

# Washoe County

2Q2021 Update:

Communications, Plan Health Review  
and Voya as a firm



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# Communication Update

## Auto-enrollment email deployment

### Metric reporting



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# Washoe County – Auto-enrollment html

Take advantage of this important benefit. To view this e-mail on the web, click here.




**Hello and welcome.**

As a newly hired Washoe County employee, we're pleased to inform you that you have been automatically enrolled in the Washoe County Deferred Compensation Program.

Your enrollment into the Program is an important step in your retirement planning strategy. Benefits of participating in the Program include:

- Automatically saving towards retirement through payroll deduction
- Investment options that accommodate varying risk tolerances
- Access to educational financial planning tools and resources

[Schedule an appointment today.](#)

You have access to a local financial professional, Tom Verducci, Enroll/Education Consultant\* who is dedicated to Washoe County. Tom is available for individual appointments to discuss your personal financial situation and strategy.

Suggested discussion topics include but are not limited to:

- **Setting up beneficiary designations:** Due to life's events, it's important to designate and review your beneficiary information regularly.
- **Investment options:** Review the available investment menu and discuss which investment options and/or allocations may be suitable for your personal situation.
- **Regulating for online account access:** If you'd like help with setting up your online account, you will need your Personal Identification Number (PIN). You should have received a PIN by mail in a tamper-proof envelope shortly after being enrolled. If you did not receive a PIN, please call (800) 534-8001 and press "0" to speak with a Customer Service Associate (CSA) to request one. CSAs are available from 8:00 a.m. – 8:00 p.m. PST, Monday through Friday, except on days the stock market is closed.

Tom Verducci, Enroll/Education Consultant\*  
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 Online scheduler tool: [www.fscen.com](http://www.fscen.com)



Facebook Twitter LinkedIn Instagram

June 28, 2021

Sent	Delivered	Total opens
237	236	129

# Washoe County – Auto-enrollment html

## Deployment metrics

Date	Delivered	Unique opens		
		Total	Desktop	Mobile
6/28/21	236	49 (20.8%)	23 (46.9%)	26 (53.1%)

## Hyperlinks clicked

Click Activity	6/28/21
Schedule an appointment today	9 / 49 (18.37%)
View email on the web	2 / 49 (4.08%)

Average benchmarks (All industries) - Unique open rate: 18.0%, click-through activity: 2.6%

Average benchmarks (Financial Services) - Unique open rate: 24.8%, click-through activity: 2.7%

Campaignmonitor.com: 2021 Global Email Benchmarks data (1/1/20-12/31-20):

<https://www.campaignmonitor.com/resources/guides/email-marketing-benchmarks/#one>

# Plan Health Update as of June 30, 2021



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# WASHOE COUNTY DEFERRED COMP PLAN



## Plan overview

	Plan data	Benchmark
Total plan participants	2,653	
Total plan assets	\$201,684,819	
Average balance	\$76,021	\$59,313
Participants in managed accounts	0%	2%
Percent employees with loans	13%	3%
Average outstanding loan	\$9,837	\$1,643



## Plan health snapshot

	Plan data	Benchmark
Participation rate	63% 1,595	40%
Income replacement	48% 1,642	51%
Employees on track to save 70%	15% 242	19%
Average savings rate	80% 510	8%
<u>Local Engagement: Tom Verducci</u>		
Meetings Held		4
Attendee Count		128
457 Enrollments		27
401(a) Enrollments		1
One-on-one counseling sessions		291



## Employee engagement

	Plan data	Benchmark
Overall engagement	60% 1,593	35%
Web engagement	52% 1,369	31%
Mobile app engagement	15% 395	5%
Authenticated call engagement	19% 495	12%
eDelivery	39% 1,024	37%
Web registration	67% 1,785	35%

