

## **3Q 2018 Board of Trustees Report**

Presented by: Michael McCann, Vice President, Key Account Management

On: December 13, 2018 As of: September 30, 2018

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







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#### **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.

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Prudential's Book of Business averages are as of 9/30/2018.



#### **Disclosures Provided by North Carolina Department of State Treasurer**

- 1. Compliance with laws:
- The Contractor shall be required to comply with all laws, ordinances, codes, rules, regulations, and licensing requirements that
  are applicable to the conduct of its business, including those of Federal, State, and local agencies having jurisdiction and/or
  authority
- Providing and maintain adequate insurance coverage is a material obligation of the Contractor and is of the essence of the agreement between the Contractor and the Department
- 2. Performance guarantees and required notifications to North Carolina:
- Whenever the Department, at its sole discretion, has grounds for insecurity with respect to Contractor's performance, it may, in writing, demand adequate assurance of due performance and the Contractor shall provide such information and documentation as the Department may require to receive such assurance
- The Contractor shall promptly notify the Department of any error by the Contractor that has affected five or more members' accounts or has in the aggregate reduced members' balances by more than \$5000.00
- The Contractor will notify the Department prior to changes in the assignment of key personnel
- If the Contractor shall retain a non-affiliated subcontractor(s) specifically for the purpose of providing services to the Department, the Contractor will provide complete copies of the contract(s) to the Department and retain the sole responsibility for the performance of its subcontractor(s)



#### **Disclosures Provided by North Carolina Department of State Treasurer**

- 3. The Contractor warrants that:
- With respect to care of data and confidentiality, all steps necessary will be taken to safeguard data from loss or destruction, nor any data will be divulged to another party without prior written approval of the Plan (except as provided by NC G.S 135-37)
- Contractor employees, officers and subcontractors are not employees or agents of The North Carolina state, the Department or the Plan
- Contractor shall participate in an annual audit of the Plan assets and shall provide all pertinent financial information to the Department and the Independent Auditor
- Contractor shall facilitate the data transmission for the purpose of preparation of Annual Benefit Statement and its delivery to Plan participants
- 4. Contractual Plan Sponsor and Participating Employer relationship additional services:
- Contractor may hold and facilitate meeting with representatives of the Plan and Participating Employers for the purpose of reviewing Contractor's performance
- Contractor may provide transition, implementation or training services to representatives of the Plan and Participating Employers
- Contractor may provide or make presentations at educational and enrollment meetings, benefits fairs, workshops for employees of Participating Employers



#### **Our Mission: Retirement Readiness**

57.56% of all active NC public servants are "retirement ready." 72.23% 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 67% in 2018:

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

Sub Goal	As of 9/30/2018	Stretch Goal	% to Stretch Goal	Contractual Goal	% to Contractual Goal
Average Monthly Contributions	\$194.91	\$180.61	107.92%	\$166.46	117.09%
Active Participation Rate	32.91%	28.99%	113.52%	28.56%	115.23%
GoalMaker Utilization Among New Members	94.78%	93%	101.91%	80%	118.48%
GoalMaker Utilization Among All Members	64.11%	57%	112.47%	N/A	N/A

2 Employers adopted the 401(k) Plan from the period of January 1, 2018 through September 30, 2018 32 Employers adopted the 457 Plan from the period of January 1, 2018 through September 30, 2018 12 Employers adopted the 403(b) Plan from the period of January 1, 2018 through September 30, 2018

	As of 9/30/2018
Consolidated Total Plan Assets	\$11,862,328,690
Consolidated Unique Participant Count	277,796



