



Plan Review

Washoe County Deferred Compensation Plan

04/01/2019 through 06/30/2019

For sponsor use only.
Not for distribution to plan participants

PLAN | INVEST | PROTECT



CONTACT INFORMATION

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Plan Sponsor web site

www.voyaretirementplans.com/sponsor

Use the Plan Sponsor web site to help better manage your retirement plan. The site provides access to an education library, fiduciary information, and legislative/industry updates. In addition, it includes the ability to:

- View plan and participant-level account balances
- View plan level transaction history
- View year-to-date contribution amounts
- Review and manage plan investment options

* Entities listed above may or may not be affiliated with Voya.

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Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency

**Transition Meetings and Local Engagement
May 20, 2019 - June 30, 2019**

1:1 Appointments

Appointments recorded on Scheduling Tool	294
Less number of cancelations	-34
Plus stop in appointments	+35
Plus manual additions	+28
<hr/>	
Total number of appointments	323

Voya Group Meeting totals for Washoe County

Date	Location	Attendees
5-20-19	Health Division	16
5-21-19	DA's Office	8
5-22-19	Human Resources	11
5-23-19	Sheriff's Office	16
5-24-19	Human Services	17
5-28-19	Health Division	15
5-29-19	DA's Office	5
5-30-19	Health Division	13
5-31-19	Sheriff's Office	6
6-3-19	Human Services	22
6-4-19	Sheriff's Office	7
Total		136

PLAN PULSE

Gauge the direction and health of your plan by reviewing how key plan statistics have increased, decreased or stayed the same over time.

04/01/2018 - 06/30/2018 vs. 04/01/2019- 06/30/2019

Change since prior period			Impact of change		
Increase	Decrease	No Change	Positive impact	Negative impact	No impact

Plan assets		
Participant accounts		
Employee contributions*		
Employer contributions*		
Overall distributions		
Loan requests*		

* If applicable to your plan.

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

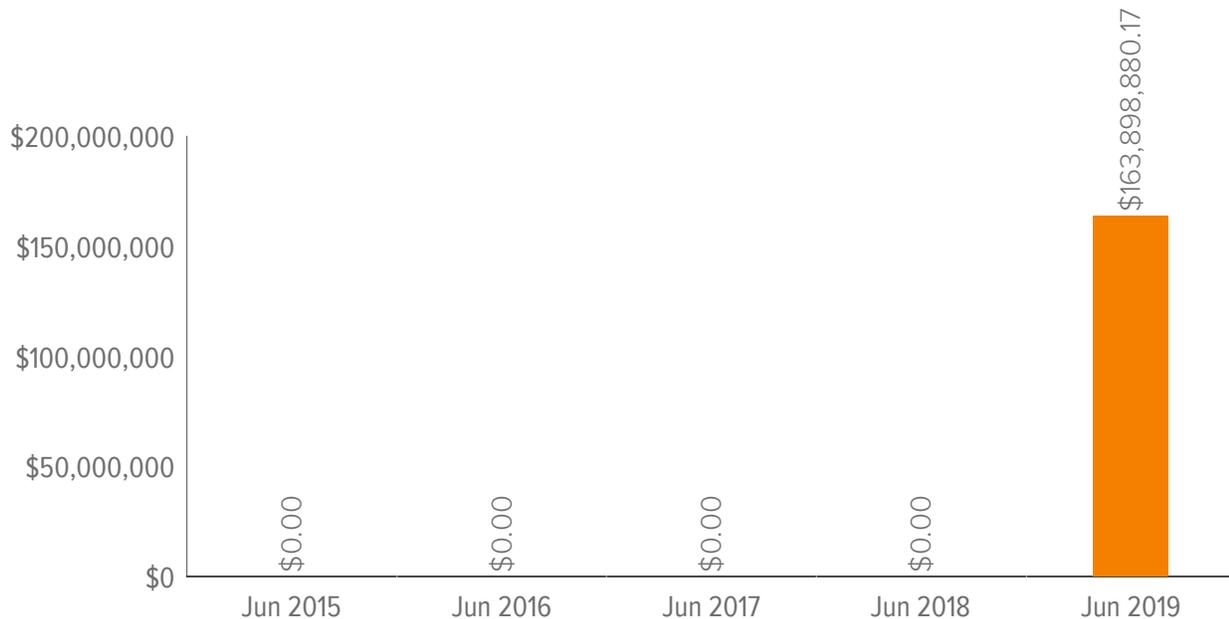
Compare by period

	(04/01/2018 - 06/30/2018)	(04/01/2019 - 06/30/2019)
Beginning of Period Plan Assets	\$0.00	\$0.00
Contributions	\$0.00	\$1,017,754.93
Distributions	\$0.00	-\$1,288,314.45
Loan Activity	\$0.00	-\$38,357.18
Other Activity	\$0.00	\$159,017,195.51
Dividends	\$0.00	\$200,200.73
Appreciation/Depreciation	\$0.00	\$4,990,400.63
End of Period Plan Assets	\$0.00	\$163,898,880.17

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 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

04/01/2019 - 06/30/2019

Beginning of Period	0
New Accounts	2,363
Closed Accounts	0
End of Period	2,363
Terminated Employees with an account balance	702
Terminated Employees with an account balance < \$5,000	148

Participant accounts by year



Participant accounts by age group

	Jun 2015		Jun 2016		Jun 2017		Jun 2018		Jun 2019	
<30	0	0.00%	0	0.00%	0	0.00%	0	0.00%	101	4.27%
30 - 39	0	0.00%	0	0.00%	0	0.00%	0	0.00%	403	17.05%
40 - 49	0	0.00%	0	0.00%	0	0.00%	0	0.00%	591	25.01%
50 - 59	0	0.00%	0	0.00%	0	0.00%	0	0.00%	614	25.98%
60+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	652	27.59%
Unknown	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	0.08%

