

## North Carolina Total Retirement Plans

1Q 2020 Board of Trustees Report

Presented by: Michael McCann, Vice President, Key Account Management
On: May 28, 2020
As of: March 31, 2020

Report contains information up through the last business day of the period end.

봉
North Carolina
Total Retirement Plans 401k | 457 | 403b


## Table of Contents

- Goals and Summaries of Plans 4
- NC 401(k), 457 and 403(b) Deferred Compensation Plan Results 10
- Participant Service \& Retirement Security Education Activity41
- Plan Adoptions and Employer Contribution Updates ..... 44
- Communication Accomplishments 1Q 2020 ..... 49
- Signature Newsletter 1Q 2020 ..... 53


## Page

## North Carolina Total Retirement Plans

## Prudential Disclosures

## This is not a certified financial statement.

Assets and contributions reflect actual participant account balances and do not include forfeiture and / or expense account assets.

Prudential monitors the contractual terms and service guarantees related to the contract for third-party administration of the Supplemental Retirement Income Plan of North Carolina, the North Carolina Public Employee Deferred Compensation Plan and the North Carolina Public School Teachers' and Professional Educators' Investment Plan 403(b) Program. Prudential communicates with Retirement Systems Division staff on our performance with these terms.

This information should not be considered an offer or solicitation of securities, insurance products or services. No offer is intended nor should this material be construed as an offer of any product. The information is being presented by us solely in our role as the plan's service provider and or record keeper.

As of January 1, 2016 Prudential Retirement provides the communications and recordkeeping services for the NC Total Retirement Plans $401(\mathrm{k}) \mid 457$. Investments offered to you within the plan(s) are not offered by or affiliated with Prudential Financial or any of its companies or businesses. Prudential Retirement is a Prudential Financial business.

Retirement products and services are provided by Prudential Retirement Insurance and Annuity Company, Hartford, CT, or its affiliates.
© 2020 Prudential Financial, Inc. and its related entities. Prudential, the Prudential logo, the Rock symbol and Bring Your Challenges are service marks of Prudential Financial, Inc., and its related entities, registered in many jurisdictions worldwide.

Prudential's Book of Business averages are as of 3/31/2020.

## North Carolina Total Retirement Plans

## Our Mission: Retirement Readiness

56.27\% of all active NC public servants are "retirement ready." 71.79\% of all active NC public servants with a 401(k), 457 and/or 403(b) plan are "retirement ready." Retirement readiness is defined as the ability to replace $80 \%$ of pre-retirement income, beginning at age 62 and continuing throughout 30 years of retirement. The following sub-goals are being pursued at a Combined Plans level to help us achieve our top-level metric of 70\% in 2020:

## 401(k), 457 and 403(b) Plans Combined Summary Goals:

| Sub Goal | As of 3/31/2020 | Stretch Goal | \% to Stretch Goal | Contractual Goal | \% to Contractual Goal |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Average Monthly Contributions | \$210.34 | \$180.61 | 116.46\% | \$173.19 | 121.45\% |
| Active Participation Rate | 33.69\% | 28.99\% | 116.21\% | 29.13\% | 115.65\% |
| GoalMaker Utilization Among New Members | 94.89\% | 93\% | 102.03\% | 80\% | 118.61\% |
| GoalMaker Utilization Among All Members | 67.15\% | 57\% | 117.81\% | N/A | N/A |

1 Employer adopted the 401(k) Plan from the period of January 1, 2020 through March 31, 2020
4 Employers adopted the 457 Plan from the period of January 1, 2020 through March 31, 2020
2 Employers adopted the 403(b) Plan from the period of January 1, 2020 through March 31, 2020

|  | As of 3/31/2020 |
| :--- | ---: |
| Consolidated Total Plan Assets | $\$ 11,101,031,966$ |
| Consolidated Unique Participant Count | 288,454 |

## North Carolina Total Retirement Plans

## Driving Real Outcomes - Key Plan Health Growth 2016-2020



## North Carolina Total Retirement Plans

## Asset Allocation By Fund - Combined 401(k) and 457 Plans

| Investment Option | Asset Class | 3/31/2018 | \# ParticipantsUtilizing |  |  | \# Participants Utilizing |  |  | \# Participants Utilizing |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | \% | 3/31/2018 | 3/31/2019 | \% | 3/31/2019 | 3/31/2020 | \% | 3/31/2020 |
| North Carolina Stable Value Fund | Stable Value | \$2,550,268,963 | 22.64\% | 237,380 | \$2,078,591,829 | 17.60\% | 166,284 | \$2,217,840,417 | 20.01\% | 167,962 |
| North Carolina Fixed Income Fund | Fixed Income | \$749,515,542 | 6.65\% | 197,861 | \$1,632,673,289 | 13.83\% | 239,172 | \$1,756,812,641 | 15.85\% | 249,883 |
| North Carolina Fixed Income Index Fund | Fixed Income | \$532,015,806 | 4.72\% | 172,379 | \$76,470,822 | 0.65\% | 31,588 | \$96,630,738 | 0.87\% | 28,827 |
| North Carolina Treasury Inflation Protected Securities | Fixed Income | \$0 | 0.00\% | 0 | \$195,900,935 | 1.66\% | 66,849 | \$245,688,993 | 2.22\% | 72,822 |
| North Carolina Large Cap Core Fund | Large-Cap Stock | \$2,136,954,777 | 18.97\% | 262,531 | \$1,858,634,313 | 15.74\% | 88,048 | \$1,520,293,491 | 13.72\% | 81,125 |
| North Carolina Large Cap Index Fund | Large-Cap Stock | \$1,614,915,335 | 14.34\% | 256,400 | \$2,642,936,090 | 22.38\% | 265,323 | \$2,386,875,952 | 21.54\% | 274,612 |
| North Carolina Small Mid Cap Fund | Small-Cap Stock | \$1,025,355,034 | 9.10\% | 220,540 | \$818,537,727 | 6.93\% | 230,720 | \$655,945,114 | 5.92\% | 241,269 |
| North Carolina Small/Mid Cap Index Fund | Small-Cap Stock | \$290,592,040 | 2.58\% | 23,614 | \$309,300,157 | 2.62\% | 23,503 | \$228,162,395 | 2.06\% | 22,897 |
| North Carolina Global Equity Fund | Global/Intl Stock | \$1,051,619,077 | 9.34\% | 206,850 | \$0 | 0.00\% | 0 | \$0 | 0.00\% | 0 |
| North Carolina International Fund | Global/Intl Stock | \$730,410,226 | 6.48\% | 225,328 | \$1,736,318,075 | 14.70\% | 236,678 | \$1,551,193,341 | 14.00\% | 247,010 |
| North Carolina International Index Fund | Global/Intl Stock | \$76,731,546 | 0.68\% | 7,394 | \$75,164,023 | 0.64\% | 7,461 | \$62,997,441 | 0.57\% | 7,490 |
| North Carolina Inflation Responsive Fund | Specialty | \$505,966,302 | 4.49\% | 201,446 | \$384,828,204 | 3.26\% | 212,762 | \$360,155,355 | 3.25\% | 224,547 |
| Total Plan Assets |  | \$11,264,344,648 | 100.00\% |  | \$11,809,355,464 | 100.00\% |  | \$11,082,595,879 | 100.00\% |  |

The total number of unique participants across the $401(k)$ and 457 Plans combined as of March 31,2020 was $287,373$.

The average monthly employee deferral from April 1, 2019 to March 31, 2020 was $\$ 209.83$ for the Combined 401(k) and 457 Plans.

The average active participation rate from April 1, 2019 to March 31, 2020 was $33.51 \%$ for the Combined 401(k) and 457 Plans.

The GoalMaker utilization among new members as of March 31, 2020 was $95.02 \%$ for the Combined 401(k) and 457 Plans.
The GoalMaker utilization among members as of March 31, 2020 was $67.16 \%$ for the Combined 401(k) and 457 Plans.

Assets reflect actual participant account balances and do not include expense account assets.

## North Carolina Total Retirement Plans

## Asset Allocation By Fund - 401(k) Plan



The total number of unique participants in the 401(k) Plan as of March 31, 2020 was 262,642.

The average monthly employee deferral from April 1, 2019 to March 31, 2020 was $\$ 193.11$ for the 401(k) Plan.

The average active participation rate from April 1, 2019 to March 31, 2020 was $30.11 \%$ for the 401(k) Plan.
The GoalMaker utilization among new members as of March 31, 2020 was $95.17 \%$ for the $401(\mathrm{k})$ Plan.

Assets reflect actual participant account balances and do not include expense account assets.

The GoalMaker utilization among members as of March 31, 2020 was $67.64 \%$ for the 401(k) Plan.

## North Carolina Total Retirement Plans

## Asset Allocation By Fund - 457 Plan



The total number of unique participants in the 457 Plan as of March 31, 2020 was $56,955$.
The average monthly employee deferral from April 1, 2019 to March 31, 2020 was $\$ 156.97$ for the 457 Plan.

The average active participation rate from April 1, 2019 to March 31, 2020 was $10.59 \%$ for the 457 Plan.

The GoalMaker utilization among new members as of March 31, 2020 was $94.27 \%$ for the 457 Plan.

Assets reflect actual participant account balances and do not include expense account assets

The GoalMaker utilization among members as of March 31, 2020 was $70.61 \%$ for the 457 Plan.
North Carolina
Total Retirement Plans 401k 457 | 403b

## North Carolina Total Retirement Plans

## Asset Allocation By Fund - 403(b) Plan

| Investment Option | Asset Class | 3/31/2018 | \# Participants Utilizing |  |  | \# Participants Utilizing |  |  | \% | \# ParticipantsUtilizing3/31/2020 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | \% | 3/31/2018 | 3/31/2019 | \% | 3/31/2019 | 3/31/2020 |  |  |
| Metropolitan West Total Return Bond Fund Plan Class | Fixed Income | \$1,128,300 | 8.10\% | 1,042 | \$2,520,549 | 15.05\% | 1,077 | \$3,087,950 | 16.75\% | 1,126 |
| Vanguard Short-Term Bond Index Fund Admiral Shares | Fixed Income | \$2,257,987 | 16.21\% | 885 | \$1,691,120 | 10.10\% | 566 | \$2,078,708 | 11.28\% | 604 |
| Vanguard Short-Term Inflation-Protected Securities Index Fund Admiral Shares | Fixed Income | \$0 | 0.00\% | 0 | \$178,413 | 1.07\% | 266 | \$260,371 | 1.41\% | 303 |
| Vanguard Total Bond Market Index Fund Admiral Shares | Fixed Income | \$1,291,658 | 9.27\% | 1,030 | \$827,421 | 4.94\% | 323 | \$1,159,194 | 6.29\% | 320 |
| T. Rowe Price Blue Chip Growth Fund I Class | Large-Cap Stock | \$974,725 | 7.00\% | 863 | \$641,768 | 3.83\% | 164 | \$716,015 | 3.88\% | 170 |
| Vanguard 500 Index Fund Admiral Shares | Large-Cap Stock | \$2,686,213 | 19.28\% | 1,173 | \$4,594,271 | 27.44\% | 1,209 | \$4,927,955 | 26.73\% | 1,273 |
| Vanguard Windsor II Fund Admiral Shares | Large-Cap Stock | \$978,440 | 7.02\% | 1,062 | \$548,961 | 3.28\% | 339 | \$562,713 | 3.05\% | 339 |
| Vanguard Extended Market Index Fund Admiral Shares | Mid-Cap Stock | \$934,653 | 6.71\% | 366 | \$1,108,346 | 6.62\% | 367 | \$1,069,557 | 5.80\% | 367 |
| DFA U.S. Small Cap Portfolio Institutional Class | Small-Cap Stock | \$1,079,908 | 7.75\% | 994 | \$1,024,636 | 6.12\% | 1,022 | \$940,446 | 5.10\% | 1,080 |
| PIMCO Inflation Response Multi-Asset Fund Institutional | Specialty | \$736,296 | 5.28\% | 820 | \$0 | 0.00\% | 0 | \$0 | 0.00\% | 0 |
| Principal Diversified Real Asset Fund Class R-6 | Specialty | \$0 | 0.00\% | 0 | \$661,387 | 3.95\% | 842 | \$640,354 | 3.47\% | 897 |
| Baillie Gifford International Alpha Fund Class K | International Stock | \$0 | 0.00\% | 0 | \$2,665,301 | 15.92\% | 1,059 | \$2,673,662 | 14.50\% | 1,110 |
| MFS Institutional International Equity Fund | International Stock | \$1,702,929 | 12.22\% | 1,038 | \$0 | 0.00\% | 0 | \$0 | 0.00\% | 0 |
| Vanguard Total International Stock Index Fund Admiral Shares | International Stock | \$161,940 | 1.16\% | 66 | \$280,845 | 1.68\% | 79 | \$319,162 | 1.73\% | 92 |
| Total Plan Assets |  | \$13,933,049 | 100.00\% |  | \$16,743,018 | 100.00\% |  | \$18,436,086 | 100.00\% |  |

The total number of unique participants in the 403(b) Plan as of March 31, 2020 was 1,335.
The average monthly employee deferral from April 1, 2019 to March 31, 2020 was $\$ 271.54$ for the 403(b) Plan.

