



Plan Review

Washoe County 457 Deferred Compensation Plan 664389 4Q19

10/01/2019 through 12/31/2019

Presented By: Voya Financial
Natalie Daniels, Vice President-Strategic Relationship Manager

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Not for distribution to plan participants

PLAN | INVEST | PROTECT

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FINANCIAL

PLAN STATEMENT

Here's a summary of your plan's current and prior period assets. In addition, total assets are graphed in the chart below for the 5 most recent periods. Please note, in some cases there may be differences between amounts noted here and in other reports or statements you receive. Differences may be due to timing and reporting methods. For this reason, we suggest you do not rely solely on the Plan Review for audit purposes.

Plan summary

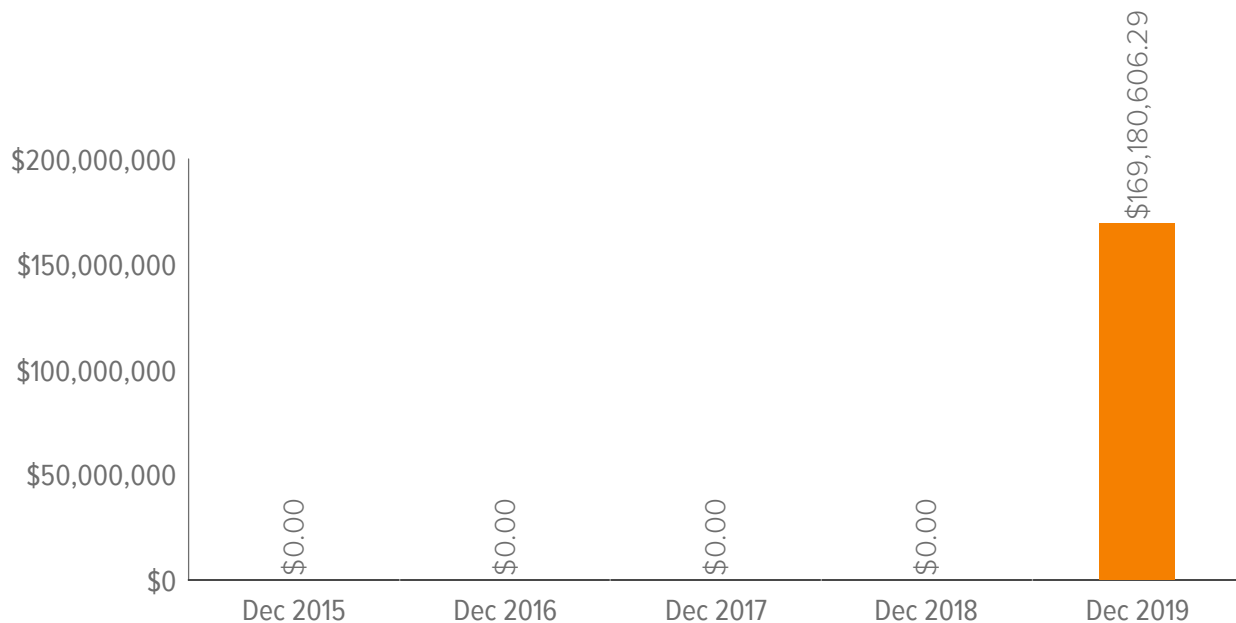
Compare by period

	(10/01/2018 - 12/31/2018)	(10/01/2019 - 12/31/2019)
Beginning of Period Plan Assets	\$0.00	\$162,607,021.61
Contributions	\$0.00	\$2,401,382.49
Distributions	\$0.00	-\$3,869,725.89
Loan Activity	\$0.00	\$129,893.21
Other Activity	\$0.00	\$16,831.27
Dividends	\$0.00	\$3,161,023.36
Appreciation/Depreciation	\$0.00	\$4,734,180.24
End of Period Plan Assets	\$0.00	\$169,180,606.29

Appreciation/Depreciation reflects the investment gains/losses during the period reported excluding assets held outside Voya. If applicable, Dividends may represent dividends earned on assets held in NAV Funds or Self Directed Brokerage Option accounts.

Total plan assets

Compare by period end



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Plan statistics for: Washoe County 457 Deferred Compensation Plan

PARTICIPATION

Participation is a key indicator of the success of your plan. Check out your progress. We can help you devise a plan to boost participation among employees as well as increase the deferral rates of existing participants.

Participant account reconciliation

10/01/2019 - 12/31/2019

Beginning of Period	2,398
New Accounts	88
Closed Accounts	-26
End of Period	2,460
Terminated Employees with an account balance	982
Terminated Employees with an account balance < \$5,000	217

Participant accounts by year



Participant accounts by age group

	Dec 2015		Dec 2016		Dec 2017		Dec 2018		Dec 2019	
<30	0	0.00%	0	0.00%	0	0.00%	0	0.00%	121	4.92%
30 - 39	0	0.00%	0	0.00%	0	0.00%	0	0.00%	440	17.89%
40 - 49	0	0.00%	0	0.00%	0	0.00%	0	0.00%	604	24.55%
50 - 59	0	0.00%	0	0.00%	0	0.00%	0	0.00%	627	25.49%
60+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	664	26.99%
Unknown	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	0.16%

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Plan statistics for: Washoe County 457 Deferred Compensation Plan

PARTICIPANT BALANCE

Monitoring your participants' account balances and comparing them to benchmark data helps you encourage employees to remain on track with their retirement.

Your average participant account balance compared to benchmark data

↑ Your balance is above the benchmark
 ↓ Your balance is below the benchmark
 ✖ No change

	Dec 2015	Dec 2016	Dec 2017	Dec 2018	Dec 2019
Your Plan	\$0	\$0	\$0	\$0	\$68,773
Benchmark	\$31,875 ¹	\$35,286 ²	\$38,303 ³	\$35,773 ⁴	\$38,795 ⁵

↑

¹ Voya Universe of Government Plans as of December 2015

² Voya Universe of Government Plans as of December 2016

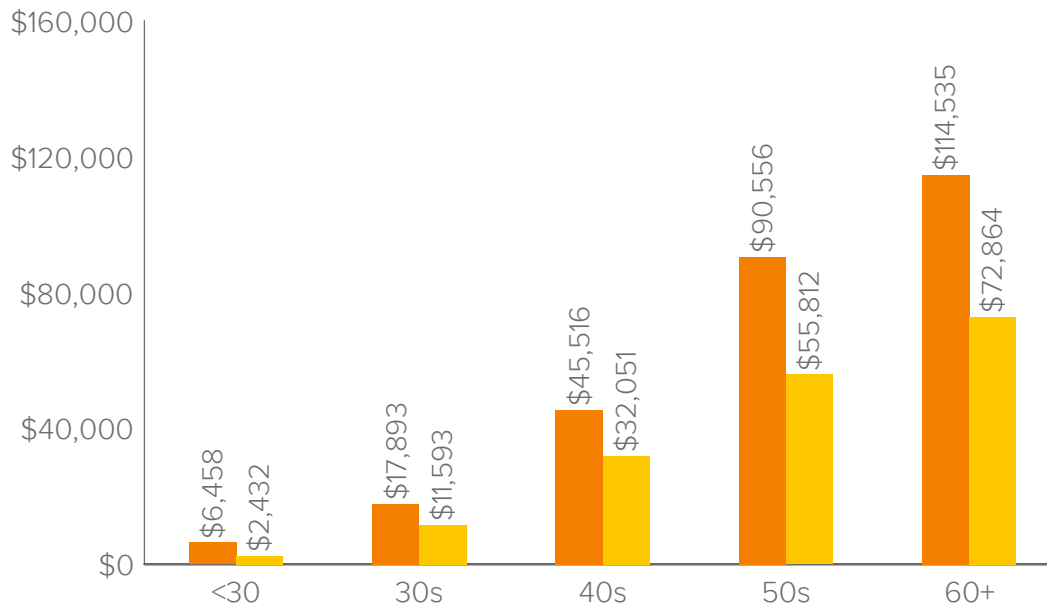
³ Voya Universe of Government Plans as of December 2017

⁴ Voya Universe of Government Plans as of December 2018

⁵ Voya Universe of Government Plans as of September 2019

Your average participant account balance by age group

👤 Your Plan
 👤 Benchmark

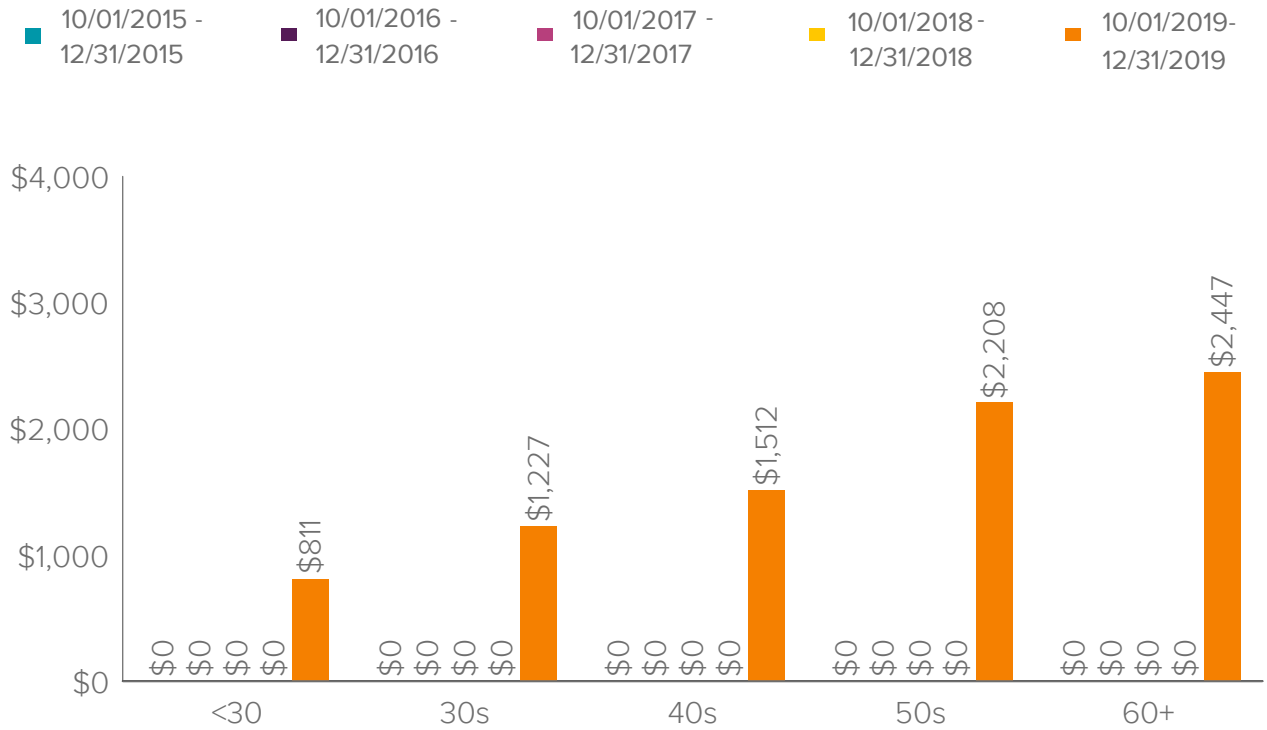


Voya Universe of Government Plans as of September 2019

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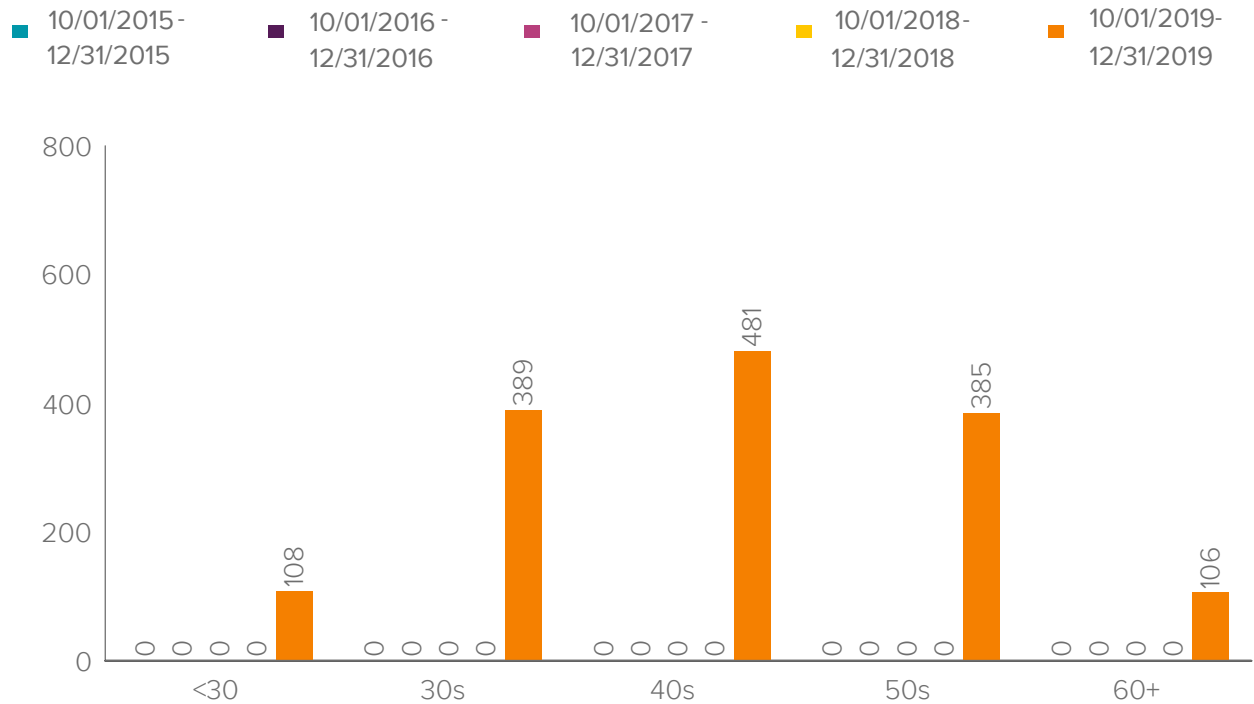
Plan statistics for: Washoe County 457 Deferred Compensation Plan

Average participant contributions by age group



Average participant contributions include employee sources only

Contributing participant counts by age group



Contributing participant counts include employee sources only

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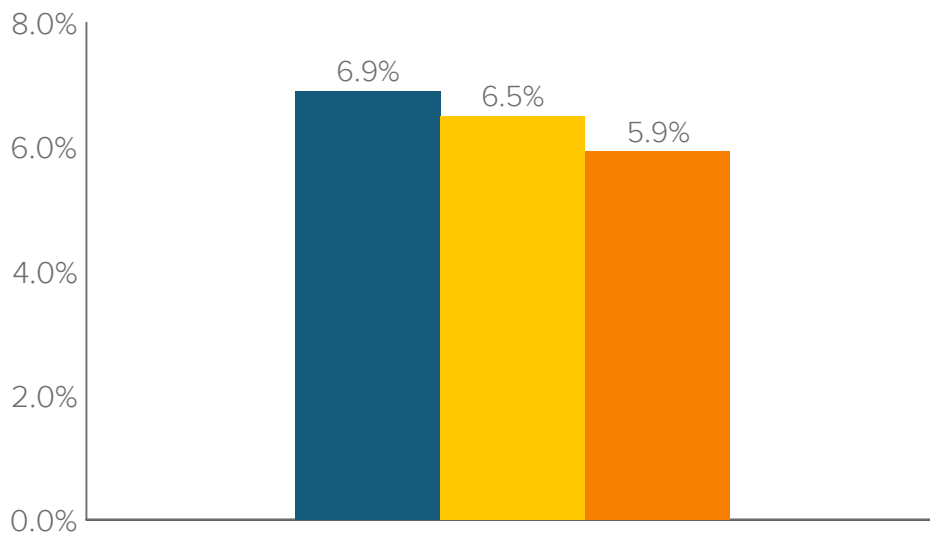
Plan statistics for: Washoe County 457 Deferred Compensation Plan

DEFERRAL SUMMARY

To help your plan participants achieve retirement readiness, it's important to track deferral rates and identify opportunities to increase contributions. See how your plan's deferral rates compare with other Voya plans and an industry benchmark.

