

How Do You Stack Up To Other Plan Sponsors?

Benchmark Your Priorities

Introduction

Voya Investment Management conducted a survey of retirement plan sponsors and plan advisors focused on the retirement plan market. To get perspective on sponsor needs, the survey asked sponsors about the most important issues for the next two years, challenges they face and the kinds of services they want from advisors. These findings can help plan sponsors define their priorities and communicate them to their advisor. How do your priorities compare to those of other retirement plan sponsors? To find out, answer the questions below and then open the fold to compare your answers to the survey findings.

Questions

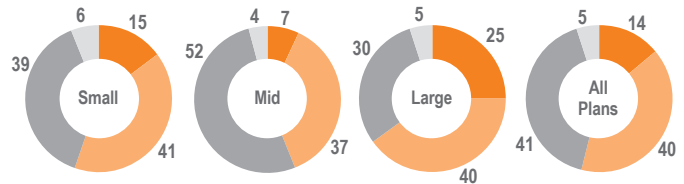
How important do you believe the following are for you to focus on during the next 2 years?

Circle your answer	Very Important	Important	Less Important	Not Important
1 Change the number or types of investment options available in the plan	Very Important	Important	Less Important	Not Important
2 Add or change plan features or benefits such as enhancing or implementing auto features	Very Important	Important	Less Important	Not Important
3 Reduce plan fees and expenses	Very Important	Important	Less Important	Not Important
4 Ensure the plan is consistent with new regulations or compliance requirements	Very Important	Important	Less Important	Not Important
5 Increase plan participation	Very Important	Important	Less Important	Not Important
6 Increase employee savings/contribution levels	Very Important	Important	Less Important	Not Important
7 Ensure participants are appropriately invested/have appropriate asset allocation	Very Important	Important	Less Important	Not Important
8 Consider or add a retirement income solution/product	Very Important	Important	Less Important	Not Important
9 Help my participants transition to retirement/get retirement ready	Very Important	Important	Some Less Important	Not Important
10 Help participants with holistic financial wellness	Very Important	Important	Less Important	Not Important

Now turn the page and transpose your answers to each question.

1. Change Investment Options

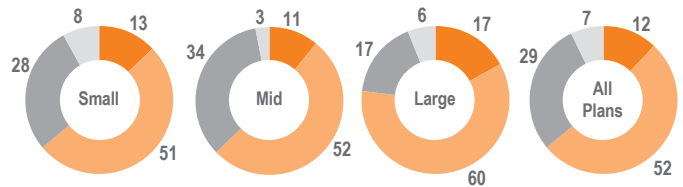
Slightly above half (54%) of all plan sponsors responded that it is important or very important to change the number or types of investment options available in their plan. 65% of larger plan sponsors felt similar, followed by 55% of smaller and 54% of mid-sized plan sponsors.



Your Answer	Very Important	Important	Less Important	Not Important
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2. Change Plan Features

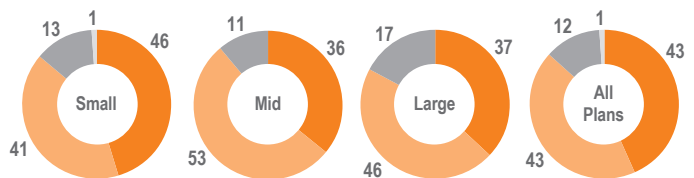
65% of all plan sponsors think it important or very important to add or change plan features or benefits - such as enhancing or implementing auto features. 64% of smaller, 63% of mid-sized and 77% of larger plan sponsors indicated this as an area of focus for the next two years.



Your Answer	Very Important	Important	Less Important	Not Important
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3. Reduce Plan Fees and Expenses

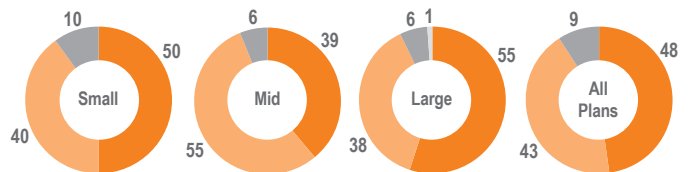
87% of all plan sponsors think it important or very important to reduce plan fees and expenses. This was second highest ranking area of focus for sponsors. 86% of smaller, 89% of mid-sized and 83% of larger plan sponsors indicated this as an area of focus for the next two years.



Your Answer	Very Important	Important	Less Important	Not Important
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4. Compliance Requirements

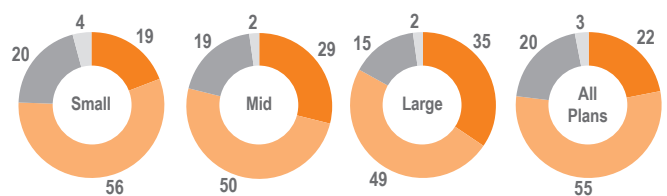
91% of all plan sponsors responded that ensuring the plan is consistent with new regulations or compliance requirements as an important or very important area of focus. This was the highest ranking area of focus for sponsors. 90% of smaller, 94% of mid-sized and 93% of larger plan sponsors indicated this as an area of focus for the next two years.



Your Answer	Very Important	Important	Less Important	Not Important
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5. Increase Plan Participation

About three-quarters (77%) of all plan sponsors responded that it is important or very important to increase plan participation. 76% of smaller, 79% of mid-sized and 83% of larger plan sponsors indicated this as an area of focus for the next two years.



