



# Plan Review

## Washoe County 401(a) Plan

01/01/2020 through 03/31/2020

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

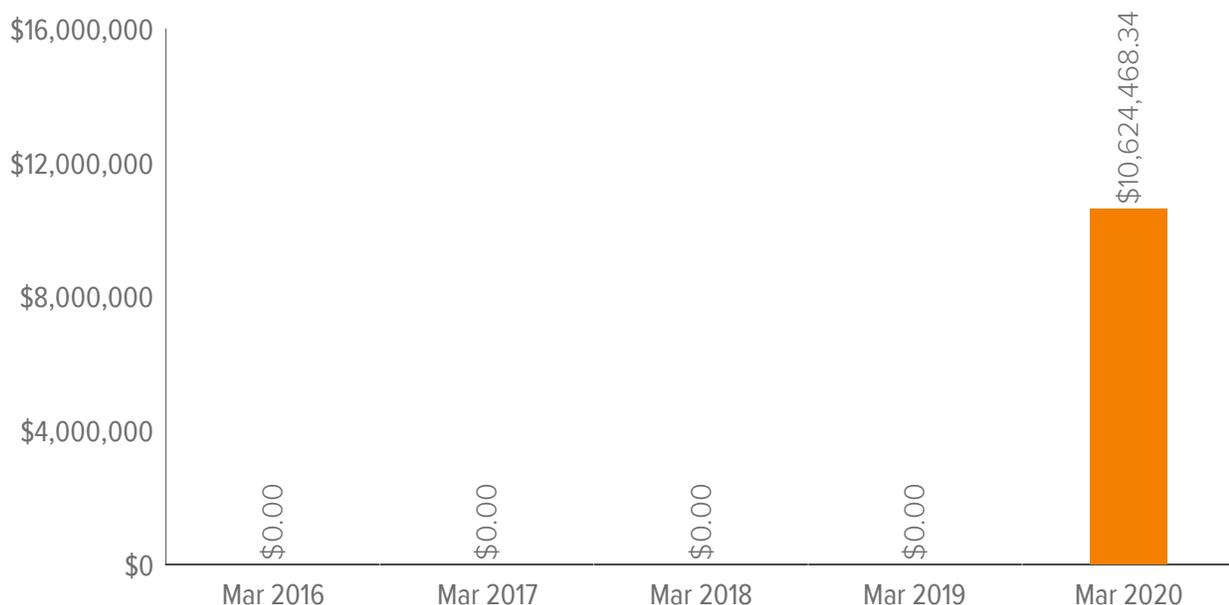
Compare by period

	(01/01/2019 - 03/31/2019)	(01/01/2020 - 03/31/2020)
Beginning of Period Plan Assets	\$0.00	\$12,999,665.03
Contributions	\$0.00	\$128,425.30
Distributions	\$0.00	-\$927,058.32
Loan Activity	\$0.00	-\$58,400.68
Other Activity	\$0.00	-\$6,163.65
Dividends	\$0.00	\$19,634.52
Appreciation/Depreciation	\$0.00	-\$1,531,633.86
End of Period Plan Assets	\$0.00	\$10,624,468.34

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 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

01/01/2020 - 03/31/2020

Beginning of Period	165
New Accounts	0
Closed Accounts	-2
End of Period	163
Terminated Employees with an account balance	73
Terminated Employees with an account balance < \$5,000	12

### Participant accounts by year



### Participant accounts by age group

	Mar 2016		Mar 2017		Mar 2018		Mar 2019		Mar 2020	
<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	11.04%
40 - 49	0	0.00%	0	0.00%	0	0.00%	0	0.00%	43	26.38%
50 - 59	0	0.00%	0	0.00%	0	0.00%	0	0.00%	45	27.61%
60+	0	0.00%	0	0.00%	0	0.00%	0	0.00%	55	33.74%
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 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

01/01/2020 - 03/31/2020

	Internet	Mobile	VRU	CSA*
<b>Inquiries by type</b>				
Total participants (unique)	33	4	3	9
Total inquiries	832	43	4	12