Average deferral rates

■ Your Plan ■ Industry Benchmark ■ Voya Plans



303

The information in this report is as of 01/29/2020 and includes 303 participants.

Average deferral rates by age group

	# of participants	Deferral % pre-tax	Deferral % post-tax	Total deferral %
<30	64	4.8%	5.2%	5.2%
30-39	124	6.5%	4.5%	6.9%
40-49	70	6.0%	3.5%	6.4%
50-59	39	7.6%	4.0%	8.1%
60+	6	23.7%	0.0%	23.7%
Unknown	0	0.0%	0.0%	0.0%
All	303	6.6%	4.3%	6.9%

Note - If a participant is deferring both pre and post tax values, both values are added together before averaging.

Important Note - These rates are calculated based on information provided to Voya.
 Voya Plans includes all Government plans as of November 2019.
 Industry benchmarks sourced by PLANSPONSOR 2018 DC Survey ©Strategic Insight, Inc..

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Plan statistics for: Washoe County 457 Deferred Compensation Plan

PARTICIPANT ENGAGEMENT

Offering a variety of services helps create a more engaging experience for participants, which encourages action and drives results. The Participant Engagement report provides an overview of participant activity with central services, such as the toll-free Customer Service Center, Internet, Mobile, and the Voice Response line. Use this report to gain key insight into the actions and engagement levels of plan participants.

Participant access statistics

10/01/2019 - 12/31/2019

	Internet	Mobile	VRU	CSA*
Inquiries by type				
Total participants (unique)	808	208	90	193
Total inquiries	6,444	2,940	142	278

Unique participant inquiries by type

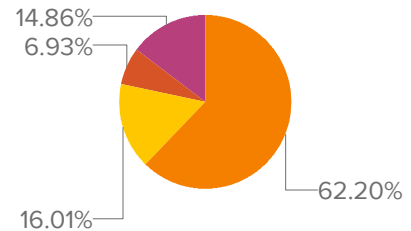
■ Internet
 ■ Mobile
 ■ VRU
 ■ CSA*



10/01/2017 - 12/31/2017



10/01/2018 - 12/31/2018



10/01/2019 - 12/31/2019

	Internet	Mobile	VRU	CSA*
Actions by type				
Catch up contribution elections	2	0	0	0
Contribution rate escalations	0	0	0	0
Deferral updates	148	46	0	13
Fund transfers	51	0	0	6
In-service withdrawals	22	N/A	N/A	36
Investment election changes	63	3	0	8
Investment reallocations	31	1	0	3
Loan requests	16	N/A	N/A	1
Lump sum withdrawals	3	N/A	N/A	39
Rebalance elections	10	2	0	0
Total	346	52	0	106

* CSA - Customer Service Associate

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Plan statistics for: Washoe County 457 Deferred Compensation Plan

Engagement

myOrangeMoney [®]	117
Personal Financial Dashboard	3
Retirement Readiness Service Center & agreed to take action	9
Accessed Online Advice	1
Total participants (unique)	128

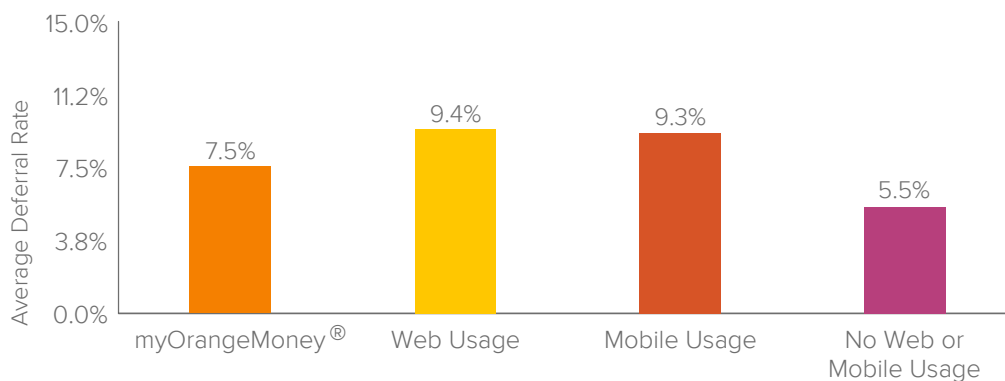
Action taken through engagement

Increased contribution/catchup contribution	20
Change current/future asset allocation	8
Participants taking action (unique)	27

Web engagement impact on deferral rates

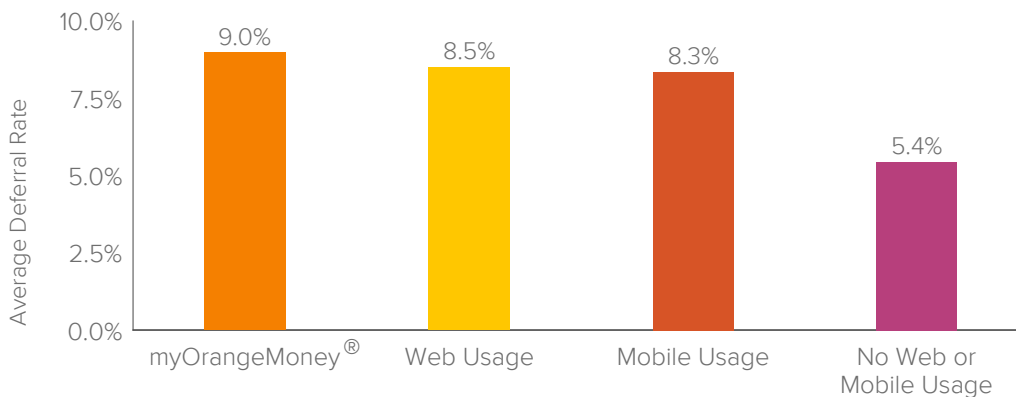
10/01/2019 - 12/31/2019

Your plan



Important Note - Your plan's rates are calculated based on the information provided to Voya.

All Voya plans



Rates derived from Voya Retirement Readiness Data Mart as of November 2019

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Plan statistics for: Washoe County 457 Deferred Compensation Plan

CURRENT PARTICIPATION AND ENROLLMENT STATISTICS

Review key plan enrollment statistics at a glance including participation, deferrals, auto enrollment, and more. Use this report to spot trends and understand the overall activity and enrollment health of the plan.

Current participation

	Year End 2015	Year End 2016	Year End 2017	Year End 2018	Q1 2019	Q2 2019	Q3 2019	Q4 2019
Participant accounts	0	0	0	0	0	2,363	2,398	2,460
Deferral summary As of 01/29/2020				Eligibility tracking As of 12/31/2019				
Average deferral rate for all participants			6.9%		Total eligible employees 2,425			
Average deferral rate for HCE participants			%		Eligible employees not enrolled 914			
Average deferral rate for NHCE participants			%		Plan participation			
Participants included in deferral rate calculation			303		As of			
Participants who changed deferral rate to 0 in the last 3 months			N/A		Participation rate %			
Contribution summary As of 12/31/2019				Terminated employees As of 12/31/2019				
Total participants actively deferring			0		With an account balance 982			
					With an account balance < \$5,000 217			

Enrollment summary

10/01/2019 - 12/31/2019

New enrollments	971
New enrollment average deferral rate (54)	5.7%
New enrollment average deferral amount (10)	\$91
New enrollments without an EE deferral established (907)	
Participants who opted for auto-escalation	2

Auto enrollment

10/01/2019 - 12/31/2019

Average deferral rate of auto-enrollers (37)	3.0%
Average deferral rate of self-enrollers (17)	11.6%
Average deferral amount of self-enrollers (10)	\$91
Opted out	3

Your plan's data is calculated based on information provided to Voya. Participants actively deferring excludes those who've been suspended.

New enrollments without an employee deferral established includes-but is not limited to-participants who rolled assets into the plan prior to their enrollment or who were enrolled in order to receive an employer discretionary contribution.

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Plan statistics for: Washoe County 457 Deferred Compensation Plan

TRANSACTION ACTIVITY DETAIL

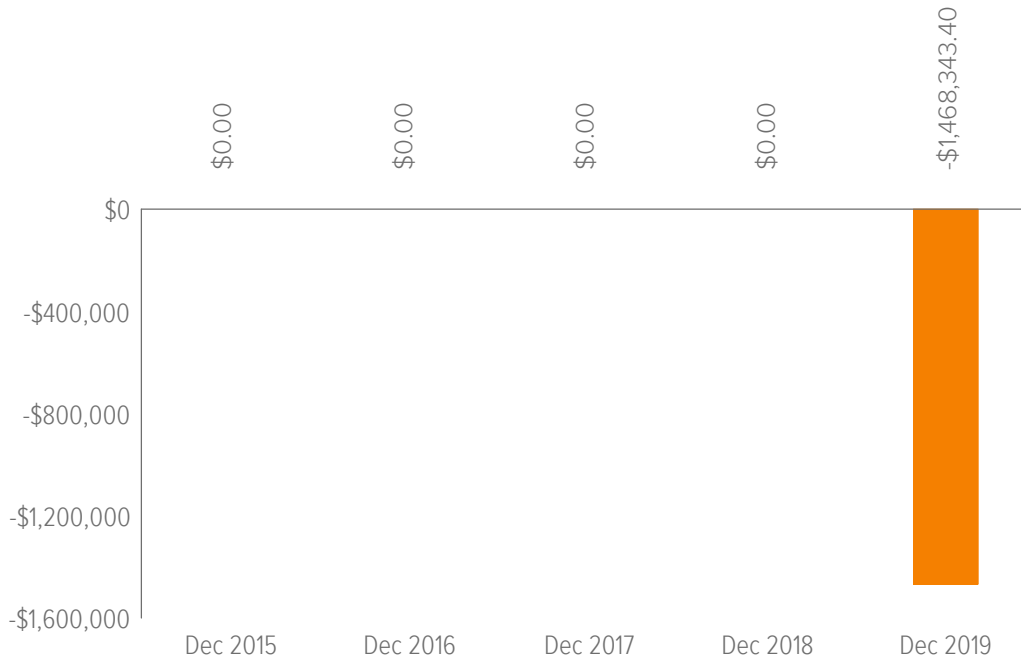
Below is a summary of your plan's transaction activity and net cash flow, along with highlights of the more notable transactions for the current period and prior periods. Monitor this data over time to ensure contribution levels are satisfactory and that distributions haven't risen unexpectedly, possibly indicating a need for further employee education.

Summary activity

	Prior Period 10/01/2018 - 12/31/2018		Current Period 10/01/2019 - 12/31/2019	
	Amount	Participants	Amount	Participants
Contributions	\$0.00	0	\$2,401,382.49	1,469
Distributions	\$0.00	0	-\$3,869,725.89	210
Loan Activity	\$0.00	0	\$129,893.21	268
Other Activity	\$0.00	0	\$3,177,854.63	2,467

The Summary Activity section does not include daily valuations of investment options; thus it does not reflect market appreciation or depreciation. Net Cash Flow below is determined by subtracting the total Distributions from the total Contributions for the period.

Net cash flow by period end (contributions vs. distributions)



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Plan statistics for: Washoe County 457 Deferred Compensation Plan

Activity Highlights

	Prior Period 10/01/2018 - 12/31/2018		Current Period 10/01/2019 - 12/31/2019		Change Over Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
Contributions						
Employee PreTax	\$0.00	0	\$2,202,075.16	1,390	0.00%	1,390
Roth	\$0.00	0	\$199,307.33	224	0.00%	224
Total	\$0.00		\$2,401,382.49			
Distributions						
Hardship Withdrawal	\$0.00	0	-\$3,433.52	1	0.00%	1
Minimum Distribution	\$0.00	0	-\$426,264.97	88	0.00%	88
Periodic Payment	\$0.00	0	-\$170,385.85	57	0.00%	57
Withdrawal	\$0.00	0	-\$3,269,641.55	71	0.00%	71
Total	\$0.00		-\$3,869,725.89			
Loan Activity						
Loan	\$0.00	0	-\$255,881.88	17	0.00%	17
Loan Repayment	\$0.00	0	\$385,775.09	268	0.00%	268
Total	\$0.00		\$129,893.21			
Other Activity						
Asset Transfer	\$0.00	0	\$63,062.30	21		
Dividends	\$0.00	0	\$3,161,023.36	1,850		
Fee	\$0.00	0	-\$55,280.67	2,379		
Margin Change	\$0.00	0	\$0.00	1,819		
Miscellaneous	\$0.00	0	-\$0.06	2		
Revenue Credit	\$0.00	0	\$9,049.70	1,510		
Total	\$0.00		\$3,177,854.63			

If applicable, "Asset Transfer" may refer to internal or external transfers of assets as a result of various transactions including, but not limited to, 90-24 transfers, 1035 exchanges, rollover contributions, mergers or product conversions. If applicable, "Fee," aside from "TPA Fee Deduction" and "Maintenance Fee," may refer to asset based administration, service or loan fees. If applicable, "Dividends" may represent dividends earned on assets held in NAV Funds or Self Directed Brokerage Option accounts.

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Plan statistics for: Washoe County 457 Deferred Compensation Plan

LOAN SUMMARY

Review your plan's outstanding loans over a five year period and see details on loan types as well as the number of loans per participants. Use this data to spot trends and monitor loan activity to determine opportunities for participant education.

Outstanding loans by type

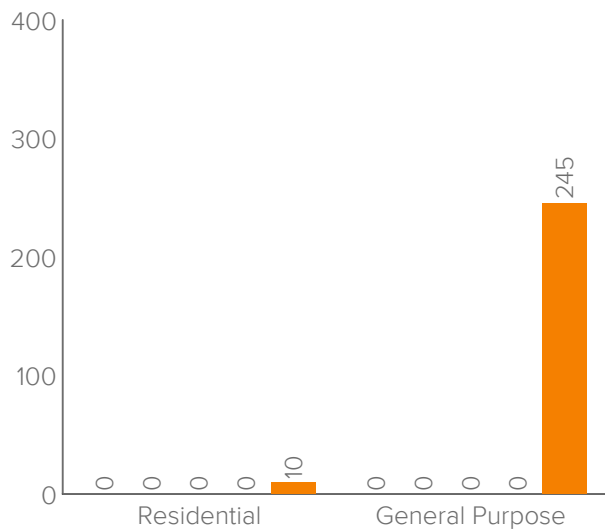
	12/31/2015	12/31/2016	12/31/2017	12/31/2018	12/31/2019
Residential	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$259,316.84 (10)
General Purpose	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$2,269,838.95 (245)
Total	\$0.00	\$0.00	\$0.00	\$0.00	\$2,529,155.79

(Numbers) represent number of outstanding loans

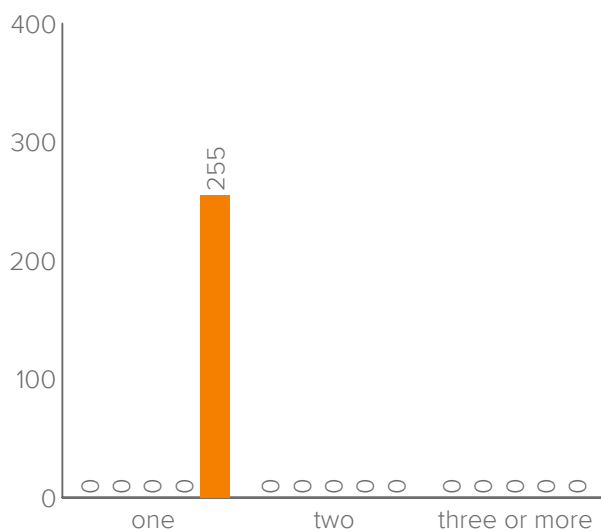
Loan detail

■ 12/31/2015
 ■ 12/31/2016
 ■ 12/31/2017
 ■ 12/31/2018
 ■ 12/31/2019

Number of loans by type



Number of loans by participants



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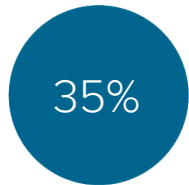
Plan statistics for: Washoe County 457 Deferred Compensation Plan

DIVERSIFICATION

It's sensible for each participant to hold a well-diversified retirement portfolio. Doing so reduces each investor's exposure to risk while optimizing his/her potential for return. The information that follows provides some insight as to how your participants are diversifying their investments.