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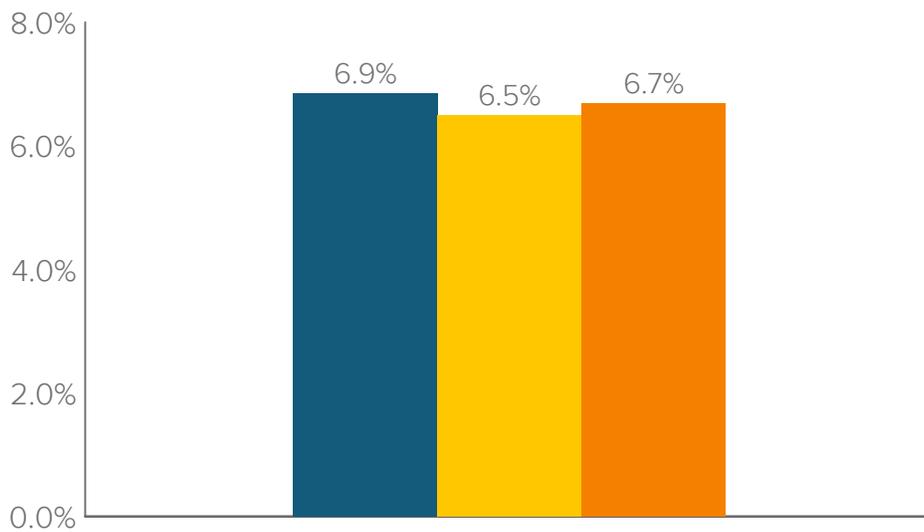
Plan statistics for: Washoe County Deferred Compensation Plan

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



199

The information in this report is as of 07/12/2019 and includes 199 participants.

Average deferral rates by age group

	# of participants	Deferral % pre-tax	Deferral % post-tax	Total deferral %
<30	40	5.4%	4.0%	5.6%
30-39	86	6.4%	4.2%	6.5%
40-49	46	7.1%	4.0%	7.4%
50-59	24	8.0%	4.2%	8.5%
60+	3	11.7%	0.0%	11.7%
Unknown	0	0.0%	0.0%	0.0%
All	199	6.6%	4.1%	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 May 2019.

Industry benchmarks sourced by PLANSPONSOR 2018 DC Survey ©Strategic Insight, Inc..

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Plan statistics for: Washoe County 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

04/01/2019 - 06/30/2019

	Internet	Mobile	VRU	CSA*
Inquiries by type				
Total participants (unique)	723	148	84	175
Total inquiries	2,057	833	122	263

Unique participant inquiries by type

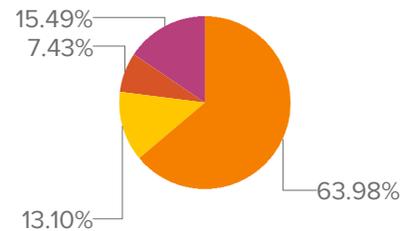
■ Internet
 ■ Mobile
 ■ VRU
 ■ CSA*



04/01/2017 - 06/30/2017



04/01/2018 - 06/30/2018



04/01/2019 - 06/30/2019

	Internet	Mobile	VRU	CSA*
Actions by type				
Catch up contribution elections	1	0	0	0
Contribution rate escalations	1	1	0	0
Deferral updates	101	19	1	11
Fund transfers	53	1	0	0
In-service withdrawals	5	N/A	N/A	15
Investment election changes	69	3	0	0
Investment reallocations	23	3	0	1
Loan requests	5	N/A	N/A	7
Lump sum withdrawals	2	N/A	N/A	12
Rebalance elections	12	2	0	1
Total	272	29	1	47

* CSA - Customer Service Associate

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Plan statistics for: Washoe County Deferred Compensation Plan

Engagement

myOrangeMoney [®]	450
Personal Financial Dashboard	19
Retirement Readiness Service Center & agreed to take action	5
Total participants (unique)	461

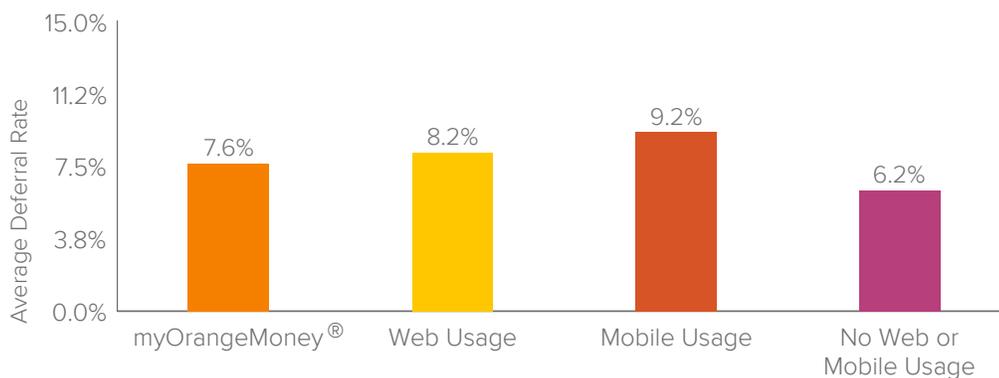
Action taken through engagement

Increased contribution/catchup contribution	49
Completed a roll-in/consolidated assets	2
Change current/future asset allocation	14
Participants taking action (unique)	57