#### Unique participant inquiries by type

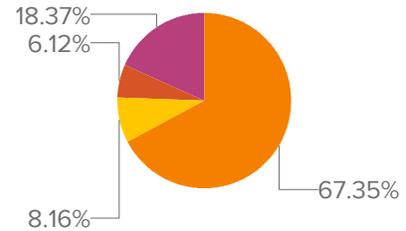
■ Internet 
 ■ Mobile 
 ■ VRU 
 ■ CSA\*



01/01/2018 - 03/31/2018



01/01/2019 - 03/31/2019



01/01/2020 - 03/31/2020

	Internet	Mobile	VRU	CSA*
<b>Actions by type</b>				
Catch up contribution elections	0	0	0	0
Contribution rate escalations	0	0	0	0
Deferral updates	0	0	0	0
Fund transfers	9	0	0	1
In-service withdrawals	0	N/A	N/A	2
Investment election changes	10	0	0	0
Investment reallocations	9	0	0	0
Loan requests	1	N/A	N/A	2
Lump sum withdrawals	0	N/A	N/A	2
Rebalance elections	1	0	0	0
<b>Total</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>7</b>

\* CSA - Customer Service Associate

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Plan statistics for: Washoe County 401(a) Plan

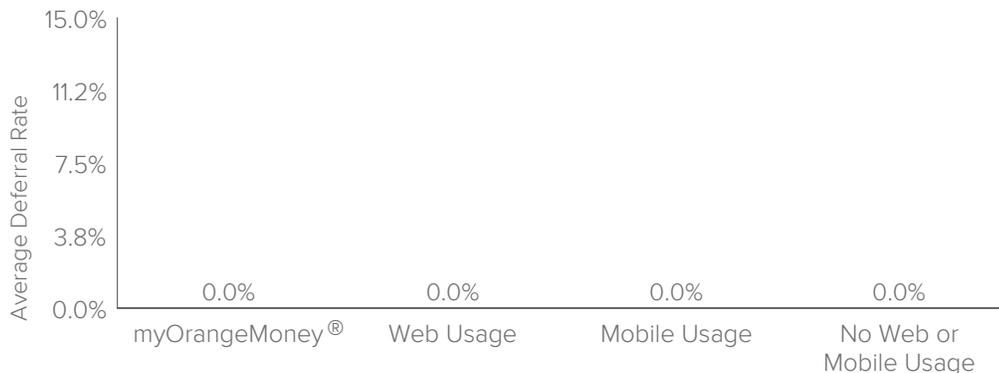
**Engagement**

myOrangeMoney®	5
Personal Financial Dashboard	1
Total participants (unique)	6

Web engagement impact on deferral rates

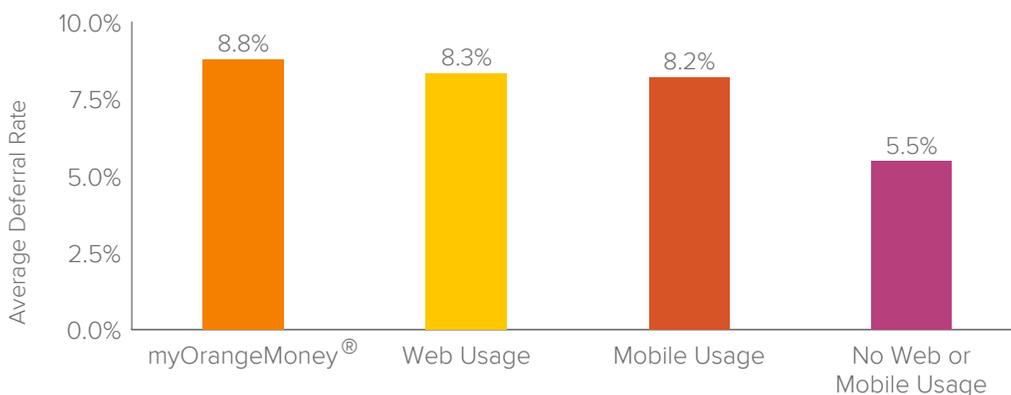
01/01/2020 - 03/31/2020

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 March 2020

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Plan statistics for: Washoe County 401(a) Plan

