



ABC Company Retirement Plan

Plan Review



As of Apr 28, 2021

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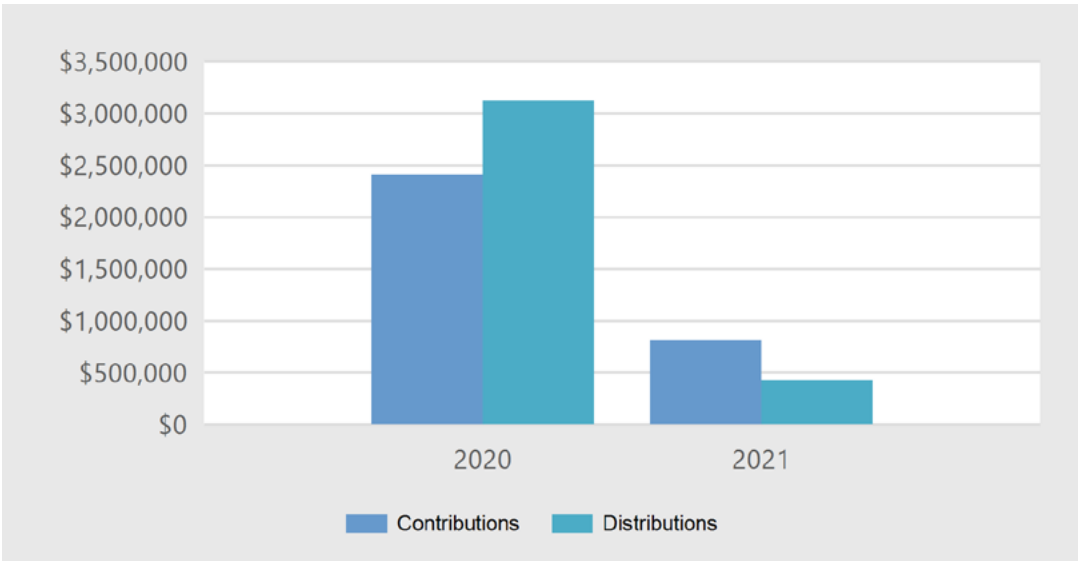
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Plan Flow

Plan flow information shows the key factors that can influence your plan's assets, such as contributions, distributions and the market performance.

What has the greatest effect on your plan's assets?

	Contributions	Distributions	Market Impact	Ending Balance*
2020	\$2,408,019	\$3,122,000	\$2,319,008	\$19,483,542
2021	\$809,487	\$430,463	\$1,856,595	\$21,590,810



*Includes any plan loan balances

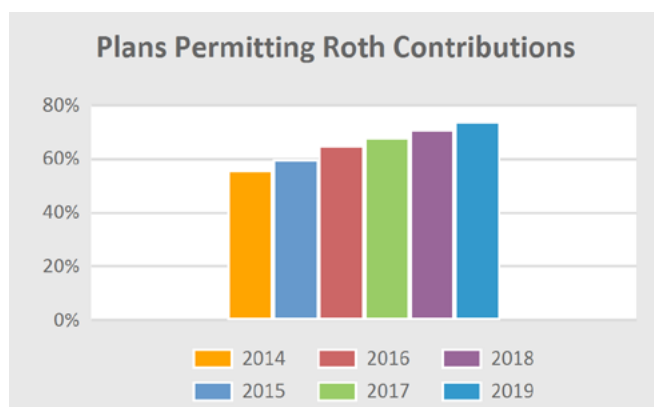
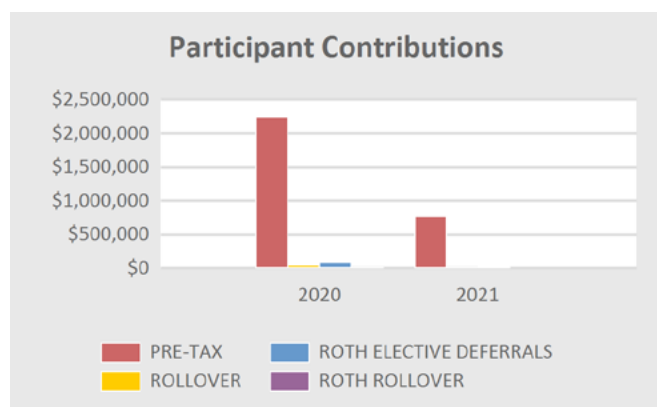
Contributions and Distributions

This section can help you understand the flow of assets within your plan, both incoming and outgoing.

Have there been significant changes year over year? Are there steps that can be taken to improve plan flow?