Web engagement impact on deferral rates

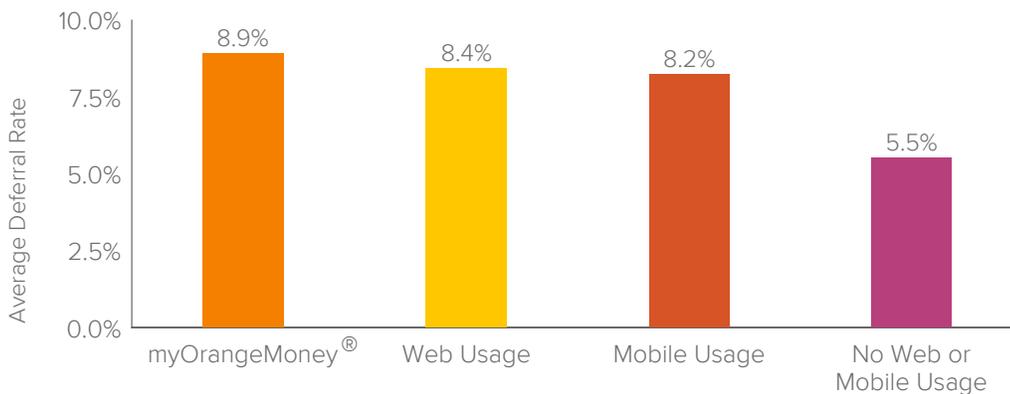
04/01/2019 - 06/30/2019

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 May 2019

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Plan statistics for: Washoe County Deferred Compensation Plan

TRANSACTION ACTIVITY DETAIL

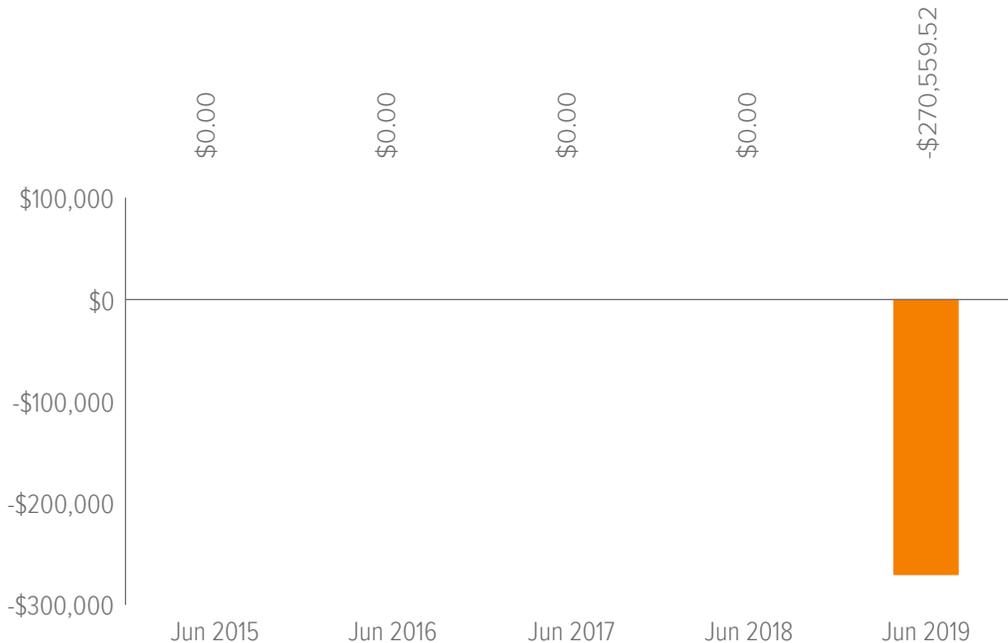
Below is a summary of your plan's transaction activity and net cash flow, along with highlights of the more notable transactions for the current period and prior periods. Monitor this data over time to ensure contribution levels are satisfactory and that distributions haven't risen unexpectedly, possibly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

Summary activity

	Prior Period 04/01/2018 - 06/30/2018		Current Period 04/01/2019 - 06/30/2019	
	Amount	Participants	Amount	Participants
Contributions	\$0.00	0	\$1,017,754.93	1,375
Distributions	\$0.00	0	-\$1,288,314.45	88
Loan Activity	\$0.00	0	-\$38,357.18	268
Other Activity	\$0.00	0	\$159,217,396.24	2,352

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 Deferred Compensation Plan

Activity Highlights

	Prior Period		Current Period		Change Over	
	04/01/2018 - 06/30/2018		04/01/2019 - 06/30/2019		Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
Contributions						
Employee PreTax	\$0.00	0	\$932,511.38	1,291	0.00%	1,291
Roth	\$0.00	0	\$85,243.55	207	0.00%	207
Total	\$0.00		\$1,017,754.93			
Distributions						
Hardship Withdrawal	\$0.00	0	-\$3,600.00	1	0.00%	1
Periodic Payment	\$0.00	0	-\$98,844.29	56	0.00%	56
Withdrawal	\$0.00	0	-\$1,185,870.16	33	0.00%	33
Total	\$0.00		-\$1,288,314.45			
Loan Activity						
Loan	\$0.00	0	-\$184,500.97	12	0.00%	12
Loan Repayment	\$0.00	0	\$146,143.79	260	0.00%	260
Total	\$0.00		-\$38,357.18			
Other Activity						
Asset Transfer	\$0.00	0	\$159,018,811.35	2,351		
Dividends	\$0.00	0	\$200,200.73	1,658		
Fee	\$0.00	0	-\$1,615.84	1,579		
Inter-Participant Transfers	\$0.00	0	\$0.00	2		
Total	\$0.00		\$159,217,396.24			

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 Deferred Compensation Plan

CONTRIBUTION SUMMARY

Examine contribution levels in a simple year-over-year format. Find out if your employees' contribution levels increased or decreased over the last five years.