## TRANSACTION ACTIVITY DETAIL

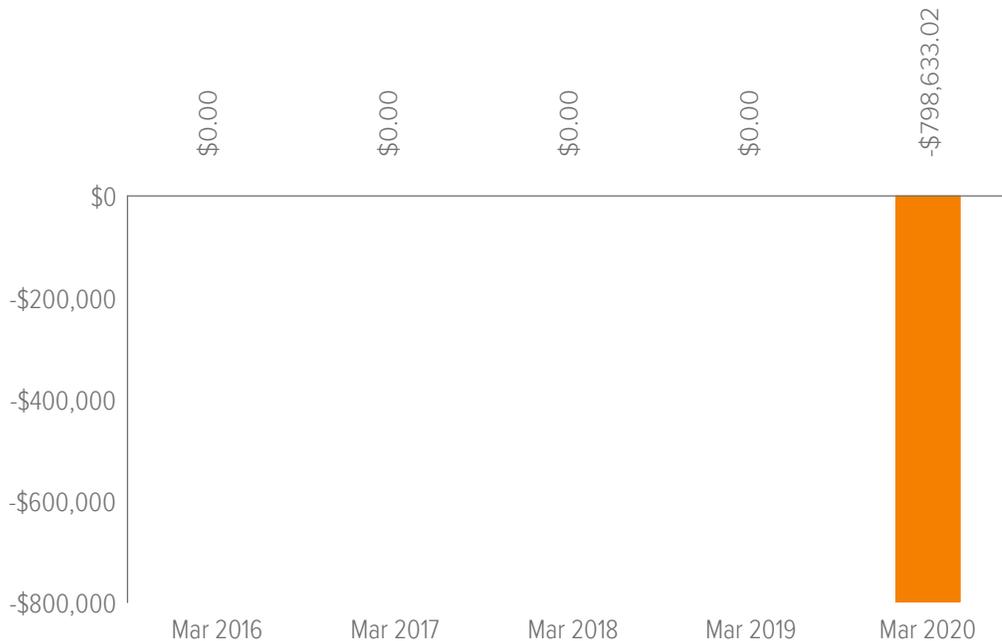
Below is a summary of your plan's transaction activity and net cash flow, along with highlights of the more notable transactions for the current period and prior periods. Monitor this data over time to ensure contribution levels are satisfactory and that distributions haven't risen unexpectedly, possibly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

### Summary activity

	Prior Period 01/01/2019 - 03/31/2019		Current Period 01/01/2020 - 03/31/2020	
	Amount	Participants	Amount	Participants
Contributions	\$0.00	0	\$128,425.30	95
Distributions	\$0.00	0	-\$927,058.32	8
Loan Activity	\$0.00	0	-\$58,400.68	21
Other Activity	\$0.00	0	\$13,470.87	164

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 401(a) Plan

## Activity Highlights

	Prior Period		Current Period		Change Over	
	01/01/2019 - 03/31/2019		01/01/2020 - 03/31/2020		Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
<b>Contributions</b>						
414H Pickup	\$0.00	0	\$128,425.30	95	0.00%	95
<b>Total</b>	<b>\$0.00</b>		<b>\$128,425.30</b>			
<b>Distributions</b>						
Minimum Distribution	\$0.00	0	-\$10,359.38	3	0.00%	3
Periodic Payment	\$0.00	0	-\$1,650.00	1	0.00%	1
Withdrawal	\$0.00	0	-\$915,048.94	4	0.00%	4
<b>Total</b>	<b>\$0.00</b>		<b>-\$927,058.32</b>			
<b>Loan Activity</b>						
Loan	\$0.00	0	-\$83,676.51	3	0.00%	3
Loan Repayment	\$0.00	0	\$25,275.83	20	0.00%	20
<b>Total</b>	<b>\$0.00</b>		<b>-\$58,400.68</b>			
<b>Other Activity</b>						
Dividends	\$0.00	0	\$19,634.52	123		
Fee	\$0.00	0	-\$2,419.16	158		
Margin Change	\$0.00	0	\$0.00	127		
Miscellaneous	\$0.00	0	-\$56.39	0		
Revenue Credit	\$0.00	0	-\$3,688.10	111		
<b>Total</b>	<b>\$0.00</b>		<b>\$13,470.87</b>			