Plan Contribution Detail

	2020	2021
PRE-TAX	\$2,243,079	\$773,882
ROLLOVER	\$52,166	\$1,592
ROTH ELECTIVE DEFERRALS	\$102,080	\$34,012
ROTH ROLLOVER	\$10,695	\$0



Plan Distribution Detail

	2020		2021	
LUMP SUM	\$1,080,911	1,167	\$209,096	49
ROLLOVER	\$792,525	58	\$210,291	17
IN-SERVICE	\$37,330	18	\$8,922	8
FORCE OUT	\$629,715	304	\$0	0
OTHER	\$581,520	115	\$8,249	6

Participation

Participation is a key indicator of your plan's overall health. By evaluating your plan against the national average, you can quickly see how your plan compares and if any plan design changes may further increase engagement. *Please note terminated participants are excluded from the data below.*

What steps can be taken to increase participation and encourage replacement of 70 to 80 percent of pre-retirement income?

Plan Contribution Detail

	2020	2021
Participation rate	59%	49%
National average*	83%	N/A
National average by number of employees*	87%	N/A

Participation by Age Range**

Range	≤ 30	31 to 40	41 to 50	51 to 60	61+
# Contributing	896	507	340	301	113
# Eligible	1443	918	585	516	222
% Contributing	62%	55%	58%	58%	51%

Participation by Salary Range**

Range	< \$30k	\$30 - \$50k	\$50 - \$75k	\$75 - \$100k	\$100 - \$125k	\$125k +
# Contributing	1560	361	151	45	21	19
# Eligible	2824	546	197	67	29	21
% Contributing	55%	66%	77%	67%	72%	90%

*From Vanguard's *How America Saves 2020* survey

**As of last day of prior plan year

Participant Contributions

The amount your participants save has a greater effect on retirement readiness than the investments they select.

This section can help you better understand how your employees are contributing to this important benefit by salary and age.

Does this information show a need for targeted education?

	2020	Benchmark*	2021
Average savings rate	2.61%	7.00%	13.31%
Average amount contributed	\$637	N/A	\$213
# Contributing***	2157	N/A	1869
# of Eligible***	3684	N/A	3791

Average Savings Rate by Age**	≤ 30	31 - 40	41 - 50	51 - 60	61+
Plan	2.19%	2.61%	3.15%	3.70%	4.26%

Average Savings Rate by Salary**	< \$30k	\$30 - \$50k	\$50 - \$75k	\$75 - \$100k	\$100 - \$125k	\$125k+
Plan	2.48%	3.15%	4.06%	5.59%	4.78%	5.73%

*From Vanguard's *How America Saves 2020* survey

**As of last day of prior plan year

***Terminated participants are excluded

Average Account Balance

How confident are you that your workforce is ready to retire? Participants may need to replace more than 80 percent of their income in retirement. This information allows you to analyze the year-over-year growth in your plan as compared to national averages.

What steps can be taken to increase the health of the plan, such as targeted educational campaigns, online tools or other resources?

	2020	2021
Average account balance	\$5,111	\$5,294
Median account balance	\$794	\$749
National average*	\$106,478	N/A

Average Account Balance by Age**

Range	≤ 30	31 - 40	41 - 50	51 - 60	61+
Average account balance	\$1,144	\$3,618	\$7,436	\$12,141	\$15,985
% Contributing	62%	55%	58%	58%	51%

Average Account Balance by Salary**

Range	< \$30k	\$30 - \$50k	\$50 - \$75k	\$75 - \$100k	\$100 - \$125k	\$125k +
Average account balance	\$1,105	\$6,578	\$11,241	\$25,334	\$48,834	\$80,453
% Contributing	55%	66%	77%	67%	72%	90%

*From Vanguard's *How America Saves 2020* survey

**As of last day of prior plan year

Participation by Fund

Below is a breakout of the funds within your plan and the number of participants invested in them.

Are there ways to make your fund lineup more effective? For example, what does the fund use look like compared to the number of funds offered?