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

				# Participants Utilizing			# Participants Utilizing			# Participants Utilizing
Investment Option	Asset Class	9/30/2016	%	9/30/2016	9/30/2017	%	9/30/2017	9/30/2018	%	9/30/2018
North Carolina Stable Value Fund	Stable Value	\$2,437,396,215	25.31%	229,752	\$2,514,981,182	23.20%	235,006	\$2,045,231,850	17.26%	166,040
North Carolina Fixed Income Fund	Fixed Income	\$659,995,792	6.85%	185,850	\$711,052,673	6.56%	194,125	\$1,566,120,031	13.22%	234,493
North Carolina Fixed Income Index Fund	Fixed Income	\$426,920,949	4.43%	157,534	\$487,064,032	4.49%	167,722	\$70,230,068	0.59%	33,130
North Carolina Treasury Inflation Protected Securities	Fixed Income	\$0	0.00%	0	\$0	0.00%	0	\$178,211,415	1.50%	64,129
North Carolina Large Cap Core Fund	Large-Cap Stock	\$0	0.00%	0	\$2,085,122,387	19.24%	258,455	\$1,953,465,212	16.49%	91,459
North Carolina Large Cap Growth Fund	Large-Cap Stock	\$922,044,953	9.58%	241,668	\$8,309	0.00%	5	\$0	0.00%	0
North Carolina Large Cap Index Fund	Large-Cap Stock	\$1,351,507,636	14.04%	241,700	\$1,555,659,153	14.35%	251,226	\$2,662,380,958	22.47%	261,149
North Carolina Large Cap Value Fund	Large-Cap Stock	\$900,504,546	9.35%	241,582	\$298	0.00%	4	\$0	0.00%	0
North Carolina Small / Mid Cap Fund	Small-Cap Stock	\$0	0.00%	0	\$1,016,255,536	9.38%	215,325	\$841,968,633	7.11%	225,951
North Carolina Small/Mid Cap Growth Fund	Small-Cap Stock	\$370,480,364	3.85%	194,369	\$615	0.00%	4	\$0	0.00%	0
North Carolina Small/Mid Cap Index Fund	Small-Cap Stock	\$234,084,826	2.43%	23,805	\$273,285,795	2.52%	23,472	\$332,285,200	2.80%	23,825
North Carolina Small/Mid Cap Value Fund	Small-Cap Stock	\$475,871,011	4.94%	202,233	\$8,584	0.00%	4	\$0	0.00%	0
North Carolina Global Equity Fund	Global/Intl Stock	\$840,505,397	8.73%	188,319	\$997,908,980	9.21%	200,514	\$0	0.00%	0
North Carolina International Fund	Global/Intl Stock	\$574,055,420	5.96%	208,963	\$685,863,734	6.33%	219,727	\$1,740,901,475	14.70%	232,218
North Carolina International Index Fund	Global/Intl Stock	\$46,613,206	0.48%	6,436	\$63,871,697	0.59%	6,854	\$76,733,561	0.65%	7,451
North Carolina Inflation Responsive Fund	Specialty	\$388,878,992	4.04%	183,069	\$448,625,416	4.14%	195,399	\$379,064,666	3.20%	207,374
Total Plan Assets		\$9,628,859,307	100.00%		\$10,839,708,391	100.00%		\$11,846,593,070	100.00%	

The total number of unique participants across the 401(k) and 457 Plans combined as of September 30, 2018 was 276,781

The average monthly employee deferral from October 1, 2017 to September 30, 2018 was \$194.7 for the Combined 401(k) and 457 Plans.

The average active participation rate from October 1, 2017 to September 30, 2018 was 32.72% for the Combined 401(k) and 457 Plans.

The GoalMaker utilization among new members as of September 30, 2018 was 95.15% for the Combined 401(k) and 457 Plans.

The GoalMaker utilization among members as of September 30, 2018 was 64.10% for the Combined 401(k) and 457 Plans.





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

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Please see page 5 for important notes and disclaimers.