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 401(a) Plan

## CONTRIBUTION SUMMARY

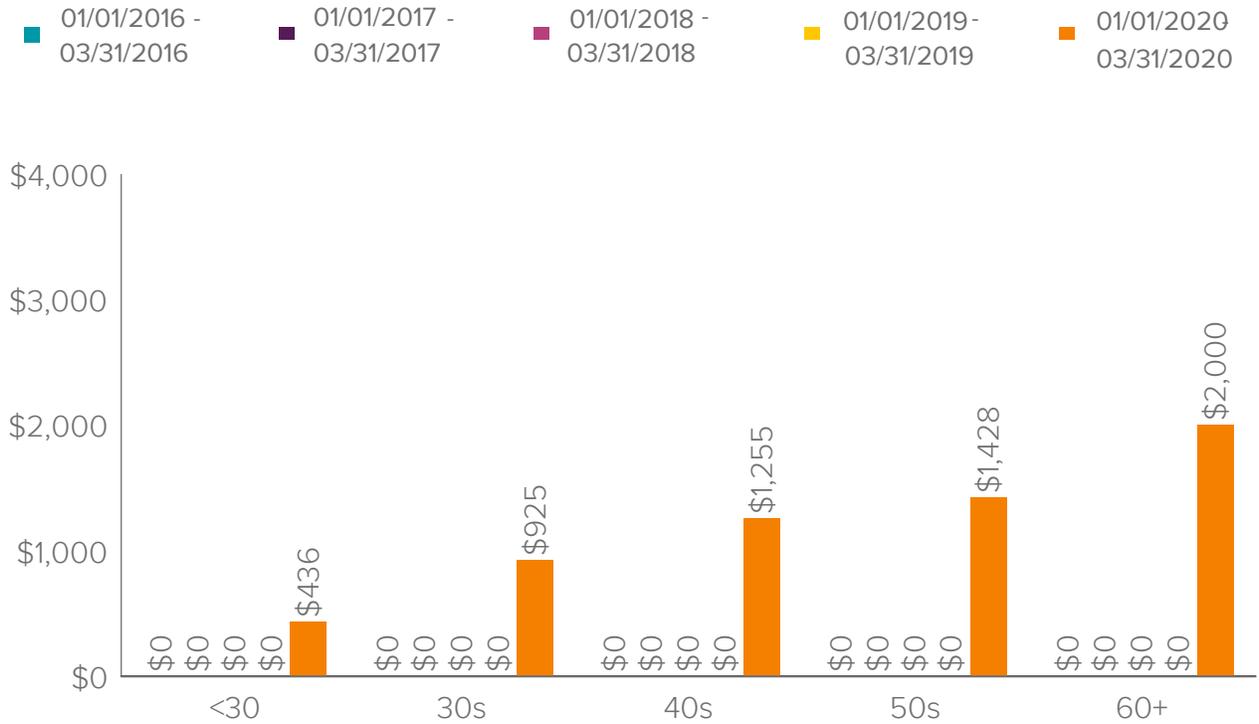
Examine contribution levels in a simple year-over-year format. Find out if your employees' contribution levels increased or decreased over the last five years.

### Contributions by source and participants

	01/01/2016 - 03/31/2016	01/01/2017 - 03/31/2017	01/01/2018 - 03/31/2018	01/01/2019 - 03/31/2019	01/01/2020 - 03/31/2020
<b>Employee</b>					
414H Pickup	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$128,425.30 (95)
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$128,425.30</b>
<b>Grand Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$128,425.30</b>

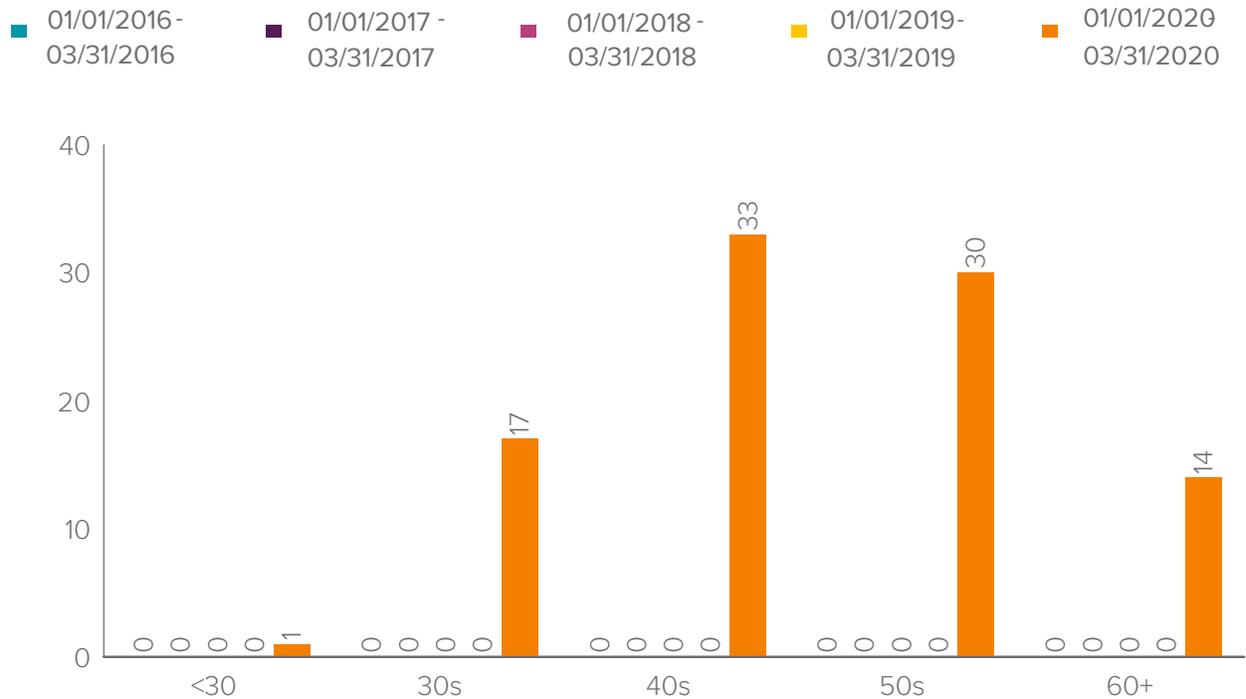
(Numbers) represent number of participants

