



# Sample Plan Review



# Plan Review

Sample

For sponsor use only  
Not for distribution to plan participants

PLAN | INVEST | PROTECT

**VOYA**  
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As America's Retirement Company, Voya Financial provides plan sponsors with a customized Plan Review. This intuitive analysis is a collection of retirement plan data and information. It allows you to quickly compare and analyze year-over-year account snapshots for monitoring plan performance. From plan benchmarks to more granular participant activity and utilization services, your Plan Review delivers key insights into plan performance.

Most importantly, your Plan Review simplifies the key metrics required to objectively explore opportunities and develop unique strategies for enhancing your plan as well as the retirement readiness of your employees. The Plan Review also helps you meet the quandary of fiduciary responsibilities you hold as a plan sponsor, including:

- Annual due diligence
- Selection and ongoing evaluation of investment options
- Preparing documentation in the event of an audit
- Identifying opportunities to enhance plan features
- Measuring the effectiveness of your plan's communication strategy

Thank you for choosing Voya Financial as your retirement plan provider. The customized Plan Review is another example of Voya's dedication to your plan as well as a continued commitment of making a secure financial future possible - one person, one family and one institution at a time.

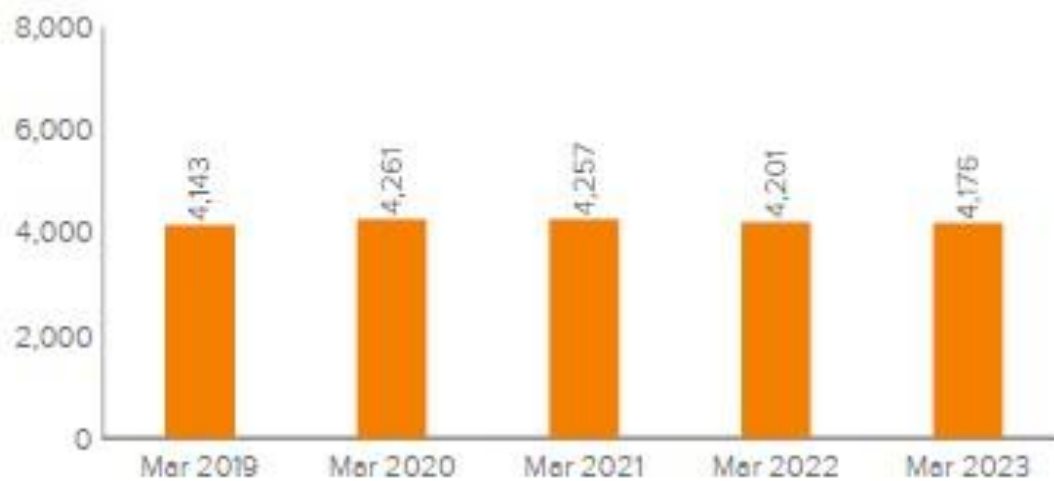
## PARTICIPATION

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

01/01/2019 - 03/31/2023	
Beginning of Period	4,205
New Accounts	15
Closed Accounts	-44
End of Period	4,176
Terminated Employees with an account balance	1,198
Terminated Employees with an account balance < \$5,000	305

### Participant accounts by year



### Participant accounts by age group

	Mar 2019	Mar 2020	Mar 2021	Mar 2022	Mar 2023
<30	148 3.57%	154 3.61%	152 3.57%	117 2.79%	107 2.56%
30 - 39	627 15.13%	665 15.61%	650 15.27%	638 15.19%	617 14.77%
40 - 49	849 20.49%	827 19.41%	809 19.00%	796 18.95%	790 18.92%
50 - 59	1,376 33.21%	1,385 32.50%	1,338 31.43%	1,300 30.95%	1,250 29.93%
60+	1,142 27.56%	1,229 28.84%	1,307 30.70%	1,349 32.11%	1,411 33.79%
Unknown	1 0.02%	1 0.02%	1 0.02%	1 0.02%	1 0.02%

