



ABC Company 401k Plan
PLAN HEALTH REVIEW

For Period Ending 12/31/20XX

CONTENTS

DATA AS OF December 31, 20XX

Introduction	3	Demographic Details	11	Participant Investments	20
Introduction Letter	3	Total Number of Active Participants	12	Asset Allocation (by Asset Class)	21
Overview	4	Total Number of Eligible Participants	13	Investment Details	22
Plan Features	5	Terminated Participants	14	Additional Information	25
Plan Overview	6	Average Account Balance	15	Definitions	26
Participant Overview	7	Total Contributions	16	Calculations	27
Plan Health	8	Average Participant Contribution	17	Proposed Business Plan	29
Plan Health Assessment	9	Participants with a Loan	18		
Improvement Opportunities	10	Plan Investments	19		



INTRODUCTION

DATA AS OF December 31, 20XX

Stonewall Bank and Trust understands the challenges of managing today's retirement plans. Balancing your organization's expectations with the responsibilities to your employees can be a challenging endeavor — especially given today's increasingly competitive environment.

Stonewall Bank and Trust strives to help ease this burden by providing you with this Plan Health Review. This analysis objectively examines and analyzes your plan's performance.

Results are documented to help you actively manage your plan to continue meeting the needs of your employees and organization and to provide you with solid support of your active and serious role as Plan Sponsor.



OVERVIEW

For Period Ending 12/31/20XX

YOUR PLAN FEATURES

DATA AS OF December 31, 20XX

Plan Features

	As of 12/31/20XX	Benchmark*
Pre-Tax Contributions	Offered	90.70%
After Tax Contributions	Offered	72.70%
Roth 401(k) Contributions	Offered	69.10%
Catch-Up Contributions	Offered	—
Rollovers	Offered	93.70%
Safe Harbor	Offered	—
Matching Contributions	Offered	78.50%
Profit Sharing Contributions	Offered	57.40%
Loans	Offered	84.10%
Hardship Withdrawals	Offered	76.30%

* Benchmark values presented are based on the Plan Sponsor Council of America's (PSCA) 62nd Annual Survey of Profit Sharing and 401(k) Plans, representing 20XX.

Automatic Plan Features

	As of 12/31/20XX	Benchmark*
Qualified Automatic Contribution Arrangement (QACA) Safe Harbor	Offered	—
Automatic Enrollment	Offered	60.20%
Automatic Increase	Offered	32.50%

Fiduciary and Investment Related Features

	As of 12/31/20XX	Benchmark*
Target Retirement Date Funds	Offered	68.60%
Model Portfolios	Not Offered	—
Managed Account Option	Not Offered	36.30%

PLAN OVERVIEW

DATA AS OF December 31, 20XX

	Comparison Period as of 12/31/20XX	Your Plan as of 12/31/20XX	Benchmark*
Total Plan Assets	\$3,645,679	\$3,645,679	—
Active Participants	131	131	—
Active and Eligible Participants	148	148	—
Participation Rate	89%	89%	84.20%
Average Deferral — Active Participants	7%	7%	7.70%
Average Account Balance	\$18,386	\$18,386	\$157,535
On Track for Error% Replacement Income	21	21	—
Investment Offered	40	40	19
Investments with a Balance	24	24	—
Average Number of Investment Options Held	1	1	—

* Benchmark values presented are based on the Plan Sponsor Council of America's (PSCA) 62nd Annual Survey of Profit Sharing and 401(k) Plans, representing 20XX.

PARTICIPANT OVERVIEW

DATA AS OF December 31, 20XX

	Comparison Period 12/31/20XX		Current Period 12/31/20XX	
	Count	Account Value	Count	Account Value
Participants with a Balance All Participants, regardless of their plan status, that have a total account balance greater than \$0.00.	179	\$3,291,121	179	\$3,291,121
Active Participants Participants with a status of Active.	131	\$2,280,432	131	\$2,280,432
Eligible Participants Participants with a status of Eligible. Eligible participants may have rolled over a balance from a prior account. Eligible participants may have once been active, but then stopped contributing to their account.	148	\$2,322,912	148	\$2,322,912
Suspended Participants Participants with a status of Suspended.	4	\$2,725	4	\$2,725
Prior Plan Participants Participants with a status of Terminated, Retired or Deceased and have a positive account balance.	43	\$361,728	43	\$361,728
QDRO and Beneficiaries Participants with a status of QDRO or Beneficiary. QDRO accounts are plan accounts that have been created to satisfy a Qualified Domestic Relation Order.	2	\$100	2	\$100
Non-Eligible Participants Participants with a status of Not Eligible. These are typically individuals that have not satisfied the eligibility requirements set forth by the Plan. Any balances associated with these accounts would reflect money rolled into the plan by the plan account owner.	30	\$64,039	30	\$64,039
Participants with a Loan Participants with at least one active loan outstanding as of the end of the reporting period. Loans that have been defaulted on will not be considered as active.	48	\$288,325	48	\$288,325