## 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 401(a) 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 2016	Year End 2017	Year End 2018	Year End 2019	Q1 2020
Participant accounts	0	0	0	165	163
Deferral summary			Eligibility tracking		
<b>As of</b>			<b>As of 03/31/2020</b>		
Average deferral rate for all participants			%	Total eligible employees	N/A
Average deferral rate for HCE participants			%	Eligible employees not enrolled	N/A
Average deferral rate for NHCE participants			%	Plan participation	
Participants included in deferral rate calculation				<b>As of</b>	
Participants who changed deferral rate to 0 in the last 3 months			N/A	Participation rate	%
Contribution summary			Terminated employees		
<b>As of 03/31/2020</b>			<b>As of 03/31/2020</b>		
Total participants actively deferring			0	With an account balance	73
				With an account balance < \$5,000	12

### Enrollment summary

**01/01/2020 - 03/31/2020**

New enrollments	0
Participants who opted for auto-escalation	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 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

	Mar 2016	Mar 2017	Mar 2018	Mar 2019	Mar 2020
Your Plan	\$0	\$0	\$0	\$0	\$65,181
Benchmark	\$35,286 <sup>1</sup>	\$38,303 <sup>2</sup>	\$35,773 <sup>3</sup>	\$40,381 <sup>4</sup>	\$34,494 <sup>5</sup>



<sup>1</sup> Voya Universe of Government Plans as of December 2016

<sup>2</sup> Voya Universe of Government Plans as of December 2017

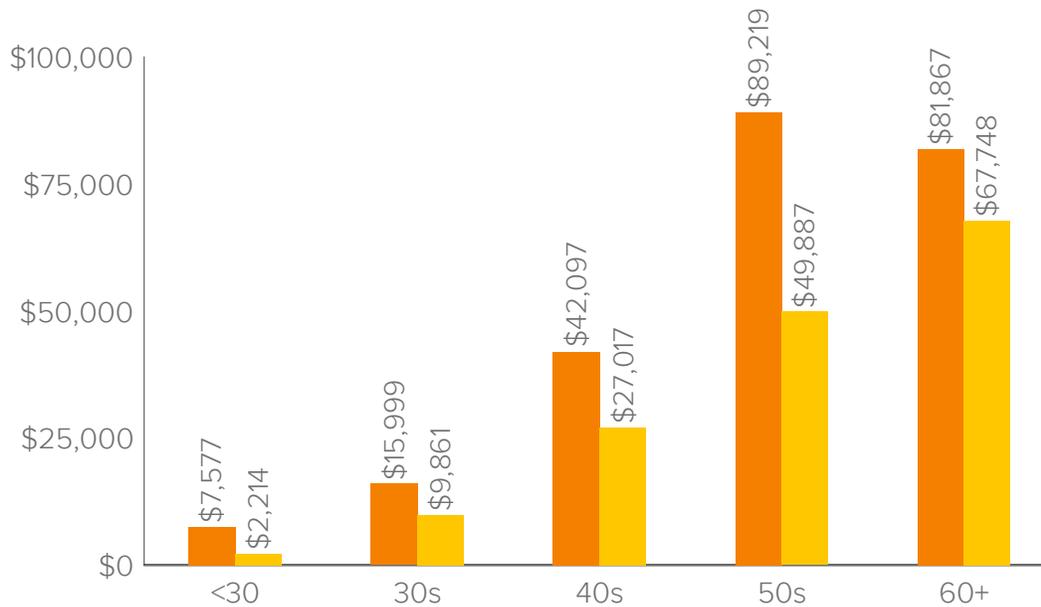
<sup>3</sup> Voya Universe of Government Plans as of December 2018