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

				# Participants Utilizing			# Participants Utilizing			# Participants Utilizing
Investment Option	Asset Class	9/30/2016	%	9/30/2016	9/30/2017	%	9/30/2017	9/30/2018	%	9/30/2018
North Carolina Stable Value Fund	Stable Value	\$2,033,880,941	24.17%	186,253	\$2,110,255,008	22.22%	190,440	\$1,692,905,567	16.29%	134,820
North Carolina Fixed Income Fund	Fixed Income	\$579,873,221	6.89%	152,662	\$624,435,508	6.58%	159,164	\$1,408,207,936	13.55%	192,220
North Carolina Fixed Income Index Fund	Fixed Income	\$381,956,724	4.54%	128,543	\$435,896,214	4.59%	136,646	\$55,921,111	0.54%	29,962
North Carolina Treasury Inflation Protected Securities	Fixed Income	\$0	0.00%	0	\$0	0.00%	0	\$160,490,430	1.54%	52,148
North Carolina Large Cap Core Fund	Large-Cap Stock	\$0	0.00%	0	\$1,830,016,844	19.27%	212,737	\$1,689,301,672	16.26%	79,715
North Carolina Large Cap Growth Fund	Large-Cap Stock	\$804,126,760	9.55%	199,588	\$0	0.00%	0	\$0	0.00%	0
North Carolina Large Cap Index Fund	Large-Cap Stock	\$1,202,232,951	14.28%	202,127	\$1,380,964,856	14.54%	209,245	\$2,397,669,609	23.07%	216,893
North Carolina Large Cap Value Fund	Large-Cap Stock	\$794,999,411	9.45%	200,072	\$0	0.00%	0	\$0	0.00%	0
North Carolina Small / Mid Cap Fund	Small-Cap Stock	\$0	0.00%	0	\$864,580,672	9.11%	172,986	\$692,834,221	6.67%	181,635
North Carolina Small/Mid Cap Growth Fund	Small-Cap Stock	\$315,453,987	3.75%	155,203	\$0	0.00%	0	\$0	0.00%	0
North Carolina Small/Mid Cap Index Fund	Small-Cap Stock	\$213,846,119	2.54%	22,296	\$248,067,197	2.61%	21,831	\$297,641,169	2.86%	21,946
North Carolina Small/Mid Cap Value Fund	Small-Cap Stock	\$400,976,669	4.76%	162,666	\$0	0.00%	0	\$0	0.00%	0
North Carolina Global Equity Fund	Global/Intl Stock	\$783,381,943	9.31%	154,456	\$926,549,985	9.76%	164,022	\$0	0.00%	0
North Carolina International Fund	Global/Intl Stock	\$510,621,230	6.07%	169,247	\$610,241,788	6.43%	177,816	\$1,586,129,204	15.26%	187,912
North Carolina International Index Fund	Global/Intl Stock	\$35,329,888	0.42%	5,346	\$50,027,627	0.53%	5,671	\$59,574,366	0.57%	6,174
North Carolina Inflation Responsive Fund	Specialty	\$359,744,135	4.27%	150,050	\$414,036,659	4.36%	159,696	\$350,281,950	3.37%	169,237
Total Plan Assets		\$8,416,423,977	100.00%		\$9,495,072,359	100.00%		\$10,390,957,234	100.00%	

The total number of unique participants in the 401(k) Plan as of September 30, 2018 was 253,835.

The average monthly employee deferral from October 1, 2017 to September 30, 2018 was \$177.55 for the 401(k) Plan.

The average active participation rate from October 1, 2017 to September 30, 2018 was 29.54% for the 401(k) Plan.

The GoalMaker utilization among new members as of September 30, 2018 was 96.08% for the 401(k) Plan.

The GoalMaker utilization among members as of September 30, 2018 was 64.79% for the 401(k) Plan.



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

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#### Asset Allocation By Fund – 457 Plan