Benchmark: Government

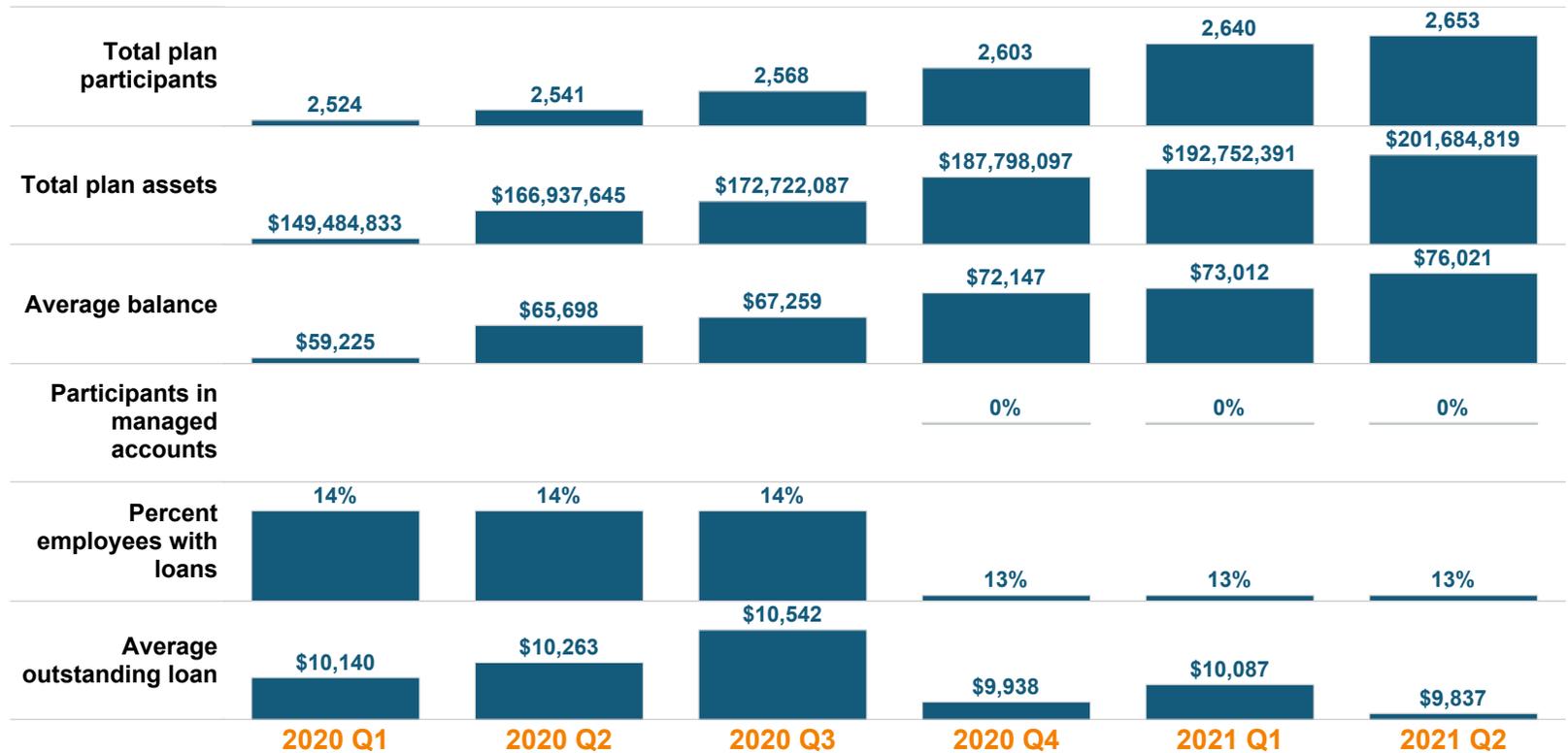
Data as of 6/30/2021

Published by: Wealth Solutions Customer Analytics and Insights

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# WASHOE COUNTY DEFERRED COMP PLAN



Data as of 6/30/2021

Published by: Wealth Solutions Customer Analytics and Insights

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# Participation

	Male	Female
Unique Participants with a Balance	716	957
Average Participant Age	44	45
Average Participant Tenure	12	11
Average Participant Salary	\$83,638	\$77,574
Average Savings Rate	6.5%	6.3%
Average Savings Balance	\$69,240	\$54,019

Data as of 6/30/2021

Published by: Wealth Solutions Customer Analytics and Insights

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# Digital Engagement Summary

1,576 participants logged in to the website

## myOrangeMoney

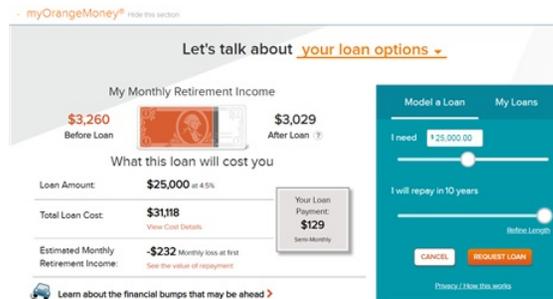


41% engaged

28% took action

1.1% deferral increase: from 5.6% to 6.7%

## Loan Calculator



36 used loan guidance

22% did not take a loan

## Personalized Video



2 viewed a video

50% clicked the call to action

Data from 7/1/2020 to 6/30/2021

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# Digital Engagement

## myOrangeMoney Engagement

Unique Participant Activity	Participants	
Logged in with access to myOrangeMoney	1,576	
Viewed myOrangeMoney	882	56%
Engaged and interacted with myOrangeMoney	362	41%
Took action after using myOrangeMoney	103	28%

### 28% of participants took action after using myOrangeMoney

34 participants are saving an average of 1.1% more per pay period (from 5.6% to 6.7%)

68 participants are saving an average of \$85 more per pay period (from \$177 to \$262)

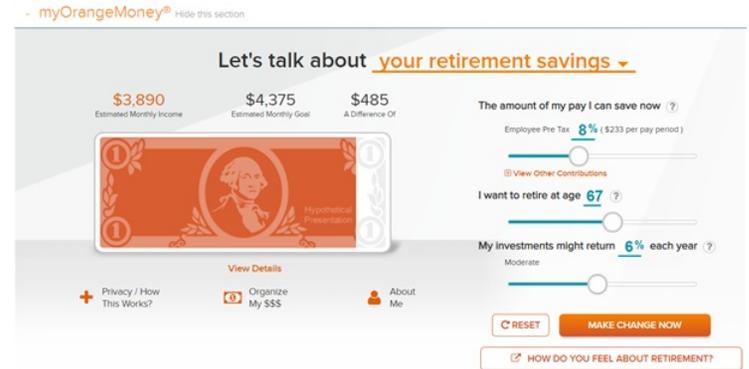
17 participants changed a fund allocation

3 participants rolled money into a plan

Data from 7/1/2020 to 6/30/2021

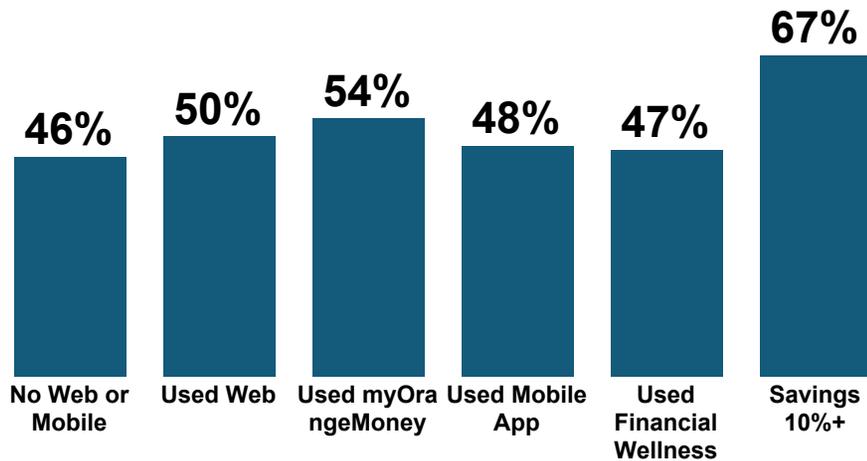
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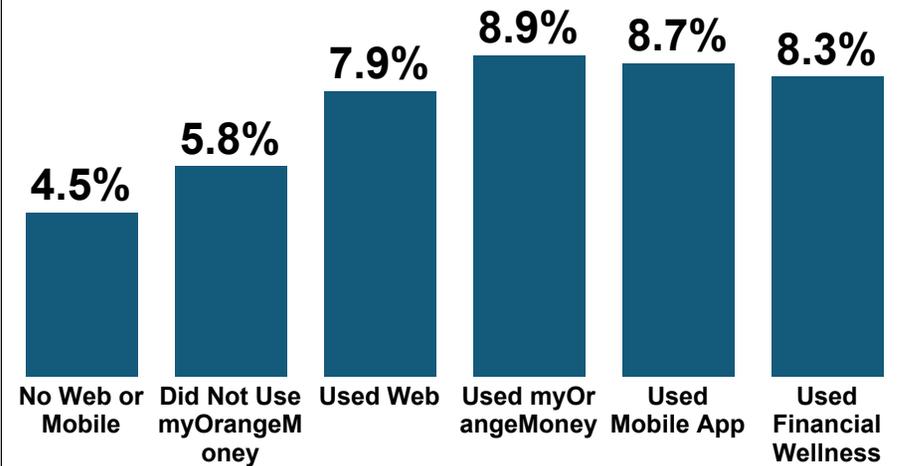