<sup>4</sup> Voya Universe of Government Plans as of December 2019

<sup>5</sup> Voya Universe of Government Plans as of March 2020

### Your average participant account balance by age group

👤 Your Plan
 👤 Benchmark



Voya Universe of Government Plans as of March 2020

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Plan statistics for: Washoe County 401(a) 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

	01/01/2016 - 03/31/2016	01/01/2017 - 03/31/2017	01/01/2018 - 03/31/2018	01/01/2019 - 03/31/2019	01/01/2020 - 03/31/2020
Minimum Distribution	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$10,359.38 (3)
Periodic Payment	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$1,650.00 (1)
Withdrawal	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$915,048.94 (4)
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>-\$927,058.32</b>

(Numbers) represent number of participants

## 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

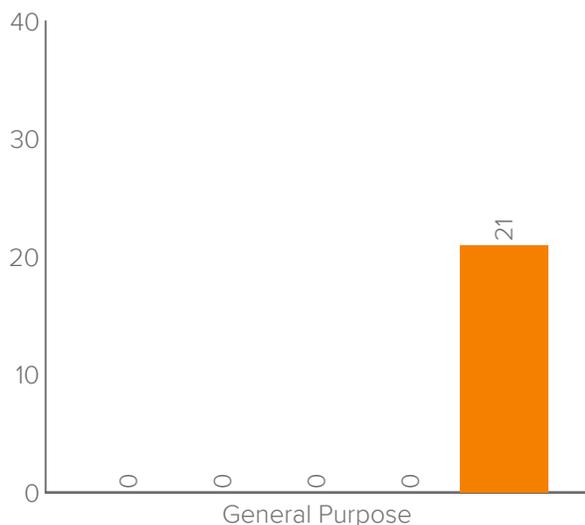
	03/31/2016	03/31/2017	03/31/2018	03/31/2019	03/31/2020
General Purpose	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$240,246.00 (21)
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$240,246.00</b>

(Numbers) represent number of outstanding loans

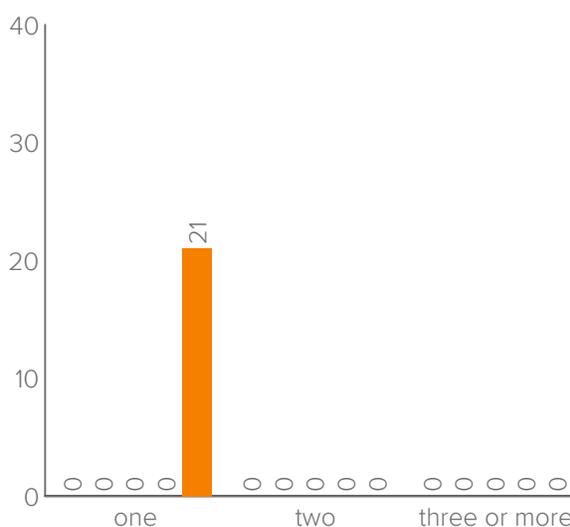
### Loan detail

■ 03/31/2016     
 ■ 03/31/2017     
 ■ 03/31/2018     
 ■ 03/31/2019     
 ■ 03/31/2020