PLAN
HEALTH

For Period Ending 12/31/20XX

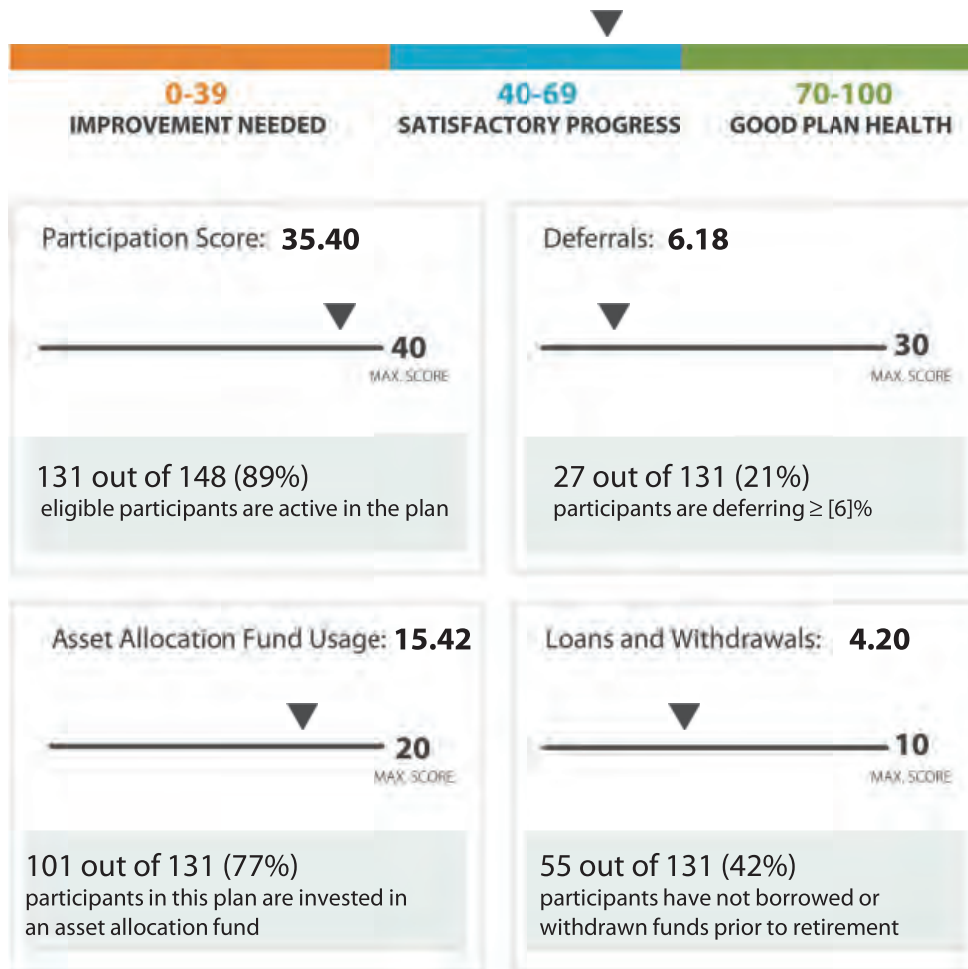
PLAN HEALTH ASSESSMENT

DATA AS OF December 31, 20XX

Your plan's health assessment is based on four factors for determining participant retirement readiness. These areas are weighted to determine the overall plan score. Areas of evaluation and weightings: participation (40%), participant deferrals greater than or equal to [6]% (30%), asset allocation fund usage (20%), and loans and withdrawals (10%). The maximum total score is 100.

In assessing the health of your plan, you may find other factors relevant or of greater importance than the factors displayed here.

Overall Plan Score: 61.21



IMPROVEMENT OPPORTUNITIES

DATA AS OF December 31, 20XX

89%

Participation Rate

The percentage of participants who are saving in the plan

Plan Design Solutions

- Rollovers

Education Solutions

- Education Workshops
- Participant Communication Library
- Provide Participant E-mail Addresses for Ongoing Communications

21%

Deferrals of 21% or More

The percentage of participants deferring $\geq 21\%$ of their income.