Investment diversification

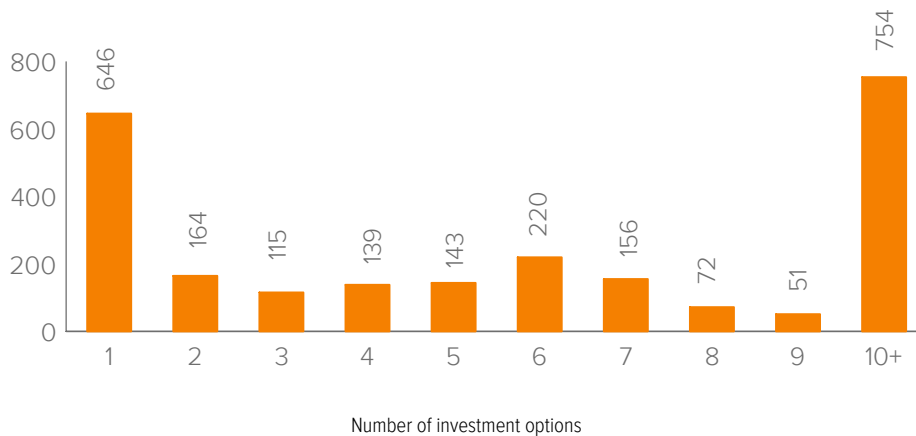
As of 01/29/2020



Voya views a person as diversified if their investment mix is made up of at least one fixed fund, one U.S. fund, and one Non U.S. fund and less than 20% in company stock, as applicable. Alternately they are considered diversified if they are invested in an asset allocation fund.

Diversification of participant assets by number of participants

As of 12/31/2019



Average number of investment options utilized per participant

	Dec 2016	Dec 2017	Dec 2018	Dec 2019
With Asset Allocation Funds	0.0	0.0	0.0	7.1
Without Asset Allocation Funds	0.0	0.0	0.0	7.1



Benchmark*

The average number of investment options utilized per participant without asset allocation funds excludes those participants who are invested solely in an asset allocation fund.

Please remember, using diversification as part of an investment strategy neither assures nor guarantees better performance and cannot protect against loss in declining markets.

* Voya Universe of Government Plans as of Sept 2019; includes participants invested solely in an asset allocation

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Plan statistics for: Washoe County 457 Deferred Compensation Plan

Diversification detail of participants utilizing one investment option

Investment Option/Fund Name (by Asset Class)	Participants Invested
Asset Allocation	Total: 0
	0
Stability of Principal	Total: 575
Voya Fixed Account - 457/401 II	575
Bonds	Total: 4
Hartford Total Return Bond HLS Fund - Class IA	2
PIMCO High Yield Fund - Institutional Class	2
Balanced	Total: 21
American Funds American Balanced Fund® - Class R-6	21
Large Cap Value	Total: 17
American Century Equity Income Fund - R6 Class	1
Vanguard® Institutional Index Fund - Institutional Shares	11
Wells Fargo Disciplined U.S. Core Fund - Institutional Class	5
Large Cap Growth	Total: 20
American Funds The Growth Fund of America® - Class R-6	20
Small/Mid/Specialty	Total: 8
AMG Managers Skyline Special Equities Fund - Class N	1
Hartford MidCap HLS Fund - Class IA	7
Global / International	Total: 1
American Funds EuroPacific Growth Fund® - Class R-6	1
Grand total of participants utilizing one investment option	646

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Plan statistics for: Washoe County 457 Deferred Compensation Plan

TOTAL PLAN ASSETS AND CONTRIBUTIONS BY INVESTMENT OPTION

Compare the allocation of existing assets with that of the current period. Do you see a dramatic change where assets are currently being allocated? Does that shift make sense given current market conditions...or your employees? Are the participants well diversified across the asset classes?

Diversification of Participant Assets and Contributions

Investment Option/Fund Name (by Asset Class)	Assets as of 12/31/2019	% of Total Assets	Participants Invested	Contributions 10/01/2019 - 12/31/2019	% of Total Contributions	Participants Contributing
Asset Allocation						
Total	\$0.00	0.00%		\$0.00	0.00%	
Stability of Principal						
Voya Fixed Account - 457/401 II	\$70,740,452.85	41.81%	1,883	\$747,966.33	31.15%	1,103
Total	\$70,740,452.85	41.81%		\$747,966.33	31.15%	
Bonds						
Hartford Total Return Bond HLS Fund - Class IA	\$4,101,160.40	2.42%	818	\$68,837.92	2.87%	544
PIMCO High Yield Fund - Institutional Class	\$2,590,880.94	1.53%	680	\$48,200.06	2.01%	480
PIMCO International Bond Fund (U.S. Dollar-Hedged) - Class I	\$1,237,874.04	0.73%	573	\$31,542.76	1.31%	463
Total	\$7,929,915.38	4.69%		\$148,580.74	6.19%	
Balanced						
American Funds American Balanced Fund® - Class R-6	\$6,254,418.41	3.70%	466	\$103,887.54	4.33%	307
Total	\$6,254,418.41	3.70%		\$103,887.54	4.33%	
Large Cap Value						
American Century Equity Income Fund - R6 Class	\$7,398,074.27	4.37%	1,050	\$115,778.54	4.82%	770
Vanguard® Institutional Index Fund - Institutional Shares	\$15,947,133.75	9.43%	1,300	\$301,921.30	12.57%	978
Wells Fargo Disciplined U.S. Core Fund - Institutional Class	\$11,900,733.92	7.03%	1,170	\$116,281.32	4.84%	706
Total	\$35,245,941.94	20.83%		\$533,981.16	22.24%	

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Plan statistics for: Washoe County 457 Deferred Compensation Plan

Investment Option/Fund Name (by Asset Class)	Assets as of 12/31/2019	% of Total Assets	Participants Invested	Contributions 10/01/2019 - 12/31/2019	% of Total Contributions	Participants Contributing
Large Cap Growth						
American Funds The Growth Fund of America® - Class R-6	\$15,811,990.16	9.35%	1,343	\$183,279.09	7.63%	920
Total	\$15,811,990.16	9.35%		\$183,279.09	7.63%	
Small/Mid/Specialty						
AMG Managers Skyline Special Equities Fund - Class N	\$2,262,722.57	1.34%	875	\$43,469.65	1.81%	592
Hartford MidCap HLS Fund - Class IA	\$10,105,153.15	5.97%	1,394	\$149,179.06	6.21%	973
Hotchkis and Wiley Mid-Cap Value Fund - Class I	\$2,233,871.42	1.32%	861	\$46,460.91	1.93%	574
Vanguard® Mid-Cap Index Fund - Admiral[] Shares	\$4,282,121.92	2.53%	986	\$113,926.34	4.74%	788
Vanguard® Small-Cap Index Fund - Admiral[] Shares	\$3,781,624.34	2.24%	940	\$97,965.92	4.08%	751
Wells Fargo Small Company Growth Fund - Class R6	\$2,876,091.38	1.70%	885	\$53,075.99	2.21%	650
Total	\$25,541,584.78	15.10%		\$504,077.87	20.99%	
Global / International						
American Funds EuroPacific Growth Fund® - Class R-6	\$4,988,714.73	2.95%	974	\$99,449.93	4.14%	668
DFA International Small Cap Value Portfolio - Inst Class	\$1,376,202.28	0.81%	607	\$43,235.77	1.80%	465
Lazard Emerging Markets Equity Portfolio - Open Shares	\$1,291,385.76	0.76%	718	\$36,924.06	1.54%	513
Total	\$7,656,302.77	4.53%		\$179,609.76	7.48%	
Grand Total	\$169,180,606.29			\$2,401,382.49		

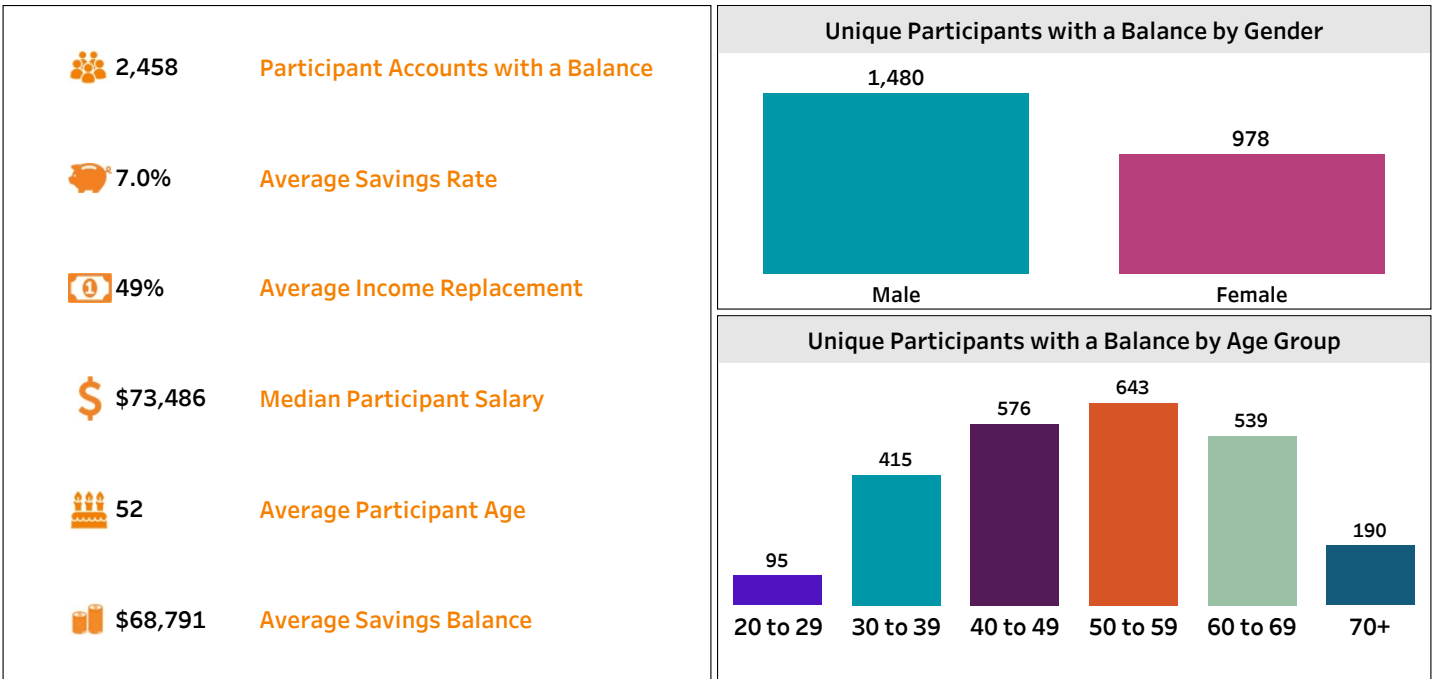
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Plan statistics for: Washoe County 457 Deferred Compensation Plan

Q4 2019
Retirement Metrics that Matter
Plan/Client View

Data as of 12/31/2019

Customer Profile

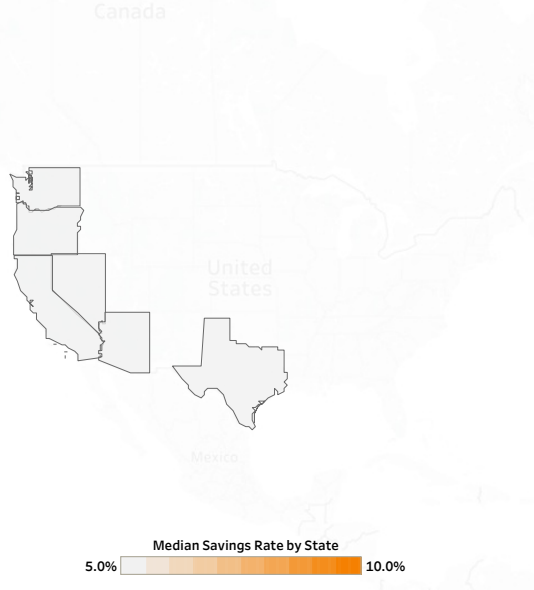


Published by: Digital Solutions
Data includes retirement plan sponsored business. RPS and IRA customers are not included.

Data as of 12/31/2019

State of Savings

Savings Rate Map - Median Rates by State



Top States by Median Savings Rate (Active Participants)

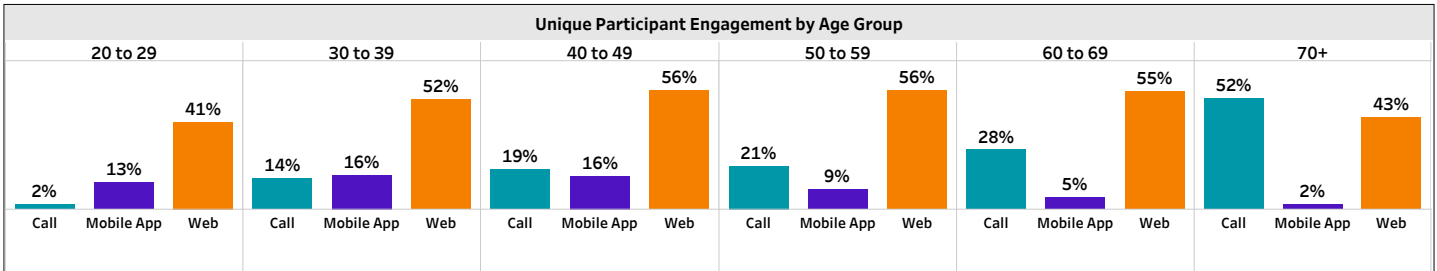
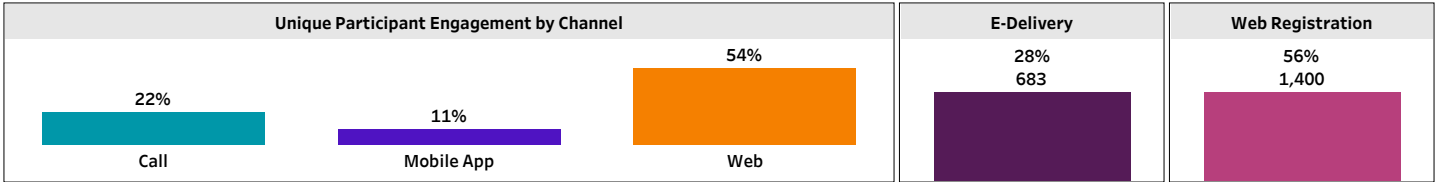
State	Median Savings Rate by State	Avg. Balance Amount	Unique Participants with a Balance
Grand Total	5.0%	\$68,200	2,397
NV	5.0%	\$67,370	2,297
CA		\$103,517	55
OR		\$73,311	13
TX		\$27,446	11
WA		\$48,033	11
AZ		\$124,936	10

Published by: Digital Solutions
 Data includes retirement plan sponsored business. RPS and IRA customers are not included.