#### Number of loans by type



#### Number of loans by participants



## 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

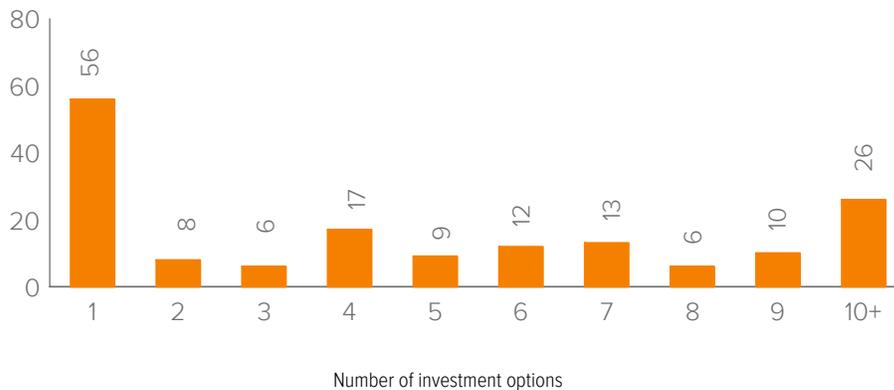
As of 04/30/2020



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 03/31/2020



### Average number of investment options utilized per participant

	Mar 2017	Mar 2018	Mar 2019	Mar 2020
With Asset Allocation Funds	0.0	0.0	0.0	5.0
Without Asset Allocation Funds	0.0	0.0	0.0	5.7



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 Mar 2020; includes ppts invested solely in an asset allocation fund

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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	
<b>Asset Allocation</b>	<b>Total:</b>	<b>23</b>
American Funds 2010 Target Date Retirement Fund®- Class R-6		1
American Funds 2015 Target Date Retirement Fund®- Class R-6		1
American Funds 2020 Target Date Retirement Fund®- Class R-6		0
American Funds 2025 Target Date Retirement Fund®- Class R-6		1
American Funds 2030 Target Date Retirement Fund®- Class R-6		4
American Funds 2035 Target Date Retirement Fund®- Class R-6		4
American Funds 2040 Target Date Retirement Fund®- Class R-6		6
American Funds 2045 Target Date Retirement Fund®- Class R-6		1
American Funds 2050 Target Date Retirement Fund®- Class R-6		5
American Funds 2055 Target Date Retirement Fund®- Class R-6		0
American Funds 2060 Target Date Retirement Fund®- Class R-6		0
<b>Stability of Principal</b>	<b>Total:</b>	<b>28</b>
Voya Fixed Account - 457/401 II		28
<b>Bonds</b>	<b>Total:</b>	<b>0</b>
<b>Balanced</b>	<b>Total:</b>	<b>3</b>
American Funds American Balanced Fund® - Class R-6		3
<b>Large Cap Value</b>	<b>Total:</b>	<b>1</b>
American Century Equity Income Fund - R6 Class		1
<b>Large Cap Growth</b>	<b>Total:</b>	<b>1</b>
American Funds The Growth Fund of America® - Class R-6		1
<b>Small/Mid/Specialty</b>	<b>Total:</b>	<b>0</b>
<b>Global / International</b>	<b>Total:</b>	<b>0</b>
<b>Grand total of participants utilizing one investment option</b>		<b>56</b>

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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 03/31/2020	% of Total Assets	Participants Invested	Contributions 01/01/2020 - 03/31/2020	% of Total Contributions	Participants Contributing
<b>Asset Allocation</b>						
American Funds 2010 Target Date Retirement Fund®- Class R-6	\$235,740.31	2.22%	1	\$0.00	0.00%	0
American Funds 2015 Target Date Retirement Fund®- Class R-6	\$17,314.37	0.16%	1	\$0.00	0.00%	0
American Funds 2020 Target Date Retirement Fund®- Class R-6	\$0.00	0.00%	0	\$0.00	0.00%	0
American Funds 2025 Target Date Retirement Fund®- Class R-6	\$993.31	0.01%	1	\$0.00	0.00%	0
American Funds 2030 Target Date Retirement Fund®- Class R-6	\$149,667.37	1.41%	4	\$2,339.48	1.82%	5
American Funds 2035 Target Date Retirement Fund®- Class R-6	\$63,195.94	0.59%	4	\$1,552.48	1.21%	3
American Funds 2040 Target Date Retirement Fund®- Class R-6	\$72,301.45	0.68%	6	\$3,877.81	3.02%	6
American Funds 2045 Target Date Retirement Fund®- Class R-6	\$106,186.74	1.00%	1	\$2,247.20	1.75%	1
American Funds 2050 Target Date Retirement Fund®- Class R-6	\$37,091.79	0.35%	5	\$2,872.82	2.24%	5
American Funds 2055 Target Date Retirement Fund®- Class R-6	\$0.00	0.00%	0	\$0.00	0.00%	0
American Funds 2060 Target Date Retirement Fund®- Class R-6	\$0.00	0.00%	0	\$0.00	0.00%	0
<b>Total</b>	<b>\$682,491.28</b>	<b>6.42%</b>		<b>\$12,889.79</b>	<b>10.04%</b>	