The average active participation rate from April 1, 2019 to March 31, 2020 was $1.06 \%$ for the 403(b) Plan.

The GoalMaker utilization among new members as of March 31, 2020 was $62.50 \%$ for the 403(b) Plan.

Assets reflect actual participant account balances and do not include expense account assets.

The GoalMaker utilization among members as of March 31, 2020 was $60.07 \%$ for the 403(b) Plan.

## North Carolina Total Retirement Plans

| 401(k) Plan Percentage Gain |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Assets (3/31/2019) | Contributions | Distributions | Earnings | Assets (3/31/2020) | Percentage Gain |  |
| NC 401(k) Plan | $\$ 10,367,521,280$ | $\$ 625,534,732$ | $\$ 610,929,097$ | $-\$ 660,734,612$ | $\$ 9,730,222,622$ | $-6.28 \%$ |  |


| 401(k) Plan |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: |
|  | 1Q 2019 | 1Q 2020 | Difference \# | Difference \% |
| Members with an Account Balance | 256,201 | 262,642 | 6,441 | $2.51 \%$ |
| Average Account Balance | $\$ 40,466$ | $\$ 37,047$ | $-\$ 3,419$ | $-8.45 \%$ |
| Median Account Balance | $\$ 12,554$ | $\$ 11,098$ | $-\$ 1,456$ | $-11.60 \%$ |




Member breakdown reflects status on recordkeeping system updated from limited indicative data received from employers which may cause the active status to be inflated. Distributions do not include Deemed Distributions or Loan Defaults/Offsets.

## North Carolina Total Retirement Plans

|  | 457 Plan Percentage Gain |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Assets $(3 / 31 / 2019)$ | Contributions | Distributions | Earnings | Assets (3/31/2020) | Percentage Gain |
| NC 457 Plan | $\$ 1,441,834,183$ | $\$ 84,935,412$ | $\$ 87,117,884$ | $-\$ 87,278,454$ | $\$ 1,352,373,257$ | $-6.06 \%$ |


| 457 Plan |  |  |  |  |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2019 | 1Q 2020 | Difference \# | Difference \% |  |  |  |  |
| Members with an Account Balance | 55,531 | 56,955 | 1,424 | $2.56 \%$ |  |  |  |  |
| Average Account Balance | $\$ 25,964$ | $\$ 23,745$ | $-\$ 2,219$ | $-8.55 \%$ |  |  |  |  |
| Median Account Balance | $\$ 3,593$ | $\$ 3,416$ | $-\$ 177$ | $-4.92 \%$ |  |  |  |  |

457 Member Breakdown



Member breakdown reflects status on recordkeeping system updated from limited indicative data received from employers which may cause the active status to be inflated.
Distributions do not include Deemed Distributions or Loan Defaults/Offsets.

## North Carolina Total Retirement Plans

| 403(b) Plan Percentage Gain |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Assets (3/31/2019) | Contributions | Distributions | Earnings | Assets (3/31/2020) | Percentage Gain |  |
| NC 403(b) Plan | $\$ 16,743,018$ | $\$ 3,736,964$ | $\$ 800,842$ | $-\$ 1,243,054$ | $\$ 18,436,086$ | $-6.32 \%$ |  |


| 403(b) Plan |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: |
|  | 1Q2019 | 1Q2020 | Difference \# | Difference \% |
| Members with an Account Balance | 1,264 | 1,335 | 71 | $5.62 \%$ |
| Average Account Balance | $\$ 13,246$ | $\$ 13,810$ | $\$ 564$ | $4.26 \%$ |
| Median Account Balance | $\$ 5,183$ | $\$ 5,327$ | $\$ 144$ | $2.78 \%$ |

## 403(b) Member Breakdown




Member breakdown reflects status on recordkeeping system updated from limited indicative data received from employers which may cause the active status to be inflated. Distributions do not include Deemed Distributions or Loan Defaults/Offsets.

## North Carolina Total Retirement Plans

| 401(k) Plan Quarterly Enrollments \& Contribution Changes |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | $\begin{gathered} \text { 1Q } 2018 \\ \% \text { of Change } \end{gathered}$ | 1Q 2019 | $\begin{gathered} \text { 1Q } 2019 \\ \text { \% of Change } \end{gathered}$ | 1Q 2020 | $\begin{gathered} \text { 1Q } 2020 \\ \% \text { of Change } \end{gathered}$ |
| Enrollments | 4,024 | 3,755 | -7.16\% | 4,250 | 13.18\% | 4,338 | 2.07\% |
| \% of New Hires Enrolled in Plan | 38.57\% | 39.85\% | 3.22\% | 52.35\% | 31.36\% | 49.39\% | -5.65\% |
| GoalMaker Elections | 3,535 | 3,528 | -0.20\% | 3,991 | 13.12\% | 4,074 | 2.08\% |
| Contribution Changes |  |  |  |  |  |  |  |
| Deferral Decreases | 5,384 | 3,493 | -54.14\% | 2,476 | -29.12\% | 4,282 | 72.94\% |
| Deferral Increases | 7,634 | 9,421 | 18.97\% | 7,540 | -19.97\% | 8,479 | 12.45\% |
| Pre-tax Participation Rate | 21.16\% | 21.09\% | -0.33\% | 21.20\% | 0.54\% | 21.53\% | 1.56\% |
| Roth Participation Rate | 8.29\% | 8.49\% | 2.36\% | 8.84\% | 4.12\% | 9.22\% | 4.25\% |
| Voluntary (Employee \& Roth) Participation Rate | 27.15\% | 27.14\% | -0.04\% | 27.43\% | 1.05\% | 27.95\% | 1.93\% |


| 401(k) Plan Quarterly Enrollments \& Contribution Change Method |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | 1Q 2019 | 1Q 2020 |
| Method of Enrollment |  |  |  |  |
| Paper Form | 75.51\% | 78.62\% | 77.47\% | 67.09\% |
| Pseudo Enrollment | 16.77\% | 18.08\% | 17.88\% | 27.44\% |
| Internet | 7.72\% | 3.30\% | 4.64\% | 5.47\% |
| Method of Contribution Change |  |  |  |  |
| Internet | 99.31\% | 99.74\% | 96.14\% | 97.57\% |
| Paper Form | 0.31\% | 0.08\% | 3.60\% | 2.35\% |
| Participant Service Center | 0.03\% | 0.01\% | 0.13\% | 0.00\% |
| VRU | 0.35\% | 0.17\% | 0.13\% | 0.08\% |

## Participation rates for YTD and quarter are based on the population actively contributing for the time period reported.

As a result, the participation results will vary.

North Carolina
Total Retirement Plans 401k | 457 | 403b

## North Carolina Total Retirement Plans

| 457 Plan Quarterly Enrollments \& Contribution Changes |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | $\begin{gathered} \text { 1Q } 2018 \\ \% \text { of Change } \end{gathered}$ | 1Q 2019 | $\begin{gathered} \text { 1Q } 2019 \\ \text { \% of Change } \end{gathered}$ | 1Q 2020 | $\begin{gathered} \text { 1Q } 2020 \\ \% \text { of Change } \end{gathered}$ |
| Enrollments | 1,363 | 1,356 | -0.51\% | 1,230 | -9.29\% | 1,018 | -17.24\% |
| \% of New Hires Enrolled in Plan | 25.49\% | 20.05\% | -21.33\% | 20.95\% | 4.47\% | 15.69\% | -25.11\% |
| GoalMaker Elections | 1,263 | 1,281 | 1.43\% | 1,219 | -4.84\% | 920 | -24.53\% |
| Contribution Changes |  |  |  |  |  |  |  |
| Deferral Decreases | 3,680 | 708 | -80.76\% | 664 | -6.21\% | 951 | 43.22\% |
| Deferral Increases | 1,706 | 1,728 | 1.29\% | 1,785 | 3.30\% | 1,688 | -5.43\% |
| Pre-tax Participation Rate | 10.00\% | 9.35\% | -6.50\% | 9.03\% | -3.46\% | 8.68\% | -3.82\% |
| Roth Participation Rate | 1.52\% | 1.71\% | 12.50\% | 1.99\% | 16.16\% | 2.26\% | 13.87\% |
| Voluntary (Employee \& Roth) Participation Rate | 10.62\% | 10.24\% | -3.58\% | 10.05\% | -1.87\% | 9.82\% | -2.23\% |


| 457 Plan Quarterly Enrollments \& Contribution Change Method |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | 1Q 2019 | 1Q 2020 |
| Method of Enrollment |  |  |  |  |
| Paper Form | 86.14\% | 85.00\% | 85.25\% | 83.84\% |
| Pseudo Enrollment | 2.13\% | 3.60\% | 7.83\% | 8.38\% |
| Internet | 11.74\% | 11.40\% | 6.91\% | 7.78\% |
| Method of Contribution Change |  |  |  |  |
| Internet | 99.76\% | 99.95\% | 97.21\% | 98.01\% |
| Paper Form | 0.18\% | 0.00\% | 2.63\% | 1.94\% |
| Participant Service Center | 0.00\% | 0.05\% | 0.09\% | 0.00\% |
| VRU | 0.06\% | 0.00\% | 0.07\% | 0.06\% |

## Participation rates for YTD and quarter are based on the population actively contributing for the time period reported.

As a result, the participation results will vary.