Plan Design Solutions

- Automatic Increase
- Matching Contributions
- Increase Auto Solution Defaults

Education Solutions

- Education Workshops
- Participant Communication Library

77%

Asset Allocation Fund Usage

The percentage of participants who are investing in an Asset Allocation Fund

Plan Design Solutions

- Target Retirement Date Funds
- Model Portfolios
- Managed Account Options

Education Solutions

- Participant Communication Library

42%

Loans and Withdrawals

The percentage of participants who have not borrowed or withdrawn funds prior to retirement

Plan Design Solutions

- Limit Concurrent Loans

Education Solutions

- Participant Communication Library



*DEMOGRAPHIC
DETAILS*

For Period Ending 12/31/20XX

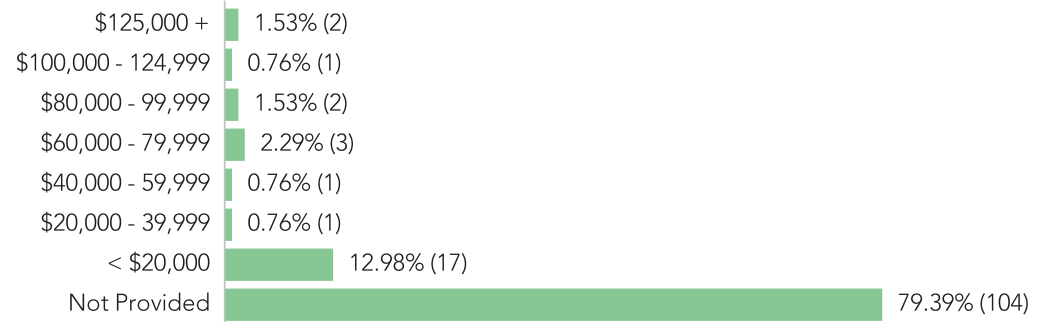
TOTAL NUMBER OF ACTIVE PARTICIPANTS: 131

DATA AS OF December 31, 20XX

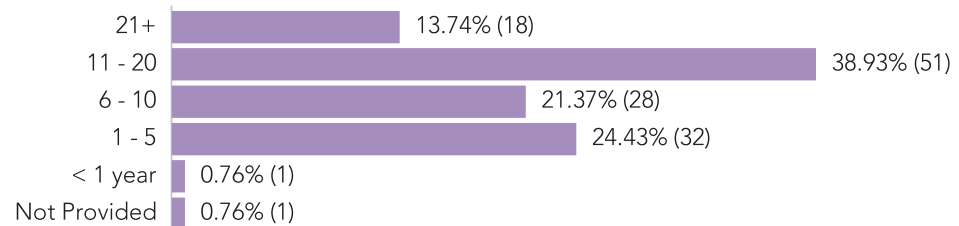
Participants with a status of Active.

Age Group	Percentage	Count
≤ 29	10%	13
30 - 39	24%	31
40 - 49	35%	46
50 - 59	23%	30
≤ 60	7%	9
Not Provided	2%	2

Compensation



Tenure



Gender



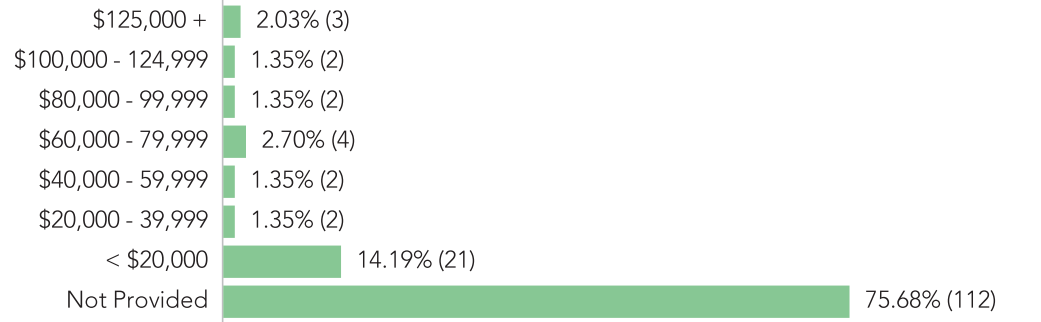
TOTAL NUMBER OF ELIGIBLE PARTICIPANTS: 148

DATA AS OF December 31, 20XX

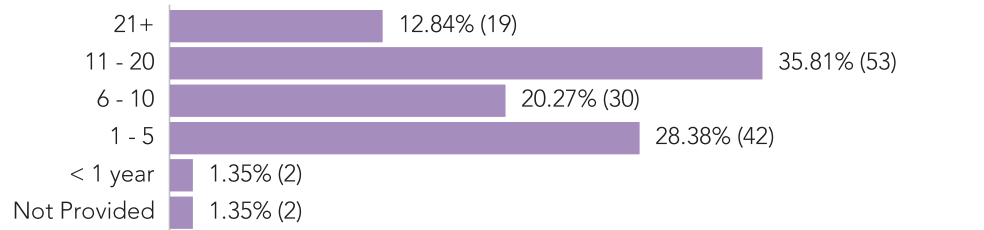
Participants with a status of Eligible. Eligible participants may have rolled over a balance from a prior account. Eligible participants may have once been active, but then stopped contributing to their account.