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Plan statistics for: Washoe County 401(a) Plan

Investment Option/Fund Name (by Asset Class)	Assets as of 03/31/2020	% of Total Assets	Participants Invested	Contributions 01/01/2020 - 03/31/2020	% of Total Contributions	Participants Contributing
<b>Stability of Principal</b>						
Voya Fixed Account - 457/401 II	\$4,750,705.75	44.71%	103	\$36,793.26	28.65%	68
<b>Total</b>	<b>\$4,750,705.75</b>	<b>44.71%</b>		<b>\$36,793.26</b>	<b>28.65%</b>	
<b>Bonds</b>						
Hartford Total Return Bond HLS Fund - Class IA	\$324,973.50	3.06%	41	\$2,813.16	2.19%	33
PIMCO High Yield Fund - Institutional Class	\$64,494.23	0.61%	17	\$1,072.61	0.84%	27
PIMCO International Bond Fund (U.S. Dollar-Hedged) - Class I	\$51,667.61	0.49%	10	\$197.29	0.15%	23
<b>Total</b>	<b>\$441,135.34</b>	<b>4.15%</b>		<b>\$4,083.06</b>	<b>3.18%</b>	
<b>Balanced</b>						
American Funds American Balanced Fund® - Class R-6	\$568,992.12	5.36%	38	\$6,992.51	5.44%	26
<b>Total</b>	<b>\$568,992.12</b>	<b>5.36%</b>		<b>\$6,992.51</b>	<b>5.44%</b>	
<b>Large Cap Value</b>						
American Century Equity Income Fund - R6 Class	\$500,023.22	4.71%	52	\$4,161.07	3.24%	49
Vanguard® Institutional Index Fund - Institutional Shares	\$778,844.09	7.33%	66	\$20,485.69	15.95%	68
Wells Fargo Disciplined U.S. Core Fund - Institutional Class	\$539,350.45	5.08%	53	\$3,756.01	2.92%	42
<b>Total</b>	<b>\$1,818,217.76</b>	<b>17.11%</b>		<b>\$28,402.77</b>	<b>22.12%</b>	
<b>Large Cap Growth</b>						
American Funds The Growth Fund of America® - Class R-6	\$670,725.08	6.31%	66	\$6,893.69	5.37%	59
<b>Total</b>	<b>\$670,725.08</b>	<b>6.31%</b>		<b>\$6,893.69</b>	<b>5.37%</b>	
<b>Small/Mid/Specialty</b>						
AMG Managers Skyline Special Equities Fund - Class N	\$130,539.08	1.23%	52	\$1,525.88	1.19%	40
Hartford MidCap HLS Fund - Class IA	\$555,828.77	5.23%	82	\$5,126.31	3.99%	65
Hotchkis and Wiley Mid-Cap Value Fund - Class I	\$98,542.74	0.93%	40	\$2,049.58	1.60%	39

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Plan statistics for: Washoe County 401(a) Plan

Investment Option/Fund Name (by Asset Class)	Assets as of 03/31/2020	% of Total Assets	Participants Invested	Contributions 01/01/2020 - 03/31/2020	% of Total Contributions	Participants Contributing
Vanguard® Mid-Cap Index Fund - Admiral[] Shares	\$196,053.16	1.85%	42	\$9,376.62	7.30%	53
Vanguard® Small-Cap Index Fund - Admiral[] Shares	\$192,183.85	1.81%	45	\$6,493.98	5.06%	52
Wells Fargo Small Company Growth Fund - Class R6	\$124,600.52	1.17%	37	\$2,095.16	1.63%	42
<b>Total</b>	<b>\$1,297,748.12</b>	<b>12.21%</b>		<b>\$26,667.53</b>	<b>20.77%</b>	
Global / International						
American Funds EuroPacific Growth Fund® - Class R-6	\$394,452.89	3.71%	47	\$4,961.08	3.86%	44
DFA International Small Cap Value Portfolio - Inst Class	\$0.00	0.00%	0	\$363.82	0.28%	30
Lazard Emerging Markets Equity Portfolio - Open Shares	\$0.00	0.00%	0	\$377.79	0.29%	33
<b>Total</b>	<b>\$394,452.89</b>	<b>3.71%</b>		<b>\$5,702.69</b>	<b>4.44%</b>	
<b>Grand Total</b>	<b>\$10,624,468.34</b>			<b>\$128,425.30</b>		

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

Plan statistics for: Washoe County 401(a) Plan