	In Portfolio	# of Participants in Fund	Balance	Percentage of Assets
Standard Stable Asset A		16	\$390,888	2%
PIMCO Real Return Instl		7	\$49,126	0%
Vanguard Int Term Treas Adm		5	\$8,224	0%
Vanguard Tot Bd Mkt Idx Adm		6	\$23,974	0%
Metropolitan West TotRe Bd I		6	\$19,926	0%
Vanguard Target Rtmnt Inc Inv		1	\$386	0%
Vanguard Tar Rtmnt 2015 Inv		60	\$1,024,962	5%
Vanguard Tar Rtmnt 2020 Inv		90	\$1,223,196	6%
Vanguard Tar Rtmnt 2025 Inv		203	\$3,018,864	14%
Vanguard Tar Rtmnt 2030 Inv		245	\$2,090,729	10%
Vanguard Tar Rtmnt 2035 Inv		313	\$2,835,966	13%
Vanguard Tar Rtmnt 2040 Inv		313	\$1,640,193	8%
Vanguard Tar Rtmnt 2045 Inv		390	\$2,109,254	10%
Vanguard Tar Rtmnt 2050 Inv		497	\$1,804,601	8%
Vanguard Tar Rtmnt 2055 Inv		680	\$1,374,576	6%
Vanguard Tar Rtmnt 2060 Inv		1278	\$1,245,176	6%
Vanguard Balanced Index Adm		17	\$51,521	0%
MFS Value R6		4	\$14,991	0%
Vanguard Equity Income Adm		14	\$93,567	0%
Vanguard 500 Index Adm		36	\$330,633	2%
T.Rowe Price Growth Stock I		33	\$454,866	2%
Vanguard Growth Index Adm		29	\$257,376	1%
MFS Mid Cap Value R6		10	\$60,552	0%
Fidelity Extended Mkt Index		15	\$77,198	0%
T.Rowe Price New Horizons I		39	\$570,899	3%
Wells Fargo Discovery Instl		28	\$276,878	1%

Participation by Fund

Below is a breakout of the funds within your plan and the number of participants invested in them.

Are there ways to make your fund lineup more effective? For example, what does the fund use look like compared to the number of funds offered?

	In Portfolio	# of Participants in Fund	Balance	Percentage of Assets
DFA US Targeted Value I		8	\$46,351	0%
Vanguard Small Cap Index Adm		14	\$78,446	0%
American Funds New Prspct R6		18	\$76,591	0%
DFA International Core Eq I		6	\$13,756	0%
Federated Herm Intl Eq Instl		8	\$23,688	0%
MFS Inter Intrinsic Value R6		11	\$11,663	0%
PGIM High Yield R6		13	\$22,120	0%

Terminated Participants

When employment ends for a retirement plan participant, you continue to be a fiduciary to the participant's retirement plan assets and held to compliance as long as these assets remain in the plan. Ongoing administrative tasks, such as tracking former employees to deliver required notices, can prove difficult and you may be paying ongoing plan expenses.

What can The Standard do to ease the administrative burden?

Year of Termination	< \$1000	\$1000 - \$5000	>\$5000
2021	211	46	17
2020	307	101	138
2019	105	19	47
2018	78	18	36
< 2018	232	55	114
Total	933	239	352

Our Sweep Process Reduces Your Burden

Our sweep process helps move terminated participants out of the retirement plan when their balance is below a designated amount, either \$1,000 or \$5,000. This process is run semi-annually and is designed to help reduce your burden by minimizing the number of potential lost participants and notices to be mailed. In addition, this process may help reduce any asset or per-participant expenses.

Forfeiture Balance

Your forfeiture balance is:
\$0.00

Forfeiture Handling

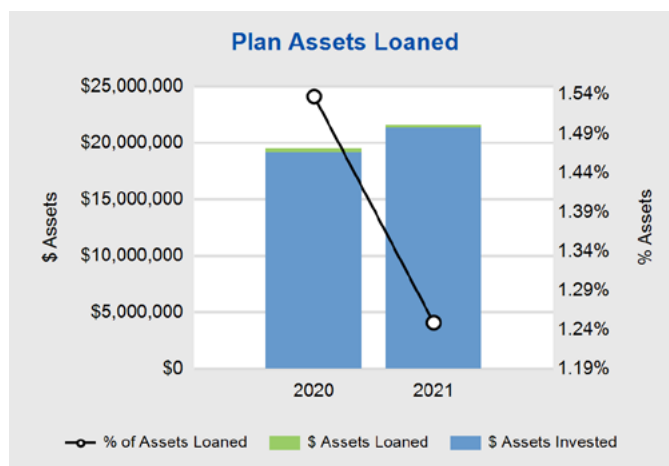
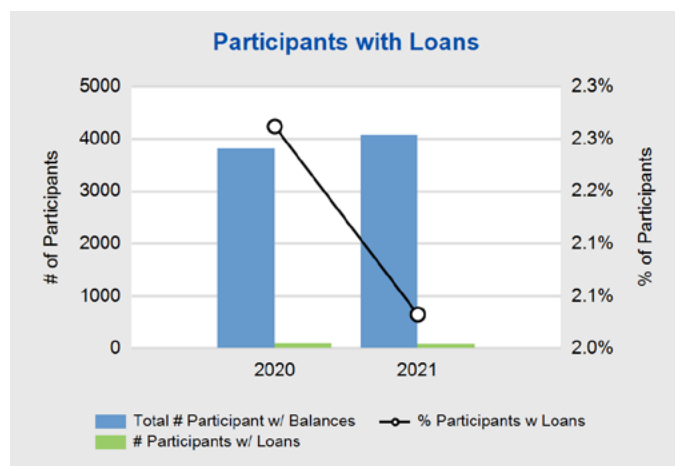
Apply to offset expenses and employer contributions

Loans

There are many factors to consider with loans, including the potential negative affect on retirement income savings. This information may provide insight into your plan's loan usage versus national averages.