Contributions by source and participants

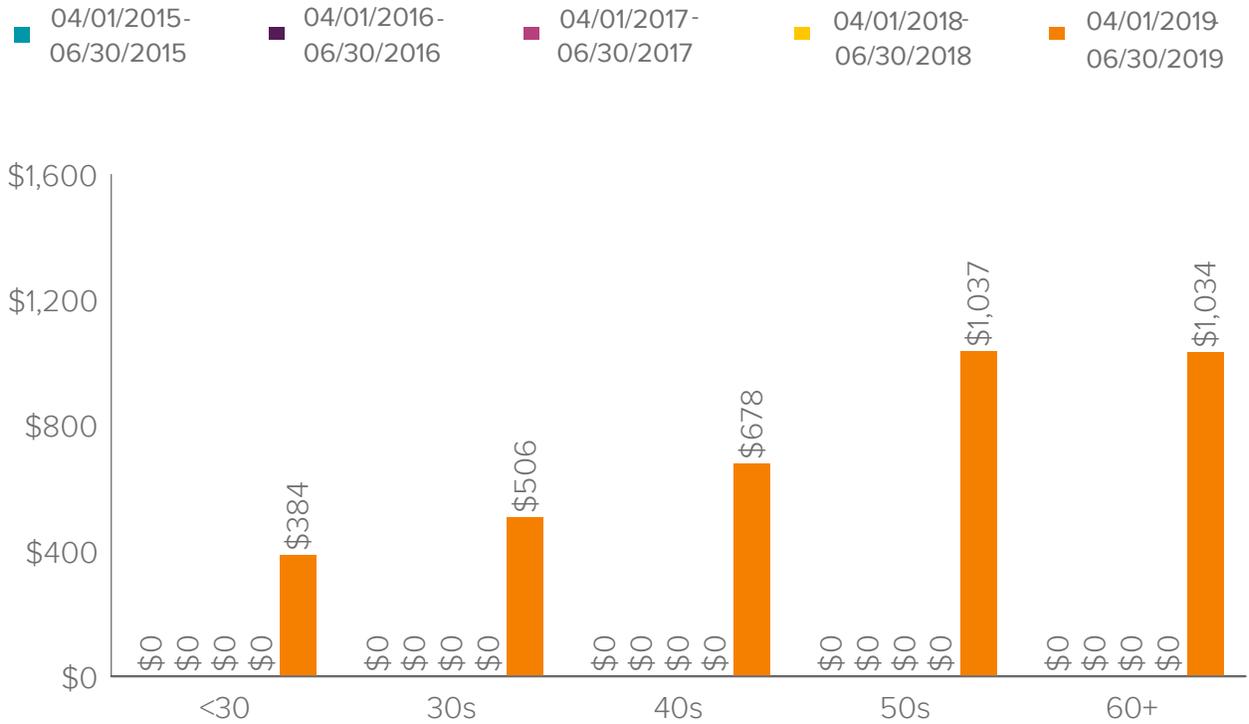
	04/01/2015 - 06/30/2015	04/01/2016 - 06/30/2016	04/01/2017 - 06/30/2017	04/01/2018 - 06/30/2018	04/01/2019 - 06/30/2019
Employee					
Employee PreTax	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$932,511.38 (1,291)
Roth	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$85,243.55 (207)
Total	\$0.00	\$0.00	\$0.00	\$0.00	\$1,017,754.93
Grand Total	\$0.00	\$0.00	\$0.00	\$0.00	\$1,017,754.93

(Numbers) represent number of participants

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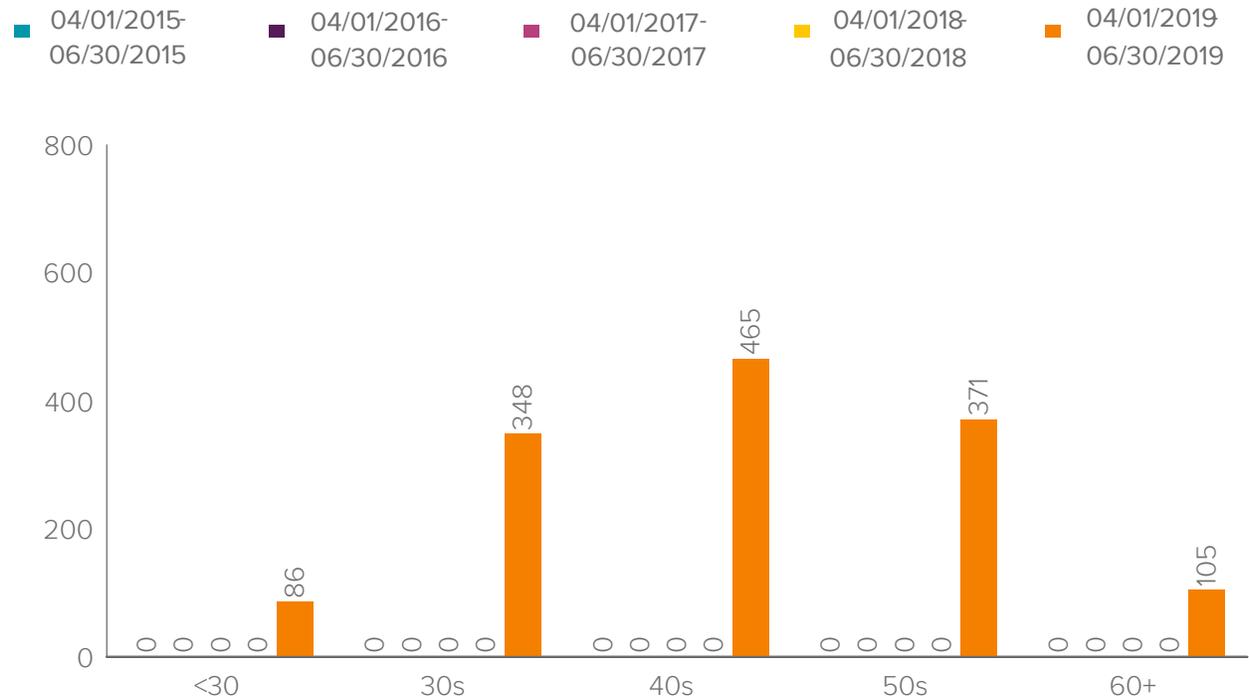
Plan statistics for: Washoe County Deferred Compensation Plan