Age Group	Percentage	Count
≤ 29	12%	18
30 - 39	24%	36
40 - 49	33%	49
50 - 59	21%	31
≤ 60	7%	11
Not Provided	2%	3

Compensation



Tenure



Gender



TERMINATED PARTICIPANTS: 43

Because terminated participants with low balances can complicate plan administration, many plans have mandatory distribution provisions. The table to the right shows the number of terminated participants with account balances of:

- \$1,000 or less (may be eligible for force-out cash distributions)
- More than \$1,000 but not more than \$5,000 (may qualify for automatic rollover into an Individual Retirement Account)
- More than \$5,000 (may not be cashed out without participant's consent)

Balance	Count	Note
≤ \$1,000	17	\$1,000 or less (may be eligible for force-out cash distributions)
> \$1,000 and ≤ \$5,000	12	More than \$1,000 but not more than \$5,000 (may qualify for automatic rollover into an individual Retirement Account)
> \$5,000	14	More than \$5,000 (may not be cashed out without participant's consent)

Tenure

Balance	21 +	11 - 20	6 - 10	1 - 5	< 1 Year	Not Provided	Total Count	Total Assets
≤ \$1,000	0	1	2	13	1	0	17	\$6,512
> \$1,000 and ≤ \$5,000	0	2	0	10	0	0	12	\$26,374
> \$5,000	1	6	5	2	0	0	14	\$328,842

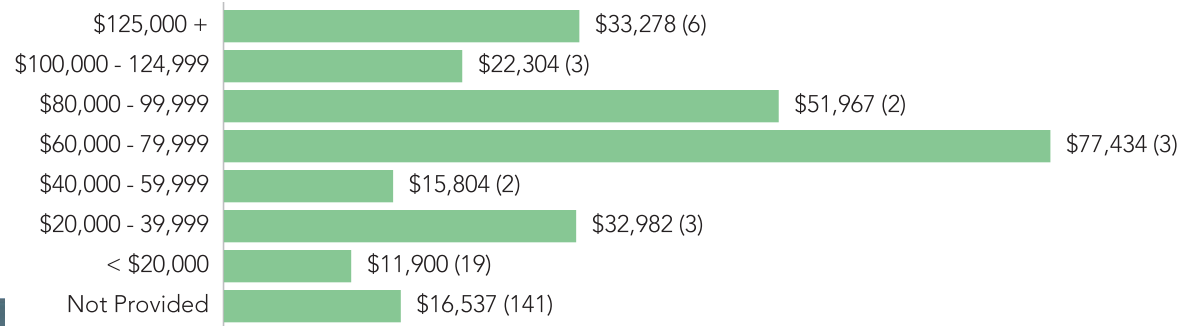
AVERAGE ACCOUNT BALANCE: \$18,386

DATA AS OF December 31, 20XX

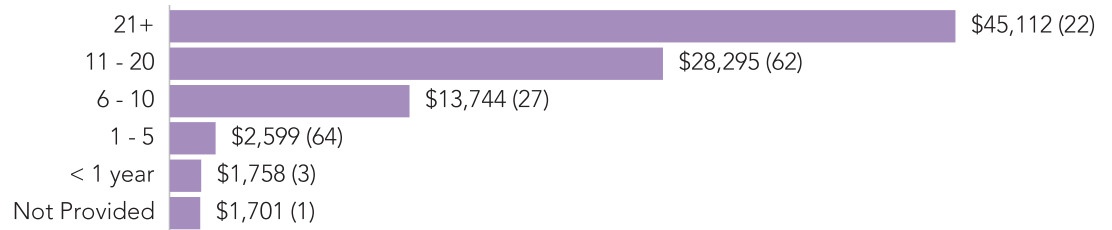
Participants' average account balances can be an indication of how well they're preparing for retirement. The tables to the right provide a breakdown of plan participants with balances by age group and show the average account balance for each group. Low average balances for older age groups, in particular, may indicate you have participants who are not adequately preparing for retirement and should be encouraged to contribute more.

Age Group	Average Account Balance	Count
≤ 29	\$2,356	22
30 - 39	\$13,420	49
40 - 49	\$19,851	59
50 - 59	\$26,261	33
≤ 60	\$38,578	14
Not Provided	\$1,894	2

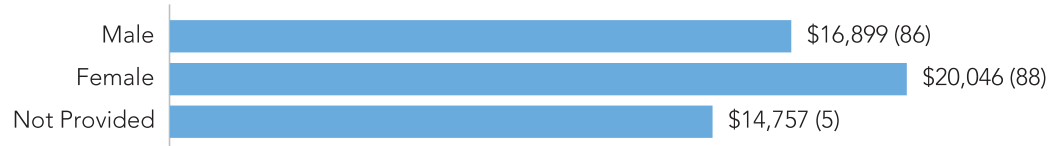
Compensation



Tenure



Gender



TOTAL CONTRIBUTIONS: \$199,470

Looking at total contributions to your plan by contribution type along with the net cash flow into the plan can tell you whether plan participants are taking full advantage of the contribution opportunities the plan offers. If your plan offers designated Roth account contributions and/or accepts rollovers from other retirement plans, low totals for either category may show a need to better promote these features. A high total distribution figure in comparison to total contributions is worth investigating. It could indicate a high employee turnover rate, a high number of retirees cashing out their accounts, low contribution rates by employees, or some combination of these factors.