## North Carolina Total Retirement Plans

| 403(b) Plan Quarterly Enrollments \& Contribution Changes |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | February to March 2017 | 1Q 2018 | $\begin{gathered} \text { 1Q } 2018 \\ \text { \% of Change } \end{gathered}$ | 1Q 2019 | $\begin{gathered} \text { 1Q } 2019 \\ \% \text { of Change } \end{gathered}$ | 1Q 2020 | $\begin{gathered} \text { 1Q } 2020 \\ \% \text { of Change } \end{gathered}$ |
| Enrollments | 2 | 25 | 1150.00\% | 38 | 52.00\% | 21 | -44.74\% |
| \% of New Hires Enrolled in Plan | 0.14\% | 15.24\% | 11073.78\% | 2.49\% | -83.69\% | 1.25\% | -49.83\% |
| GoalMaker Elections | 1 | 17 | 1600.00\% | 18 | 5.88\% | 14 | -22.22\% |
| Contribution Changes |  |  |  |  |  |  |  |
| Deferral Decreases | 0 | 21 | 100.00\% | 19 | -9.52\% | 27 | 42.11\% |
| Deferral Increases | 0 | 34 | 100.00\% | 40 | 17.65\% | 44 | 10.00\% |
| Pre-tax Participation Rate | 1.20\% | 1.05\% | -12.89\% | 0.83\% | -20.59\% | 0.78\% | -6.01\% |
| Roth Participation Rate | 0.29\% | 0.27\% | -7.45\% | 0.25\% | -8.05\% | 0.28\% | 12.65\% |
| Voluntary (Employee \& Roth) Participation Rate | 1.40\% | 1.24\% | -11.10\% | 0.99\% | -20.11\% | 0.95\% | -4.72\% |

403(b) Plan Quarterly Enrollments \& Contribution Change Method

|  | February to March 2017 | 1Q 2018 | 1Q 2019 | 1Q 2020 |
| :---: | :---: | :---: | :---: | :---: |
| Method of Enrollment |  |  |  |  |
| Paper Form | 100.00\% | 50.00\% | 86.84\% | 90.48\% |
| Pseudo Enrollment | 0.00\% | 50.00\% | 13.16\% | 9.52\% |
| Internet | 0.00\% | 0.00\% | 0.00\% | 0.00\% |
| Method of Contribution Change |  |  |  |  |
| Internet | 92.00\% | 0.00\% | 100.00\% | 100.00\% |
| Paper Form | 0.00\% | 100.00\% | 0.00\% | 0.00\% |
| Participant Service Center | 0.00\% | 0.00\% | 0.00\% | 0.00\% |
| VRU | 8.00\% | 0.00\% | 0.00\% | 0.00\% |

## Participation rates for YTD and quarter are based on the population actively contributing for the time period reported.

As a result, the participation results will vary.

North Carolina
Total Retirement Plans
401k | 457 | 403b

## North Carolina Total Retirement Plans

| 401(k) Contributions |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | $\text { 1Q } 2018$ <br> Change \% | 1Q 2019 | $\text { 1Q } 2019$ <br> Change \% | 1Q 2020 | $\text { 1Q } 2020$ <br> Change \% |
| Employee Contributions | \$57,625,052 | \$60,309,379 | 4.66\% | \$59,468,379 | -1.39\% | \$68,324,733 | 14.89\% |
| Roth | \$11,157,798 | \$13,199,331 | 18.30\% | \$13,814,593 | 4.66\% | \$17,240,551 | 24.80\% |
| Total Employee Contributions | \$68,782,850 | \$73,508,710 | 6.87\% | \$73,282,972 | -0.31\% | \$85,565,284 | 16.76\% |
| Employer Contributions | \$48,115,881 | \$50,313,657 | 4.57\% | \$53,363,586 | 6.06\% | \$57,823,880 | 8.36\% |
| QNEC | N/A | N/A | N/A | N/A | N/A | \$34,752 | 100.00\% |
| Rollovers | \$14,992,583 | \$17,384,649 | 15.95\% | \$10,913,226 | -37.22\% | \$16,775,599 | 53.72\% |
| Total Contributions | \$131,891,314 | \$141,207,016 | 7.06\% | \$137,559,783 | -2.58\% | \$160,199,514 | 16.46\% |
| Average Voluntary Contributions | \$192 | \$207 | 8.07\% | \$195 | -5.84\% | \$218 | 12.06\% |
| Average Roth Contributions | \$101 | \$115 | 13.57\% | \$114 | -0.45\% | \$135 | 18.12\% |
| Average Employee Contributions | \$179 | \$196 | 9.22\% | \$187 | -4.57\% | \$212 | 13.46\% |

## Average contributions for YTD and the quarter are based on the population actively contributing for the time period reported. <br> As a result, the average contribution amounts will vary.

## North Carolina Total Retirement Plans

| 457 Contributions |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | $\text { 1Q } 2018$ <br> Change \% | 1Q 2019 | $\text { 1Q } 2019$ <br> Change \% | 1Q 2020 | $\text { 1Q } 2020$ <br> Change \% |
| Employee Contributions | \$14,829,691 | \$14,841,736 | 0.08\% | \$13,073,629 | -11.91\% | \$15,196,907 | 16.24\% |
| Roth | \$1,214,939 | \$1,791,984 | 47.50\% | \$1,784,233 | -0.43\% | \$2,654,308 | 48.76\% |
| Total Employee Contributions | \$16,044,630 | \$16,633,720 | 3.67\% | \$14,857,862 | -10.68\% | \$17,851,215 | 20.15\% |
| Employer Contributions | \$470,987 | \$719,061 | 52.67\% | \$817,793 | 13.73\% | \$972,134 | 18.87\% |
| QNEC | N/A | N/A | N/A | N/A | N/A | \$3,285 | 100.00\% |
| Rollovers | \$2,553,919 | \$3,362,547 | 31.66\% | \$1,640,982 | -51.20\% | \$1,761,071 | 7.32\% |
| Total Contributions | \$19,069,536 | \$20,715,328 | 8.63\% | \$17,316,638 | -16.41\% | \$20,587,705 | 18.89\% |
| Average Voluntary Contributions | \$144 | \$163 | 13.38\% | \$141 | -13.45\% | \$163 | 15.38\% |
| Average Roth Contributions | \$120 | \$134 | 11.69\% | \$110 | -18.05\% | \$136 | 23.67\% |
| Average Employee Contributions | \$147 | \$166 | 12.99\% | \$138 | -17.07\% | \$169 | 22.63\% |

[^0]
## North Carolina Total Retirement Plans

| 403(b) Contributions |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | February to March 2017 | 1Q 2018 | $\text { 1Q } 2018$ <br> Change \% | 1Q 2019 | $\text { 1Q } 2019$ <br> Change \% | 1Q 2020 | $\text { 1Q } 2020$ <br> Change \% |
| Employee Contributions | \$281,306 | \$503,833 | 79.10\% | \$447,971 | -11.09\% | \$502,556 | 12.18\% |
| Roth | \$43,631 | \$77,085 | 76.67\% | \$78,283 | 1.55\% | \$117,257 | 49.79\% |
| Total Employee Contributions | \$324,937 | \$580,918 | 78.78\% | \$526,254 | -9.41\% | \$619,813 | 17.78\% |
| Employer Contributions | \$0 | \$100 | 100.00\% | \$250 | 150.00\% | \$450 | 80.00\% |
| QNEC | N/A | N/A | N/A | \$0 | N/A | \$0 | 0.00\% |
| Rollovers | \$0 | \$259,655 | 100.00\% | \$134,783 | -48.09\% | \$436,810 | 224.08\% |
| Total Contributions | \$324,937 | \$840,673 | 158.72\% | \$661,287 | -21.34\% | \$1,057,074 | 59.85\% |
| Average Voluntary Contributions | \$7,018 | \$331 | -95.28\% | \$210 | -36.56\% | \$291 | 38.55\% |
| Average Roth Contributions | \$3,673 | \$161 | -95.63\% | \$159 | -0.92\% | \$215 | 34.97\% |
| Average Employee Contributions | \$6,753 | \$306 | -95.47\% | \$205 | -33.02\% | \$284 | 38.67\% |

## Average contributions for YTD and the quarter are based on the population actively contributing for the time period reported. <br> As a result, the average contribution amounts will vary.

## North Carolina Total Retirement Plans

## 401(k) GoalMaker Participation

|  | $3 / 31 / 2017$ |  | $3 / 31 / 2018$ | $3 / 31 / 2019$ |
| :--- | ---: | ---: | ---: | ---: |
| Total Plan Assets in GoalMaker | $\$ 4,107,685,123$ | $\$ 4,722,269,956$ | $\$ 5,047,548,677$ | $\$ 4,856,820,984$ |
| Total \# of Participants in GoalMaker | 151,047 | 159,925 | 168,542 | 177,639 |
| Year to Date \% of New Enrollments with Goalmaker Election | $88.07 \%$ | $93.95 \%$ | $94.04 \%$ | $93.96 \%$ |
| Total Participation Rate | $61.34 \%$ | $63.68 \%$ | $65.79 \%$ | $67.64 \%$ |
| Prudential's Book of Business GoalMaker Average Participation Rate* | $49.98 \%$ | $50.42 \%$ | $50.59 \%$ | $51.86 \%$ |
| Total \% of Assets | $46.11 \%$ | $47.82 \%$ | $48.69 \%$ | $49.91 \%$ |


| Participant Age Range | Conservative | Moderate | Aggressive | Total |
| :---: | :---: | :---: | :---: | :---: |
| Less than 25 | 1,374 | 3,737 | 1,577 | 6,688 |
| Age 25-34 | 8,361 | 19,783 | 10,680 | 38,824 |
| Age 35-44 | 8,787 | 21,560 | 13,191 | 43,538 |
| Age 45-54 | 9,344 | 23,027 | 11,986 | 44,357 |
| Age 55-64 | 9,593 | 17,650 | 6,103 | 33,346 |
| Age 65+ | 3,974 | 5,305 | 1,607 | 10,886 |
| Total | 41,433 | 91,062 | 45,144 | 177,639 |


| Participant Age Range | Conservative |  | Moderate | Aggressive |
| :--- | ---: | ---: | ---: | ---: |
| Less than 25 | $\$ 2,929,371$ | $\$ 8,161,941$ | $\$ 5,010,900$ | $\$ 16,102,212$ |
| Age 25-34 | $\$ 54,426,809$ | $\$ 136,722,448$ | $\$ 127,302,831$ | $\$ 318,452,087$ |
| Age 35-44 | $\$ 120,407,705$ | $\$ 372,635,232$ | $\$ 399,647,253$ | $\$ 892,690,190$ |
| Age 45-54 | $\$ 260,422,791$ | $\$ 715,817,217$ | $\$ 598,567,217$ | $\$ 1,574,807,225$ |
| Age 55-64 | $\$ 387,466,511$ | $\$ 701,884,783$ | $\$ 335,901,578$ | $\$ 1,425,252,872$ |
| Age 65+ | $\$ 221,874,143$ | $\$ 291,826,143$ | $\$ 115,816,111$ | $\$ 629,516,397$ |
| Total | $\$ 1,047,527,330$ | $\$ 2,227,047,763$ | $\$ 1,582,245,890$ | $\$ 4,856,820,984$ |

*Prudential's Defined Contribution book of business averages.