Data as of 12/31/2019

Engagement

61% of plan participants have engaged (used web, mobile, or called) over the past 12 months
 54% of plan participants have digitally engaged over the past 12 months



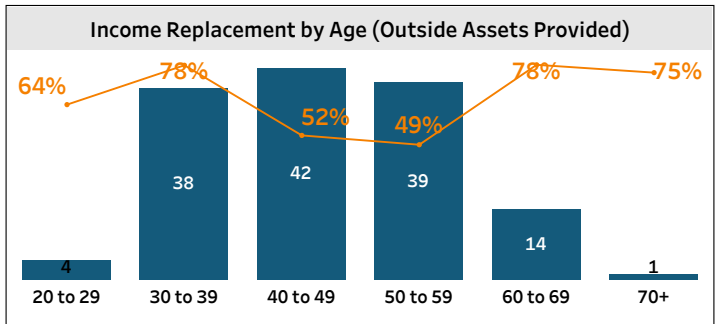
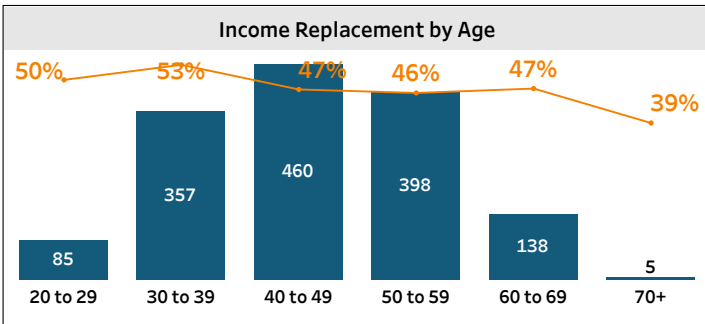
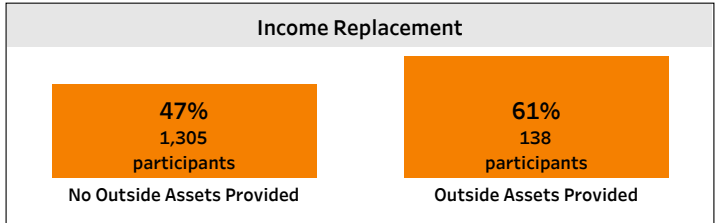
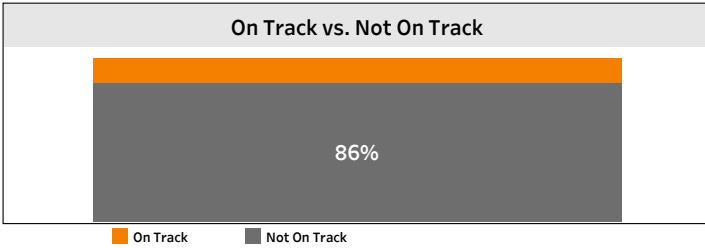
Published by: Digital Solutions
 Data includes retirement plan sponsored business. RPS and IRA customers are not included, along with plans without a balance.
 Call data includes CSA and VRU calls. Call data is reflective of those participants who enter their SSN into phone system to authenticate. Callers who did not enter their SSN or whom no longer have a balance as of report refresh are not included in the 12-month look back analysis.
 eDelivery defined as accounts who voluntarily opted-in to eDelivery, or plans that defaulted accounts into eDelivery and participant did not voluntarily opt-out.

Account Status
 All

Data as of 12/31/2019

Income Replacement

On average participants are on track to replace approximately 49% of their income in retirement
 14% of participants are on track to generate at least 70% of income in retirement

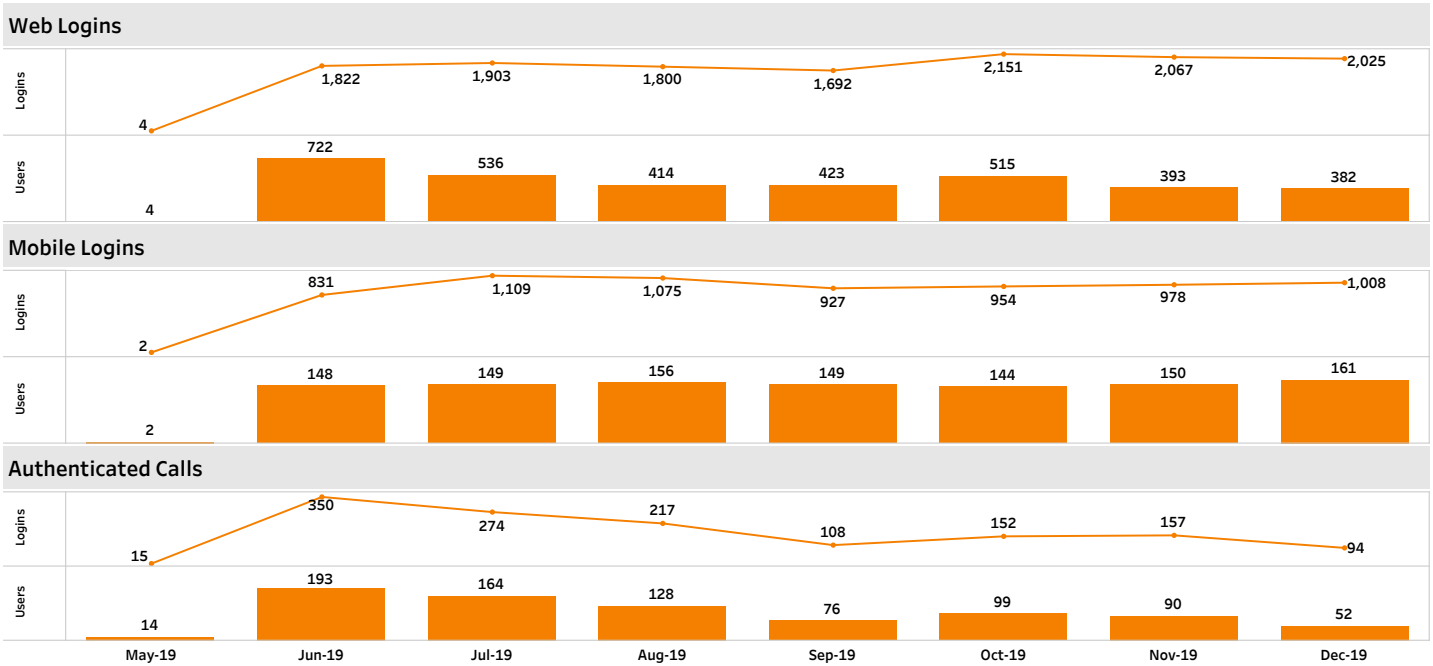


Published by: Digital Solutions
 Data includes retirement plan sponsored business. RPS and IRA customers are not included.

Washoe County Metrics that Matter - Retirement Metrics that Matter

Data as of 12/31/2019

Engagement Trends



Published by: Digital Solutions

Data includes retirement plan sponsored business. RPS and IRA customers are not included, along with plans without a balance.

Call data includes CSA and VRU calls. Call data is reflective of those participants who enter their SSN into phone system to authenticate. Callers who did not enter their SSN or whom no longer have a balance as of report refresh are not included in the 12-month look back analysis.

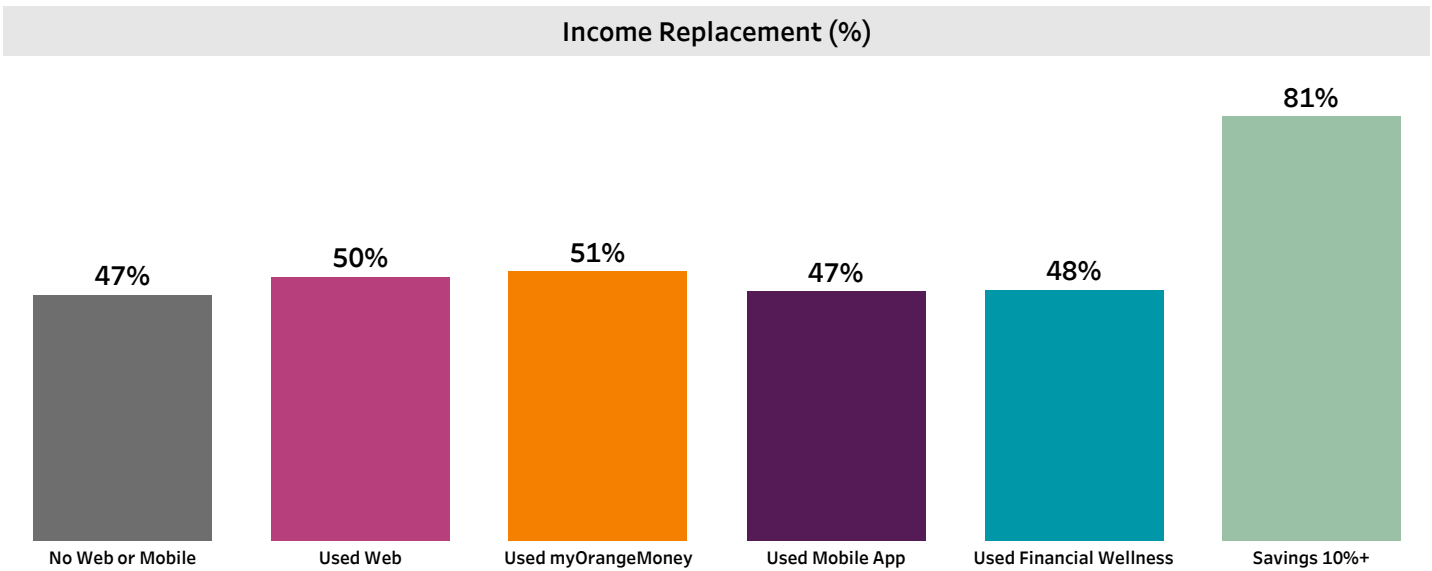
eDelivery defined as accounts who voluntarily opted-in to eDelivery, or plans that defaulted accounts into eDelivery and participant did not voluntarily opt-out.

Month
1/1/2019 12:00:00 AM to 2/29/2020 ..

Data as of 12/31/2019

Engagement Outcomes - Income Replacement

On average participants are on track to replace approximately 49% of their income in retirement
14% of participants are on track to generate at least 70% of income in retirement

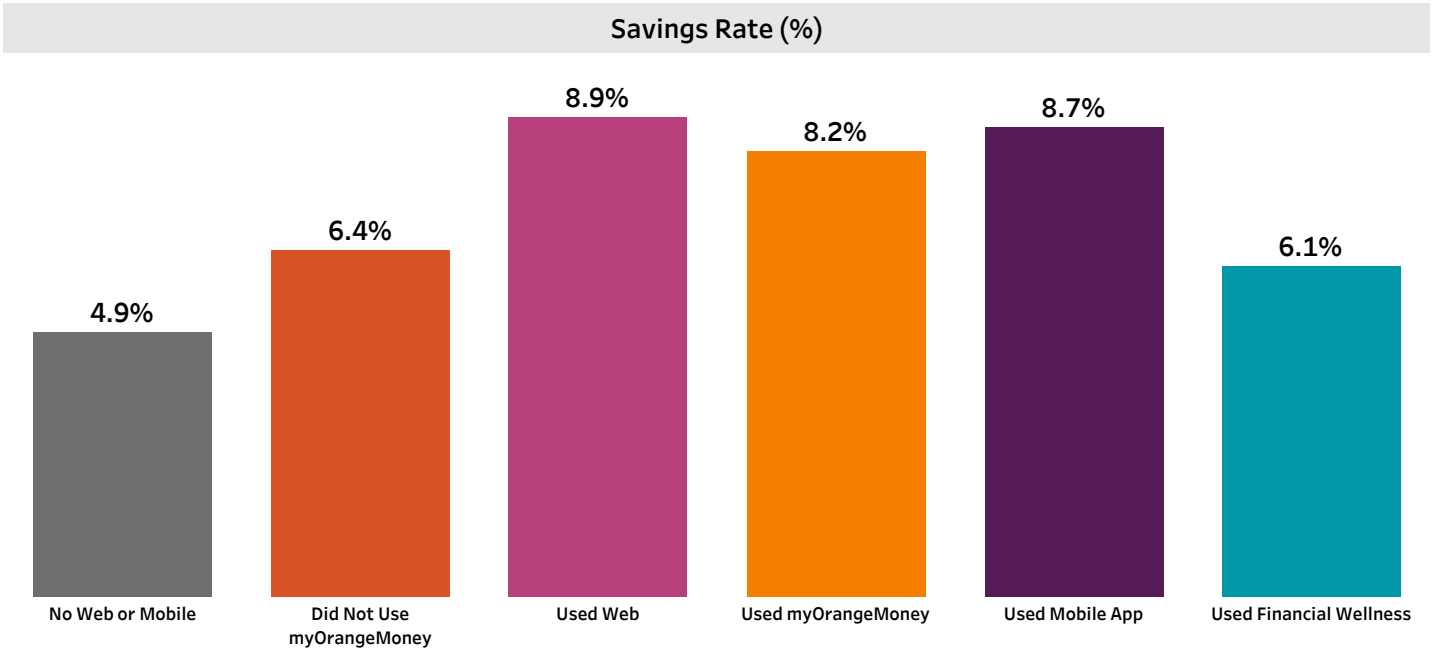


Published by: Digital Solutions
Data includes retirement plan sponsored business. RPS and IRA customers are not included.

Outside Assets
All

Data as of 12/31/2019

Engagement Outcomes - Savings Rate



Published by: Digital Solutions
Data includes retirement plan sponsored business. RPS and IRA customers are not included.