# Engagement outcomes

Engagement outcomes - income replacement



Engagement outcomes - savings rate



**Insights:**

On average participants are on track to replace approximately **48% of their income in retirement**

**15% of participants** are on track to generate at least **70% of income in retirement**

Data as of 6/30/2021

Published by: Wealth Solutions Customer Analytics and Insights

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# Definitions

Name	Definition
Plans Included in Data	Active plans in retirement plan sponsored business. Excludes deconverted plans. RPS, IRA, HRA, NQ in Pen-Cal, and ReliaStar SEP/IRA policies are not included.
Participant Accounts with a Balance	All accounts with a balance greater than \$0.
Unique Participants with a Balance	Unique participants with a balance greater than \$0.
Average Savings Rate	The sum of pre-tax, post-tax, and Roth deferral rates on file. Includes rates greater than 0%. Only applicable to plans that have Contribution Rate Change (CRC) on.
Average Income Replacement	The amount needed to replace current salary on file or standard of living in retirement. Includes participants with balance greater than \$0, active status (00), salary greater than \$10,000, and Income Replacement between 0% and 200%. On-track is generally defined as 70% or greater. Outside Assets or other retirement savings may be included. Only applicable to plans that have Contribution Rate Change (CRC) on.
Median Participant Salary	Salary on file provided by sponsor or participant.
Average Participant Age	Age on file provided by sponsor or participant.
Average Savings Balance	The total savings balance, minus any outstanding loans.
Engagement	The percent of participants who engaged (used web, mobile app, or called) over the past 12 months. Call data includes CSA and VRU calls. Call data is reflective of participants who enter their SSN into phone system to authenticate.
Digital Engagement	The percent of participants who engaged (used web or mobile app) over the past 12 months.
eDelivery	The percent of accounts who voluntarily opted-in to eDelivery. Includes accounts that are defaulted into eDelivery by the sponsor (Forced Go Green), not terminated, and account did not voluntarily opt-out.
Web Registration	The percent of participants who web registered under the client since September 2016.
Transactions	Includes changes processed to move money, deferral rate changes, fund transfers, withdrawals, bank updates, and loans. Includes participant requested transactions within IPS and EASE only; on web, mobile, VRU or customer service associate channels. Includes deconverted plans and non-active participants. Does not include paper transactions.

## Notes:

1. Published by: Wealth Solutions Customer Analytics and Insights
2. Plan must have assets greater than \$0 to be included in report.
3. Participants must have a balance greater than \$0 to be included in report.
4. For plans with myOrangeMoney, participants recommended to update the 'About Me' section.



# Plan Review

## Washoe County Deferred Comp Plan

01/01/2021 through 06/30/2021

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## 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.

01/01/2020 - 06/30/2020 vs. 01/01/2021 - 06/30/2021

	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.

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Plan statistics for: Washoe County Deferred Comp 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

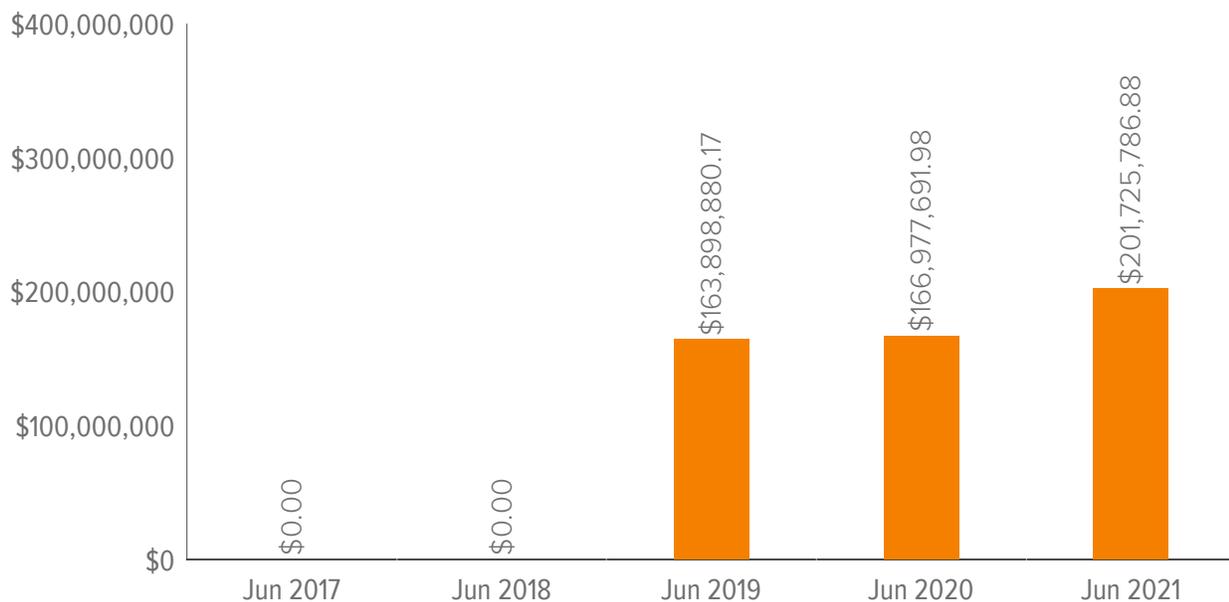
Compare by period

	(01/01/2020 - 06/30/2020)	(01/01/2021 - 06/30/2021)
Beginning of Period Plan Assets	\$169,180,606.29	\$187,838,631.46
Contributions	\$5,008,405.22	\$5,499,604.93
Distributions	-\$4,052,394.37	-\$4,952,272.14
Loan Activity	\$136,395.26	\$77,280.80
Other Activity	-\$562,932.81	-\$232,285.08
Dividends	\$475,921.66	\$890,733.90
Appreciation/Depreciation	-\$3,208,309.27	\$12,604,093.01
End of Period Plan Assets	\$166,977,691.98	\$201,725,786.88