## North Carolina Total Retirement Plans

## 401(k) Asset Allocation by Age Group - Assets for Participants Not in GoalMaker

As of March 31, 2020


| Asset Class | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Stable Value | \$183,466 | \$10,469,375 | \$68,667,090 | \$280,987,266 | \$523,539,356 | \$622,096,617 | \$1,505,943,169 |
| Fixed Income | \$72,658 | \$2,423,415 | \$25,293,279 | \$101,564,605 | \$153,750,785 | \$133,993,904 | \$417,098,646 |
| Large-Cap Stock | \$367,297 | \$13,169,474 | \$167,689,882 | \$719,057,544 | \$721,652,729 | \$712,913,295 | \$2,334,850,221 |
| Small-Cap Stock | \$145,826 | \$5,653,639 | \$40,122,311 | \$118,223,067 | \$108,057,055 | \$79,650,057 | \$351,851,956 |
| International Stock | \$174,647 | \$5,307,835 | \$30,121,267 | \$81,992,047 | \$75,663,796 | \$48,180,892 | \$241,440,485 |
| Specialty | \$43,877 | \$847,166 | \$2,579,908 | \$6,923,500 | \$7,462,461 | \$4,360,250 | \$22,217,162 |
| Total Assets | \$987,771 | \$37,870,903 | \$334,473,736 | \$1,308,748,030 | \$1,590, 126,183 | \$1,601,195,015 | \$4,873,401,639 |
| \% Assets | 0.02\% | 0.78\% | 6.86\% | 26.85\% | 32.63\% | 32.86\% | 100.00\% |
| Total Participants | 240 | 3,206 | 10,845 | 26,058 | 24,632 | 20,022 | 85,003 |
| Average Account Balance | \$4,116 | \$11,813 | \$30,841 | \$50,224 | \$64,555 | \$79,972 | \$57,332 |

## North Carolina Total Retirement Plans

401(k) Asset Allocation by Age Group - Assets for Participants in GoalMaker As of March 31, 2020


| Asset Class | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Stable Value | \$9,169 | \$340,677 | \$6,549,012 | \$66,956,022 | \$151,762,857 | \$111,460,523 | \$337,078,260 |
| Fixed Income | \$1,348,933 | \$31,043,850 | \$128,626,485 | \$439,374,403 | \$572,991,956 | \$283,783,254 | \$1,457,168,881 |
| Large-Cap Stock | \$5,246,227 | \$101,775,125 | \$268,195,615 | \$385,115,685 | \$271,102,282 | \$99,234,923 | \$1,130,669,857 |
| Small-Cap Stock | \$2,024,707 | \$39,245,745 | \$102,165,942 | \$143,304,696 | \$88,065,859 | \$28,888,683 | \$403,695,631 |
| International Stock | \$5,974,833 | \$116,725,059 | \$309,058,085 | \$431,139,815 | \$271,828,841 | \$84,202,129 | \$1,218,928,762 |
| Specialty | \$1,498,343 | \$29,321,631 | \$78,095,051 | \$108,916,604 | \$69,501,078 | \$21,946,886 | \$309,279,592 |
| Total Assets | \$16,102,212 | \$318,452,087 | \$892,690,190 | \$1,574,807,225 | \$1,425,252,872 | \$629,516,397 | \$4,856,820,984 |
| \% Assets | 0.33\% | 6.56\% | 18.38\% | 32.42\% | 29.35\% | 12.96\% | 100.00\% |
| Total Participants | 6,688 | 38,824 | 43,538 | 44,357 | 33,346 | 10,886 | 177,639 |
| Average Account Balance | \$2,408 | \$8,202 | \$20,504 | \$35,503 | \$42,741 | \$57,828 | \$27,341 |

## North Carolina Total Retirement Plans

401(k) GoalMaker Participation



Participation by Age Range



## North Carolina Total Retirement Plans

## 457 GoalMaker Participation

|  | 3/31/2017 | 3/31/2018 | 3/31/2019 | 3/31/2020 |
| :---: | :---: | :---: | :---: | :---: |
| Total Plan Assets in GoalMaker | \$326,837,162 | \$387,781,164 | \$430,475,546 | \$428,351,734 |
| Total \# of Participants in GoalMaker | 34,261 | 36,412 | 38,354 | 40,215 |
| Year to Date \% of New Enrollments with Goalmaker Election | 92.87\% | 94.47\% | 93.63\% | 92.93\% |
| Total Participation Rate | 64.79\% | 67.10\% | 69.07\% | 70.61\% |
| Prudential's Book of Business GoalMaker Average Participation Rate* | 49.98\% | 50.42\% | 50.59\% | 51.86\% |
| Total \% of Assets | 25.69\% | 27.92\% | 29.86\% | 31.67\% |


|  | Participant Age Range | Conservative | Moderate |  | Aggressive | Total |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Less than 25 | 232 | 690 | 342 | 1,264 |  |  |
| Age 25-34 | 2,030 | 4,658 | 2,676 | 9,364 |  |  |
| Age 35-44 | 2,291 | 4,943 | 2,946 | 10,180 |  |  |
| Age 45-54 | 2,688 | 5,391 | 2,770 | 10,849 |  |  |
| Age 55-64 | 2,333 | 3,343 | 1,207 | 6,883 |  |  |
| Age 65+ | 687 | 738 | 250 | 1,675 |  |  |
| Total | 10,261 | 19,763 | 10,191 | 40,215 |  |  |


| Participant Age Range | Conservative | Moderate | Aggressive | Total |
| :--- | ---: | ---: | ---: | ---: | ---: |
| Less than 25 | $\$ 158,658$ | $\$ 569,321$ | $\$ 407,732$ | $\$ 1,135,711$ |
| Age 25-34 | $\$ 3,287,948$ | $\$ 10,159,589$ | $\$ 9,671,937$ | $\$ 23,119,474$ |
| Age 35-44 | $\$ 7,654,387$ | $\$ 24,734,774$ | $\$ 24,418,303$ | $\$ 56,807,464$ |
| Age 45-54 | $\$ 20,758,036$ | $\$ 54,656,234$ | $\$ 41,169,237$ | $\$ 116,583,507$ |
| Age 55-64 | $\$ 41,613,367$ | $\$ 66,942,205$ | $\$ 30,941,667$ | $\$ 139,497,239$ |
| Age 65+ | $\$ 31,967,009$ | $\$ 42,849,123$ | $\$ 16,392,207$ | $\$ 91,208,339$ |
| Total | $\$ 105,439,405$ | $\$ 199,911,246$ | $\$ 123,001,083$ | $\$ 428,351,734$ |

*Prudential's Defined Contribution book of business averages.

## North Carolina Total Retirement Plans

457 Asset Allocation by Age Group - Assets for Participants Not in GoalMaker As of March 31, 2020


| Asset Class | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Stable Value | \$21,153 | \$483,883 | \$4,196,551 | \$25,066,757 | \$82,606,849 | \$225,348,325 | \$337,723,518 |
| Fixed Income | \$8,651 | \$258,858 | \$2,372,382 | \$11,583,343 | \$27,004,667 | \$40,345,770 | \$81,573,672 |
| Large-Cap Stock | \$23,355 | \$1,897,972 | \$11,294,922 | \$55,720,010 | \$96,753,923 | \$182,962,594 | \$348,652,775 |
| Small-Cap Stock | \$12,940 | \$819,224 | \$6,143,210 | \$21,465,457 | \$28,707,079 | \$39,090,700 | \$96,238,610 |
| International Stock | \$13,657 | \$554,878 | \$4,090,148 | \$11,846,848 | \$16,583,494 | \$23,071,386 | \$56,160,411 |
| Specialty | \$2,520 | \$63,188 | \$225,122 | \$819,265 | \$1,242,639 | \$1,319,802 | \$3,672,536 |
| Total Assets | \$82,275 | \$4,078,003 | \$28,322,335 | \$126,501,680 | \$252,898,652 | \$512,138,577 | \$924,021,523 |
| \% Assets | 0.01\% | 0.44\% | 3.07\% | 13.69\% | 27.37\% | 55.42\% | 100.00\% |
| Total Participants | 41 | 609 | 2,039 | 4,180 | 4,855 | 5,016 | 16,740 |
| Average Account Balance | \$2,007 | \$6,696 | \$13,890 | \$30,264 | \$52,090 | \$102,101 | \$55,198 |

## North Carolina Total Retirement Plans

457 Asset Allocation by Age Group - Assets for Participants in GoalMaker As of March 31, 2020


| Asset Class | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Stable Value | \$159 | \$35,220 | \$636,904 | \$5,870,699 | \$15,755,184 | \$14,797,304 | \$37,095,469 |
| Fixed Income | \$85,625 | \$2,182,998 | \$9,224,745 | \$34,426,940 | \$56,525,862 | \$40,845,001 | \$143,291,173 |
| Large-Cap Stock | \$374,734 | \$7,423,561 | \$16,623,254 | \$27,746,155 | \$26,057,568 | \$14,771,319 | \$92,996,590 |
| Small-Cap Stock | \$142,645 | \$2,836,852 | \$6,315,973 | \$10,194,428 | \$8,456,781 | \$4,374,634 | \$32,321,312 |
| International Stock | \$425,272 | \$8,496,610 | \$19,161,402 | \$30,558,411 | \$26,026,194 | \$12,993,235 | \$97,661,124 |
| Specialty | \$107,276 | \$2,144,233 | \$4,845,186 | \$7,786,873 | \$6,675,650 | \$3,426,847 | \$24,986,065 |
| Total Assets | \$1,135,711 | \$23,119,474 | \$56,807,464 | \$116,583,507 | \$139,497,239 | \$91,208,339 | \$428,351,734 |
| \% Assets | 0.27\% | 5.40\% | 13.26\% | 27.22\% | 32.57\% | 21.29\% | 100.00\% |
| Total Participants | 1,264 | 9,364 | 10,180 | 10,849 | 6,883 | 1,675 | 40,215 |
| Average Account Balance | \$899 | \$2,469 | \$5,580 | \$10,746 | \$20,267 | \$54,453 | \$10,652 |

North Carolina Total Retirement Plans

## 457 GoalMaker Participation





26\%

For Plan Sponsor or Consultant Use Only
North Carolina 401k | 457 | 403b

Take 17 blume cep DALER R Foiwellicin

## North Carolina Total Retirement Plans

## 403(b) GoalMaker Participation

|  | $3 / 31 / 2017$ | $3 / 31 / 2018$ | $3 / 31 / 2019$ | $3 / 31 / 2020$ |
| :--- | ---: | ---: | ---: | ---: |
| Total Plan Assets in GoalMaker | $\$ 4,038,672$ | $\$ 6,160,542$ | $\$ 7,413,203$ | $\$ 7,797,374$ |
| Total \# of Participants in GoalMaker | 703 | 725 | 751 | 802 |
| Year to Date \% of New Enrollments with Goalmaker Election | $50.00 \%$ | $68.00 \%$ | $47.37 \%$ | $66.67 \%$ |
| Total Participation Rate | $58.78 \%$ | $59.82 \%$ | $59.41 \%$ | $60.07 \%$ |
| Prudential's Book of Business GoalMaker Average Participation Rate* | $49.98 \%$ | $50.42 \%$ | $50.59 \%$ | $51.86 \%$ |
| Total \% of Assets | $39.26 \%$ | $44.22 \%$ | $44.28 \%$ | $42.29 \%$ |


|  | Conservative | Moderate | Aggressive | Total |
| :---: | :---: | :---: | :---: | :---: |
| Less than 25 | 1 | 1 | 0 | 2 |
| Age 25-34 | 2 | 105 | 15 | 122 |
| Age 35-44 | 6 | 175 | 16 | 197 |
| Age 45-54 | 9 | 232 | 10 | 251 |
| Age 55-64 | 12 | 167 | 9 | 188 |
| Age 65+ | 0 | 42 | 0 | 42 |
| Total | 30 | 722 | 50 | 802 |


| Participant Age Range | Conservative | Moderate | Aggressive | Total |
| :---: | :---: | :---: | :---: | :---: |
| Less than 25 | \$416 | \$155 | \$0 | \$571 |
| Age 25-34 | \$1,700 | \$367,701 | \$118,017 | \$487,418 |
| Age 35-44 | \$4,760 | \$1,129,395 | \$115,528 | \$1,249,684 |
| Age 45-54 | \$132,731 | \$2,589,071 | \$221,772 | \$2,943,573 |
| Age 55-64 | \$196,379 | \$2,007,027 | \$167,478 | \$2,370,884 |
| Age 65+ | \$0 | \$745,244 | \$0 | \$745,244 |
| Total | \$335,986 | \$6,838,593 | \$622,795 | \$7,797,374 |