Contribution Type	Total Contributions 1/1/20XX - 12/31/20XX
Before Tax	\$81,724
After Tax	\$702
Roth	\$1,500
Rollover	\$1,000
Other Employee	\$4,000
Employer	\$110,544

Cash Flow from 1/1/20XX - 12/31/20XX	
Total Contributions	\$199,470
Total Distributions	-\$405,308
Net Cash Flow	-\$205,839

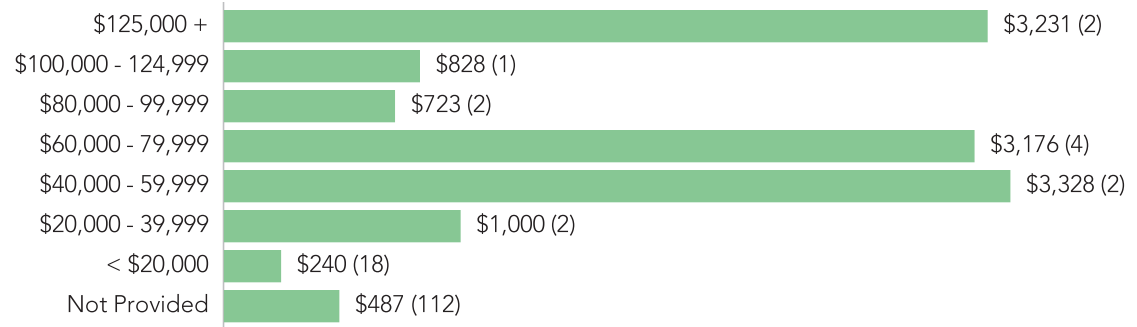
AVERAGE PARTICIPANT CONTRIBUTION: \$622

DATA AS OF December 31, 20XX

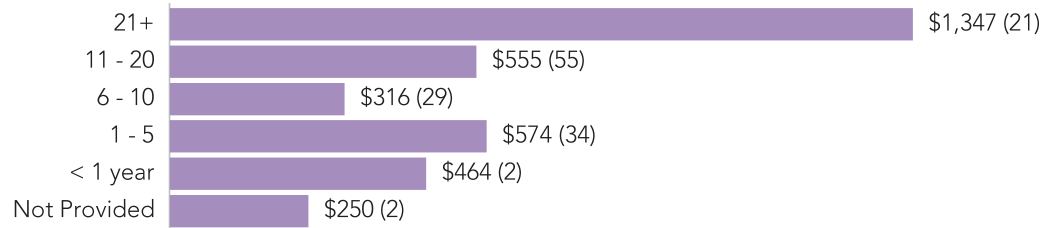
This table shows the year to date participant contribution amounts by age groups. It stands to reason that younger groups may make lower contributions than older groups, but low contribution amounts by any age group may mean participants will fall short of what they'll need for retirement. Younger groups may include lower-paid employees. However, if their deferral rates are markedly lower, that could be a red flag for your plan's nondiscrimination testing.

Age Group	Average Participant Contributions	Count
≤ 29	\$225	14
30 - 39	\$289	33
40 - 49	\$680	49
50 - 59	\$571	34
≤ 60	\$1,571	11
Not Provided	\$3,120	2

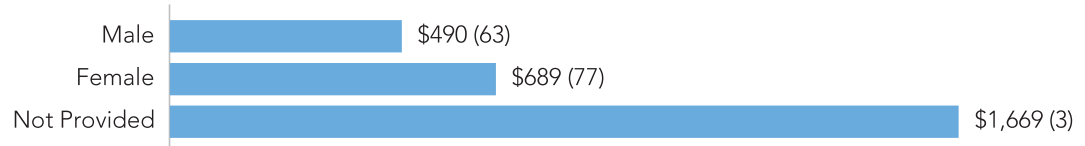
Compensation



Tenure



Gender



PARTICIPANTS WITH A LOAN: 48

Allowing participants to borrow against their account balances can encourage greater plan participation among your employees. However, too many outstanding loans, too high a total loan balance relative to total plan assets or more new loans issued than loans paid off could be detrimental to your plan participants and to the plan as a whole. These factors may signal a need to review your plan's current loan policy.

