98	\$14,498.88	\$19,741.70	1.3%
Asset allocation	\$322,356.49	\$411,167.02	\$887,720.87	57.8%
International	\$228,097.61	\$146,287.77	\$130,915.99	8.5%
Small cap	\$58,670.48	\$56,073.28	\$62,070.11	4.0%
Fixed assets and cash	\$1,840,809.66	\$106,675.61	\$112,673.26	7.3%
Total	\$3,099,575.54	\$1,075,217.13	\$1,536,538.44	100%

2019



Asset allocation

(as of 12/31/2019)



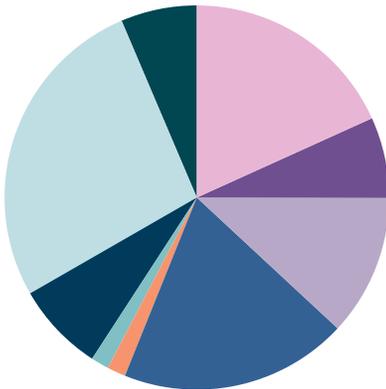
ASSET CLASS	YOUR PLAN	PEER GROUP	DIFFERENCE
Mid cap	6.6%	5.1%	1.5% ●
Large cap	25.8%	23.5%	2.3% ●
Balanced	0.0%	1.2%	0.0%
Bonds	7.3%	5.7%	1.7% ●
Short term	0.0%	2.5%	0.0%
SDO	0.0%	0.4%	0.0%
Specialty	2.1%	1.6%	0.5% ●
Loan	2.0%	0.1%	2.0% ●
Asset allocation	21.6%	25.7%	-4.1% ●
International	12.2%	6.9%	5.2% ●
Small cap	6.6%	4.1%	2.6% ●
Fixed assets and cash	15.7%	23.3%	-7.6% ●

2018



Asset allocation

(as of 12/31/2018)



ASSET CLASS	YOUR PLAN	PEER GROUP	DIFFERENCE
Mid cap	6.4%	4.8%	1.6% ●
Large cap	26.9%	21.7%	5.2% ●
Balanced	0.0%	1.6%	0.0%
Bonds	7.5%	5.7%	1.9% ●
Short term	0.0%	2.9%	0.0%
SDO	0.0%	0.2%	0.0%
Specialty	1.5%	1.4%	0.2% ●
Loan	1.6%	0.1%	1.5% ●
Asset allocation	19.2%	23.3%	-4.1% ●
International	11.9%	6.4%	5.4% ●
Small cap	6.8%	4.1%	2.7% ●
Fixed assets and cash	18.2%	28.0%	-9.8% ●

BALANCE DETAILS



Total account balance

(as of 12/31/2019)

Money source	Current value
Participant assets	\$14,257,309.23
Rollover (Pre-Tax)	\$1,803,557.76
Employer Money Purchase	\$6,205,119.53
Mandatory Employee Pre-Tax	\$5,958,368.30
After-Tax Contribution	\$2,270.77
Loan balance	\$287,992.87
Total plan assets	\$14,257,309.23

BALANCE DETAILS



Loan Details

(as of 12/31/2019)

Loan type	Number of loans	Principal value
General purpose loan	59	\$274,135.43
Primary residence loan	2	\$13,857.44
Total	61	\$287,992.87



Contributions and transfers/rollovers-in

(as of 12/31/2019)