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 Comp 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 2017	Year End 2018	Year End 2019	Year End 2020	Q1 2021	Q2 2021
Participant accounts	0	0	2,460	2,604	2,641	2,654
Deferral summary <b>As of 07/26/2021</b>				Eligibility tracking <b>As of 06/30/2021</b>		
Average deferral rate for all participants			6.4%		Total eligible employees	2,533
Average deferral rate for HCE participants			%		Eligible employees not enrolled	823
Average deferral rate for NHCE participants			%		Plan participation <b>As of</b>	
Participants included in deferral rate calculation			520		Participation rate	%
Participants who changed deferral rate to 0 in the last 3 months			N/A		Terminated employees <b>As of 07/26/2021</b>	
Contribution summary <b>As of 06/30/2021</b>				With an account balance		
Total participants actively deferring in last 4 months			1,608		With an account balance < \$5,000	978
						216

### Enrollment summary

01/01/2021 - 06/30/2021

New enrollments	126
New enrollment average deferral rate (111)	4.6%
New enrollment average deferral amount (6)	\$198
New enrollments without an EE deferral established (9)	
Participants who opted for auto-escalation	12

### Auto enrollment

01/01/2021 - 06/30/2021

Average deferral rate of auto-enrollers (79)	3.0%
Average deferral rate of self-enrollers (32)	8.1%
Average deferral amount of self-enrollers (6)	\$198
Opted out	1

Your plan's data is calculated based on information provided to Voya. Participants actively deferring in last 4 months excludes those who've been suspended or currently have an inactive account status.

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 Deferred Comp Plan

## TRANSACTION ACTIVITY DETAIL

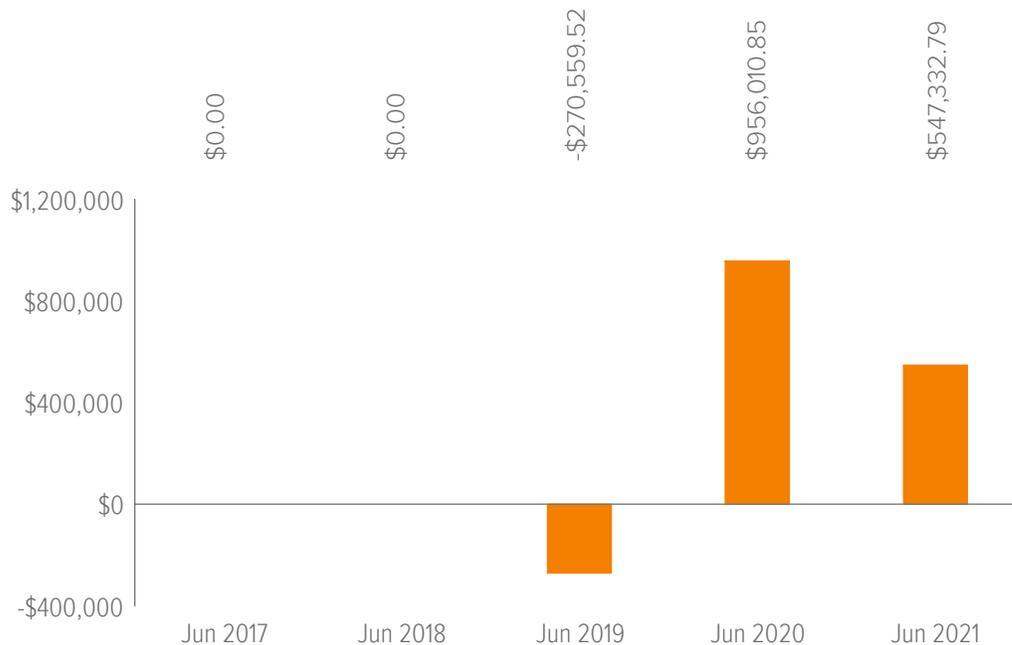
Below is a summary of your plan's transaction activity and net cash flow, along with highlights of the more notable transactions for the current period and prior periods. Monitor this data over time to ensure contribution levels are satisfactory and that distributions haven't risen unexpectedly, possibly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

### Summary activity

	Prior Period 01/01/2020 - 06/30/2020		Current Period 01/01/2021 - 06/30/2021	
	Amount	Participants	Amount	Participants
Contributions	\$5,008,405.22	1,586	\$5,499,604.93	1,647
Distributions	-\$4,052,394.37	185	-\$4,952,272.14	172
Loan Activity	\$136,395.26	274	\$77,280.80	254
Other Activity	-\$87,011.15	2,565	\$658,448.82	2,678

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 Comp Plan

## Activity Highlights

	Prior Period 01/01/2020 - 06/30/2020		Current Period 01/01/2021 - 06/30/2021		Change Over Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
<b>Contributions</b>						
Employee PreTax	\$4,583,737.03	1,508	\$5,000,145.26	1,570	9.08%	62
Roth	\$424,668.19	243	\$499,459.67	250	17.61%	7
<b>Total</b>	<b>\$5,008,405.22</b>		<b>\$5,499,604.93</b>		<b>9.81%</b>	
<b>Distributions</b>						
Death Claim	-\$19,917.53	2	-\$386,137.22	6	1,838.68%	4
Hardship Withdrawal	-\$11,037.75	1	-\$4,462.71	1	-59.57%	0
Minimum Distribution	-\$105,923.02	28	-\$125,952.16	21	18.91%	-7
Periodic Payment	-\$324,662.70	60	-\$299,110.02	55	-7.87%	-5
Withdrawal	-\$3,590,853.37	102	-\$4,136,610.03	92	15.20%	-10
<b>Total</b>	<b>-\$4,052,394.37</b>		<b>-\$4,952,272.14</b>		<b>22.21%</b>	
<b>Loan Activity</b>						
Loan	-\$522,338.74	39	-\$566,406.52	44	8.44%	5
Loan Repayment	\$658,734.00	273	\$643,687.32	252	-2.28%	-21
<b>Total</b>	<b>\$136,395.26</b>		<b>\$77,280.80</b>		<b>-43.34%</b>	
<b>Other Activity</b>						
Asset Transfer	-\$453,154.21	34	-\$163,166.55	42		
Dividends	\$475,921.66	1,657	\$890,733.90	1,341		
Fee	-\$64,359.38	2,480	-\$83,003.98	2,597		
Inter-Participant Transfers	\$0.00	0	\$0.00	14		
Margin Change	\$0.00	0	\$0.00	1,574		
Miscellaneous	-\$460.13	1	\$0.00	0		
Revenue Credit	-\$44,959.09	1,523	\$13,885.45	1,057		
<b>Total</b>	<b>-\$87,011.15</b>		<b>\$658,448.82</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 Deferred Comp 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