Plan Totals as of 12/31/20XX	
Number of Loans Outstanding	50
Total Plan Outstanding Loan Balance	\$288,325
Average Outstanding Loan Balance	\$5,767

Loan Activity for Reporting Period 1/1/20XX - 12/31/20XX	
New Loans Issued	2
Number of Defaulted Loans	1
Loans Paid Off	4

Age Group	Total Balance	Count
≤ 29	\$1,087	1
30 - 39	\$62,549	17
40 - 49	\$171,335	20
50 - 59	\$32,980	6
≤ 60	\$18,349	3
Not Provided	\$2,025	1



PLAN
INVESTMENTS

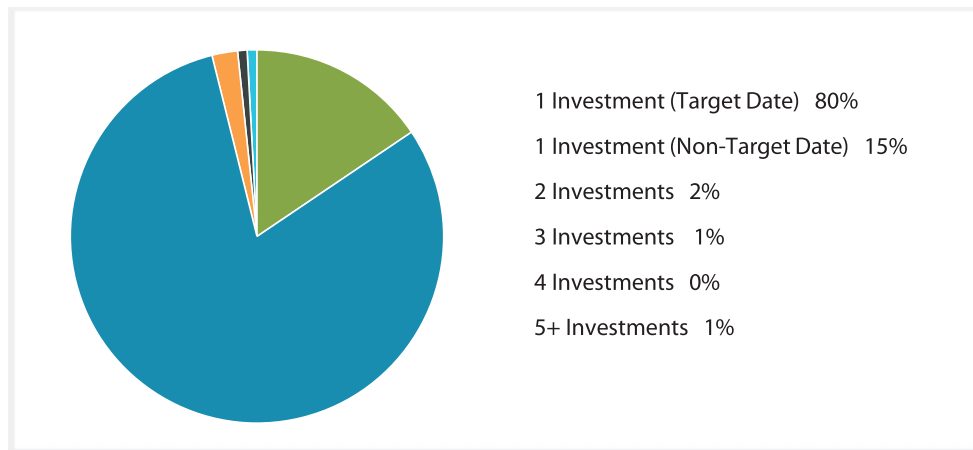
For Period Ending 12/31/20XX

PARTICIPANT INVESTMENTS

DATA AS OF December 31, 20XX

There are several circumstances with respect to participant investments that you should be on the lookout for: a high percentage of participants invested in a single option that's not a target date or a balanced investment or a high number of investments per participant. These demographics could indicate that many participants don't understand asset allocation basics and need more education about investing their plan assets.

Number of Investments Held by Participants (%)



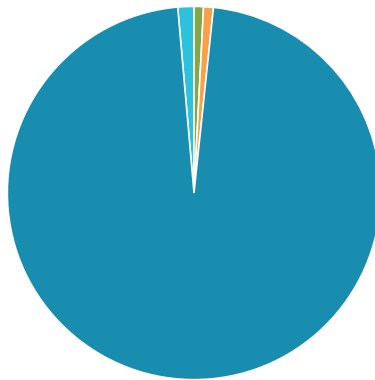
Average Number of Investments per Participant	1.1
---	-----

Number of Participants Invested in a Target Date Investment	152
---	-----

ASSET ALLOCATION (BY ASSET CLASS)

DATA AS OF December 31, 20XX

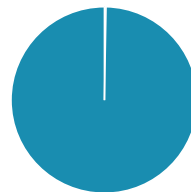
Total Participants: 179



- Cash/Stable Value 0.59%
- Bond 0.72%
- Blended 97.19%
- Stock 1.50%

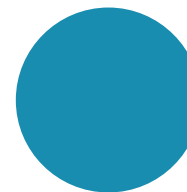
By Age Group

≤ 29:
22 Participants



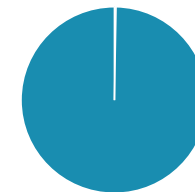
- Cash/Stable Value 0.10%
- Bond 0.00%
- Blended 99.90%
- Stock 0.00%

30-39:
49 Participants



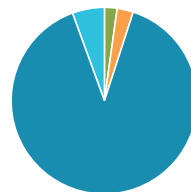
- Cash/Stable Value 0.00%
- Bond 0.00%
- Blended 100.00%
- Stock 0.00%

40-49:
59 Participants



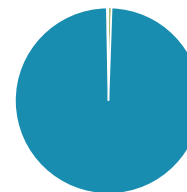
- Cash/Stable Value 0.00%
- Bond 0.13%
- Blended 99.87%
- Stock 0.00%

50-59:
33 Participants



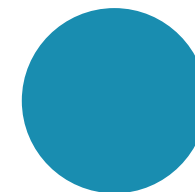
- Cash/Stable Value 2.21%
- Bond 2.54%
- Blended 89.69%
- Stock 5.56%

≥ 60:
14 Participants



- Cash/Stable Value 0.06%
- Bond 0.00%
- Blended 99.69%
- Stock 0.25%

Age UNKNOWN:
2 Participants



- Cash/Stable Value 0.00%
- Bond 0.00%
- Blended 100.00%
- Stock 0.00%

INVESTMENT DETAILS

DATA AS OF December 31, 20XX

This table lists the investments your plan offers with a balance and shows participant use of each investment. The data can help you determine how well your investment lineup meets your participants' needs. A low number of participants using an investment and/or a low average balance in an investment could indicate participants don't understand the investment and its potential place in their asset allocation or that the investment is inappropriate for the plan's demographics.