				# Participants Utilizing			# Participants Utilizing			# Participants Utilizing
Investment Option	Asset Class	9/30/2016	%	9/30/2016	9/30/2017	%	9/30/2017	9/30/2018	%	9/30/2018
North Carolina Stable Value Fund	Stable Value	\$403,515,274	33.28%	43,499	\$404,726,174	30.10%	44,566	\$352,326,283	24.20%	31,220
North Carolina Fixed Income Fund	Fixed Income	\$80,122,571	6.61%	33,188	\$86,617,165	6.44%	34,961	\$157,912,095	10.85%	42,273
North Carolina Fixed Income Index Fund	Fixed Income	\$44,964,226	3.71%	28,991	\$51,167,819	3.81%	31,076	\$14,308,958	0.98%	3,168
North Carolina Treasury Inflation Protected Securities	Fixed Income	\$0	0.00%	0	\$0	0.00%	0	\$17,720,986	1.22%	11,981
North Carolina Large Cap Core Fund	Large-Cap Stock	\$0	0.00%	0	\$255,105,543	18.97%	45,718	\$264,163,540	18.15%	11,744
North Carolina Large Cap Growth Fund	Large-Cap Stock	\$117,918,193	9.73%	42,080	\$8,309	0.00%	5	\$0	0.00%	0
North Carolina Large Cap Index Fund	Large-Cap Stock	\$149,274,685	12.31%	39,573	\$174,694,297	12.99%	41,981	\$264,711,349	18.19%	44,256
North Carolina Large Cap Value Fund	Large-Cap Stock	\$105,505,136	8.70%	41,510	\$298	0.00%	4	\$0	0.00%	0
North Carolina Small / Mid Cap Fund	Small-Cap Stock	\$0	0.00%	0	\$151,674,863	11.28%	42,339	\$149,134,413	10.25%	44,316
North Carolina Small/Mid Cap Growth Fund	Small-Cap Stock	\$55,026,377	4.54%	39,166	\$615	0.00%	4	\$0	0.00%	0
North Carolina Small/Mid Cap Index Fund	Small-Cap Stock	\$20,238,707	1.67%	1,509	\$25,218,598	1.88%	1,641	\$34,644,032	2.38%	1,879
North Carolina Small/Mid Cap Value Fund	Small-Cap Stock	\$74,894,342	6.18%	39,567	\$8,584	0.00%	4	\$0	0.00%	0
North Carolina Global Equity Fund	Global/Intl Stock	\$57,123,455	4.71%	33,863	\$71,358,995	5.31%	36,492	\$0	0.00%	0
North Carolina International Fund	Global/Intl Stock	\$63,434,190	5.23%	39,716	\$75,621,946	5.62%	41,911	\$154,772,271	10.63%	44,306
North Carolina International Index Fund	Global/Intl Stock	\$11,283,318	0.93%	1,090	\$13,844,070	1.03%	1,183	\$17,159,195	1.18%	1,277
North Carolina Inflation Responsive Fund	Specialty	\$29,134,858	2.40%	33,019	\$34,588,757	2.57%	35,703	\$28,782,716	1.98%	38,137
Total Plan Assets		\$1,212,435,330	100.00%		\$1,344,636,032	100.00%		\$1,455,635,836	100.00%	

The total number of unique participants in the 457 Plan as of September 30, 2018 was 54,864.

The average monthly employee deferral from October 1, 2017 to September 30, 2018 was \$144.21 for the 457 Plan.

The average active participation rate from October 1, 2017 to September 30, 2018 was 11.01% for the 457 Plan.

The GoalMaker utilization among new members as of September 30, 2018 was 91.97% for the 457 Plan.

The GoalMaker utilization among members as of September 30, 2018 was 68.12% for the 457 Plan.



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

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Please see page 5 for important notes and disclaimers.

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

				# Participants Utilizing			# Participants Utilizing
Investment Option	Asset Class	9/30/2017	%	9/30/2017	9/30/2018	%	9/30/2018
Metropolitan West Total Return Bd Plan	Fixed Income	\$1,119,137	9.33%	1,034	\$2,339,205	14.87%	1,064
Vanguard Short-Term Bond Index Adm	Fixed Income	\$2,091,908	17.44%	865	\$1,569,796	9.98%	556
Vanguard Shrt-Term Infl-Prot Sec ldx Adm	Fixed Income	\$0	0.00%	0	\$155,620	0.99%	255
Vanguard Total Bond Market Index Adm	Fixed Income	\$1,005,187	8.38%	1,012	\$745,934	4.74%	333
Baillie Gifford International Equity K	Large-Cap Stock	\$0	0.00%	0	\$2,535,452	16.11%	1,048
T. Rowe Price Blue Chip Growth I	Large-Cap Stock	\$797,709	6.65%	832	\$556,740	3.54%	157
Vanguard 500 Index Admiral	Large-Cap Stock	\$2,237,225	18.66%	1,147	\$4,354,122	27.67%	1,192
Vanguard Windsor II Admiral	Large-Cap Stock	\$872,996	7.28%	1,046	\$543,952	3.46%	343
Vanguard Extended Market Index Admiral	Mid-Cap Stock	\$798,954	6.66%	368	\$1,089,428	6.92%	365
DFA US Small Cap I	Small-Cap Stock	\$886,713	7.39%	971	\$971,659	6.17%	1,010
PIMCO Inflation Response MultiAsst Instl	Specialty	\$584,034	4.87%	792	\$617,548	3.92%	832
MFS InstI International Equity	International Stock	\$1,480,162	12.34%	1,020	\$0	0.00%	0
Vanguard Total Intl Stock Index Admiral	International Stock	\$118,488	0.99%	54	\$256,163	1.63%	73
Total Plan Assets		\$11,992,514	100.00%		\$15,735,620	100.00%	