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 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
Participant accounts	0	0	0	0	0	2,363
Deferral summary As of 07/12/2019				Eligibility tracking As of 06/30/2019		
Average deferral rate for all participants			6.9%		Total eligible employees	2,650
Average deferral rate for HCE participants			%		Eligible employees not enrolled	969
Average deferral rate for NHCE participants			%		Plan participation As of	
Participants included in deferral rate calculation			199		Participation rate	%
Participants who changed deferral rate to 0 in the last 3 months			N/A		Terminated employees As of 06/30/2019	
Contribution summary As of 06/30/2019				With an account balance		
Total participants actively deferring			0		With an account balance < \$5,000	
					702	
					148	

Enrollment summary

04/01/2019 - 06/30/2019

New enrollments	28
New enrollment average deferral rate (17)	7.2%
New enrollment average deferral amount (11)	\$180

Auto enrollment

04/01/2019 - 06/30/2019

Average deferral rate of auto-enrollers (0)	0.0%
Average deferral rate of self-enrollers (17)	7.2%
Average deferral amount of self-enrollers (11)	\$180
Opted out	0

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

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Plan statistics for: Washoe County 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

	Jun 2015	Jun 2016	Jun 2017	Jun 2018	Jun 2019
Your Plan	\$0	\$0	\$0	\$0	\$69,339
Benchmark	\$31,875 ¹	\$35,286 ²	\$38,303 ³	\$35,773 ⁴	\$38,634 ⁵



¹ Voya Universe of Government Plans as of December 2015

² Voya Universe of Government Plans as of December 2016

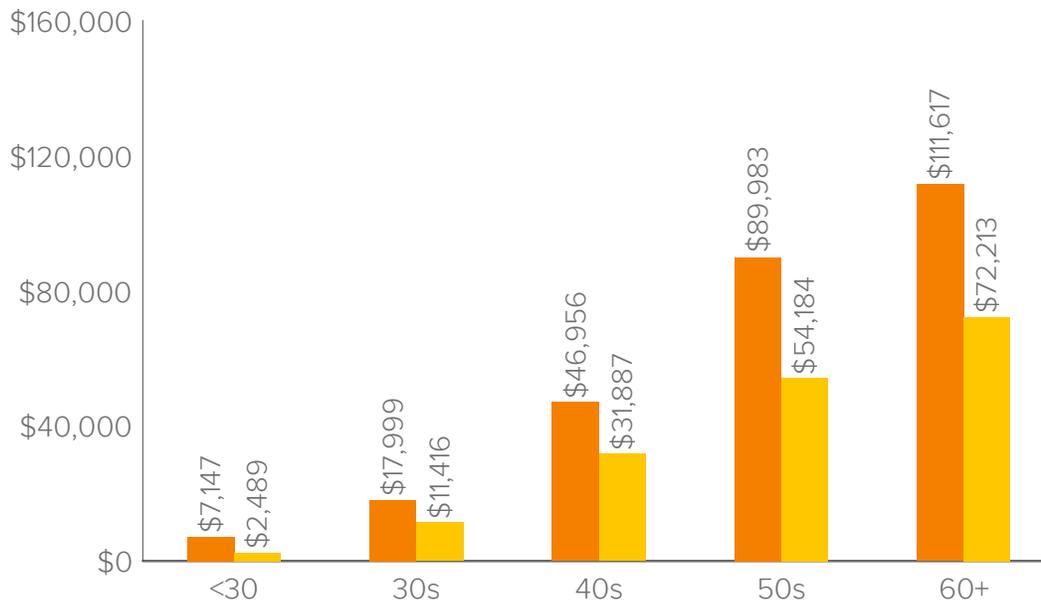
³ Voya Universe of Government Plans as of December 2017

⁴ Voya Universe of Government Plans as of December 2018

⁵ Voya Universe of Government Plans as of March 2019

Your average participant account balance by age group

● Your Plan
 ● Benchmark



Voya Universe of Government Plans as of March 2019

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Plan statistics for: Washoe County Deferred Compensation Plan

DISTRIBUTION SUMMARY

Compare your plan's total distribution dollars over a five year span. See how these dollars change according to type of distribution, in addition to your number of transactions.

Distributions by type and participants

	04/01/2015 - 06/30/2015	04/01/2016 - 06/30/2016	04/01/2017 - 06/30/2017	04/01/2018 - 06/30/2018	04/01/2019 - 06/30/2019
Hardship Withdrawal	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$3,600.00 (1)
Periodic Payment	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$98,844.29 (56)
Withdrawal	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$1,185,870.16 (33)
Total	\$0.00	\$0.00	\$0.00	\$0.00	-\$1,288,314.45

(Numbers) represent number of participants

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Plan statistics for: Washoe County 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

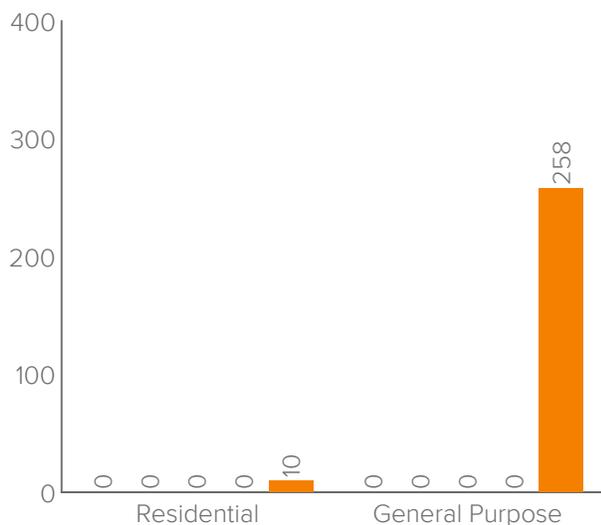
	06/30/2015	06/30/2016	06/30/2017	06/30/2018	06/30/2019
Residential	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$265,128.27 (10)
General Purpose	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$2,387,157.62 (258)
Total	\$0.00	\$0.00	\$0.00	\$0.00	\$2,652,285.89