Similarly, a high concentration of plan assets in a single option that's not a target date or a balanced investment could indicate that plan participants are not adequately diversifying their account assets or that the plan doesn't offer all the types of investments participants may need or are looking for, to diversify their accounts.

Transaction activity for period 1/1/20XX - 12/31/20XX

Investment Name	Number of Participants	Opening Balance	Contributions	Fees	Withdrawals/ Loans	Transfers In/Out	Gains/Loss	Closing Balance
BNYM Mellon NSL Large Cap Growth Stock Index Fund	1	\$200	\$0	-\$2	\$0	\$0	\$182	\$10,460
BNYM Mellon NSL Large Cap Stock Index Fund (UC1)	1	\$200	\$0	-\$2	\$0	\$0	\$1,167	\$11,444
BNYM Mellon NSL Large Cap Value Stock Index Fund	2	\$200	\$500	-\$2	-\$400	\$600	\$679	\$10,956
BNYM Mellon NSL US Large Cap Growth Equity Fund	1	\$200	\$0	-\$1	\$0	\$0	\$686	\$5,825
BNYM Mellon SL Market Completion Fund (UC1)	2	\$200	\$500	-\$2	-\$400	\$600	\$545	\$10,822
JPMCB Diversified Real Return Fund (CF)	24	\$354,200	\$20,181	-\$1,164	-\$9,472	\$2,457	\$24,119	\$333,603
JPMCB SmartRetirement DRE 2015 Fund (CF20)	27	\$352,000	\$13,689	-\$821	-\$11,137	\$18,595	\$23,116	\$327,388

INVESTMENT DETAILS


DATA AS OF December 31, 20XX

Investment Name	Number of Participants	Opening Balance	Contributions	Fees	Withdrawals/ Loans	Transfers In/Out	Gains/Loss	Closing Balance
JPMCB SmartRetirement DRE 2020 Fund (CF20)	10	\$153,700	\$16,522	-\$380	-\$166,987	\$10,990	\$35,101	\$397,258
JPMCB SmartRetirement DRE 2025 Fund (CF20)	36	\$568,100	\$40,591	-\$994	-\$4,400	\$9,239	\$39,591	\$544,083
JPMCB SmartRetirement DRE 2025 Fund (CFA)	3	\$4,300	\$10,000	-\$45	-\$600	\$2,050	\$332	\$251,480
JPMCB SmartRetirement DRE 2030 Fund (CFA)	1	\$200	\$0	-\$2	\$0	\$0	\$807	\$11,085
JPMCB SmartRetirement DRE 2035 Fund (CF20)	10	\$316,300	\$7,800	-\$280	-\$61,848	\$8,307	\$15,405	\$221,579
JPMCB SmartRetirement DRE 2035 Fund (CFA)	2	\$400	\$1,000	-\$2	-\$400	\$600	\$717	\$10,995
JPMCB SmartRetirement DRE 2040 Fund (CF20)	1	\$5,000	\$790	-\$23	\$0	\$350	\$473	\$8,981
JPMCB SmartRetirement DRE 2050 Fund (CF20)	1	\$100	\$375	-\$23	\$0	\$450	\$25	\$764
JPMCB SmartRetirement DRE Income Fund (CF20)	23	\$36,500	\$17,150	-\$529	-\$3,400	\$19,118	\$36,791	\$515,653
JPMCB SmartRetirement Passive Blend 2045 Fund (CF20)	14	\$301,300	\$9,054	-\$411	-\$600	\$2,931	\$2,871	\$43,596
JPMCB SmartRetirement Passive Blend Income Fund (CF)	5	\$5,400	\$1,702	-\$115	\$0	\$1,650	\$0	\$5,980
JPMCB SmartRetirement Passive Blend Income Fund (CF20)	25	\$551,600	\$34,952	-\$599	-\$2,800	\$12,121	\$34,638	\$526,066
Merganser Core Bond Institutional Trust Fund	1	\$400	\$500	-\$5	-\$400	\$600	\$1,454	\$22,009
Putnam Stable Value Fund (25bps)	1	\$200	\$0	-\$2	\$0	\$0	\$1,005	\$11,283
Putnam Stable Value Fund (75bps)	4	\$200	\$701	-\$46	\$0	\$400	\$151	\$2,582
Putnam Stable Value Fund (Gross)	2	\$200	\$5,500	-\$1	-\$400	\$600	\$552	\$5,691

INVESTMENT DETAILS

DATA AS OF December 31, 20XX

Investment Name	Number of Participants	Opening Balance	Contributions	Fees	Withdrawals/ Loans	Transfers In/Out	Gains/Loss	Closing Balance
Western Asset Core Plus Bond CIF (R1)	1	\$200	\$962		\$0	\$1,402	\$72	\$1,536



*ADDITIONAL
INFORMATION*

DEFINITIONS

DATA AS OF December 31, 20XX

Active Loan

A loan with a Status of "Active."