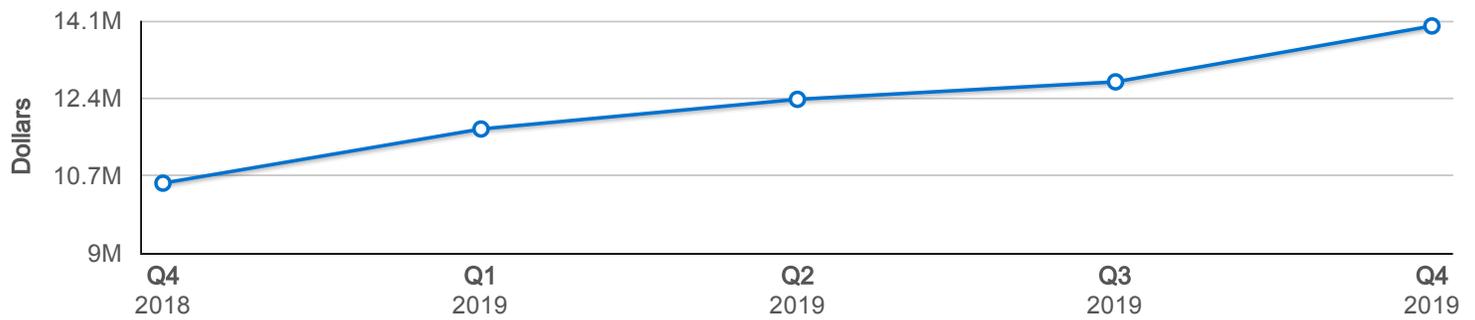
Type	Year to date
Contributions	\$1,096,691.14
Transfers/Rollovers-In	\$439,847.30
Total	\$1,536,538.44



Balance activity by quarter

Change in balance from last quarter

▲ 9.6%
FROM LAST QUARTER



	Q4 2018	Q1 2019	Q2 2019	Q3 2019	Q4 2019
Total balance	\$10,520,106.12	\$11,729,371.57	\$12,386,244.03	\$12,748,167.16	\$13,969,316.36
Charges	-\$42,591.74	-\$49,416.01	-\$56,288.01	-\$63,812.81	-\$71,274.40
Deposits	\$11,102,211.54	\$11,438,716.51	\$11,705,402.61	\$12,071,289.47	\$12,638,749.98
Dividends*	\$867,637.69	\$882,351.36	\$902,254.55	\$917,776.14	\$1,356,675.77
Market gain/loss & interest	-\$1,126,467.39	\$1,020,477.15	\$440,376.16	\$65,835.71	\$777,684.40
Loan payments	\$237,796.04	\$265,509.67	\$290,087.79	\$320,139.80	\$349,434.98
Withdrawals	-\$1,182,360.24	-\$1,292,606.41	-\$1,347,879.58	-\$1,398,397.23	-\$1,483,329.05

* May consist of dividends and fund reimbursements



Balance activity by year

Change in balance from last year

▲ 32.8%
FROM LAST YEAR



	2015	2016	2017	2018	2019
Total balance	---	\$6,910,961.40	\$10,679,785.43	\$10,520,106.12	\$13,969,316.36

Top opportunities to improve plan health

- ✓ **Encourage enrollment**
Are you happy with your participation rate? Schedule an enrollment workshop today
- ✓ **Suggest online account usage**
Those who engage in their online account are 4x more likely to save more for retirement
- ✓ **Propose contribution increases**
Anything can help. Talk with your participants about the benefits of saving now for a better tomorrow
- ✓ **Discuss the benefits of Nationwide ProAccount**
How participants are invested can play a big role in their retirement health

Additional opportunities

How participants are engaged in the plan

- ✓ **Are your participants in the correct status based on their age?**
Check in with participants who may not be in the correct status.

What your participants are contributing

- ✓ **Starting to save early is one of the best ways to prepare for retirement.**
Contact your Nationwide representative to schedule a workshop with your participants under the age of 30 to help them understand the benefits of saving more now.
- ✓ **Are your female participants actively contributing?**
Host a workshop for women eligible and enrolled in your plan. Nationwide's Women & Investing tools can help.
- ✓ **Incremental increases can go a long way.**
Let your participants know how having an automatic annual contribution increase can help them reach their retirement goal.
- ✓ **Work with your Nationwide Retirement Specialist to help manage your loans.**
- ✓ **Are those closer to retirement aware of catch-up contributions?**
Let your participants know that catch-up contributions may help them reach their goal.

How your participants are invested

- ✓ **Are participants diversified enough?**
Call your Nationwide retirement specialist and discuss your participants' asset diversification.

How many participants are prepared for retirement

- ✓ **How many participants are getting close to retirement?**
Talk with your participants about which payout strategies may benefit them the most.