*Prudential's Defined Contribution book of business averages

## North Carolina Total Retirement Plans

## 403(b) Asset Allocation by Age Group - Assets for Participants Not in GoalMaker

 As of March 31, 2020

| Asset Class | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Fixed Income | \$0 | \$111,668 | \$505,817 | \$1,050,730 | \$1,641,559 | \$394,626 | \$3,704,399 |
| Large-Cap Stock | \$1,745 | \$331,544 | \$898,809 | \$1,387,977 | \$1,504,997 | \$287,235 | \$4,412,306 |
| Mid-Cap Stock | \$245 | \$81,087 | \$199,607 | \$394,462 | \$311,191 | \$82,963 | \$1,069,555 |
| Small-Cap Stock | \$0 | \$12,921 | \$48,349 | \$111,696 | \$122,334 | \$1,931 | \$297,230 |
| International Stock | \$37 | \$106,160 | \$254,189 | \$266,503 | \$302,103 | \$78,329 | \$1,007,322 |
| Specialty | \$0 | \$2,738 | \$30,550 | \$46,906 | \$53,661 | \$14,045 | \$147,899 |
| Total Assets | \$2,026 | \$646,118 | \$1,937,320 | \$3,258,274 | \$3,935,846 | \$859,128 | \$10,638,712 |
| \% Assets | 0.02\% | 6.07\% | 18.21\% | 30.63\% | 37.00\% | 8.08\% | 100.00\% |
| Total Participants | 4 | 92 | 146 | 149 | 119 | 23 | 533 |
| Average Account Balance | \$507 | \$7,023 | \$13,269 | \$21,868 | \$33,074 | \$37,353 | \$19,960 |

## North Carolina Total Retirement Plans

403(b) Asset Allocation by Age Group - Assets for Participants in GoalMaker
As of March 31, 2020


| Asset Class | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-64 | $65+$ | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Fixed Income | \$108 | \$32,183 | \$187,370 | \$1,012,393 | \$1,209,529 | \$440,241 | \$2,881,824 |
| Large-Cap Stock | \$164 | \$161,892 | \$372,772 | \$686,015 | \$446,459 | \$127,074 | \$1,794,377 |
| Mid-Cap Stock | \$0 | \$1 | \$0 | \$0 | \$0 | \$0 | \$1 |
| Small-Cap Stock | \$63 | \$62,494 | \$142,454 | \$257,399 | \$142,954 | \$37,852 | \$643,215 |
| International Stock | \$190 | \$186,573 | \$439,260 | \$792,034 | \$456,585 | \$110,859 | \$1,985,502 |
| Specialty | \$46 | \$44,275 | \$107,828 | \$195,732 | \$115,358 | \$29,217 | \$492,455 |
| Total Assets | \$571 | \$487,418 | \$1,249,684 | \$2,943,573 | \$2,370,884 | \$745,244 | \$7,797,374 |
| \% Assets | 0.01\% | 6.25\% | 16.03\% | 37.75\% | 30.41\% | 9.56\% | 100.00\% |
| Total Participants | 2 | 122 | 197 | 251 | 188 | 42 | 802 |
| Average Account Balance | \$286 | \$3,995 | \$6,344 | \$11,727 | \$12,611 | \$17,744 | \$9,722 |


| North Carolina |
| :--- |
| Total Retirement Plans |

## North Carolina Total Retirement Plans

## 403(b) GoalMaker Participation





Age 45-54

## North Carolina Total Retirement Plans

## Loan Information

| 401(k) YTD Loans |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | 2017 | 2018 | 2019 | 2020 | Change \% |
| \% of Members in Plan with a Loan | 23.22\% | 23.09\% | 22.56\% | 22.03\% | -2.33\% |
| \# of Outstanding Loans | 45,432 | 45,387 | 44,407 | 43,600 | -1.82\% |
| \# of New Loans YTD | 3,598 | 3,701 | 3,035 | 3,550 | 16.97\% |
| Average Loan Balance | \$6,318 | \$6,494 | \$6,663 | \$6,835 | 2.58\% |
| Total Outstanding Loan Balance | \$287,034,526 | \$294,722,884 | \$295,872,096 | \$297,989,353 | 0.72\% |
| 457 YTD Loans |  |  |  |  |  |
|  | 2017 | 2018 | 2019 | 2020 | Change \% |
| \% of Members in Plan with a Loan | 14.11\% | 14.64\% | 14.78\% | 14.99\% | 1.46\% |
| \# of Outstanding Loans | 5,907 | 6,190 | 6,254 | 6,401 | 2.35\% |
| \# of New Loans YTD | 549 | 521 | 498 | 533 | 7.03\% |
| Average Loan Balance | \$3,272 | \$3,358 | \$3,455 | \$3,577 | 3.54\% |
| Total Outstanding Loan Balance | \$18,858,589 | \$20,783,479 | \$21,605,358 | \$22,894,951 | 5.97\% |


| 403(b) YTD Loans |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | February \& March 2017 | 2018 | 2019 | 2020 | Change \% |
| \% of Members in Plan with a Loan | 0.52\% | 1.80\% | 1.78\% | 1.91\% | 7.25\% |
| \# of Outstanding Loans | 6 | 12 | 21 | 23 | 9.52\% |
| \# of New Loans YTD | 0 | 3 | 0 | 1 | 100.00\% |
| Average Loan Balance | \$10,805 | \$6,992 | \$4,354 | \$3,640 | -16.40\% |
| Total Outstanding Loan Balance | \$64,830 | \$83,909 | \$91,439 | \$83,720 | -8.44\% |

## North Carolina Total Retirement Plans

## 401(k) Disbursements - Quarterly

| 401(k) Disbursements |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | 1Q 2018 <br> Change \% | 1Q 2019 | 1Q 2019 <br> Change \% | 1Q 2020 | 1Q 2020 <br> Change \% |
| Term - Lump Sum | \$105,915,636 | \$128,693,378 | 21.51\% | \$138,408,718 | 7.55\% | \$140,180,021 | 1.28\% |
| In-Service | \$17,777,866 | \$15,904,179 | -10.54\% | \$15,842,333 | -0.39\% | \$17,322,002 | 9.34\% |
| State Retirement System | \$3,748,312 | \$3,113,192 | -16.94\% | \$2,704,916 | -13.11\% | \$2,985,588 | 10.38\% |
| Hardship | \$1,341,798 | \$1,234,068 | -8.03\% | \$1,478,098 | 19.77\% | \$4,849,727 | 228.11\% |
| Systematic | \$2,738,321 | \$2,984,092 | 8.98\% | \$3,343,446 | 12.04\% | \$3,709,807 | 10.96\% |
| Deemed Distributions | N/A | N/A | N/A | \$469,695 | N/A | \$643,551 | 100.00\% |
| Loan Defaults/Offsets | N/A | N/A | N/A | \$3,615,123 | N/A | \$3,498,672 | 100.00\% |
| Total Disbursements | \$131,521,934 | \$151,928,909 | 15.52\% | \$165,862,329 | 9.17\% | \$173,189,369 | 4.42\% |


| 401(k) Disbursements |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | $\text { 1Q } 2018$ <br> Change \% | 1Q 2019 | $\text { 1Q } 2019$ <br> Change \% | 1Q 2020 | $\text { 1Q } 2020$ <br> Change \% |
| Term - Lump Sum | 6,744 | 7,464 | 10.68\% | 7,762 | 3.99\% | 7,911 | 1.92\% |
| In-Service | 1,525 | 1,669 | 9.44\% | 1,581 | -5.27\% | 1,691 | 6.96\% |
| State Retirement System | 109 | 96 | -11.93\% | 72 | -25.00\% | 88 | 22.22\% |
| Hardship | 428 | 403 | -5.84\% | 409 | 1.49\% | 999 | 144.25\% |
| Systematic | 3,201 | 3,401 | 6.25\% | 3,650 | 7.32\% | 3,836 | 5.10\% |
| Total Disbursements | 12,007 | 13,033 | 8.55\% | 13,474 | 3.38\% | 14,525 | 7.80\% |

Number of Distributions do not include Deemed Distributions or Loan Defaults/Offsets.

## North Carolina Total Retirement Plans

## 457 Disbursements - Quarterly

| 457 Disbursements |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | $\text { 1Q } 2018$ <br> Change \% | 1Q 2019 | $\text { 1Q } 2019$ <br> Change \% | 1Q 2020 | $\text { 1Q } 2020$ <br> Change \% |
| Term - Lump Sum | \$17,910,048 | \$17,851,704 | -0.33\% | \$19,268,931 | 7.94\% | \$16,844,960 | -12.58\% |
| In-Service | \$777,366 | \$438,845 | -43.55\% | \$519,238 | 18.32\% | \$362,096 | -30.26\% |
| State Retirement System | \$1,673,654 | \$1,227,604 | -26.65\% | \$477,645 | -61.09\% | \$484,056 | 1.34\% |
| Hardship | \$184,633 | \$140,702 | -23.79\% | \$74,977 | -46.71\% | \$77,079 | 2.80\% |
| Systematic | \$1,268,673 | \$1,208,626 | -4.73\% | \$1,358,124 | 12.37\% | \$1,092,403 | -19.57\% |
| Deemed Distributions | N/A | N/A | N/A | \$67,274 | N/A | \$79,552 | 18.25\% |
| Loan Defaults/Offsets | N/A | N/A | N/A | \$431,491 | N/A | \$267,446 | -38.02\% |
| Total Disbursements | \$21,814,375 | \$20,867,481 | -4.34\% | \$22,197,680 | 6.37\% | \$19,207,591 | -13.47\% |


| 457 Disbursements |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | $\begin{gathered} \text { 1Q } 2018 \\ \text { Change \% } \end{gathered}$ | 1Q 2019 | $\begin{gathered} \text { 1Q } 2019 \\ \text { Change \% } \end{gathered}$ | 1Q 2020 | $\begin{gathered} \text { 1Q } 2020 \\ \text { Change \% } \end{gathered}$ |
| Term - Lump Sum | 1,473 | 1,478 | 0.34\% | 1,561 | 5.62\% | 1,528 | -2.11\% |
| In-Service | 9 | 9 | 0.00\% | 15 | 66.67\% | 15 | 0.00\% |
| State Retirement System | 18 | 18 | 0.00\% | 6 | -66.67\% | 7 | 16.67\% |
| Hardship | 90 | 90 | 0.00\% | 53 | -41.11\% | 71 | 33.96\% |
| Systematic | 1,294 | 1,294 | 0.00\% | 1,312 | 1.39\% | 1,239 | -5.56\% |
| Total Disbursements | 2,884 | 2,889 | 0.17\% | 2,947 | 2.01\% | 2,860 | -2.95\% |

[^1]
## North Carolina Total Retirement Plans

## 403(b) Disbursements - Quarterly

| 403(b) Disbursements |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | February \& March 2017 | 1Q 2018 | 1Q 2018 <br> Change \% | 1Q 2019 | 1Q 2019 <br> Change \% | 1Q 2020 | 1Q 2020 <br> Change \% |
| Term - Lump Sum | \$0 | \$43,823 | 100.00\% | \$25,143 | -42.62\% | \$159,368 | 533.84\% |
| In-Service | \$0 | \$0 | 0.00\% | \$297,160 | 100.00\% | \$5,474 | -98.16\% |
| State Retirement System | \$0 | \$29,113 | 100.00\% | \$0 | -100.00\% | \$3,071 | 100.00\% |
| Hardship | \$0 | \$0 | 0.00\% | \$0 | 0.00\% | \$3,517 | 100.00\% |
| Systematic | \$0 | \$0 | 0.00\% | \$0 | 0.00\% | \$0 | 0.00\% |
| Deemed Distributions | N/A | N/A | N/A | \$0 | 0.00\% | \$0 | 0.00\% |
| Loan Defaults/Offsets | N/A | N/A | N/A | \$0 | 0.00\% | \$1,330 | 100.00\% |
| Total Disbursements | \$0 | \$72,936 | 100.00\% | \$322,304 | 341.90\% | \$172,759 | -46.40\% |


| 403(b) Disbursements |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | February \& March 2017 | 1Q 2018 | $\text { 1Q } 2018$ <br> Change \% | 1Q 2019 | $\text { 1Q } 2019$ <br> Change \% | 1Q 2020 | $\text { 1Q } 2020$ <br> Change \% |
| Term - Lump Sum | 0 | 6 | 100.00\% | 7 | 16.67\% | 20 | 185.71\% |
| In-Service | 0 | 0 | 100.00\% | 3 | 100.00\% | 1 | -66.67\% |
| State Retirement System | 0 | 2 | 100.00\% | 0 | -100.00\% | 1 | 100.00\% |
| Hardship | 0 | 0 | 100.00\% | 0 | 0.00\% | 1 | 100.00\% |
| Systematic | 0 | 0 | 100.00\% | 0 | 0.00\% | 0 | 0.00\% |
| Total Disbursements | 0 | 8 | 100.00\% | 10 | 25.00\% | 23 | 130.00\% |