The total number of unique participants in the 403(b) Plan as of September 30, 2018 was 1,235.

The average monthly employee deferral from October 1, 2017 to September 30, 2018 was \$246.78 for the 403(b) Plan.

The average active participation rate from October 1, 2017 to September 30, 2018 was 1.14% for the 403(b) Plan.

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

The GoalMaker utilization among new members as of September 30, 2018 was 50.00% for the 403(b) Plan.

The GoalMaker utilization among members as of September 30, 2018 was 59.76% for the 403(b) Plan.





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	401(k) Plan Percentage Gain										
	Assets (9/30/2017)	Contributions	Distributions	Earnings	Assets (9/30/2018)	Percentage Gain					
NC 401(k) Plan	\$9,495,072,359	\$557,929,222	\$541,701,457	\$879,657,111	\$10,390,957,234	9.25%					

401(k) Plan									
	3Q 2017	3Q 2018	Difference #	Difference %					
Members with an Account Balance	248,772	253,835	5,063	2.04%					
Average Account Balance	\$38,168	\$40,936	\$2,768	7.25%					
Median Account Balance	\$12,319	\$12,719	\$399	3.24%					



401(k) 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

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Please see page 5 for important notes and disclaimers.

	457 Plan Percentage Gain										
	Assets (9/30/2017)	Contributions	Distributions	Earnings	Assets (9/30/2018)	Percentage Gain					
NC 457 Plan	\$1,344,636,032	\$78,066,427	\$85,924,734	\$118,858,111	\$1,455,635,836	8.89%					

457 Plan									
	3Q 2017	3Q 2018	Difference #	Difference %					
Members with an Account Balance	53,310	54,864	1,554	2.92%					
Average Account Balance	\$25,223	\$26,532	\$1,309	5.19%					
Median Account Balance	\$3,278	\$3,524	\$246	7.52%					





Member breakdown reflects status on recordkeeping system updated from limited indicative data received from employers which may cause the active status to be inflated







Please see page 5 for important notes and disclaimers.

	403(b) Plan Percentage Gain										
	Assets (9/30/2017)	Contributions	Distributions	Earnings	Assets (9/30/2018)	Percentage Gain					
NC 457 Plan	\$11,992,514	\$3,130,470	\$366,212	\$978,848	\$15,735,620	6.63%					

403(b) Plan								
	3Q2017	3Q2018	Difference #	Difference %				
Members with an Account Balance	1,183	1,235	52	4.40%				
Average Account Balance	\$10,137	\$12,741	\$2,604	25.69%				
Median Account Balance	\$3,669	\$4,719	\$1,050	28.62%				





Member breakdown reflects status on recordkeeping system updated from limited indicative data received from employers which may cause the active status to be inflated