## PARTICIPANT ENGAGEMENT

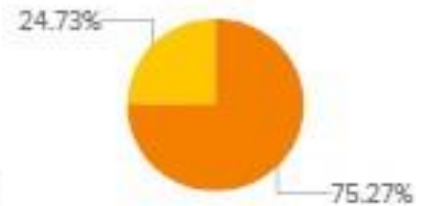
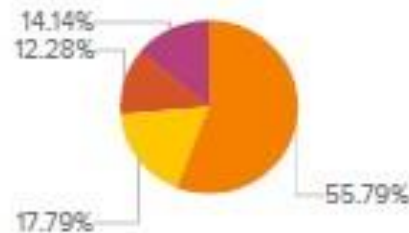
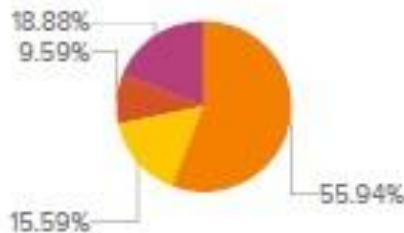
Offering a variety of services helps create a more engaging experience for participants, which encourages action and drives results. The Participant Engagement report provides an overview of participant activity with central services, such as the toll-free Customer Service Center, Internet, Mobile, and the Voice Response line. Use this report to gain key insight into the actions and engagement levels of plan participants.

### Participant access statistics

	Internet	Mobile	VRU	CSA*
<b>Inquiries by type</b>				
Total participants (unique)	706	232	0	0
Total inquiries	8,687	3,158	0	0

### Unique participant inquiries by type

Internet Mobile VRU CSA\*



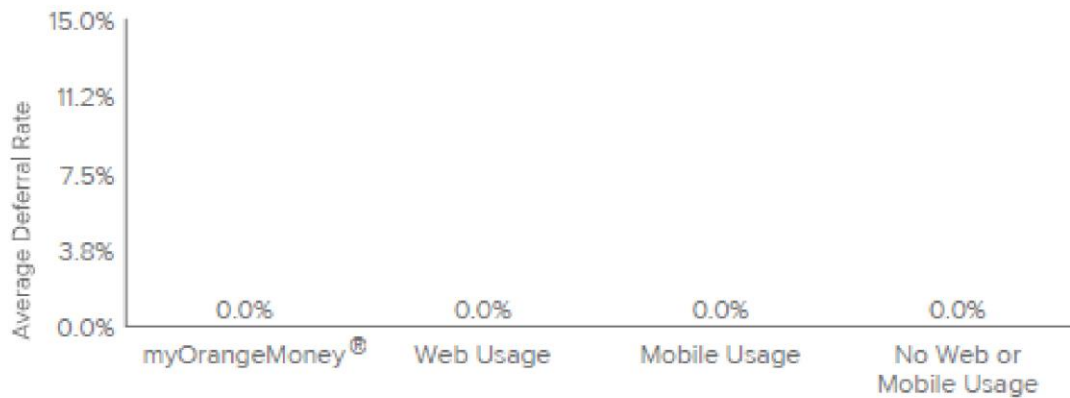
	Internet	Mobile	VRU	CSA*
<b>Actions by type</b>				
Catch up contribution elections	0	0	0	0
Contribution rate escalations	0	0	0	0
Deferral updates	0	0	0	0
Fund transfers	10	1	0	7
In-service/partial withdrawals	0	N/A	N/A	33
Investment election changes	13	1	0	3
Investment reallocations	9	1	0	1
Loan requests	0	N/A	N/A	0
Lump sum withdrawals	0	N/A	N/A	37
Rebalance elections	1	0	0	0
<b>Total</b>	<b>33</b>	<b>3</b>	<b>0</b>	<b>81</b>