	01/01/2017 - 06/30/2017	01/01/2018 - 06/30/2018	01/01/2019 - 06/30/2019	01/01/2020 - 06/30/2020	01/01/2021 - 06/30/2021
<b>Employee</b>					
Employee PreTax	\$0.00 (0)	\$0.00 (0)	\$932,511.38 (1,291)	\$4,583,737.03 (1,508)	\$5,000,145.26 (1,570)
Roth	\$0.00 (0)	\$0.00 (0)	\$85,243.55 (207)	\$424,668.19 (243)	\$499,459.67 (250)
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,017,754.93</b>	<b>\$5,008,405.22</b>	<b>\$5,499,604.93</b>
<b>Grand Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$1,017,754.93</b>	<b>\$5,008,405.22</b>	<b>\$5,499,604.93</b>

(Numbers) represent number of participants

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Plan statistics for: Washoe County Deferred Comp 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

	01/01/2017 - 06/30/2017	01/01/2018 - 06/30/2018	01/01/2019 - 06/30/2019	01/01/2020 - 06/30/2020	01/01/2021 - 06/30/2021
Death Claim	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$19,917.53 (2)	-\$386,137.22 (6)
Hardship Withdrawal	\$0.00 (0)	\$0.00 (0)	-\$3,600.00 (1)	-\$11,037.75 (1)	-\$4,462.71 (1)
Minimum Distribution	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$105,923.02 (28)	-\$125,952.16 (21)
Periodic Payment	\$0.00 (0)	\$0.00 (0)	-\$98,844.29 (56)	-\$324,662.70 (60)	-\$299,110.02 (55)
Withdrawal	\$0.00 (0)	\$0.00 (0)	-\$1,185,870.16 (33)	-\$3,590,853.37 (102)	-\$4,136,610.03 (92)
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>-\$1,288,314.45</b>	<b>-\$4,052,394.37</b>	<b>-\$4,952,272.14</b>

(Numbers) represent number of participants

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Plan statistics for: Washoe County Deferred Comp 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

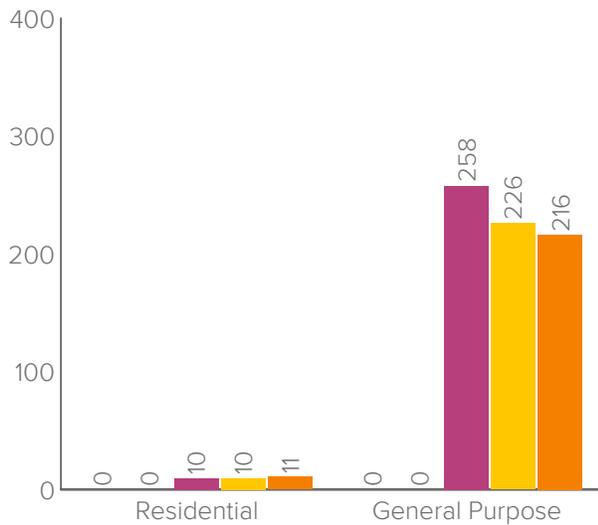
	06/30/2017	06/30/2018	06/30/2019	06/30/2020	06/30/2021
Residential	\$0.00 (0)	\$0.00 (0)	\$265,128.27 (10)	\$232,552.82 (10)	\$225,609.53 (11)
General Purpose	\$0.00 (0)	\$0.00 (0)	\$2,387,157.62 (258)	\$2,092,428.09 (226)	\$1,969,014.65 (216)
<b>Total</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$2,652,285.89</b>	<b>\$2,324,980.91</b>	<b>\$2,194,624.18</b>

(Numbers) represent number of outstanding loans

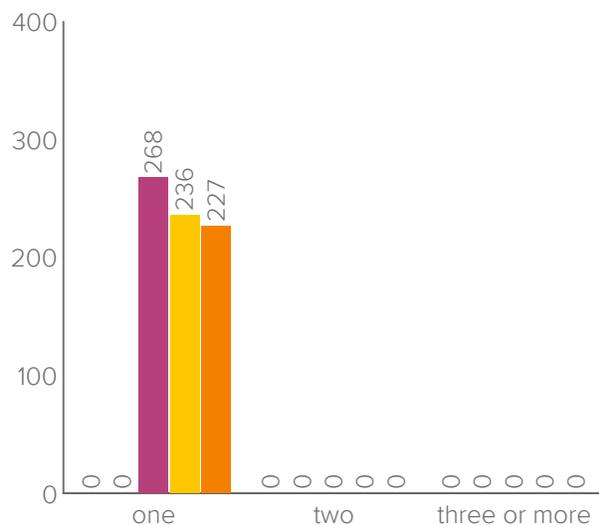
### Loan detail

■ 06/30/2017     
 ■ 06/30/2018     
 ■ 06/30/2019     
 ■ 06/30/2020     
 ■ 06/30/2021

#### Number of loans by type



#### Number of loans by participants



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Plan statistics for: Washoe County Deferred Comp 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

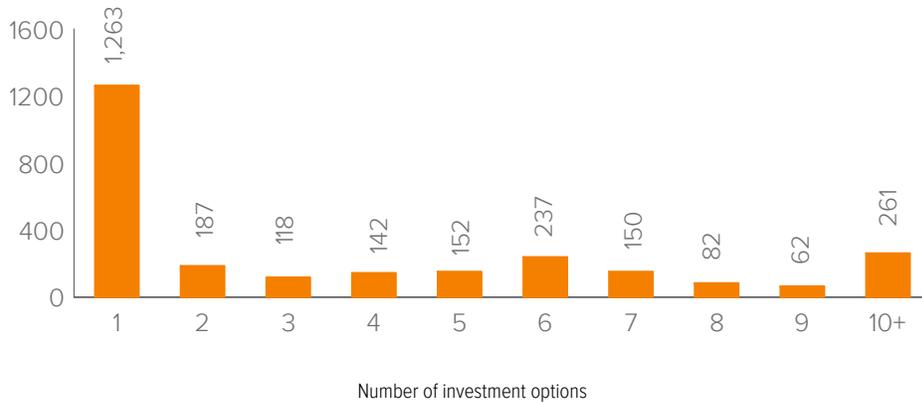
As of 07/26/2021



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 06/30/2021



### Average number of investment options utilized per participant

	Jun 2018	Jun 2019	Jun 2020	Jun 2021
With Asset Allocation Funds	0.0	7.0	4.0	3.8
Without Asset Allocation Funds	0.0	7.0	4.6	4.4