(Numbers) represent number of outstanding loans

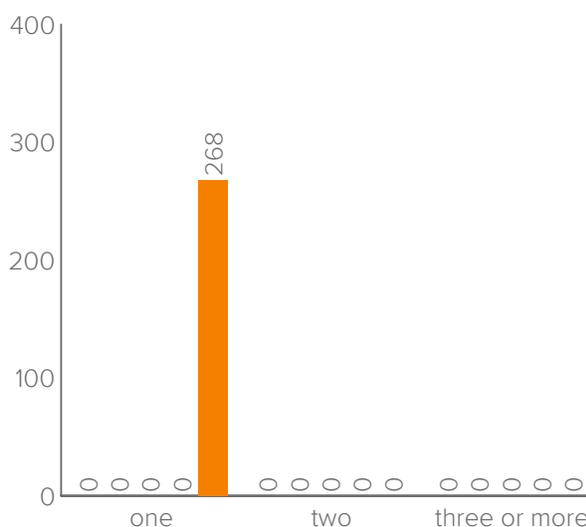
Loan detail

■ 06/30/2015
 ■ 06/30/2016
 ■ 06/30/2017
 ■ 06/30/2018
 ■ 06/30/2019

Number of loans by type



Number of loans by participants



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Plan statistics for: Washoe County 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

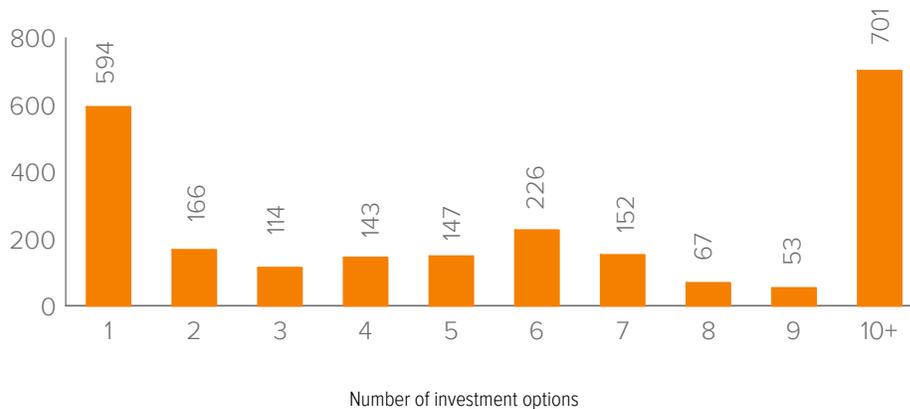
As of 07/12/2019



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 06/30/2019



Average number of investment options utilized per participant

	Jun 2016	Jun 2017	Jun 2018	Jun 2019
With Asset Allocation Funds	0.0	0.0	0.0	7.0
Without Asset Allocation Funds	0.0	0.0	0.0	7.0



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 March 2019; includes participants invested solely in an asset allocatic

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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: 521
Voya Fixed Account - 457/401 II	521
Bonds	Total: 2
Hartford Total Return Bond HLS Fund - Class IA	1
PIMCO High Yield Fund - Institutional Class	1
Balanced	Total: 23
American Funds American Balanced Fund® - Class R-6	23
Large Cap Value	Total: 18
American Century Equity Income Fund - R6 Class	1
Vanguard® Institutional Index Fund - Institutional Shares	10
Wells Fargo Disciplined U.S. Core Fund - Institutional Class	7
Large Cap Growth	Total: 20
American Funds The Growth Fund of America® - Class R-6	20
Small/Mid/Specialty	Total: 9
Hartford MidCap HLS Fund - Class IA	7
Hotchkis and Wiley Mid-Cap Value Fund - Class I	1
Vanguard® Small-Cap Index Fund - Admiral □ Shares	1
Global / International	Total: 1
American Funds EuroPacific Growth Fund® - Class R-6	1
Grand total of participants utilizing one investment option	594

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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 06/30/2019	% of Total Assets	Participants Invested	Contributions 04/01/2019 - 06/30/2019	% 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	\$72,502,377.21	44.24%	1,779	\$301,331.93	29.61%	1,003
Total	\$72,502,377.21	44.24%		\$301,331.93	29.61%	
Bonds						
Hartford Total Return Bond HLS Fund - Class IA	\$3,721,768.74	2.27%	760	\$27,084.31	2.66%	499
PIMCO High Yield Fund - Institutional Class	\$2,250,045.13	1.37%	612	\$21,438.36	2.11%	426
PIMCO International Bond Fund (U.S. Dollar-Hedged) - Class I	\$1,143,474.79	0.70%	525	\$12,893.21	1.27%	421
Total	\$7,115,288.66	4.34%		\$61,415.88	6.03%	
Balanced						
American Funds American Balanced Fund® - Class R-6	\$5,799,167.57	3.54%	472	\$61,289.99	6.02%	314
Total	\$5,799,167.57	3.54%		\$61,289.99	6.02%	
Large Cap Value						
American Century Equity Income Fund - R6 Class	\$7,123,087.01	4.35%	1,017	\$48,903.47	4.81%	746
Vanguard® Institutional Index Fund - Institutional Shares	\$13,514,174.91	8.25%	1,217	\$123,227.86	12.11%	917
Wells Fargo Disciplined U.S. Core Fund - Institutional Class	\$11,556,436.12	7.05%	1,113	\$58,079.26	5.71%	709
Total	\$32,193,698.04	19.64%		\$230,210.59	22.62%	