\* CSA - Customer Service Associate

	Count
<b>Engagement</b>	
myOrangeMoney®	127
Personal Financial Dashboard	10
Retirement Readiness Service Center & agreed to take action	14
Accessed Online Advice	3
Total participants (unique)	147
<b>Action taken through engagement</b>	
Completed a roll-in/consolidated assets	1
Change current/future asset allocation	5
Participants taking action (unique)	6

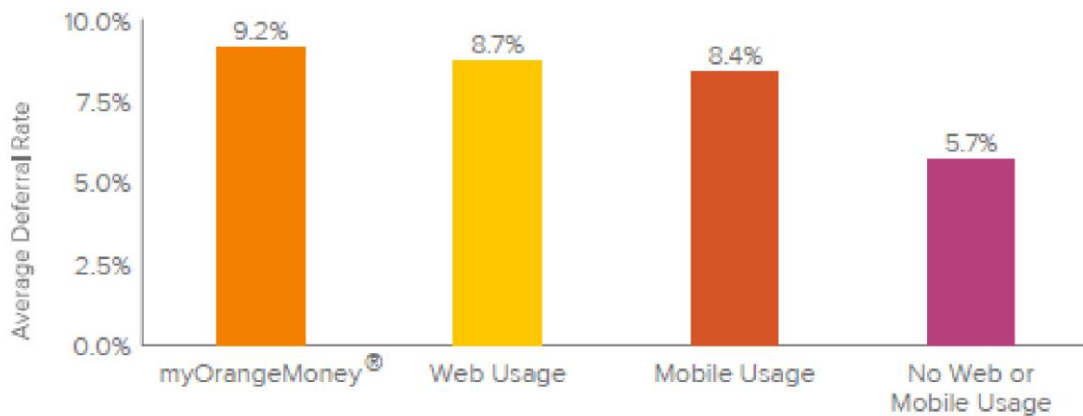
### Web engagement impact on deferral rates

#### 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

## 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

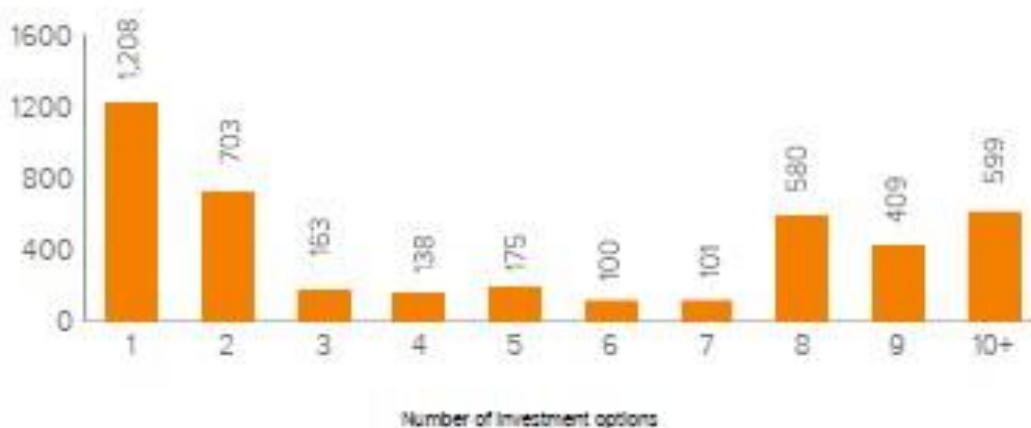
As of 04/10.



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 03/23



### Average number of investment options utilized per participant

	Mar 2020	Mar 2021	Mar 2022	Mar 2023
With Asset Allocation Funds	5.0	5.0	5.0	4.9
Without Asset Allocation Funds	5.6	5.6	5.7	5.7

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.



Benchmark\*



## Updated Investment Information:

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](http://www.voyaretirementplans.com/sponsor) and click on the menu selections below for the following:

### Plan and Product Performance Reports

> Investment Info > Fund Performance

### Investment Option Descriptions

> Investment Info > 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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