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 2021; includes ppts invested solely in an asset allocation fund

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Plan statistics for: Washoe County Deferred Comp 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>471</b>
American Funds 2010 Target Date Retirement Fund®-Class R-6		2
American Funds 2015 Target Date Retirement Fund®-Class R-6		0
American Funds 2020 Target Date Retirement Fund®-Class R-6		21
American Funds 2025 Target Date Retirement Fund®-Class R-6		20
American Funds 2030 Target Date Retirement Fund®-Class R-6		82
American Funds 2035 Target Date Retirement Fund®-Class R-6		40
American Funds 2040 Target Date Retirement Fund®-Class R-6		112
American Funds 2045 Target Date Retirement Fund®-Class R-6		74
American Funds 2050 Target Date Retirement Fund®-Class R-6		98
American Funds 2055 Target Date Retirement Fund®-Class R-6		15
American Funds 2060 Target Date Retirement Fund®-Class R-6		5
American Funds 2065 Target Date Retirement Fund®-Class R-6		2
<b>Stability of Principal</b>	<b>Total:</b>	<b>719</b>
Voya Fixed Account - 457/401 II		719
<b>Bonds</b>	<b>Total:</b>	<b>4</b>
Hartford Total Return Bond HLS Fund - Class IA		2
PIMCO High Yield Fund - Institutional Class		2
<b>Balanced</b>	<b>Total:</b>	<b>20</b>
American Funds American Balanced Fund® - Class R-6		20
<b>Large Cap Value/Blend</b>	<b>Total:</b>	<b>18</b>
Vanguard® Institutional Index Fund - Institutional Shares		14
Wells Fargo Disciplined U.S. Core Fund - Institutional Class		4
<b>Large Cap Growth</b>	<b>Total:</b>	<b>22</b>
American Funds The Growth Fund of America® - Class R-6		22
<b>Small/Mid/Specialty</b>	<b>Total:</b>	<b>8</b>
AMG GW&K Small Cap Value Fund - Class N		1
Hartford MidCap HLS Fund - Class IA		7
<b>Global / International</b>	<b>Total:</b>	<b>1</b>
American Funds EuroPacific Growth Fund® - Class R-6		1
<b>Grand total of participants utilizing one investment option</b>		<b>1,263</b>

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

Plan statistics for: Washoe County Deferred Comp Plan



## Plan Investment Review

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The Plan Investment Review provides a comprehensive overview of all of the investment options under your plan. It highlights multiple investment analysis tools, employee diversification, and several key facets to help you determine if the plan is on track to achieve the desired performance goals.

## 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 06/30/2021	% of Total Assets	Participants Invested	Contributions 01/01/2021 - 06/30/2021	% of Total Contributions	Participants Contributing
<b>Asset Allocation</b>						
American Funds 2010 Target Date Retirement Fund®-Class R-6	\$67,581.24	0.03%	4	\$378.12	0.01%	1
American Funds 2015 Target Date Retirement Fund®-Class R-6	\$825.57	0.00%	2	\$0.00	0.00%	0
American Funds 2020 Target Date Retirement Fund®-Class R-6	\$1,454,549.49	0.72%	24	\$68,071.82	1.25%	17
American Funds 2025 Target Date Retirement Fund®-Class R-6	\$1,900,295.47	0.94%	30	\$87,839.32	1.62%	22
American Funds 2030 Target Date Retirement Fund®-Class R-6	\$4,509,562.94	2.24%	91	\$270,672.56	4.98%	74
American Funds 2035 Target Date Retirement Fund®-Class R-6	\$1,365,108.48	0.68%	54	\$98,789.12	1.82%	46
American Funds 2040 Target Date Retirement Fund®-Class R-6	\$4,492,740.55	2.23%	125	\$287,527.11	5.29%	105
American Funds 2045 Target Date Retirement Fund®-Class R-6	\$1,131,843.03	0.56%	87	\$138,043.68	2.54%	79
American Funds 2050 Target Date Retirement Fund®-Class R-6	\$1,914,514.00	0.95%	113	\$183,848.11	3.38%	98
American Funds 2055 Target Date Retirement Fund®-Class R-6	\$119,492.70	0.06%	18	\$25,141.56	0.46%	14
American Funds 2060 Target Date Retirement Fund®-Class R-6	\$130,129.39	0.06%	10	\$18,743.90	0.34%	7

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Plan statistics for: Washoe County Deferred Comp Plan

Investment Option/Fund Name (by Asset Class)	Assets as of 06/30/2021	% of Total Assets	Participants Invested	Contributions 01/01/2021 - 06/30/2021	% of Total Contributions	Participants Contributing
American Funds 2065 Target Date Retirement Fund®-Class R-6	\$49,410.34	0.02%	4	\$532.57	0.01%	4
<b>Total</b>	<b>\$17,136,053.20</b>	<b>8.49%</b>		<b>\$1,179,587.87</b>	<b>21.70%</b>	
<b>Stability of Principal</b>						
Voya Fixed Account - 457/401 II	\$74,910,914.55	37.14%	1,584	\$1,639,119.28	30.16%	863
<b>Total</b>	<b>\$74,910,914.55</b>	<b>37.14%</b>		<b>\$1,639,119.28</b>	<b>30.16%</b>	
<b>Bonds</b>						
Hartford Total Return Bond HLS Fund - Class IA	\$4,148,739.58	2.06%	366	\$61,083.54	1.12%	191
PIMCO High Yield Fund - Institutional Class	\$2,181,223.10	1.08%	258	\$46,411.52	0.85%	128
PIMCO International Bond Fund (U.S. Dollar-Hedged) - Class I	\$490,370.96	0.24%	140	\$24,324.92	0.45%	106
<b>Total</b>	<b>\$6,820,333.64</b>	<b>3.38%</b>		<b>\$131,819.98</b>	<b>2.43%</b>	
<b>Balanced</b>						
American Funds American Balanced Fund® - Class R-6	\$7,454,837.01	3.70%	473	\$223,969.54	4.12%	313
<b>Total</b>	<b>\$7,454,837.01</b>	<b>3.70%</b>		<b>\$223,969.54</b>	<b>4.12%</b>	
<b>Large Cap Value/Blend</b>						
American Century Equity Income Fund - R6 Class	\$6,788,774.14	3.37%	571	\$165,219.04	3.04%	372
Vanguard® Institutional Index Fund - Institutional Shares	\$19,924,798.36	9.88%	906	\$595,699.75	10.96%	626
Wells Fargo Disciplined U.S. Core Fund - Institutional Class	\$13,666,920.91	6.77%	674	\$183,517.29	3.38%	315
<b>Total</b>	<b>\$40,380,493.41</b>	<b>20.02%</b>		<b>\$944,436.08</b>	<b>17.38%</b>	
<b>Large Cap Growth</b>						
American Funds The Growth Fund of America® - Class R-6	\$20,512,116.40	10.17%	919	\$369,801.59	6.80%	557
<b>Total</b>	<b>\$20,512,116.40</b>	<b>10.17%</b>		<b>\$369,801.59</b>	<b>6.80%</b>	
<b>Small/Mid/Specialty</b>						
AMG GW&K Small Cap Value Fund - Class N	\$1,952,519.83	0.97%	398	\$53,150.39	0.98%	203
Hartford MidCap HLS Fund - Class IA	\$11,180,418.56	5.54%	913	\$259,524.67	4.78%	573