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Plan statistics for: Washoe County Deferred Compensation Plan

Investment Option/Fund Name (by Asset Class)	Assets as of 06/30/2019	% of Total Assets	Participants Invested	Contributions 04/01/2019 - 06/30/2019	% of Total Contributions	Participants Contributing
Large Cap Growth						
American Funds The Growth Fund of America® - Class R-6	\$14,912,714.89	9.10%	1,315	\$85,075.85	8.36%	895
Total	\$14,912,714.89	9.10%		\$85,075.85	8.36%	
Small/Mid/Specialty						
AMG Managers Skyline Special Equities Fund - Class N	\$2,180,573.76	1.33%	825	\$19,351.70	1.90%	577
Hartford MidCap HLS Fund - Class IA	\$9,557,380.03	5.83%	1,345	\$60,079.23	5.90%	940
Hotchkis and Wiley Mid-Cap Value Fund - Class I	\$2,504,690.00	1.53%	810	\$21,971.21	2.16%	575
Vanguard® Mid-Cap Index Fund - Admiral[] Shares	\$3,416,163.20	2.08%	891	\$41,117.68	4.04%	720
Vanguard® Small-Cap Index Fund - Admiral[] Shares	\$3,270,684.84	2.00%	880	\$36,397.01	3.58%	704
Wells Fargo Small Company Growth Fund - Class R6	\$2,982,772.04	1.82%	844	\$23,058.02	2.27%	618
Total	\$23,912,263.87	14.59%		\$201,974.85	19.85%	
Global / International						
American Funds EuroPacific Growth Fund® - Class R-6	\$4,751,797.65	2.90%	937	\$41,008.78	4.03%	635
DFA International Small Cap Value Portfolio - Inst Class	\$1,382,378.59	0.84%	576	\$17,684.32	1.74%	434
Lazard Emerging Markets Equity Portfolio - Open Shares	\$1,329,193.69	0.81%	672	\$17,762.74	1.75%	492
Total	\$7,463,369.93	4.55%		\$76,455.84	7.51%	
Grand Total	\$163,898,880.17			\$1,017,754.93		

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

Plan statistics for: Washoe County Deferred Compensation Plan

PLAN HEALTH INSIGHTS

As of 05/31/2019

 **30**
Participants
included in analysis


7%
are on track
to exceed 70% of their
income in retirement.
Benchmark: 15%

The average
deferral
rate

Benchmark: 7%

9%

Income replacement %

200%

150%

100%

50%

0%



▶ 1

30

Participants Included in Analysis

Average plan
income replacement

Benchmark: 42%

40%

30%

Social
Security

1%

DC

2%

Other

7%

Pension

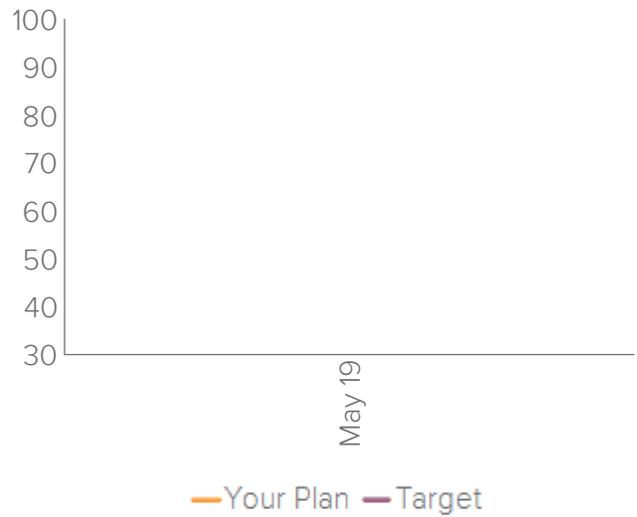
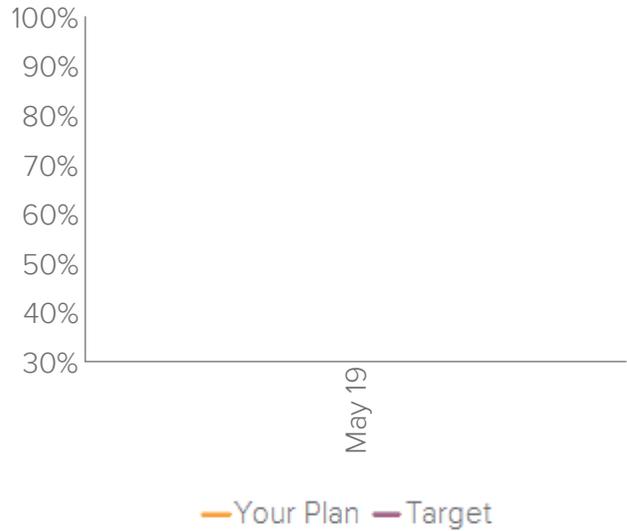
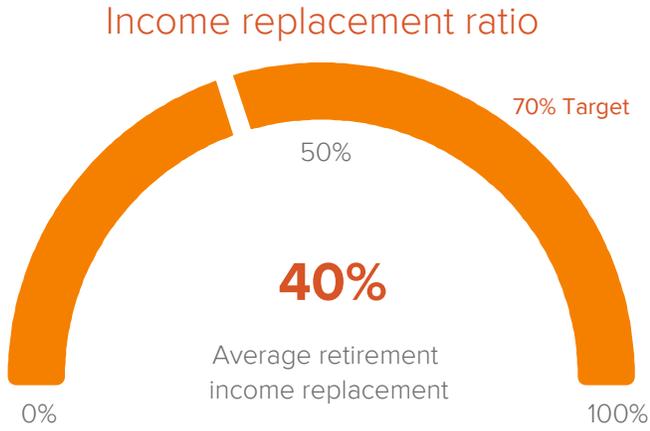
Benchmark data derived from Voya book of business statistics
Source of Data: Voya Retirement Readiness Data Mart

Data is incomplete for the reporting period.