- **Unique Participants with a balance:** includes all active/non-active participants within active plans where there is net account balance (within the current month) greater than zero. Excludes de-converted plans. Participants may be within multiple plans and across multiple market segments. Counts may be broken out between participant counts and unique plan counts (**participant accounts**).
- **Digitally engaged:** includes active / non-active participants within active plans that have viewed their Voya account via web or mobile. Excludes de-converted plans. Savings balances and rates not factored into count.
- **Digitally engagement percent:** equals count of web and mobile users divided by the total count of participants with a balance
- **Income replacement – Customers on Track:** all active/non-active participants within active plans that have a net account balance and a savings deferral rate and an income replacement percentage of 70% or greater. Income replacement percentage is the amount of needed to replace current salary or standard of living at retirement. Outside assets or other retirement savings may be included in some data points if captured within myOrangeMoney. Outside assets are included only where stated on income replacement calculations within this presentation.
- **Number of participants with deferral rates on file:** includes all **active** participants within **active** plans with a net account balance greater than zero with the current month and have a savings or deferral rate greater than zero within the current month.
- **PM:** Professional managed accounts
- **Savings/Deferral rate:** equals the sum of the pre-tax, post-tax and roth savings rates.
- **Net account balance:** equals the total savings balance minus any outstanding loans within the current month.
- **Web and mobile users:** Participants who have viewed retirement account via web or mobile. Excludes bad logins, dummy ids and de-converted plans. Includes all participants regardless of account balance within active plans. Mobile counts excludes those that logged in greater than 31 times within a month as these logins may include robo account aggregators.
- **myOrangeMoney viewers:** Active or inactive participants in active or de-converted plans that have viewed the myOrangeMoney tool via the web or mobile.
- **myOrangeMoney users:** myOrangeMoney viewers that have clicked on the site and interacted with the tool. Events include, but not limited to clicking on - get organized, healthcare, how does this work, move slider, tips on plan to retire, etc....
- **myOrangeMoney actions:** transactions submitted proceeding any myOrangemoney usage. Action counts include only participants that were active during the action. Actions include allocation changes, asset transfers, enrollment in guidance apps such as Morningstar or Financial engines, rollover funds, fund to funds transfers, increase and decreases in deferral rates and initial election events.
- **Transactions:** includes all changes processed to move money. Transactions include deferral rate changes, funds transfers, withdrawals, bank updates and loans. Data only includes those transactions within IPS and EASE accounts processed through the web, mobile, VRU or customer service associate channels. Data does not include paper transactions. Includes de-converted plans and non-active participants.
- **PFD users:** includes all participants within have logged into web or mobile and viewed eMoney Personal financial dashboards
- **PFD action plan counts:** All participants that have logged and created an action plan within eMoney Personal Financial Dashboards. Active and non-active plans and participants included in the PFD counts.
- **FE:** Financial engines
- **TEM markets:** includes all tax exempt markets – Government, health, H&ID and K12.

Financial Wellness

As of: 12/31/2019



Your Plan's Financial Wellness Summary Metric



38% of participants' pillar scores are green



How do your employees feel about their current financial situation?

Your employees have an average financial confidence of **6.8**
(Voya Book of Business: 6.3)



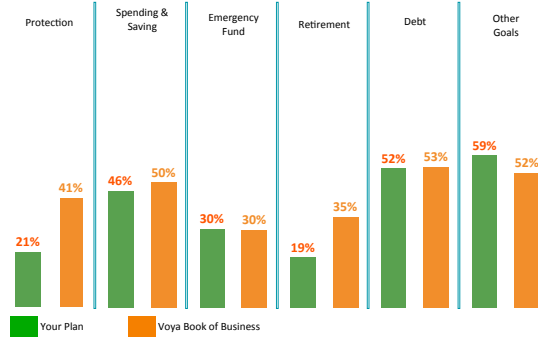
1=not at all confident 10=extremely confident

62% have a financial confidence of 7 or more
(Voya book of business: 53%)

Engagement

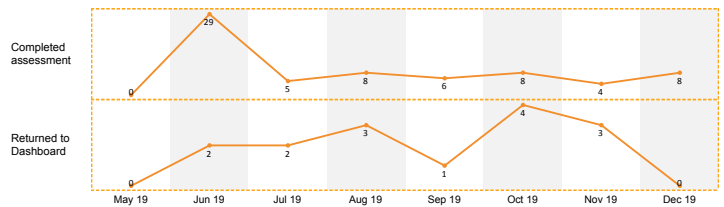
	# of participants	% of participants	Voya Book of Business
Started Financial Wellness Assessment	67	--	--
Completed assessment and viewed results	63	94%	89%
Viewed Dashboard after completing assessment	56	89%	86%

Percent of Employees On Track by Pillar



*For Summary Wellness metric and Percent On Track by Pillar, gray scores for Other Goals pillar are counted as green and gray scores for Retirement pillar counted as red.

Trending



Prepared by: Digital Solutions



1,388 Participants logged in to the web

Viewed Get Started Page



227 (16%) Participants Viewed Get Started Page

Started Assessment



67 (30%) Participants Started Assessment

Completed Assessment

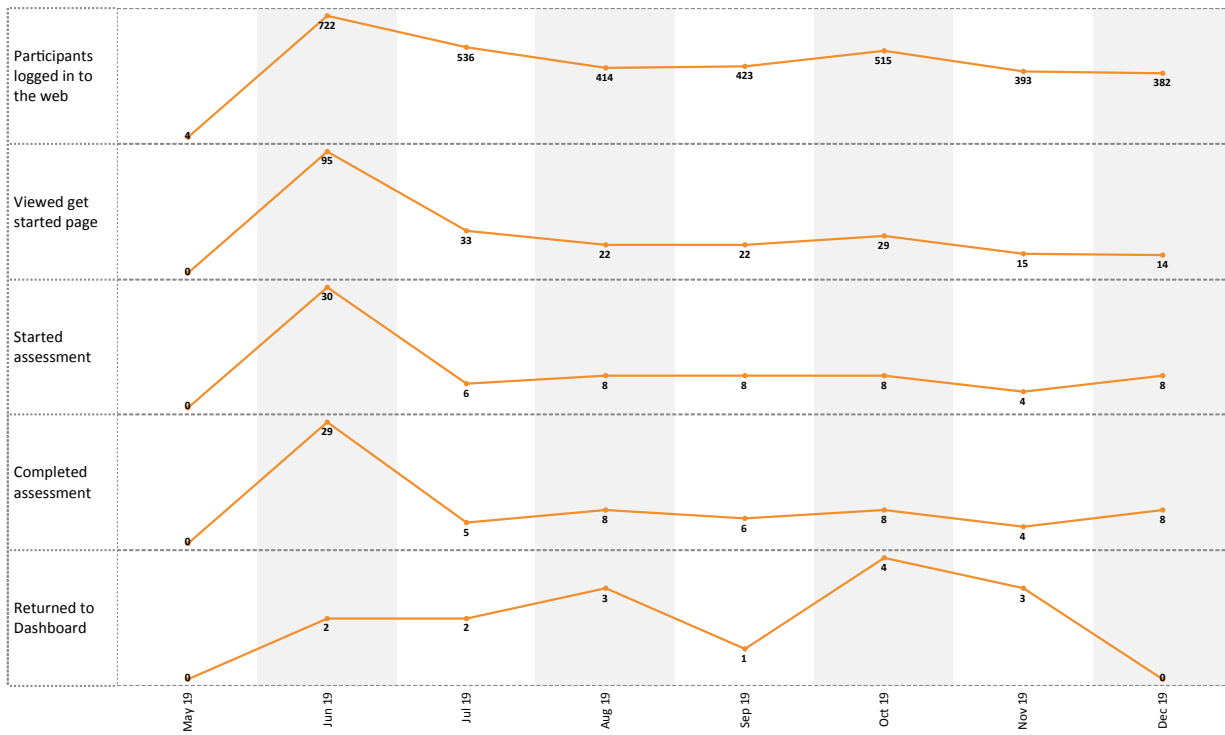


63 (94%) Participants Completed Assessment

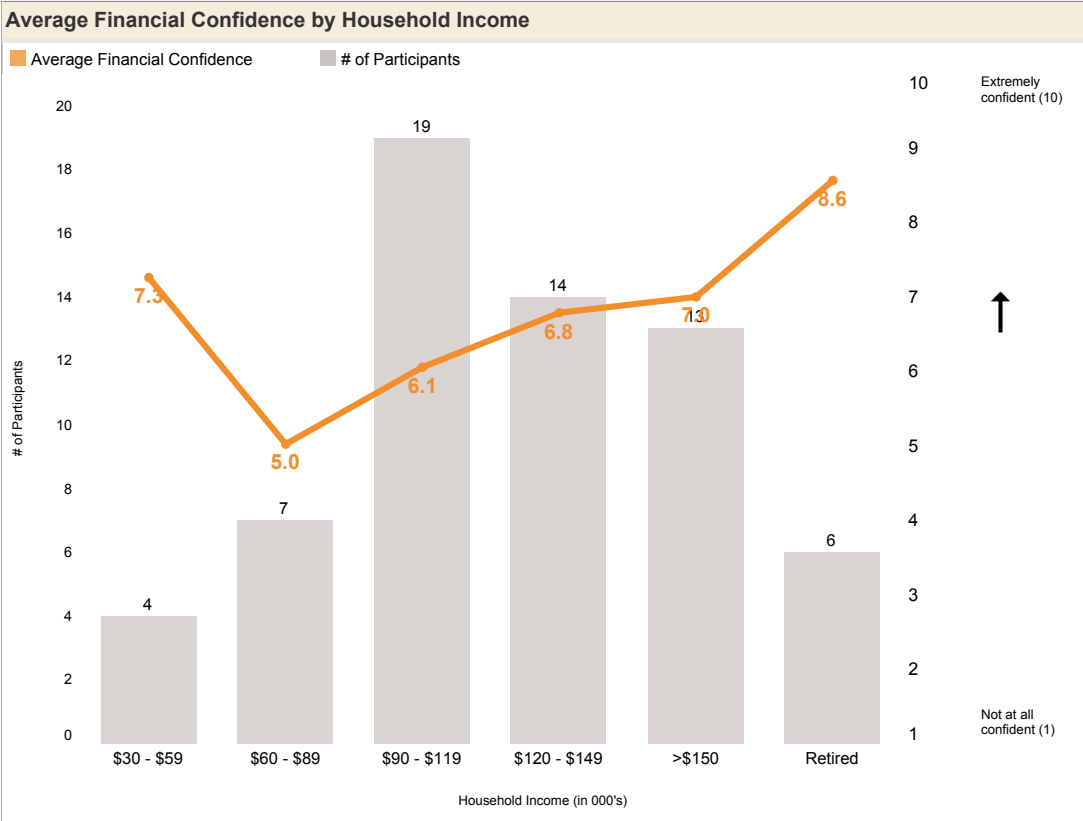
Viewed Dashboard



56 (89%) Participants Viewed Dashboard



Financial Confidence

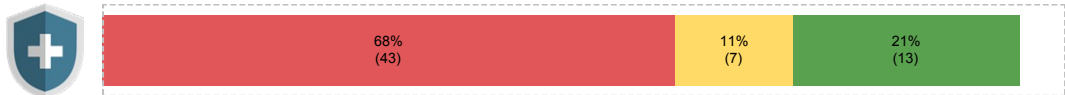


7
Median
Financial
Confidence

6.8
Average
Financial
Confidence

Score Distribution by Pillar

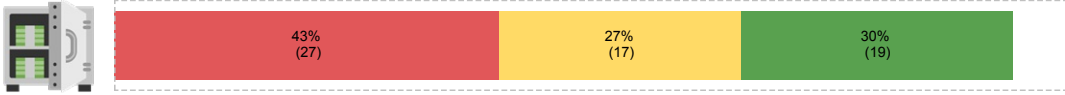
Protection



Spending & Saving



Emergency Fund



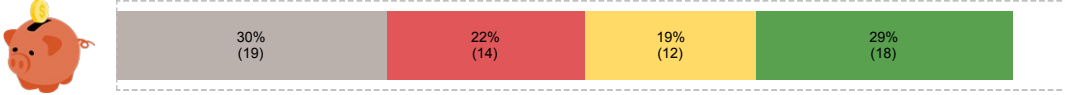
Retirement



Debt



Other Goals

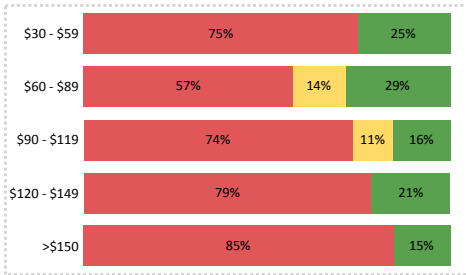


Score distribution by pillar and household income

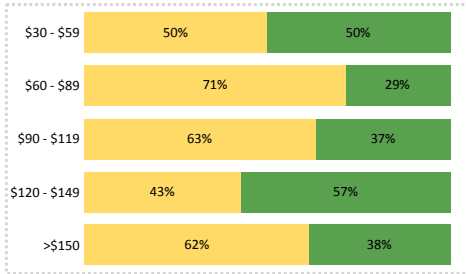


Household Income (in 000's)

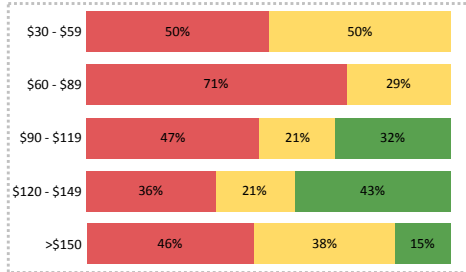
Protection



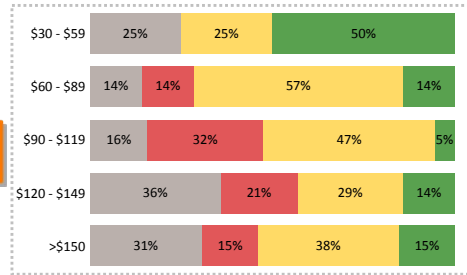
Spending & Saving



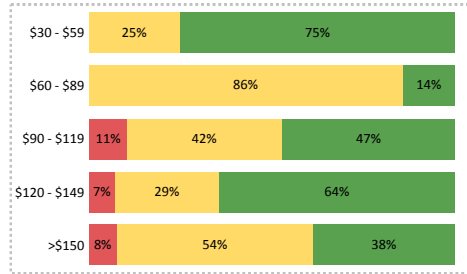
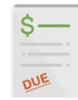
Emergency Fund