[^2]401(k) Plan Asset Allocation/Net Cash Flow January 1, 2019 to March 31, 2019

|  | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-65 | 65+ | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Total Plan Assets | \$17,425,087 | \$401,644,384 | \$1,424,166,670 | \$3,140,246,315 | \$3,162,440,422 | \$2,221,598,403 | \$10,367,521,280 |
| \% Assets | 0.17\% | 3.87\% | 13.74\% | 30.29\% | 30.50\% | 21.43\% | 100.00\% |
| Total Contributions | \$3,037,455 | \$19,375,567 | \$27,793,488 | \$39,709,527 | \$30,641,129 | \$6,089,391 | \$126,646,558 |
| Rollovers In | \$14,190 | \$701,537 | \$1,420,072 | \$2,340,020 | \$4,142,698 | \$2,294,709 | \$10,913,226 |
| Total Distributions including: | (\$104,975) | (\$3,448,758) | (\$7,266,046) | (\$33,870,309) | (\$69,516,344) | (\$47,571,079) | (\$161,777,511) |
| Rollovers Out | $(\$ 13,079)$ | (\$1,405,785) | (\$3,229,535) | (\$19,400,305) | $(\$ 40,508,300)$ | (\$24,293,127) | $(\$ 88,850,132)$ |
| Cash Distributions | $(\$ 91,896)$ | (\$2,042,973) | (\$4,036,512) | (\$14,470,004) | (\$29,008,044) | (\$23,277,951) | (\$72,927,380) |
| Net Cash Flow | \$2,946,670 | \$16,628,346 | \$21,947,513 | \$8,179,237 | (\$34,732,516) | (\$39,186,979) | (\$24,217,728) |
| Total Unique Participants | 6,350 | 40,453 | 54,239 | 69,511 | 56,765 | 28,883 | 256,201 |
| Avg. Account Balance | \$2,744 | \$9,929 | \$26,257 | \$45,176 | \$55,711 | \$76,917 | \$40,466 |
| Prudential Participant Avg. Account Balance | \$3,317 | \$14,832 | \$42,922 | \$83,307 | \$114,679 | \$119,841 | \$69,248 |

401(k) Plan Asset Allocation/Net Cash Flow January 1, 2020 to March 31, 2020

|  | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-65 | 65+ | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Total Plan Assets | \$17,089,983 | \$356,322,989 | \$1,227,163,926 | \$2,883,555,256 | \$3,015,379,056 | \$2,230,711,412 | \$9,730,222,622 |
| \% Assets | 0.18\% | 3.66\% | 12.61\% | 29.64\% | 30.99\% | 22.93\% | 100.00\% |
| Total Contributions | \$3,528,466 | \$21,772,259 | \$30,899,374 | \$45,739,645 | \$34,504,177 | \$6,979,994 | \$143,423,915 |
| Rollovers In | \$31,199 | \$729,514 | \$2,386,831 | \$3,617,989 | \$6,939,391 | \$3,070,675 | \$16,775,599 |
| Total Distributions including: | $(\$ 285,032)$ | $(\$ 3,588,122)$ | (\$10,150,323) | (\$28,716,047) | $(\$ 69,971,913)$ | $(\$ 56,335,708)$ | (\$169,047,146) |
| Rollovers Out | (\$129,991) | (\$1,593,299) | $(\$ 4,418,224)$ | (\$14,105,153) | (\$34,530,435) | $(\$ 28,888,235)$ | (\$83,665,337) |
| Cash Distributions | (\$155,042) | (\$1,994,824) | (\$5,732,099) | (\$14,610,894) | $(\$ 35,441,479)$ | (\$27,447,473) | (\$85,381,809) |
| Net Cash Flow | \$3,274,633 | \$18,913,650 | \$23,135,883 | \$20,641,587 | (\$28,528,346) | $(\$ 46,285,039)$ | (\$8,847,632) |
| Total Unique Participants | 6,928 | 42,030 | 54,383 | 70,415 | 57,978 | 30,908 | 262,642 |
| Avg. Account Balance | \$2,467 | \$8,478 | \$22,565 | \$40,951 | \$52,009 | \$72,173 | \$37,047 |
| Prudential Participant Avg. Account Balance | \$2,884 | \$13,008 | \$37,647 | \$74,283 | \$107,332 | \$112,596 | \$62,541 |

*Prudential's Defined Contribution book of business averages.

## North Carolina Total Retirement Plans

457 Plan Asset Allocation/Net Cash Flow January 1, 2019 to March 31, 2019

|  | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-65 | 65+ | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Total Plan Assets | \$1,162,807 | \$28,636, 170 | \$92,391,542 | \$270,935,249 | \$424,996,912 | \$623,711,503 | \$1,441,834,183 |
| \% Assets | 0.08\% | 1.99\% | 6.41\% | 18.79\% | 29.48\% | 43.26\% | 100.00\% |
| Total Contributions | \$220,511 | \$1,646,547 | \$3,058,163 | \$5,006,633 | \$4,451,897 | \$1,291,905 | \$15,675,655 |
| Rollovers In | \$16,418 | \$102,114 | \$210,712 | \$292,450 | \$262,319 | \$756,969 | \$1,640,982 |
| Total Distributions including: | $(\$ 8,671)$ | $(\$ 256,865)$ | (\$304,739) | (\$2,122,285) | (\$6,813,659) | (\$12,192,695) | (\$21,698,915) |
| Rollovers Out | (\$3,078) | (\$99,801) | (\$134,214) | $(\$ 969,921)$ | (\$4,341,941) | $(\$ 6,136,731)$ | (\$11,685,686) |
| Cash Distributions | $(\$ 5,593)$ | (\$157,064) | $(\$ 170,525)$ | (\$1,152,364) | (\$2,471,718) | $(\$ 6,055,964)$ | (\$10,013,229) |
| Net Cash Flow | \$228,258 | \$1,491,795 | \$2,964,137 | \$3,176,798 | (\$2,099,443) | (\$10,143,821) | (\$4,382,277) |
| Total Unique Participants | 1,213 | 9,605 | 11,957 | 15,008 | 11,411 | 6,337 | 55,531 |
| Avg. Account Balance | \$959 | \$2,981 | \$7,727 | \$18,053 | \$37,244 | \$98,424 | \$25,964 |
| Prudential Participant Avg. Account Balance | \$3,317 | \$14,832 | \$42,922 | \$83,307 | \$114,679 | \$119,841 | \$69,248 |

457 Plan Asset Allocation/Net Cash Flow January 1, 2020 to March 31, 2020

|  | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-65 | 65+ | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Total Plan Assets | \$1,217,986 | \$27,197,478 | \$85,129,800 | \$243,085,187 | \$392,395,890 | \$603,346,916 | \$1,352,373,257 |
| \% Assets | 0.09\% | 2.01\% | 6.29\% | 17.97\% | 29.02\% | 44.61\% | 100.00\% |
| Total Contributions | \$269,480 | \$2,103,564 | \$3,787,437 | \$6,138,533 | \$5,007,081 | \$1,520,538 | \$18,826,634 |
| Rollovers In | \$12,786 | \$85,833 | \$126,241 | \$177,166 | \$569,364 | \$789,681 | \$1,761,071 |
| Total Distributions including: | $(\$ 12,634)$ | $(\$ 250,886)$ | $(\$ 377,859)$ | (\$1,548,036) | (\$6,122,805) | (\$10,548,374) | $(\$ 18,860,593)$ |
| Rollovers Out | (\$384) | $(\$ 121,147)$ | $(\$ 87,706)$ | $(\$ 515,800)$ | (\$3,090,801) | $(\$ 4,461,804)$ | $(\$ 8,277,643)$ |
| Cash Distributions | $(\$ 12,249)$ | (\$129,739) | $(\$ 290,153)$ | (\$1,032,236) | (\$3,032,004) | $(\$ 6,086,570)$ | (\$10,582,950) |
| Net Cash Flow | \$269,632 | \$1,938,512 | \$3,535,819 | \$4,767,664 | $(\$ 546,361)$ | $(\$ 8,238,154)$ | \$1,727,112 |
| Total Unique Participants | 1,305 | 9,973 | 12,219 | 15,029 | 11,738 | 6,691 | 56,955 |
| Avg. Account Balance | \$933 | \$2,727 | \$6,967 | \$16,174 | \$33,430 | \$90,173 | \$23,745 |
| Prudential Participant Avg. Account Balance | \$2,884 | \$13,008 | \$37,647 | \$74,283 | \$107,332 | \$112,596 | \$62,541 |

*Prudential's Defined Contribution book of business averages.

403(b) Plan Asset Allocation/Net Cash Flow January 1, 2019 to March 31, 2019

|  | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-65 | 65+ | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Total Plan Assets | \$0.00 | \$1,068,907 | \$3,230,508 | \$5,710,199 | \$5,491,838 | \$1,241,567 | \$16,743,018 |
| \% Assets | 0.00\% | 6.38\% | 19.29\% | 34.10\% | 32.80\% | 7.42\% | 100.00\% |
| Total Contributions | \$0 | \$84,541 | \$101,959 | \$173,442 | \$146,596 | \$19,967 | \$526,504 |
| Rollovers In | \$0 | \$0 | \$19,948 | \$62,777 | \$52,059 | \$0 | \$134,783 |
| Total Distributions including: | \$0 | $(\$ 6,088)$ | \$0 | (\$534) | $(\$ 307,981)$ | $(\$ 7,701)$ | $(\$ 322,304)$ |
| Rollovers Out | \$0 | $(\$ 6,088)$ | \$0 | \$0 | $(\$ 282,731)$ | \$0 | $(\$ 288,818)$ |
| Cash Distributions | \$0 | \$0 | \$0 | (\$534) | $(\$ 25,250)$ | $(\$ 7,701)$ | $(\$ 33,485)$ |
| Net Cash Flow | \$0 | \$78,453 | \$121,907 | \$235,685 | $(\$ 109,327)$ | \$12,266 | \$338,984 |
| Total Unique Participants | 0 | 223 | 335 | 376 | 284 | 46 | 1,264 |
| Avg. Account Balance | \$0 | \$4,793 | \$9,643 | \$15,187 | \$19,337 | \$26,991 | \$13,246 |
| Prudential Participant Avg. Account Balance | \$3,317 | \$14,832 | \$42,922 | \$83,307 | \$114,679 | \$119,841 | \$69,248 |

403(b) Plan Asset Allocation/Net Cash Flow January 1, 2020 to March 31, 2020

|  | Less Than 25 | 25-34 | 35-44 | 45-54 | 55-65 | 65+ | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Total Plan Assets | \$2,597 | \$1,133,537 | \$3,187,003 | \$6,201,847 | \$6,306,730 | \$1,604,372 | \$18,436,086 |
| \% Assets | 0.01\% | 6.15\% | 17.29\% | 33.64\% | 34.21\% | 8.70\% | 100.00\% |
| Total Contributions | \$1,536 | \$77,368 | \$129,101 | \$203,691 | \$180,441 | \$28,126 | \$620,263 |
| Rollovers In | \$0 | \$0 | \$20,152 | \$26,074 | \$390,584 | \$0 | \$436,810 |
| Total Distributions including: | \$0 | $(\$ 4,244)$ | (\$13,709) | $(\$ 27,413)$ | (\$54,341) | (\$71,722) | (\$171,430) |
| Rollovers Out | \$0 | $(\$ 2,061)$ | \$0 | $(\$ 17,558)$ | $(\$ 43,903)$ | (\$53,731) | $(\$ 117,253)$ |
| Cash Distributions | \$0 | $(\$ 2,183)$ | (\$13,709) | $(\$ 9,855)$ | (\$10,438) | $(\$ 17,991)$ | (\$54,177) |
| Net Cash Flow | \$1,536 | \$73,124 | \$135,544 | \$202,352 | \$516,684 | $(\$ 43,597)$ | \$885,644 |
| Total Unique Participants | 6 | 214 | 343 | 400 | 307 | 65 | 1,335 |
| Avg. Account Balance | \$433 | \$5,297 | \$9,292 | \$15,505 | \$20,543 | \$24,683 | \$13,810 |
| Prudential Participant Avg. Account Balance | \$2,884 | \$13,008 | \$37,647 | \$74,283 | \$107,332 | \$112,596 | \$62,541 |

*Prudential's Defined Contribution book of business averages.