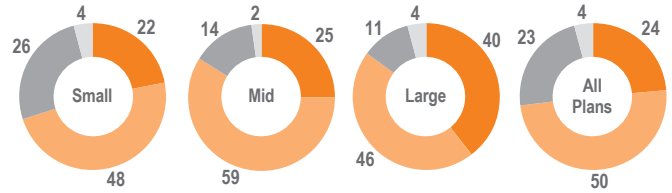
Your Answer	Very Important	Important	Less Important	Not Important
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Very Important Important Less Important Not Important

Data may not add to 100% due to rounding.

6. Increase Contribution Levels

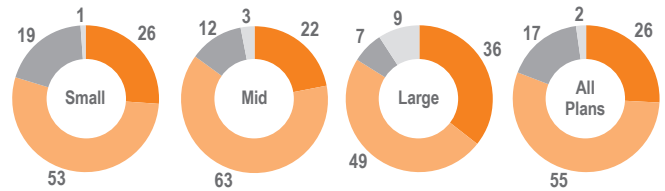
Slightly under three-quarters (73%) of all plan sponsors indicated that increasing employee savings/contribution levels is an important or very important area of focus for the next two years. 85% of larger plan sponsors felt similar, followed by 84% of mid-sized and 70% of smaller plan sponsors.



Your Answer	Very Important	Important	Less Important	Not Important
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7. Ensuring Appropriate Asset Allocation

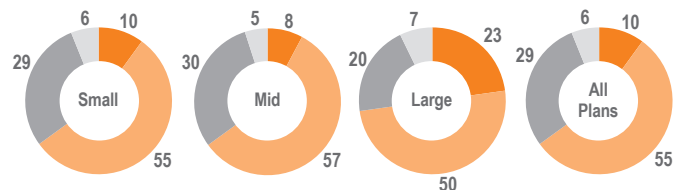
81% of all plan sponsors think it important or very important to ensure participants are appropriately invested/have appropriate asset allocation. This was third highest ranking area of focus for sponsors. 80% of smaller, 85% of mid-sized and 84% of larger plan sponsors indicated this as an important area of focus for the next two years.



Your Answer	Very Important	Important	Less Important	Not Important
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8. Retirement Income Solution

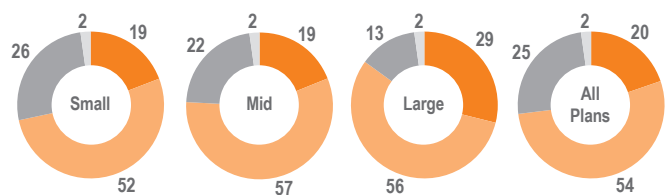
Two-thirds (66%) of all plan sponsors indicated that considering or adding a retirement income solution/product is an important or very important area of focus for the next two years. 73% of larger plan sponsors and both 65% smaller and mid-sized plan sponsors felt similar.



Your Answer	Very Important	Important	Less Important	Not Important
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9. Retirement Readiness

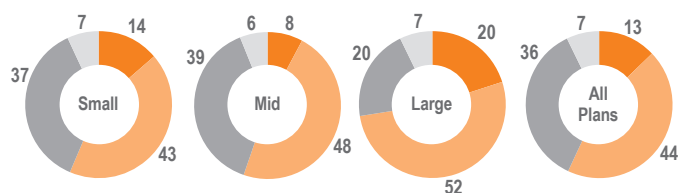
7 out of 10 (73%) of all plan sponsors responded that it is important or very important to help participants transition to retirement/get retirement ready. 85% of larger plan sponsors felt similar, followed by 76% of mid-sized and 72% of smaller plan sponsors.



Your Answer	Very Important	Important	Less Important	Not Important
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10. Holistic Financial Wellness

57% of all plan sponsors think it important or very important to help participants with holistic financial wellness. 56% of smaller, 55% of mid-sized and 73% of larger plan sponsors indicated this as an area of focus for the next two years.



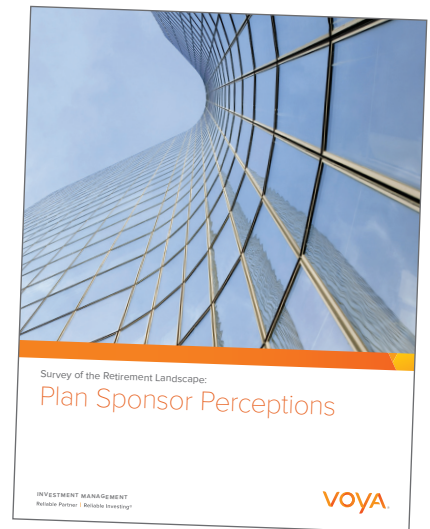
Your Answer	Very Important	Important	Less Important	Not Important
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■ Very Important
 ■ Important
 ■ Less Important
 ■ Not Important

Data may not add to 100% due to rounding.



For additional information, read **Survey of the Retirement Landscape: Sponsor Perceptions** by visiting voyainvestments.com/sponsorperceptions.



Methodology

In December, 2018 Voya Investment Management (Voya IM) repeated an online survey of retirement plan sponsors and financial advisors focused on the retirement plan market to better understand product, service, and support preferences, as well as identify unmet needs and emerging opportunities. The original survey was conducted in April, 2016.

Brookmark Research (BM) and Practical Perspectives (PP) assisted Voya IM with the development, execution, and analysis of the plan sponsor and advisor surveys.

An Internet methodology was used to conduct the study. Interviews took approximately 12.5 minutes to complete and were collected in December, 2018.

The plan sponsors findings include 307 plan sponsors, targeted as follows:

Plan Assets:	\$1M to < \$5M	\$5M to < \$25M	\$25M +
Completes:	103	101	103

Results shown for total plan sponsors were weighted to DoL plan counts provided by Voya, modified using ICI data to accommodate survey size categories (\$1M to < \$5M: 75%, \$5M to < \$25M: 19%, \$25M+: 5%).

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