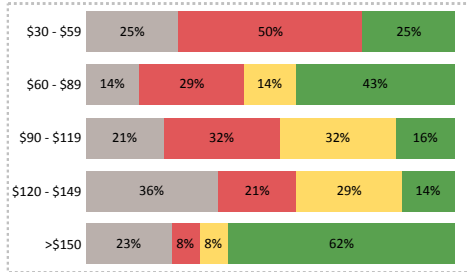
Retirement



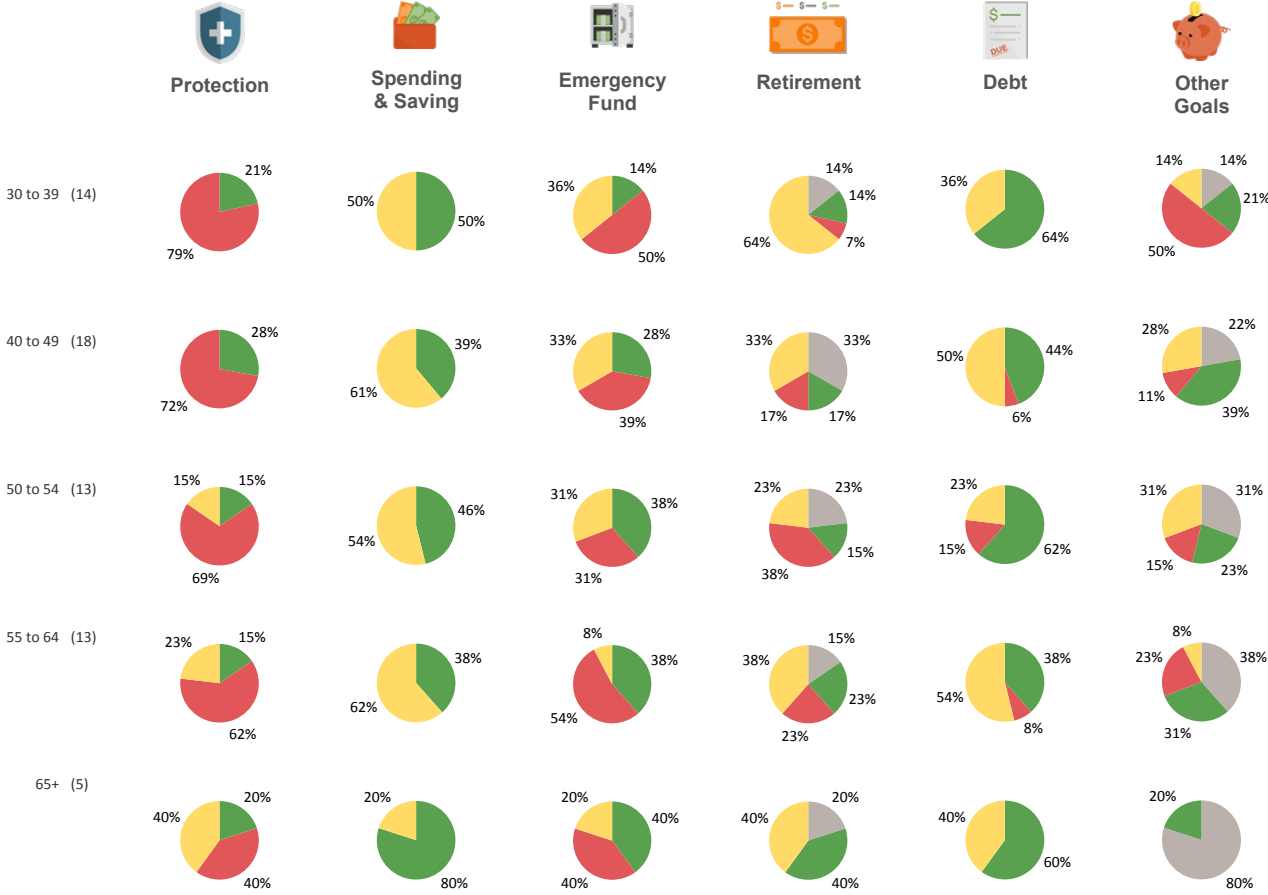
Debt

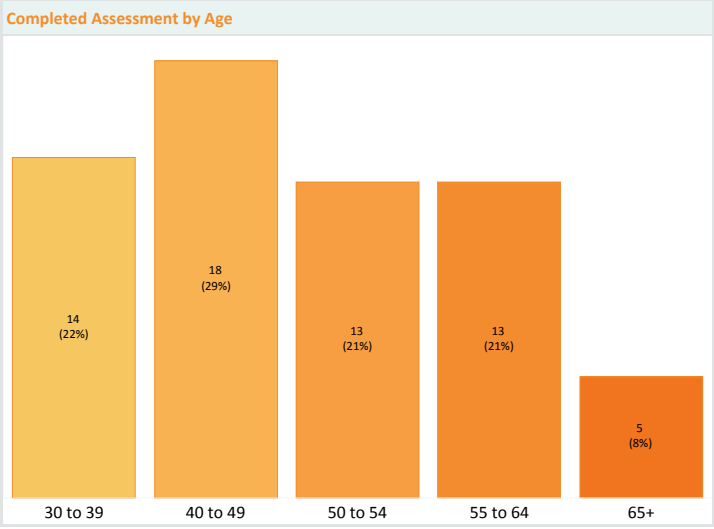


Other Goals

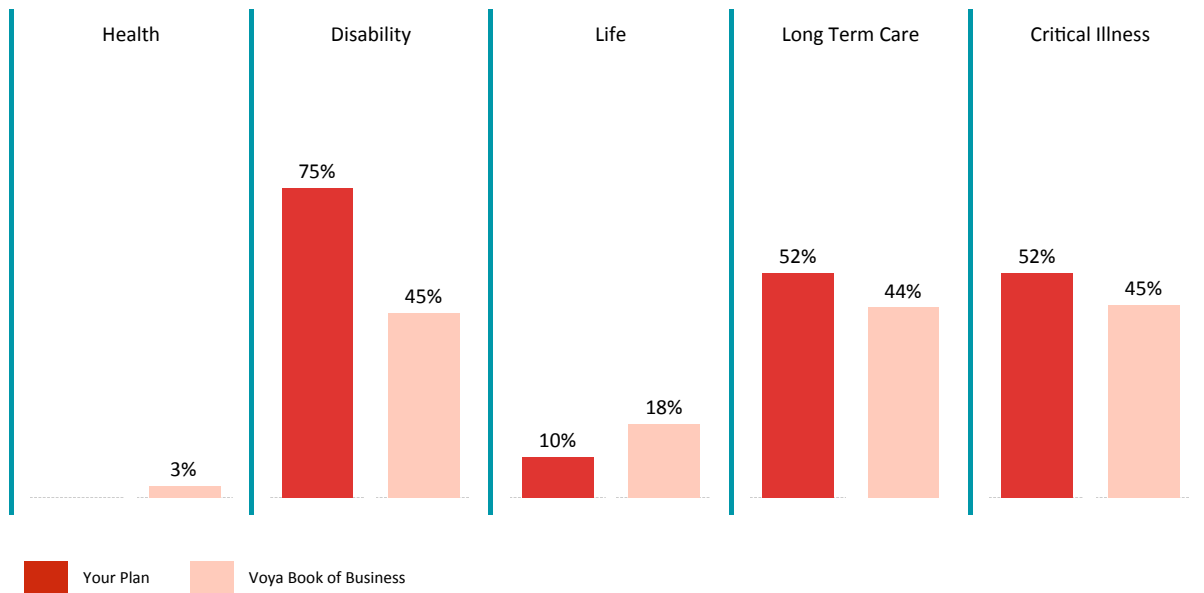


Score distribution by pillar and age





Protection Pillar Summary Percent Off Track by Protection Type



Notes:

- *Included in Protection pillar off track metrics
- *Health: includes employees who are age 65 or older without health insurance or Medicare with a Medicare Supplement.
- *Disability: does not include employees who are retired.
- *Life: only includes employees with dependents.
- *Long term care: only includes employees who are age 50 or older who said they don't have coverage and are not prepared to cover expenses through another source if the need arises.
- *Critical illness: only includes employees who are age 50 or older who said they don't have coverage and are not prepared to cover expenses through another source if the need arises. Off track metrics for Disability and Life could be understated as those who have these coverages may not be adequately insured. Assessment and scoring enhancements are in the pipeline to address this

Washoe County 4th Quarter 2019 Summary Sheet

Group Meeting Results	Prior Recordkeeper		Voya	
	4th Quarter 2018	2018 YTD Totals	4th Quarter 2019	2019 YTD Totals
Meetings*	11	48	33	77
Attendees*	20	513	245	466
457 Enrollments	33	137	64	161
<i>Traditional Enrollments</i>	33	116	27	87
<i>Auto Enrollments - Sheriff's Deputy</i>	0	21	37	74
401(a) Enrollments	6	7	0	1
One on One Counseling Sessions*	89	415	245	506

457 Rollover Results	4th Quarter 2018	2018 YTD Totals	4th Quarter 2019	2019 YTD Totals
Rollovers In	4	42	21	21
Dollars from Rollovers In	\$121,462.29	\$1,441,139.47	\$63,062.30	\$63,062.30
Rollovers Out	9	71	51	108
Dollars from Rollovers Out	\$1,100,598.59	\$6,383,892.09	\$1,927,618.51	\$6,063,549.35
PERS Purchases	21	89	17	71
Dollars from PERS Purchases	\$866,511.58	\$4,017,546.00	\$301,813.89	\$2,730,170.33

401(a) & 457 Loan Results	4th Quarter 2018	2018 YTD Totals	4th Quarter 2019	2019 YTD Totals
401(a) Applications Processed	1	4	1	5
Dollars from Applications Processed	\$12,000.00	\$101,746.00	\$9,711.66	\$40,885.92
457 Applications Processed	32	121	17	58
Dollars from Applications Processed	\$357,027.55	\$1,708,571.36	\$255,881.88	\$867,011.47

Hardship Results	4th Quarter 2018	2018 YTD Totals	4th Quarter 2019	2019 YTD Totals
Hardship Applications Approved	1	4	1	3
Dollars from Approved Applications	\$20,000.00	\$30,873.19	\$3,433.52	\$10,333.52

401(a) & 457 Fund & Average Results	4th Quarter 2018	4th Quarter 2019
Participants in 457 Plan	2,358	2,460
Participants in 401(a) Plan	166	165
457 Assets as of 12-31-2019 Including Loan Assets	\$152,927,165.18	\$169,180,606.29
401(a) Assets as of 12-31-2019 Including Loan Assets	\$11,069,873.78	\$12,999,665.03
Average 457 Participant Balance	\$64,854.61	\$68,773
Average 401(a) Participant Balance	\$66,685.99	\$78,786

ROTH Results	4th Quarter 2018	4th Quarter 2019
Participants with a Roth Balance	259	241
Assets in Roth	\$3,054,923.93	\$4,200,020.21



Plan Review

Washoe County 401(a) Plan 664391 4Q19

10/01/2019 through 12/31/2019

For sponsor use only.
Not for distribution to plan participants

PLAN | INVEST | PROTECT

PLAN STATEMENT

Here's a summary of your plan's current and prior period assets. In addition, total assets are graphed in the chart below for the 5 most recent periods. Please note, in some cases there may be differences between amounts noted here and in other reports or statements you receive. Differences may be due to timing and reporting methods. For this reason, we suggest you do not rely solely on the Plan Review for audit purposes.

Plan summary

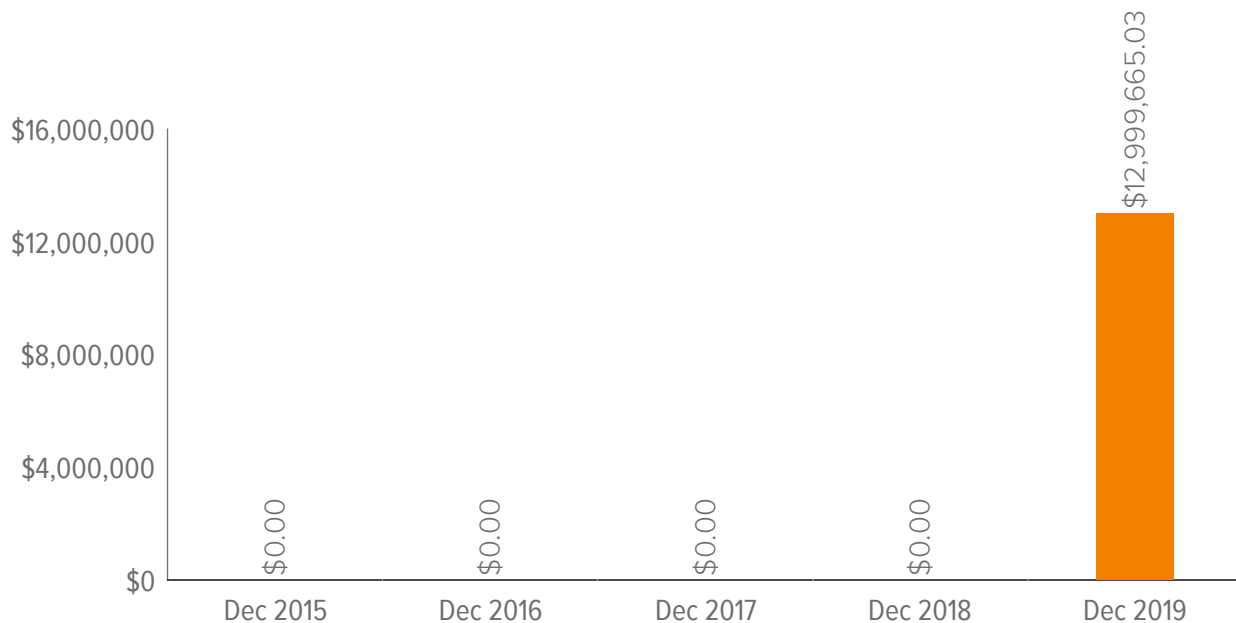
Compare by period

	(10/01/2018 - 12/31/2018)	(10/01/2019 - 12/31/2019)
Beginning of Period Plan Assets	\$0.00	\$12,386,844.21
Contributions	\$0.00	\$153,833.19
Distributions	\$0.00	-\$278,075.39
Loan Activity	\$0.00	\$18,420.47
Other Activity	\$0.00	\$49,419.48
Dividends	\$0.00	\$257,120.45
Appreciation/Depreciation	\$0.00	\$412,102.62
End of Period Plan Assets	\$0.00	\$12,999,665.03

Appreciation/Depreciation reflects the investment gains/losses during the period reported excluding assets held outside Voya. If applicable, Dividends may represent dividends earned on assets held in NAV Funds or Self Directed Brokerage Option accounts.

Total plan assets

Compare by period end



For sponsor use only. Not for distribution to plan participants.

Plan statistics for: Washoe County 401(a) Plan

PARTICIPATION

Participation is a key indicator of the success of your plan. Check out your progress. We can help you devise a plan to boost participation among employees as well as increase the deferral rates of existing participants.

Participant account reconciliation

10/01/2019 - 12/31/2019

Beginning of Period	167
New Accounts	2
Closed Accounts	-4
End of Period	165
Terminated Employees with an account balance	69
Terminated Employees with an account balance < \$5,000	12

Participant accounts by year



Participant accounts by age group

	Dec 2015		Dec 2016		Dec 2017		Dec 2018		Dec 2019	
<30	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.61%
30 - 39	0	0.00%	0	0.00%	0	0.00%	0	0.00%	18	10.91%
40 - 49	0	0.00%	0	0.00%	0	0.00%	0	0.00%	44	26.67%
50 - 59	0	0.00%	0	0.00%	0	0.00%	0	0.00%	48	29.09%
60+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	53	32.12%
Unknown	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0.61%

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Plan statistics for: Washoe County 401(a) Plan

PARTICIPANT BALANCE

Monitoring your participants' account balances and comparing them to benchmark data helps you encourage employees to remain on track with their retirement.