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Plan statistics for: Washoe County Deferred Comp Plan

Investment Option/Fund Name (by Asset Class)	Assets as of 06/30/2021	% of Total Assets	Participants Invested	Contributions 01/01/2021 - 06/30/2021	% of Total Contributions	Participants Contributing
Vanguard® Mid-Cap Index Fund - Admiral[] Shares	\$6,765,047.73	3.35%	768	\$231,442.73	4.26%	515
Vanguard® Small-Cap Index Fund - Admiral[] Shares	\$4,504,738.07	2.23%	518	\$144,856.50	2.67%	389
Wells Fargo Small Company Growth Fund - Class R6	\$2,926,647.21	1.45%	421	\$70,992.10	1.31%	271
<b>Total</b>	<b>\$27,329,371.40</b>	<b>13.55%</b>		<b>\$759,966.39</b>	<b>13.98%</b>	
Global / International						
American Funds EuroPacific Growth Fund® - Class R-6	\$7,181,667.27	3.56%	585	\$186,004.24	3.42%	317
<b>Total</b>	<b>\$7,181,667.27</b>	<b>3.56%</b>		<b>\$186,004.24</b>	<b>3.42%</b>	
<b>Grand Total</b>	<b>\$201,725,786.88</b>			<b>\$5,434,704.97</b>		

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

Plan statistics for: Washoe County Deferred Comp Plan

# Voya Wealth Trends

*Second Quarter 2021*

For plan sponsor/employer/consultant/TPA/financial professional use only. Not for use with plan participants or the general public

**PLAN | INVEST | PROTECT**

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CN1703495\_0722





# Securing a Strong Retirement Act of 2021 (SECURE Act 2.0)

Voya strongly supports Securing a Strong Retirement Act and encourages Congress to pass new legislation to ensure all Americans have necessary resources for successful retirement



**Heather Lavallee**  
CEO, Wealth Solutions

“ **As the impact of COVID-19 created even greater challenges** for retirement savings opportunities for both individuals and companies alike, we at Voya are in favor of any program that can help increase opportunities for not only greater retirement savings, but also plan access. Our research supports this too as 80% of American workers agree or strongly agree the government should prioritize equal access and opportunities to save for retirement for all Americans in 2021.”

## Voya's position featured in the news

### BARRON'S

*Higher RMD Age, Higher Catch-Up Limits Highlight Lawmakers' Retirement Proposals*

### The 401kWire

*Secure 2.0 Passes Its First Hurdle*

### planadviser.

*'Secure Act 2.0' Likely to Become a Reality*

## [Listen to podcast episode](#)



**SECURE 2.0 Explained with Michael Hadley of Davis & Harman**





# Voya's aligned with Department of Labor cybersecurity best practices

On April 14, 2021, the DOL published information security guidance to ERISA plans



**The Department of Labor (DOL)** released **best practices guidance** for plan participants, plan sponsors and service providers for **maintaining cybersecurity**.



Voya's information security program has been built on a foundation using **industry-recognized best practices and information security frameworks**. It is aligned to the core standards highlighted by the DOL.



Voya is committed to **protecting the security and confidentiality of the personal information entrusted to us by our customers**. We invest considerable time, effort and resources to protect our system.



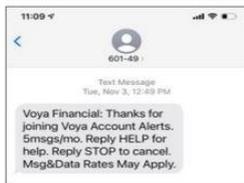
Voya's client service contracts are **supplemented by a Data Security Addendum**, which sets forth Voya's information security practices.

# Voya Innovates



Through the Voya Innovation Lab, we deliver on meaningful innovations to support our clients and participants on their financial wellness journey

## Employee engagement



**Text nudges** – Three nudges available via text:

- Add a beneficiary
- Restart savings
- Save more



**Nonqualified Deferred Compensation (NQDC) website**

- New navigation
- New features on investment overview page



**Participant website**

- New navigation
- Simplified pages
- Enhanced design for greater accessibility
- Website “tour”

[Learn more](#)

**E-delivery expansion**

- Aligns with new DOL electronic delivery regulations
- Enhanced services default participants into e-delivery if email is on file
- Allows plan sponsors to default participants into e-delivery



*Coming early 2022*

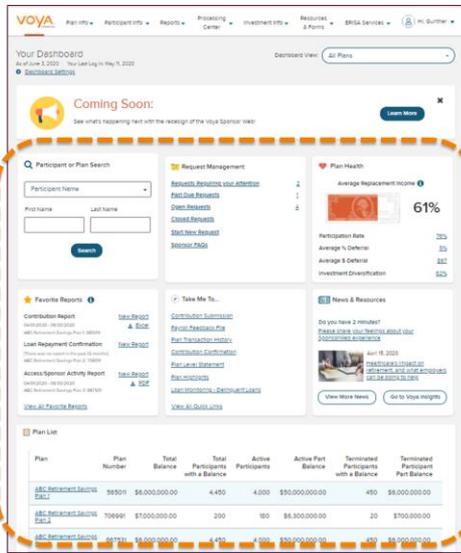


Individuals who engage with their retirement plan digitally through the web **save 52% more** than those who do not<sup>1</sup>

<sup>1</sup>Voya Financial plan participant data as of March 31, 2021. Digital engagement is defined as using the web at least once in the past 12 months.