Active Participant

Any participant with a Participant Status of "Active."

Beneficiary Participant

Any participant with a Participant Status of "Beneficiary."

Blended Fund

An Investment stored with an asset indicator of "Blended."

Bond Fund

An Investment stored with an asset indicator of "Bond."

Cash/Stable Value Fund

An Investment stored with an asset indicator of "Cash/
Stable Value."

Closed Loan

A loan with a Status of "Closed."

Deceased Participant

Any participant with a Participant Status of "Deceased."

Deemed Loan

A loan with a Status of "Deemed."

Defaulted Loan

A loan with a Status of "Defaulted."

Eligible Participant

Employees who are eligible to participate in the plan.

Not Eligible Participant

Any participant with a Participant Status of "Not Eligible."

Positive Balance Participant

Any participant, regardless of their Participant Status, that has a closing balance that is greater than 0 as of the Period Ending Date.

QDRO Participant

Any participant with a Participant Status of "QDRO."

Reporting Period Range

The date range that is provided in the feed (e.g., Year to Date or Quarter to Date).

Retired Participant

Any participant with a Participant Status of "Retired."

Stock Fund

An Investment stored with an asset indicator of "Stock."

Suspended Participant

Any participant with a Participant Status of "Suspended."

Terminated Participant

Any participant with a Participant Status of "Terminated" and a balance greater than \$0.

CALCULATIONS

DATA AS OF December 31, 20XX

Active Loan Count

The number of all loans in the plan with an Active status.

Average Account Balance

Total Plan Assets divided by the number Positive Balance Participants

Average Deferral

Total Deferrals divided the count of the Active Participants.

Average Number of Investment Options Held

The total count of unique Investments with a Balance divided by the number Positive Balance Participants.

Average Outstanding Loan Balance

Total Active Loan Balance divided by Active Loan Count.

Average Participant Contribution

Total Deferrals Dollars divided by Active Participants.

Calculated Age

Calculated from Date of Birth, stored in months.

Compensation

Calculated using quarter-end data. If full year data is not available, compensation will be calculated based on available quarterly data to determine an annual compensation amount.

Displayed Age

Calculated from Date of Birth, rounded down to the nearest year.

Investments Offered

The count of investments offered by the plan.

Investments with a Balance

The count of investments in the plan with a positive Closing Balance.

Net Cash Flow

Total Plan Contributions less Total Plan Distributions.

OnTrack for [XX]% Replacement Income

The count of Active and Eligible Participants whose Income Replacement Percent is equal to or greater than the Income Replacement percent Goal.

Overall Plan Score

Calculation of combined participation, deferral and diversification factors weighted against an indicated benchmark or threshold.

Participant Investment Count

The count of investments a Positive Balance Participant has with a balance greater than 0.

Participants Plan Contributions

Payment amount is the monthly amount added to a participant's account (includes participant deferrals and employer contributions).

Participation Rate

Number of participants divided by number of active plus eligible participants.

Participants With a Balance

Count of Positive Balance Participants as of the Comparison Period Date.

Participants Within a Balance

The count of Positive Balance Participants with a balance in a specific investment.

Participants With a Loan

Count all participants that have at least one outstanding loan that has a loan status of "Active" as of the Comparison Period Date.

Replacement Income

Calculation based on employee data on file and assumptions as noted on Replacement Income related pages in the document.

CALCULATIONS

DATA AS OF December 31, 20XX

Tenure

The number of full years with the company, calculated from Date of Hire.

Total Active Loan Balance

The total balance of all loans in the plan with an Active status.

Total Participant Assets

Sum of all participant assets, based on the Participant Transaction Summary by Investment data.

Total Plan Assets

Sum of all participant assets, based on the Participant Transaction Summary by Investment data, for all funds, plus any outstanding loan balances and plan holding accounts.

Total Plan Contributions

The sum of all employee and employer contributions including Rollovers in.

Total Plan Distributions

The sum of all distributions (displayed as a negative number).

Distributions include:

- Distributions
- Defaulted Loan Balance
- Forfeitures
- Mistake of Fact
- Loan Transfer Out
- Admin Error

PROPOSED BUSINESS PLAN

DATA AS OF December 31, 20XX

January	February	March	April
May	June	July	August
September	October	November	December