Are loans affecting your participants' retirement readiness? Are there plan design opportunities that can better align loans to your plan's goals?

	2020	2021
# of loans	87	84
Total assets loaned	\$299,581	\$269,674
Percent of assets loaned	2%	1%
# of new loans	33	6
\$ of new loans	\$212,932	\$27,122
Participants w/ multiple loans	0	0
Average loan amount	\$3,443	\$3,210
Percent of eligible participants with Loans	2%	2%
National average loan amount*	\$9,990	N/A
National average of participants w/ loans*	13%	N/A



*From Vanguard's *How America Saves 2020* survey

Web Usage

When participants access their accounts online, not only do they save time, but they also have the chance to engage in their account by making changes or evaluating current investment selections.

Are your participants aware of the suite of online tools and resources available to them?

Participants Receiving Online Statements	Number of Participants Registered Online	Total Number of Plan Participants	% of Participants that have Registered Online	% of Participants that have Multi-Factor Authentication
840	1,031	5,314	19%	17%

Online Transfer and Rebalance Activity

	2020	2021
Directives updated online	45	17
Rebalance requests initiated online	66	29

	Number Requested Online	Total Number Requested	% Requested Online
Distribution activity	61	78	78%
Loan activity	4	6	67%

These figures include participants that have terminated employment but continue to have a balance invested in the plan.

Leveraging Plan Services

A plan's services can affect your fiduciary protection as well as help participants save for their retirement income. Below are your currently selected services along with other options to consider.

Are there other available services that can help reduce your fiduciary risk, administrative burden and support participant retirement readiness?

Service	Used in Plan	Description
ERISA 3(21) Investment Advisory Fiduciary	Yes	Plan level investment fiduciary services.
ERISA 3(38) Investment Management Fiduciary	Yes	Investment management fiduciary services with discretionary transactional authority over investments.
Auto Enrollment	Yes	Form of enrollment that makes opting out an affirmative election.
Qualified Default Investment Alternative	Yes	Default investment election for any participants that do not actively select investments. Reduces plan sponsor liability.
Mainspring Managed	No	Participant managed service that provides an investment and savings recommendation based on a gap analysis.
MAP	Yes	The Standard can approve loans and distributions on behalf of the plan sponsor.
GOLD	Yes	Online loans and distribution processing.
Portfolio	No	Participants can choose from predetermined portfolio options based on a simple quiz.
Online Enrollment	Yes	Provides participants the opportunity to enroll from anywhere they are able to connect online.
Paperless Statements	No	When a plan sponsor chooses paperless quarterly account statements for the plan, participants will receive their statements online by default. Participants then receive quarterly emails letting them know their statement is available on Personal Savings Center. If preferred, they can alternately choose paper delivery at any time.

ERISA 3(16) Services

Service	Used in Plan	Description
Compliance Testing	Yes	When providing full service administration the Standard can act as a fiduciary for certain key plan administration responsibilities when performing compliance testing.
Manager of the Approval Process	Yes	The Standard takes on a fiduciary role with the approval of loans, distributions and withdrawals.
Participant Notices	Yes	The Standard takes on a fiduciary role by distributing certain required notices to participants.
Enrollment Alerts	Yes	The Standard takes on a fiduciary role in determining initial participant plan eligibility and notifying them accordingly.

Executive Summary

This page provides a high-level summary. More information is available inside the full Plan Review.

Plan Flow	2020	2021
Ending balance	\$19,483,542	\$21,590,810
Total Plan Contributions	\$2,408,019	\$809,487
Deferrals	\$2,345,159	\$807,895
Employer	\$0	\$0
Rollover	\$62,860	\$1,592
Market impact	\$2,319,008	\$1,856,595
Distribution \$	\$3,122,000	\$430,463
Distribution #	1,989	80

Participant Information	2020	2021
Contributing participants	2,157	1,869
Eligible participants	3,684	3,791
Participants w/ balance	3,811	4,077

Executive Summary

This page provides a high-level summary. More information is available inside the full Plan Review.

Participant Utilization	2020	2021
Participation rate*	59%	49%
Savings rate*	3%	13%
Average account balance	\$5,111.03	\$5,294.40
Median account balance	\$793.81	\$749.26
Average deferral	\$636.58	\$213.11

Web Utilization	2020	2021
% Registered	20%	19%
% of Participants that have Multi-Factor Authentication	19%	17%
Directives updated online	45	17
Rebalance requests initiated online	66	29
Distributions initiated online	342	61
Loans initiated online	34	4

*Terminated participants are excluded