## North Carolina Total Retirement Plans

## 401(k) Plan Retirement Preparation Analysis

| 1/1/2020-3/31/2020 |  |
| :--- | ---: |
| Total Retirement Income Calculator Completions | 10,131 |
| Unique Completions | 8,893 |
| Contribution Rate Increase | 1,070 |

Since Inception for Currently Active Participants as of 3/31/2020

| Average Balance, RIC Participant | $\$ 52,725$ |
| :--- | ---: |
| Average Balance, Non-RIC Participant | $\$ 22,455$ |
| Average Contribution Rate, RIC Participant | $6.41 \%$ |
| Average Contribution Rate, Non-RIC Participant | $4.53 \%$ |
| Total Count of Participants with a RIC Gap | 58,805 |
| Average RIC Gap | $\$ 2,903$ |
| Total Count of Participants with a RIC surplus | 9,594 |
| Average RIC Surplus | $\$ 2,217$ |

Total Retirement Income Calculator Completions - Number of RIC completions for the given time period. If a single participant completed the RIC multiple times within the given time period, they would be counted multiple times.

Unique Completions - Total number of unique active/eligible participants that completed the retirement income calculator during the reporting period.

Contribution Rate Increases - Total number of active/eligible participants that completed the retirement income calculator and increased their contribution rate.

Average Balance RIC Participant - For participants who have a balance greater than $\$ 0$ that have previously completed the RIC - The total balance of active participants divided by the total count of active participants.

Average Balance Non-RIC Participant - For participants who have a balance greater than $\$ 0$ that have NOT previously completed the RIC - The total balance of active participants divided by the total count of active participants.

Average Contribution Rate RIC Participant - For participants who have completed the RIC - The total of all contribution rates (\%) for active participants who have completed the RIC divided by the number of active participants that have completed the RIC who have non-zero contribution rates.

Average Contribution Rate Non-RIC Participant - For participants who have NOT completed the RIC - The total of all contribution rates (\%) for active participants who have completed the RIC divided by the number of active participants that have completed the RIC who have non-zero contribution rates.

Average RIC Gap - The total RIC gaps of all active participants who have completed the RIC divided by the total count of active participants that have completed the RIC with a gap.

Total Count of Participants with a RIC gap - Total number of RIC users who completed the RIC with a gap.
Average RIC Surplus - The total of all RIC surpluses of all active participants who have completed the RIC divided by the total count of active participants that have completed the RIC with a surplus.

Total Count of Participants with a RIC Surplus - Total number of RIC users who completed the RIC with a surplus.

Participant - An individual who has enrolled in the plan and has a non-zero account balance.

North Carolina
Total Retirement Plans 401k 457 | 403b

Please see page 3 for important notes and disclaimers.

## North Carolina Total Retirement Plans

## 457 Plan Retirement Preparation Analysis

| 1/1/2020-3/31/2020 |  |
| :--- | ---: |
| Total Retirement Income Calculator Completions | 3,098 |
| Unique Completions | 2,664 |
| Contribution Rate Increase | 170 |

Since Inception for Currently Active Participants as of 3/31/2020

| Average Balance, RIC Participant | $\$ 21,745$ |
| :--- | ---: |
| Average Balance, Non-RIC Participant | $\$ 12,254$ |
| Average Contribution Rate, RIC Participant | $6.62 \%$ |
| Average Contribution Rate, Non-RIC Participant | $4.90 \%$ |
| Total Count of Participants with a RIC Gap | 13,703 |
| Average RIC Gap | $\$ 2,880$ |
| Total Count of Participants with a RIC surplus | 2,253 |
| Average RIC Surplus | $\$ 2,301$ |

Total Retirement Income Calculator Completions - Number of RIC completions for the given time period. If a single participant completed the RIC multiple times within the given time period, they would be counted multiple times.

Unique Completions - Total number of unique active/eligible participants that completed the retirement income calculator during the reporting period.

Contribution Rate Increases - Total number of active/eligible participants that completed the retirement income calculator and increased their contribution rate.

Average Balance RIC Participant - For participants who have a balance greater than $\$ 0$ that have previously completed the RIC - The total balance of active participants divided by the total count of active participants.

Average Balance Non-RIC Participant - For participants who have a balance greater than $\$ 0$ that have NOT previously completed the RIC - The total balance of active participants divided by the total count of active participants.

Average Contribution Rate RIC Participant - For participants who have completed the RIC - The total of all contribution rates (\%) for active participants who have completed the RIC divided by the number of active participants that have completed the RIC who have non-zero contribution rates.

Average Contribution Rate Non-RIC Participant - For participants who have NOT completed the RIC - The total of all contribution rates (\%) for active participants who have completed the RIC divided by the number of active participants that have completed the RIC who have non-zero contribution rates.

Average RIC Gap - The total RIC gaps of all active participants who have completed the RIC divided by the total count of active participants that have completed the RIC with a gap.

Total Count of Participants with a RIC gap - Total number of RIC users who completed the RIC with a gap.
Average RIC Surplus - The total of all RIC surpluses of all active participants who have completed the RIC divided by the total count of active participants that have completed the RIC with a surplus.

Total Count of Participants with a RIC Surplus - Total number of RIC users who completed the RIC with a surplus.

Participant - An individual who has enrolled in the plan and has a non-zero account balance.

North Carolina
Total Retirement Plans

## North Carolina Total Retirement Plans

## 403(b) Plan Retirement Preparation Analysis

| 1/1/2020-3/31/2020 |  |
| :--- | ---: |
| Total Retirement Income Calculator Completions | 40 |
| Unique Completions | 37 |
| Contribution Rate Increase | 2 |
|  |  |
| Since Inception for Currently Active Participants as of $3 / 31 / 2020$ |  |
| Average Balance, RIC Participant | $\$ 21,929$ |
| Average Balance, Non-RIC Participant | $\$ 12,077$ |
| Average Contribution Rate, RIC Participant | $8.18 \%$ |
| Average Contribution Rate, Non-RIC Participant | $15.54 \%$ |
| Total Count of Participants with a RIC Gap | 194 |
| Average RIC Gap | $\$ 2,677$ |
| Total Count of Participants with a RIC surplus | 51 |
| Average RIC Surplus | $\$ 2,334$ |

Total Retirement Income Calculator Completions - Number of RIC completions for the given time period. If a single participant completed the RIC multiple times within the given time period, they would be counted multiple times.

Unique Completions - Total number of unique active/eligible participants that completed the retirement income calculator during the reporting period.

Contribution Rate Increases - Total number of active/eligible participants that completed the retirement income calculator and increased their contribution rate.

Average Balance RIC Participant - For participants who have a balance greater than $\$ 0$ that have previously completed the RIC - The total balance of active participants divided by the total count of active participants.

Average Balance Non-RIC Participant - For participants who have a balance greater than $\$ 0$ that have NOT previously completed the RIC - The total balance of active participants divided by the total count of active participants.

Average Contribution Rate RIC Participant - For participants who have completed the RIC - The total of all contribution rates (\%) for active participants who have completed the RIC divided by the number of active participants that have completed the RIC who have non-zero contribution rates

Average Contribution Rate Non-RIC Participant - For participants who have NOT completed the RIC - The total of all contribution rates (\%) for active participants who have completed the RIC divided by the number of active participants that have completed the RIC who have non-zero contribution rates.

Average RIC Gap - The total RIC gaps of all active participants who have completed the RIC divided by the total count of active participants that have completed the RIC with a gap.

Total Count of Participants with a RIC gap - Total number of RIC users who completed the RIC with a gap.
Average RIC Surplus - The total of all RIC surpluses of all active participants who have completed the RIC divided by the total count of active participants that have completed the RIC with a surplus.

Total Count of Participants with a RIC Surplus - Total number of RIC users who completed the RIC with a surplus.

Participant - An individual who has enrolled in the plan and has a non-zero account balance.

North Carolina
Total Retirement Plans 401k 457 | 403b

Please see page 3 for important notes and disclaimers.

## North Carolina Total Retirement Plans

## Participant Service Center Statistics

| $\mathbf{4 0 1 ( k ) , ~ 4 5 7 ~ \& ~ 4 0 3 ( b ) ~ Q u a r t e r l y ~ P a r t i c i p a n t ~ S e r v i c e ~ C e n t e r ~ S t a t i s t i c s ~}$ |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: |
|  | 1Q 2017 | 1Q 2018 | 1Q 2019 | 1Q 2020 |
| Service Center Calls | 39,247 | 43,160 | 57,514 | 45,342 |
| Service Percentage | $62 \%$ | $83 \%$ | $82 \%$ | $76 \%$ |
| Average Speed to Answer (seconds) | 39 sec | 11 sec | 17 sec | 16 sec |
| Abandon Percentage | $1.70 \%$ | $0.30 \%$ | $0.60 \%$ | $0.50 \%$ |

## North Carolina Total Retirement Plans

## Retirement Security Education Information

| $\mathbf{4 0 1 ( k ) , 4 5 7 ~ \& ~ 4 0 3 ( b ) ~ Q u a r t e r l y ~ R e t i r e m e n t ~ S e c u r i t y ~ E d u c a t i o n ~ T e a m ~ A c t i v i t y ~}$ |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: |
| Meeting Activity | January 2020 | February 2020 | March 2020 | $\mathbf{1 Q} \mathbf{2 0 2 0}$ |
| Group Meetings - Number of Meetings | 195 | 228 | 195 | 618 |
| Group Meetings - Number of Attendees | 3,047 | 7,315 | 2,891 | 13,253 |
| Individual Meetings - Number of Meetings | 2,172 | 2,202 | 1,751 | 6,125 |
| Employer Meetings | 352 | 325 | 331 | 1,008 |
| Total On-Site Visits | 456 | 411 | 205 | 1,072 |
| Total Meeting Attendees | 5,219 | 9,517 | 4,642 | 19,378 |

## North Carolina Total Retirement Plans

Retirement Security Education Information - Enrollment Activity by Quarter


## North Carolina Total Retirement Plans

## Employers Adopting the 401(k) Plan in 2020

## Other

Hendersonville ABC Board

Employers Adopting the 403(b) Plan in 2020

## Community College

College of the Albemarle
Forsyth Tech Community College

Employers Adopting Contribution Accelerator in 2020
County
Burke County
Bure

Municipalities
City of Oxford
Town of Butner
Town of Oakboro
Village of Misenheimer