Your average participant account balance compared to benchmark data

↑ Your balance is above the benchmark
 ↓ Your balance is below the benchmark
 ✖ No change

	Dec 2015	Dec 2016	Dec 2017	Dec 2018	Dec 2019
Your Plan	\$0	\$0	\$0	\$0	\$78,786
Benchmark	\$31,875 ¹	\$35,286 ²	\$38,303 ³	\$35,773 ⁴	\$38,795 ⁵

↑

¹ Voya Universe of Government Plans as of December 2015

² Voya Universe of Government Plans as of December 2016

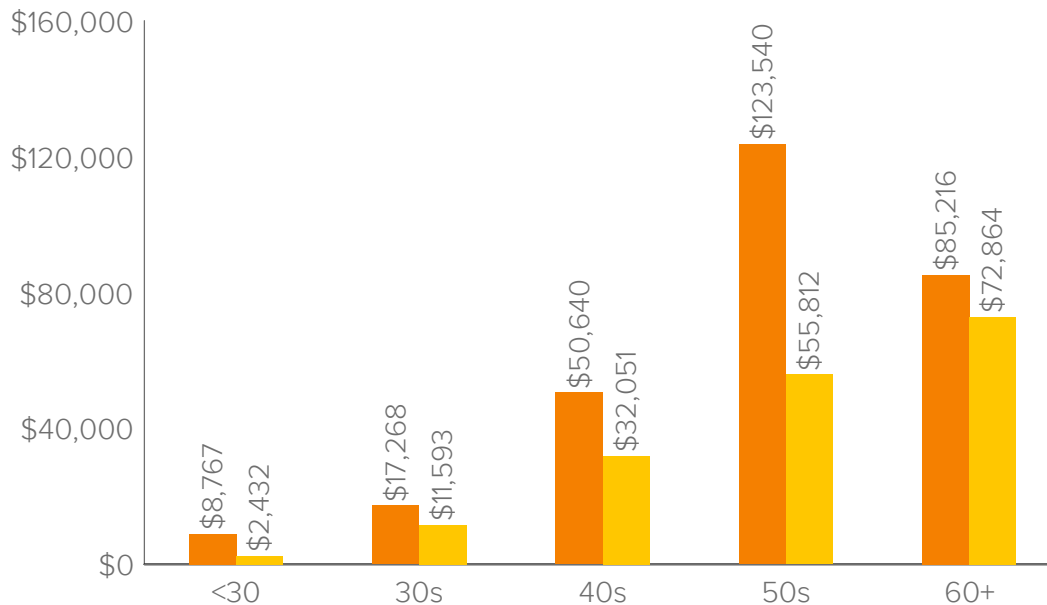
³ Voya Universe of Government Plans as of December 2017

⁴ Voya Universe of Government Plans as of December 2018

⁵ Voya Universe of Government Plans as of September 2019

Your average participant account balance by age group

👤 Your Plan
 👤 Benchmark

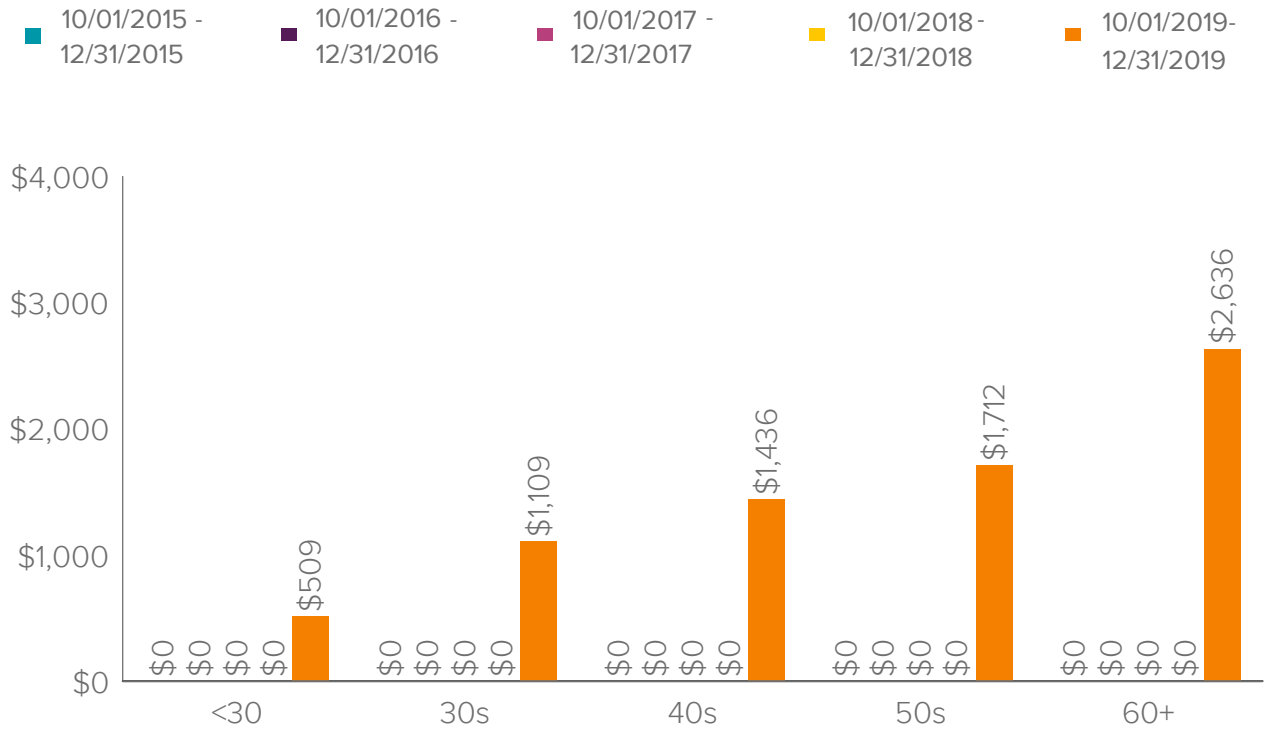


Voya Universe of Government Plans as of September 2019

For sponsor use only. Not for distribution to plan participants.

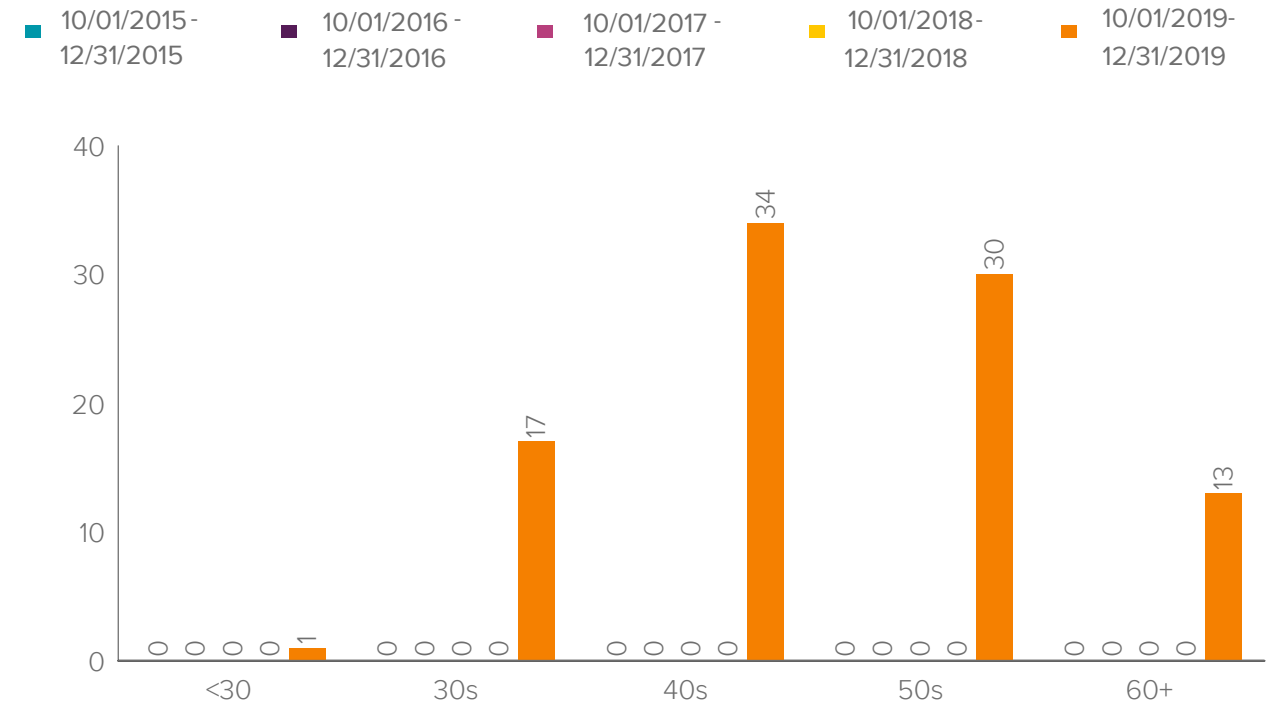
Plan statistics for: Washoe County 401(a) Plan

Average participant contributions by age group



Average participant contributions include employee sources only

Contributing participant counts by age group



Contributing participant counts include employee sources only

For sponsor use only. Not for distribution to plan participants.

Plan statistics for: Washoe County 401(a) Plan

PARTICIPANT ENGAGEMENT

Offering a variety of services helps create a more engaging experience for participants, which encourages action and drives results. The Participant Engagement report provides an overview of participant activity with central services, such as the toll-free Customer Service Center, Internet, Mobile, and the Voice Response line. Use this report to gain key insight into the actions and engagement levels of plan participants.

Participant access statistics

10/01/2019 - 12/31/2019

	Internet	Mobile	VRU	CSA*
Inquiries by type				
Total participants (unique)	26	3	4	7
Total inquiries	595	71	6	10

Unique participant inquiries by type

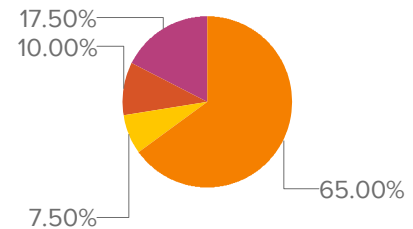
■ Internet
 ■ Mobile
 ■ VRU
 ■ CSA*



10/01/2017 - 12/31/2017



10/01/2018 - 12/31/2018



10/01/2019 - 12/31/2019

	Internet	Mobile	VRU	CSA*
Actions by type				
Catch up contribution elections	0	0	0	0
Contribution rate escalations	0	0	0	0
Deferral updates	0	0	0	0
Fund transfers	1	0	0	1
In-service withdrawals	1	N/A	N/A	2
Investment election changes	4	0	0	1
Investment reallocations	3	0	0	1
Loan requests	0	N/A	N/A	1
Lump sum withdrawals	0	N/A	N/A	5
Rebalance elections	0	0	0	0
Total	9	0	0	11

* CSA - Customer Service Associate

For sponsor use only. Not for distribution to plan participants.

Plan statistics for: Washoe County 401(a) Plan

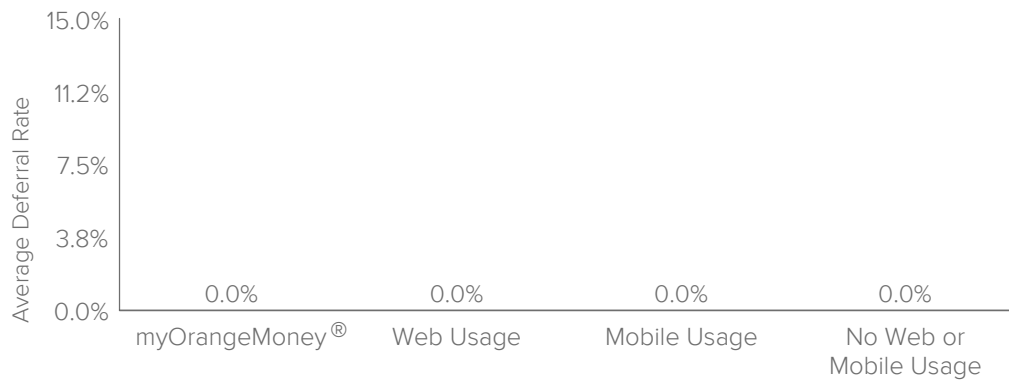
Engagement

myOrangeMoney [®]	5
Personal Financial Dashboard	1
Retirement Readiness Service Center & agreed to take action	1
Total participants (unique)	6

Web engagement impact on deferral rates

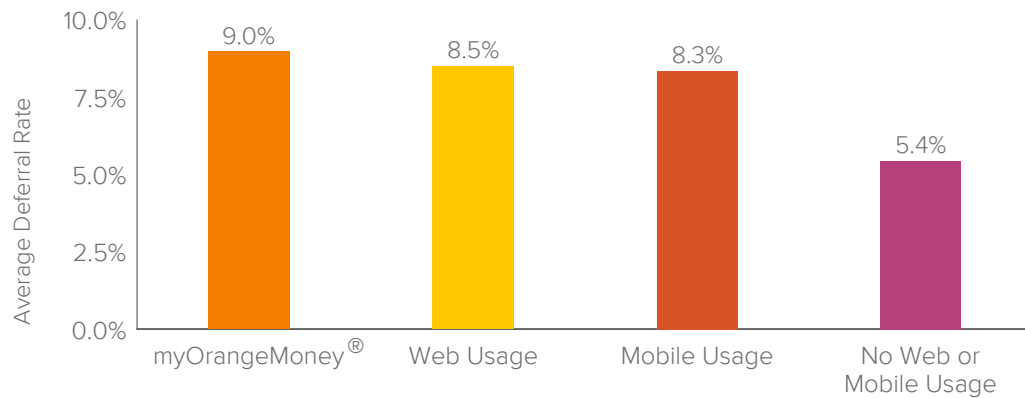
10/01/2019 - 12/31/2019

Your plan



Important Note - Your plan's rates are calculated based on the information provided to Voya.

All Voya plans



Rates derived from Voya Retirement Readiness Data Mart as of November 2019

For sponsor use only. Not for distribution to plan participants.

Plan statistics for: Washoe County 401(a) Plan

TRANSACTION ACTIVITY DETAIL

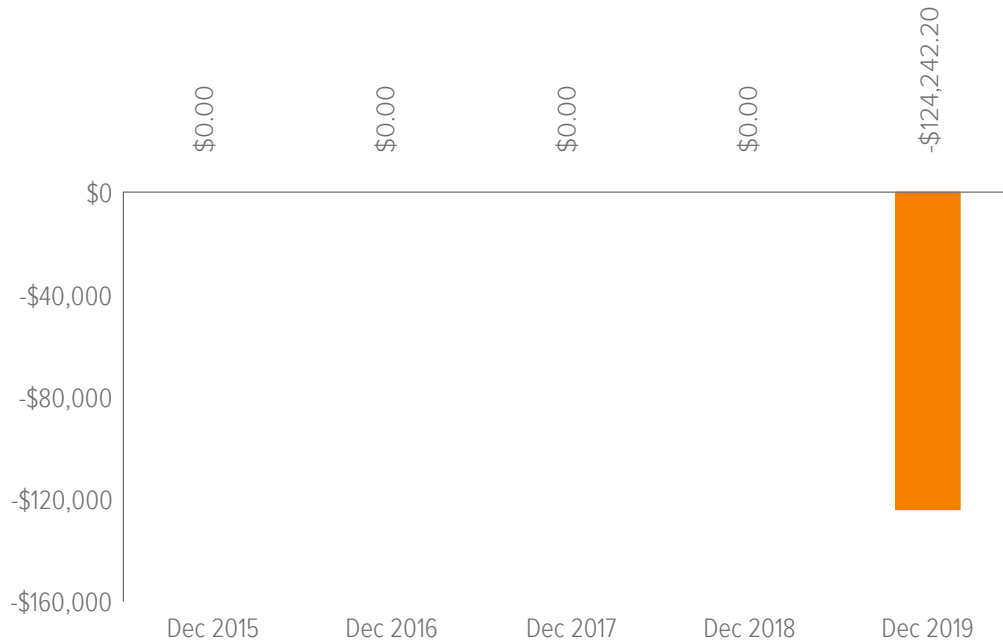
Below is a summary of your plan's transaction activity and net cash flow, along with highlights of the more notable transactions for the current period and prior periods. Monitor this data over time to ensure contribution levels are satisfactory and that distributions haven't risen unexpectedly, possibly indicating a need for further employee education.

Summary activity

	Prior Period 10/01/2018 - 12/31/2018		Current Period 10/01/2019 - 12/31/2019	
	Amount	Participants	Amount	Participants
Contributions	\$0.00	0	\$153,833.19	95
Distributions	\$0.00	0	-\$278,075.39	14
Loan Activity	\$0.00	0	\$18,420.47	19
Other Activity	\$0.00	0	\$306,539.93	168

The Summary Activity section does not include daily valuations of investment options; thus it does not reflect market appreciation or depreciation. Net Cash Flow below is determined by subtracting the total Distributions from the total Contributions for the period.

Net cash flow by period end (contributions vs. distributions)



For sponsor use only. Not for distribution to plan participants.