For sponsor use only. Not for distribution to plan participants.
Plan statistics for: WASHOE COUNTY DEFERRED COMP PLAN

PLAN HEALTH TRENDING

As of 05/31/2019



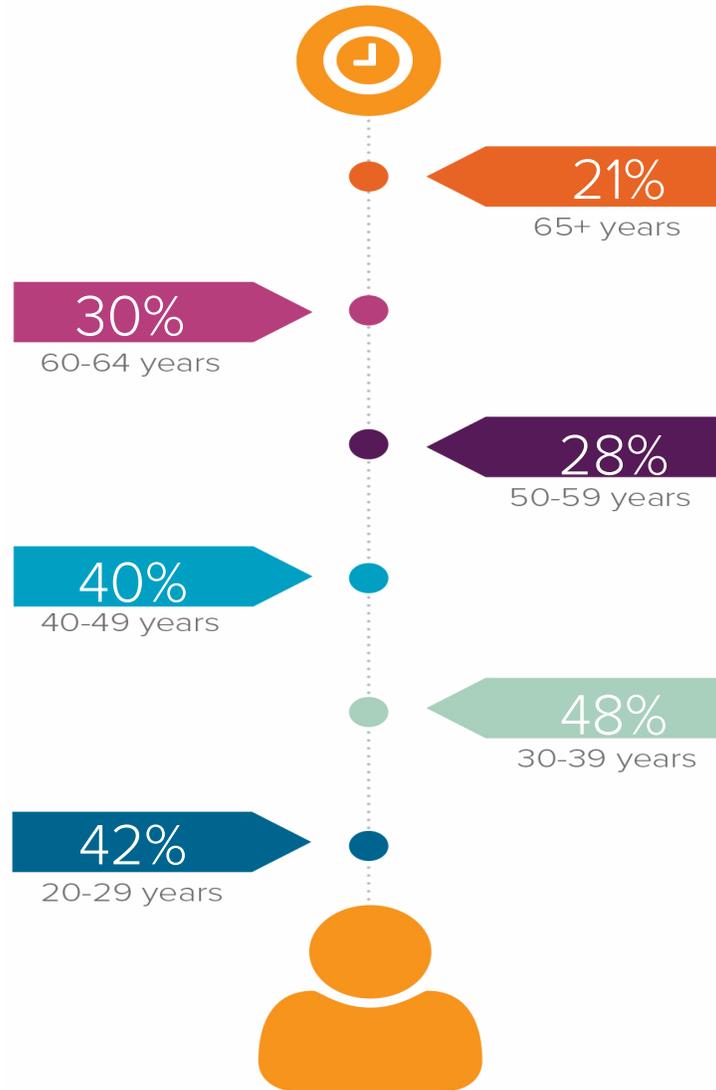
Source of Data: Voya Retirement Readiness Data Mart

Data is incomplete for the reporting period.

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Plan statistics for: WASHOE COUNTY DEFERRED COMP PLAN

Income replacement ratio by age



Source of Data: Voya Retirement Readiness Data Mart
CN0428-33960-0519D

Data is incomplete for the reporting period.

For sponsor use only. Not for distribution to plan participants.
Plan statistics for: WASHOE COUNTY DEFERRED COMP PLAN

2019 Cost of Living Adjustments Announced

On November 1, 2018, the Internal Revenue Service issued Notice 2018-83.

The 2019 dollar limits are as follows:

<u>LIMIT</u>	<u>2019</u>	<u>2018</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.	\$225,000	\$220,000
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.	\$56,000	\$55,000
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).	\$19,000	\$18,500
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.	\$19,000	\$18,500
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>	\$22,000	\$21,500

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LIMIT**2019****2018****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.

\$38,000

\$37,000

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 2019 and make eligible pre-tax contributions to 401(k), 403(b), and governmental 457 plans.

\$6,000

\$6,000

The special catch-up is available for individuals who are at least 50 years old in 2019 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).

\$180,000

\$175,000

Definition of Highly Compensated Employees

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

\$125,000

\$120,000

Compensation Limit

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

\$280,000

\$275,000

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).

\$415,000

\$405,000

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.

\$64,000 (joint)

\$63,000 (joint)

\$32,000 (single)

\$31,500 (single)

\$48,000 (head of household)

\$47,250 (head of household)

- 2 -

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LIMIT

2019

2018

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).

\$13,000

\$12,500

Compensation for SEPs

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

\$600

\$600

On October 11, 2018, the Social Security Administration released its cost of living information for 2019:

Taxable Wage Base

2019

2018

Maximum amount of earnings subject to payroll tax.

\$132,900

\$128,400

- 3 -

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To check if there is more recent plan and product performance, as well as fund fact sheet, information for your plan, visit Voya's Sponsor Web site at www.voyaretirementplans.com/sponsor and click on the menu selections below for the following:

Plan and Product Performance Reports

> Investment Information > Fund Performance

Investment Option Descriptions

> Investment Information > Investment Option Descriptions



You should consider the investment objectives, risks, and charges and expenses of the variable product and its underlying fund options; or mutual funds offered through a retirement plan, carefully before investing. The prospectuses/prospectus summaries/information booklets contain this and other information, which can be obtained by contacting your local representative. Please read the information carefully before investing.

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