# Voya Innovates...continued



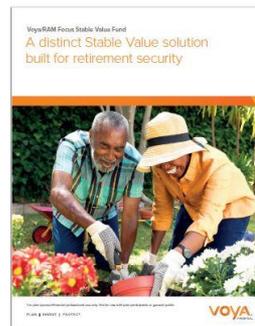
## Sponsor website simplification

- Enhancements to navigation
- Increased functionality
- Simplified design
- Single sign on (SSO) capabilities to Voya's Health Savings and Spending Accounts site and Nonqualified plan Sponsor Web

*Rolling out throughout 2021*



[View Voya Innovates Summer 2021](#)



## Voya/RAM Focus Stable Value Fund

- Utilizes the extensive investment resources of Voya Investment Management and Ramirez Asset Management (RAM), a certified minority-owned business enterprise (MBE)
- Provides differentiated sector allocations and manager diversity

[Learn more](#)



# Voya's strategic focus on health and wealth in the workplace

Voya announces acquisition of Benefit Strategies and completes sale of independent financial planning channel to Cetera

Voya acquires Benefit Strategies, a leading third-party administrator of health savings and spending accounts



**Rob Grubka**  
CEO of Health Solutions for Voya Financial

**“ We are very excited about this transaction as it supports Voya’s workplace growth strategy and will accelerate our expansion in the health savings and spending accounts market.”**

[Read press release](#)

Voya completes sale of independent financial planning channel



Expanding our presence in the workplace

New opportunities to accelerate workplace financial and health wellness offerings

Growth and investments in health and wealth business

[Read press release](#)



# ESG retirement plan certification

An annual process to evaluate success in achieving retirement plan stewardship by actively applying the principles of ESG to their retirement plan from DALBAR\*



## Environmental Social Governance

Evaluation includes 5-star rating system

To drive adoption and credibility, a plan's adherence to ESG factors would be certified by a third party—DALBAR\*



Voya's 401(k) retirement plan earned **5 out of 5 stars**

[Learn more](#)

***Interested in getting a retirement plan certified? Contact your Voya representative.***

## 73% of Americans

find the idea of ESG investing appealing through a retirement plan

## 60% of Americans

Say they are likely to contribute more to an ESG certified retirement plan

## *Employer benefits*

- Risk mitigation
- Trust and credibility
- Employee desirability
- Plan economics
- Higher participant and contribution rates
- Opportunity for enhanced retirement outcomes

Voya Consumer Insights and Research, July 2020

All investing involves risks of fluctuating prices and the uncertainties of rates of return and yield inherent in investing. All security transactions involve substantial risk of loss. Environmental, Social and Governance (ESG) Risk has factors that may cause the portfolio to forgo certain investment opportunities and/or exposures to certain industries, sectors or regions.

\* DALBAR, Inc. is a leading financial services market research firm that performs a variety of ratings and evaluations of practices and communications, committed to raising the standards of excellence in the financial services and healthcare industries. DALBAR is a separate entity and not a corporate affiliate of Voya Financial®. The DALBAR ESG Certification criteria fall into 3 categories: Environmental (Paper Suppression, Automatic Enrollment, Online Capabilities), Social (Premature Withdrawal Options, Matching Contributions, Phone Center Capabilities, Pre/Post Retirement Support) and Governance (Reasonable Plan Fees, Compliance with Applicable Regulations, Sound Investment Policy, Investment Review, 3rd Party Requirements). There is an annual fee for ESG Plan Certification which is uniform for all participants in the program and based on the number of participants in the plan. The DALBAR ESG Certification does not reflect actual client experiences or outcomes and is not indicative of future performance. While Voya provided assistance to DALBAR in developing the ESG certification, Voya plays no role in the evaluation process. This fact has been disclosed to the extent it may be perceived as a possible conflict of interest.



# Voya's earns recognition for our culture and retirement leadership

Voya is a *Wealthies* award finalist for the Just Right Advantage™ program, earns 2021 EPA Green Power Partner award and other awards recognizing our unique culture

2021

**WealthManagement.com Industry Awards finalist 401(k) service category\***

**Just Right Advantage**  
Supporting diverse small businesses and not-for-profits



[Learn more about Just Right Advantage](#)

[Listen to podcast](#)



Voya named to the *Fortune* Best Workplaces for Financial Services & Insurance™ 2021 list\*\*



In 2021, Voya is a Green Power Partner for the 14th consecutive year.



Voya celebrated Pride Month in June



**Congratulations to our client Akin Gump Strauss Hauer & Feld LLP**

**Winner of the 2021 PLANSPONSOR**



**Plan Sponsor of the Year**  
>\$300MM - \$1B category.

[Learn more](#)

\* Voya was selected as a finalist for a 2021 WealthManagement *Wealthies* award in the 401(k) service category by a panel of fourteen independent judges made up of top names in the industry. Finalists are selected based on quantitative measures of their initiatives—such as scope, scale, adoption and feature set—along with qualitative measures such as innovation, creativity and new methods of delivery.

\*\* Voya named to the Fortune Best Workplaces for Financial Services & Insurance™ by gathering and analyzing confidential survey responses from more than 840,000 employees at Great Place to Work-Certified™ organizations across the country. Company rankings are derived from 75 employee experience questions within the Great Place to Work Trust Index™ survey.

\*\*\*EPA Green Power Partnership Fortune 500® partner: The Green Power Partnership is a voluntary program that encourages organizations to use green power as a way to reduce the environmental impacts associated with conventional electricity use. As of April 26, 2021, the combined annual green power use of EPA's Top Fortune 500 Partners amounts to more than 43 billion kilowatt-hours of green power, which is equivalent to the annual electricity use of more than 4 million average American homes.

# Voya's return to office plans



Voya is reimagining its geographic footprint, piloting new technologies and finding new and better ways of working together – virtually and in person



We are exploring new ways to work that **prioritize the safety of employees, offer flexibility and meet business needs.**

Based on the success of our remote working environment and feedback from employees, we:



Consolidated our office space in Braintree and New York City



Permanently expanded our Virtually Orange and hybrid workforce



Anticipate that approximately 60% of our people will work either fully or partially remotely, including our Executive Committee



Plan to return to the office on September 13, 2021 in a thoughtful and phased approach