Plan statistics for: Washoe County 401(a) Plan

Activity Highlights

	Prior Period 10/01/2018 - 12/31/2018		Current Period 10/01/2019 - 12/31/2019		Change Over Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
Contributions						
414H Pickup	\$0.00	0	\$153,833.19	95	0.00%	95
Total	\$0.00		\$153,833.19			
Distributions						
Minimum Distribution	\$0.00	0	-\$5,743.08	8	0.00%	8
Periodic Payment	\$0.00	0	-\$1,650.00	1	0.00%	1
Withdrawal	\$0.00	0	-\$270,682.31	5	0.00%	5
Total	\$0.00		-\$278,075.39			
Loan Activity						
Loan	\$0.00	0	-\$9,711.66	1	0.00%	1
Loan Repayment	\$0.00	0	\$28,132.13	19	0.00%	19
Total	\$0.00		\$18,420.47			
Other Activity						
Asset Transfer	\$0.00	0	\$52,662.19	2		
Dividends	\$0.00	0	\$257,120.45	135		
Fee	\$0.00	0	-\$4,169.12	163		
Margin Change	\$0.00	0	\$0.00	129		
Revenue Credit	\$0.00	0	\$926.41	110		
Total	\$0.00		\$306,539.93			

If applicable, "Asset Transfer" may refer to internal or external transfers of assets as a result of various transactions including, but not limited to, 90-24 transfers, 1035 exchanges, rollover contributions, mergers or product conversions. If applicable, "Fee," aside from "TPA Fee Deduction" and "Maintenance Fee," may refer to asset based administration, service or loan fees. If applicable, "Dividends" may represent dividends earned on assets held in NAV Funds or Self Directed Brokerage Option accounts.

For sponsor use only. Not for distribution to plan participants.

Plan statistics for: Washoe County 401(a) Plan

LOAN SUMMARY

Review your plan's outstanding loans over a five year period and see details on loan types as well as the number of loans per participants. Use this data to spot trends and monitor loan activity to determine opportunities for participant education.

Outstanding loans by type

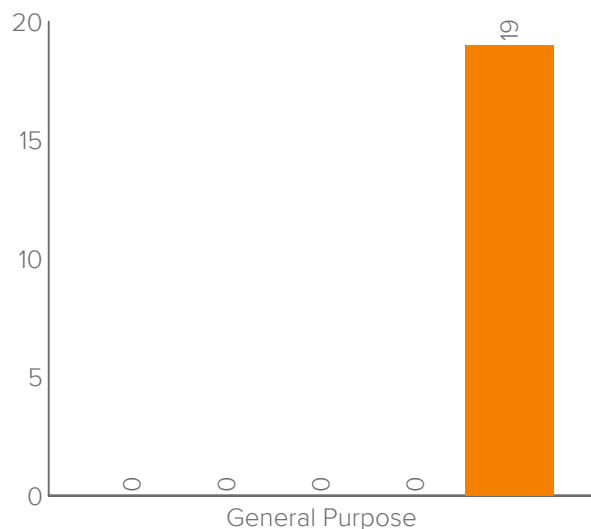
	12/31/2015	12/31/2016	12/31/2017	12/31/2018	12/31/2019
General Purpose	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$179,040.06 (19)
Total	\$0.00	\$0.00	\$0.00	\$0.00	\$179,040.06

(Numbers) represent number of outstanding loans

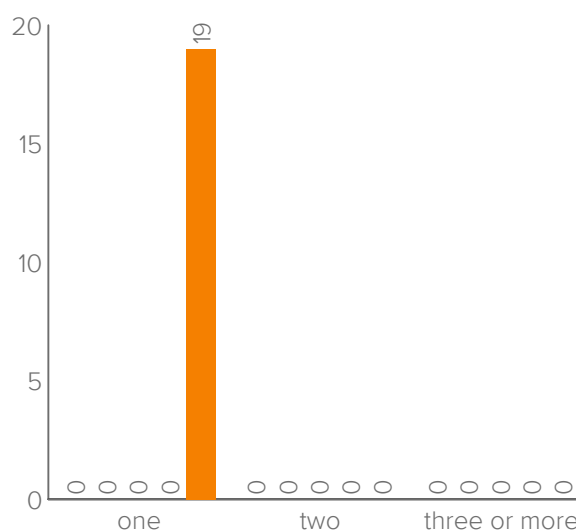
Loan detail

■ 12/31/2015
 ■ 12/31/2016
 ■ 12/31/2017
 ■ 12/31/2018
 ■ 12/31/2019

Number of loans by type



Number of loans by participants



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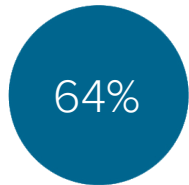
Plan statistics for: Washoe County 401(a) Plan

DIVERSIFICATION

It's sensible for each participant to hold a well-diversified retirement portfolio. Doing so reduces each investor's exposure to risk while optimizing his/her potential for return. The information that follows provides some insight as to how your participants are diversifying their investments.

Investment diversification

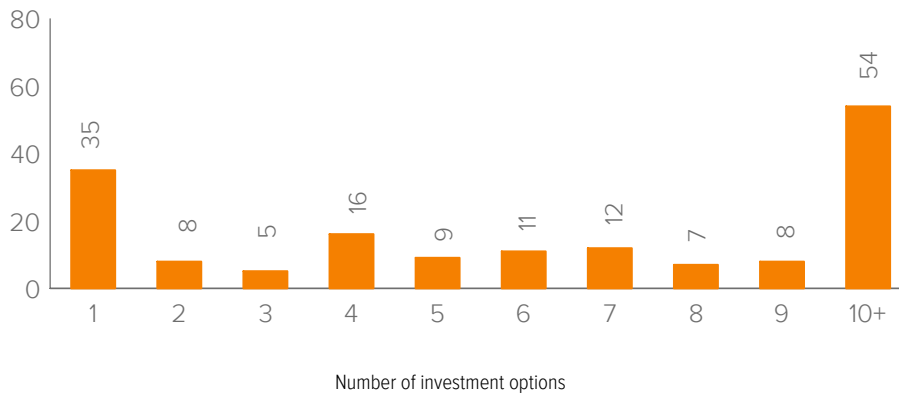
As of 01/29/2020



Voya views a person as diversified if their investment mix is made up of at least one fixed fund, one U.S. fund, and one Non U.S. fund and less than 20% in company stock, as applicable. Alternately they are considered diversified if they are invested in an asset allocation fund.

Diversification of participant assets by number of participants

As of 12/31/2019



Average number of investment options utilized per participant

	Dec 2016	Dec 2017	Dec 2018	Dec 2019
With Asset Allocation Funds	0.0	0.0	0.0	7.6
Without Asset Allocation Funds	0.0	0.0	0.0	7.6



Benchmark*

The average number of investment options utilized per participant without asset allocation funds excludes those participants who are invested solely in an asset allocation fund.

Please remember, using diversification as part of an investment strategy neither assures nor guarantees better performance and cannot protect against loss in declining markets.

* Voya Universe of Government Plans as of Sept 2019; includes participants invested solely in an asset allocation

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Plan statistics for: Washoe County 401(a) Plan

Diversification detail of participants utilizing one investment option

Investment Option/Fund Name (by Asset Class)	Participants Invested	
Asset Allocation	Total:	0
		0
Stability of Principal	Total:	30
Voya Fixed Account - 457/401 II		30
Bonds	Total:	0
Balanced	Total:	3
American Funds American Balanced Fund® - Class R-6		3
Large Cap Value	Total:	1
American Century Equity Income Fund - R6 Class		1
Large Cap Growth	Total:	1
American Funds The Growth Fund of America® - Class R-6		1
Small/Mid/Specialty	Total:	0
Global / International	Total:	0
Grand total of participants utilizing one investment option		35

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Plan statistics for: Washoe County 401(a) Plan

TOTAL PLAN ASSETS AND CONTRIBUTIONS BY INVESTMENT OPTION

Compare the allocation of existing assets with that of the current period. Do you see a dramatic change where assets are currently being allocated? Does that shift make sense given current market conditions...or your employees? Are the participants well diversified across the asset classes?

Diversification of Participant Assets and Contributions

Investment Option/Fund Name (by Asset Class)	Assets as of 12/31/2019	% of Total Assets	Participants Invested	Contributions 10/01/2019 - 12/31/2019	% of Total Contributions	Participants Contributing
Asset Allocation						
Total	\$0.00	0.00%		\$0.00	0.00%	
Stability of Principal						
Voya Fixed Account - 457/401 II	\$4,533,586.18	34.87%	128	\$46,661.65	30.33%	67
Total	\$4,533,586.18	34.87%		\$46,661.65	30.33%	
Bonds						
Hartford Total Return Bond HLS Fund - Class IA	\$356,818.20	2.74%	64	\$3,497.18	2.27%	33
PIMCO High Yield Fund - Institutional Class	\$109,648.89	0.84%	38	\$1,780.22	1.16%	26
PIMCO International Bond Fund (U.S. Dollar-Hedged) - Class I	\$65,974.09	0.51%	33	\$1,007.25	0.65%	24
Total	\$532,441.18	4.10%		\$6,284.65	4.09%	
Balanced						
American Funds American Balanced Fund® - Class R-6	\$647,006.32	4.98%	37	\$8,433.01	5.48%	25
Total	\$647,006.32	4.98%		\$8,433.01	5.48%	
Large Cap Value						
American Century Equity Income Fund - R6 Class	\$768,451.07	5.91%	78	\$5,570.76	3.62%	50
Vanguard® Institutional Index Fund - Institutional Shares	\$1,391,496.86	10.70%	90	\$25,770.91	16.75%	68
Wells Fargo Disciplined U.S. Core Fund - Institutional Class	\$910,937.62	7.01%	80	\$5,770.37	3.75%	44
Total	\$3,070,885.55	23.62%		\$37,112.04	24.12%	

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Plan statistics for: Washoe County 401(a) Plan

Investment Option/Fund Name (by Asset Class)	Assets as of 12/31/2019	% of Total Assets	Participants Invested	Contributions 10/01/2019 - 12/31/2019	% of Total Contributions	Participants Contributing
Large Cap Growth						
American Funds The Growth Fund of America® - Class R-6	\$974,616.97	7.50%	91	\$9,246.02	6.01%	60
Total	\$974,616.97	7.50%		\$9,246.02	6.01%	
Small/Mid/Specialty						
AMG Managers Skyline Special Equities Fund - Class N	\$262,995.31	2.02%	79	\$2,533.52	1.65%	42
Hartford MidCap HLS Fund - Class IA	\$914,243.77	7.03%	106	\$6,812.34	4.43%	65
Hotchkis and Wiley Mid-Cap Value Fund - Class I	\$242,654.90	1.87%	68	\$3,379.54	2.20%	41
Vanguard® Mid-Cap Index Fund - Admiral[] Shares	\$378,191.45	2.91%	66	\$11,523.78	7.49%	53
Vanguard® Small-Cap Index Fund - Admiral[] Shares	\$369,547.34	2.84%	70	\$8,696.57	5.65%	52
Wells Fargo Small Company Growth Fund - Class R6	\$291,960.04	2.25%	65	\$3,214.25	2.09%	44
Total	\$2,459,592.81	18.92%		\$36,160.00	23.51%	
Global / International						
American Funds EuroPacific Growth Fund® - Class R-6	\$404,028.39	3.11%	66	\$4,655.25	3.03%	43
DFA International Small Cap Value Portfolio - Inst Class	\$147,846.86	1.14%	42	\$2,602.72	1.69%	32
Lazard Emerging Markets Equity Portfolio - Open Shares	\$229,660.77	1.77%	54	\$2,677.85	1.74%	35
Total	\$781,536.02	6.01%		\$9,935.82	6.46%	
Grand Total	\$12,999,665.03			\$153,833.19		

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Plan statistics for: Washoe County 401(a) Plan

2020 Cost of Living Adjustments Announced

On November 6, 2019, the Internal Revenue Service issued Notice 2019-59.

The 2020 dollar limits are as follows:

<u>LIMIT</u>	<u>2020</u>	<u>2019</u>
Defined Benefit Plans		
The lesser of the maximum dollar limitation for annual benefits under defined benefit plans under Internal Revenue Code (IRC) Section 415(b)(1)(A) or 100% of the participant's average compensation for his high 3 years.	\$230,000	\$225,000
Defined Contribution Plan 415 dollar limit		
The lesser of the dollar limitation for annual additions under defined contribution plans under IRC Section 415(c)(1)(A) or 100% of compensation.	\$57,000	\$56,000
401(k)/403(b)/Existing SARSEP Elective deferral limit		
All elective deferrals (including designated Roth contributions) in a tax year made by a participant to a 401(k), 403(b) tax deferred annuity, simplified employee pension, and SIMPLE retirement plan are aggregated under IRC Section 402(g).	\$19,500	\$19,000
457 Deferral Limits		
The lesser of the limitation on vested contributions to 457 plans under IRC Section 457(e)(15) or 100% of includible compensation.	\$19,500	\$19,000
403(b) Catch-up limit		
The maximum available 402(g) elective deferral limit plus the special catch-up election for employees participating in a 403(b) tax deferred annuity who have had at least 15 years of service with an educational organization, hospital, home health agency, health and welfare service agency, church or convention or association of churches. <i>Note: The additional 403(b) special catch-up of up to \$3,000 per year cannot exceed cumulatively \$15,000 over the lifetime of the 403(b) participant.</i>	\$22,500	\$22,000

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LIMIT**2020****2019****457 Catch-up limit**

The special catch-up election for employees participating in an eligible 457 deferred compensation who have elected the special catch-up available in the three years prior to the year of normal retirement age.

\$39,000

\$38,000

Note: The participant in a governmental 457(b) plan may make catch-up contributions in a year equal to the greater of (a) the amount permitted under the age 50+ catch-up, or (b) the amount permitted under the 457 catch-up.

Age 50+ Catch-up Limits

The special catch-up available under IRC Section 414(v) for individuals at least 50 years old in 2020 and make eligible pre-tax contributions to 401(k), 403(b), and governmental 457 plans.

\$6,500

\$6,000

The special catch-up is available for individuals who are at least 50 years old in 2020 and make eligible pre-tax contributions to a SIMPLE plan.

\$3,000

\$3,000

Definition of Key Employee

The compensation threshold used for determining key employees under IRC Section 416(i)(1)(A)(i).

\$185,000

\$180,000

Definition of Highly Compensated Employees

The compensation threshold used for determining highly compensated employees under IRC Section 414(q)(1)(B).

\$130,000

\$125,000

Compensation Limit

The annual limit of compensation that may be taken into account for contribution purposes in accordance with IRC Section 401(a)(17).

\$285,000

\$280,000

The annual limit of compensation that may be taken into account for contribution purposes in accordance with IRC Section 401(a)(17) (certain grandfathered governmental plan participants).

\$425,000

\$415,000

Adjusted Gross Income Limit for Saver's Credit

The highest adjusted gross income (based on federal income tax filing status) taken into account for eligibility for the Saver's Credit under IRC Section 25B.

\$65,000 (joint)

\$64,000 (joint)

\$32,500 (single)

\$32,000 (single)

\$48,750 (head of household)

\$48,000 (head of household)

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LIMIT

2020

2019

SIMPLE Retirement Accounts

Compensation taken into account that an employee may elect to defer under a SIMPLE retirement plan described in IRC Section 408(p)(2).

\$13,500

\$13,000

Compensation for SEPs

Compensation taken into account to determine eligibility for simplified employee pensions (SEPs).

\$600

\$600

On October 10, 2019, the Social Security Administration released its cost of living information for 2020:

Taxable Wage Base

2020

2019

Maximum amount of earnings subject to payroll tax.

\$137,700

\$132,900

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