## Other

Foothills Health District
Hendersonville ABC Board
Skyland Volunteer Fire Department

## North Carolina Total Retirement Plans

Employers Adopting the 457 Plan in 2020

## Community College

Forsyth Tech Community College

## Municipalities

Town of Highlands Town of Waynesville

## Schools

Perquimans County School

Employers Adopting the 457 Plan in 2020

| 457 Additions |  |  |  |  |  |  |
| :--- | :---: | :---: | :---: | :---: | :---: | :---: |
| Employer Type | $\mathbf{2 0 1 7}$ | $\mathbf{2 0 1 8}$ | $\mathbf{2 0 1 9}$ | $\mathbf{2 0 2 0}$ | \# of <br> Eligible |  |
| CHARTER SCHOOL | 4 | 3 | 4 | 0 | 2,029 |  |
| COMMUNITY COLLEGE | 1 | 2 | 2 | 1 | 15,759 |  |
| COUNTY | 5 | 4 | 1 | 0 | 38,209 |  |
| MUNICIPAL | 9 | 21 | 7 | 2 | 18,052 |  |
| OTHER | 9 | 6 | 6 | 0 | 5,250 |  |
| SCHOOL | 4 | 3 | 4 | 1 | 135,520 |  |

## North Carolina Total Retirement Plans

## 401(k) Employers Making Changes in 2020

## 401(k) Employers Changing their Employer Contribution and/or Employer Match

Foothills Health District has changed their Employer Match of $\$ 60$ to an Employer Match of $1 \%$.
Sandhills Center has changed their Employer Contribution of 3\% to an Employer Match of 3\%.

## North Carolina Total Retirement Plans

## Notes

## North Carolina Total Retirement Plans

## Notes

## North Carolina

Total Retirement Plans
401k | 457 | 403b

## Communication Accomplishments 1Q 2020

## Communication Accomplishments 1Q 2020

## Updates

MRS (2020 statement):

- Animation
- Annual Benefit Statement Flyer
- Ducks in a Row Brochure
- 401(k)/NC 457 One Time Contribution Flyer
- Employer Contribution Benefits Flyer
- Plan Comparison Guide


## Employer Survey

- HR
- Payroll



## Communication Accomplishments 1Q 2020

## Market Volatility

- E-mails:
- Participant
- Sponsor
- Landing Page Links
- Market Volatility Communications Center

- Market Volatility Webinar


## Targeted Emails to Nearing Retirees

- Jan - 160 delivered
- Feb - 273 delivered
- Mar - 263 delivered


## Communication Accomplishments 1Q 2020

Quarterly Signature Newsletter

- 132,544 direct mail


## Quarterly Statement Message

- 273,902 statements


Year-End 2019 Employer Newsletter

- 2,313 e-mails delivered with link



## Signature Newsletter 1Q 2020

$1^{\text {ST }}$ QUARTER 2020

## A Message from Treasurer Folwell



As a public servant in North Carolina, you are in the unique position to participate in a recognized TOTAL retirement system. Your future retirement pension benefit is funded by the 6 percent that you contribute each month to your pension plan, as well as significant contributions by your employer, along with investment returns.

In addition to your pension, you have the opportunity to participate in the North Carolina Supplemental Retirement Plans, the NC 401(k), NC 457 and/or NC 403(b), which are among the largest in the country, allowing room for fee negotiations. As a result, these plans remain competitively priced. That means you may be paying less for the plans that are in support of your "total" retirement.

I would encourage you to discover our recently released
Cost Comparison Document. It is a tool that allows you to be an active, informed participant as you compare the plans with

## Great News as We Head Into a New Decade

The plans have always been a great way for you to financially plan for the future. Now, as we head into a new decade, discover why yet another "fee holiday" and a handy tool, the Cost Comparison Document, deliver more value to you as you prepare for - and even head into - retirement.
outside financial products. As a current account holder, it's important to know that you have the option of keeping your money in the plan(s), even after you change jobs or retire.

We have many tools and resources available online at myNCRetirement.com, in your secure ORBIT account and at NCPlans.prudential.com. I encourage you to become and remain engaged in your retirement planning so that you can support the future you imagine.

## Sincerely,

Take R.Fbunde, CeA

Dale R. Folwell, CPA
State Treasurer of North Carolina

## In This Issue...

(1) 'Fee Holiday' Continues Through 2020
2. Cost Comparison Tool Puts You in the Driver's Seat
(3) What the SECURE Act Could Mean for You and Your Loved Ones' Financial Future
4 Changes in the NC Small/Mid Cap Fund

## NEWSWORTHY \& NOTEWORTHY

## ‘Fee Holiday’ Continues Through 2020

State Treasurer Dale R. Folwell, CPA, and the North Carolina Supplemental Retirement Board of Trustees unanimously approved the extension of the 2019 Administrative Fee Holiday
through 2020. This fee holiday amounts to a total savings of more than $\$ 2$ million for participants in the NC 401(k) and NC 457 Plans for 2020 - and brings the total savings, when taking the 2019 'Fee Holiday' into consideration, to $\$ 4$ million.

401k|457|403b


## ...continued

The fee holiday eliminates the NC 401(k) and NC 457 Plans' annual administrative fees -25 cents for each $\$ 1,000$ held in an account - charged by the department and the board. Other fees, including the fee charged by Prudential, will still apply.

## Cost Comparison Tool Puts You in the Driver's Seat

When it comes to financial decisions, you're a consumer. And your best choices are made when you have access to key information and you understand your options.

Luckily, we have a tool to help you do just that. With the free Cost Comparison Document, you can create an "apples-to-apples" snapshot to help decide whether you're getting a "good deal" when it comes to the fees charged with any other financial retirement products (including future employer-sponsored retirement plans).

## The Cost Comparison Document is designed for you

It's a decision-making aid for you to use following retirement or a job change. It is designed to help you compare the costs of leaving your money in the plans versus moving your money to outside alternatives.

Keeping your money in the plans through retirement is an option, but you may also be considering moving money out with a retirement or job change. The Cost Comparison Document, available for the NC 401(k) and NC 457 Plans and the NC 403(b) Program, is an aid designed to help you learn if your costs will change with other financial products.

## How to obtain the Cost Comparison Document

## - Go to myNCRetirement.com/CostComparison

Those nearing retirement will receive an email containing a link to the Cost Comparison Document a few months before retirement.

## (曰) Important to Know

The Board of Trustees strives to continually deliver value to local and state employees participating in the NC 401(k) and NC 457 Plans and the NC 403(b) Program. They do this by performing ongoing and thorough investment oversight to continually maintain a strongly performing and competitively priced investment lineup.*

If you'd like assistance in filling out the Cost Comparison document, feel free to reach out to your Retirement Education Counselor for assistance.


[^3]

## What the SECURE Act Could Mean for You and Your Loved Ones' Financial Future

On December 20, 2019, the Setting Every Community Up for Retirement Enhancement (SECURE) Act was signed into law. It represents the most sweeping changes to retirement legislation in more than a decade.

We are reviewing provisions and Plan Document changes required to incorporate this new legislation in the North Carolina Supplemental Plans. More to come.


The Setting Every Community Up for Retirement Enhancement (SECURE) Act...represents the most sweeping changes to retirement legislation in more than a decade.


## Here are Two Key Provisions from the SECURE Act

(1) RMDs (Required Minimum Distributions)

Individuals will no longer have to take RMDs from retirement plans after they turn $701 / 2$; now, the age is 72 .

This means your money can stay even longer in the plans before you must begin making withdrawals. It's important to note that individuals who turned $701 / 2$ in 2019 still must take their RMD no later than April 1, 2020, and take an RMD for 2020 by December 31, 2020.
(2) Beneficiaries

Formerly, a beneficiary could "stretch" the inherited retirement plan account assets over the course of their lifetime. Now, non-spouse beneficiaries (including an adult child or friend, for example) are generally required to liquidate the inherited retirement account within 10 years of the account owner's death.*

[^4]
## Changes in the NC Small／Mid Cap Fund

Oversight is an important feature of the NC 401（k）and NC 457 Plans．This helps to ensure that all of the plans＇ investment offerings continue to meet the needs of state and local employees．

Due to the North Carolina Supplemental Retirement Board of Trustees＇ongoing and thorough oversight，a change has been made to the NC Small／Mid Cap Fund＇s underlying fund structure，resulting in the removal of one of the fund＇s underlying investment managers．

Please see the fund fact sheet for additional information．Go to NCPlans．prudential．com，and click on＂Choose Investments．＂

## 回 Important to Know

For fund information for all of the investments offered in the NC 401（k）and NC 457 Plans and the NC 403（b） Program，be sure to visit NCPlans．prudential．com and click on＂Choose Investments．＂


PRUDENTIAL RETIREMENT® ${ }^{\circledR}$
Prudential Retirement provides the communications and recordkeeping services for the NC 401（k）and NC 457 Plans and the NC 403（b）Program．With the exception of the NC Stable Value Fund and the NC Fixed Income Fund，the investments offered to you within the NC $401(\mathrm{k})$ and NC 457 Plans are not offered by or affiliated with Prudential Financial or any of its companies or businesses．Prudential Retirement is a Prudential Financial business．
Retirement products and services are provided by Prudential Retirement Insurance and Annuity Company（PRIAC），Hartford，CT or its affiliates．PRIAC is a Prudential Financial company． North Carolina Total Retirement Plans and the North Carolina Total Retirement Plans logo are service marks of the North Carolina Department of State Treasurer．
Retirement Education Counselors are registered representatives of Prudential Investment Management Services LLC（PIMS），Newark，NJ，a Prudential Financial company．
Go to NCPlans．prudential．com for information on NC Total Retirement Plans or to access your account．You may also call 866－NCPlans（866－627－5267）．Participant service representatives are available Monday through Friday between 8 a．m．and 9 p．m．ET．
This material is provided solely for your use and is for informational purposes only．It is not an offer or solicitation to buy or sell any securities．
We encourage you to seek personalized advice from qualified professionals regarding all personal finance issues．We do not provide investment OR tax advice；please consult a tax advisor for more information．
© 2020 Prudential Financial，Inc．and its related entities．Prudential，the Prudential logo，and the Rock symbol are service marks of Prudential Financial，Inc．and its related entities， registered in many jurisdictions worldwide．

## North Carolina Total Retirement Plans

## Questions

## Thank you



Michael McCann
Vice President, Key Account Management
michael1.mccann@prudential.com
919.441.3464

30 Scranton Office Park, Mail Stop 120 Scranton, PA 18507-6044

## Thank you


[^0]:    Average contributions for YTD and the quarter are based on the population actively contributing for the time period reported.
    As a result, the average contribution amounts will vary.

[^1]:    Number of Distributions do not include Deemed Distributions or Loan Defaults/Offsets.

[^2]:    Number of Distributions do not include Deemed Distributions or Loan Defaults/Offsets.

[^3]:    * Source: BenchmarkDC Executive Summary for North Carolina Supplemental Retirement Plans (for the five years ending Dec. 31, 2018), CEM Benchmarking, Inc., located at myNCRetirement.com > Governance > Boards of Trustees And Committees > Boards and Committees Meeting Archives > Supplemental Retirement Board of Trustees Meeting - 09/19/2019.

[^4]:    * The new law, effective January 1, 2022 for governmental plans, generally requires any beneficiary who is more than 10 years younger than the account owner to liquidate the account within 10 years of the account owner's death, unless the beneficiary is a spouse, a disabled or chronically ill individual, or a minor child.