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401(k) Plan Quarterly Enrollments & Contribution Changes									
	3Q 2015	3Q 2016	3Q 2016 % of Change	3Q 2017	3Q 2017 % of Change	3Q 2018	3Q 2018 % of Change		
Enrollments	5,871	4,539	-29.35%	4,538	-0.02%	4,661	2.71%		
% of New Hires Enrolled in Plan	49.02%	28.67%	-70.97%	31.84%	11.04%	31.37%	-1.49%		
GoalMaker Elections	5,587	4,058	-37.68%	4,308	6.16%	4,566	5.65%		
Contribution Changes									
Deferral Decreases	2,901	5,198	44.19%	5,418	4.23%	2,612	-51.79%		
Deferral Increases	6,752	6,244	-8.14%	6,998	12.08%	7,238	3.43%		
Pre-tax Participation Rate	20.44%	20.70%	1.26%	21.19%	2.37%	21.04%	-0.70%		
Roth Participation Rate	7.60%	8.06%	5.71%	8.41%	4.34%	8.62%	2.45%		
Voluntary (Employee & Roth) Participation Rate	25.96%	26.53%	2.15%	27.21%	2.56%	27.18%	-0.12%		

401(k) Plan Quarterly Enrollments & Contribution Change Method										
	3Q 2015	3Q 2016	3Q 2017	3Q 2018						
Aethod of Enrollment										
Paper Form	68.11%	78.88%	74.52%	77.29%						
Pseudo Enrollment	27.27%	15.33%	20.56%	19.63%						
Internet	4.62%	5.79%	4.92%	3.08%						
Method of Contribution Change				·						
Internet	98.79%	99.69%	99.83%	97.70%						
Paper Form	1.04%	0.04%	0.01%	2.07%						
Participant Service Center	0.03%	0.02%	0.00%	0.00%						
VRU	0.14%	0.26%	0.16%	0.23%						

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



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401(k) Plan YTD Enrollments & Contribution Changes									
	2015	2016	2016 % of Change	2017	2017 % of Change	2018	2018 % of Change		
Enrollments	13,980	11,987	-16.63%	12,302	2.63%	12,287	-0.12%		
% of New Hires Enrolled in Plan	55.99%	40.83%	-37.12%	40.15%	-1.67%	39.50%	-1.61%		
GoalMaker Elections	13,077	10,948	-19.45%	11,318	3.38%	11,739	3.72%		
Contribution Changes									
Deferral Decreases	7,764	14,138	45.08%	15,591	10.28%	8,598	-44.85%		
Deferral Increases	22,437	18,266	-22.83%	21,868	19.72%	23,740	8.56%		
Pre-tax Participation Rate	21.36%	22.28%	4.13%	22.81%	2.38%	22.42%	-1.73%		
Roth Participation Rate	7.90%	8.67%	8.88%	8.99%	3.69%	9.18%	2.11%		
Voluntary (Employee & Roth) Participation Rate	27.03%	28.48%	5.09%	29.15%	2.35%	28.79%	-1.22%		

401(k) Plan YTD Enrollments & Contribution Change Method											
	2015	2016	2017	2018							
Method of Enrollment	Aethod of Enrollment										
Paper Form	Paper Form         73.72%         77.44%         75.69%         78.05%										
Pseudo Enrollment	20.69%	15.97%	17.67%	18.59%							
Internet	5.60%	6.59%	6.65%	3.36%							
Method of Contribution Change		·		·							
Internet	98.54%	99.58%	99.75%	99.02%							
Paper	1.17%	0.15%	0.08%	0.78%							
Participant Service Center	0.05%	0.02%	0.01%	0.00%							
VRU	0.24%	0.26%	0.16%	0.19%							

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



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457 Plan Quarterly Enrollments & Contribution Changes									
	3Q 2015	3Q 2016	3Q 2016 % of Change	3Q 2017	3Q 2017 % of Change	3Q 2018	3Q 2018 % of Change		
Enrollments	1,793	1,239	-30.90%	1,198	-3.31%	1,294	8.01%		
% of New Hires Enrolled in Plan	21.38%	11.92%	-44.25%	11.76%	-1.35%	12.12%	3.09%		
GoalMaker Elections	1,669	1,130	-32.29%	1,112	-1.59%	1,235	11.06%		
Contribution Changes									
Deferral Decreases	875	761	-13.03%	728	-4.34%	641	-11.95%		
Deferral Increases	1,409	1,411	0.14%	1,509	6.95%	1,474	-2.32%		
Pre-tax Participation Rate	10.59%	9.91%	-6.42%	9.72%	-1.92%	9.12%	-6.12%		
Roth Participation Rate	1.24%	1.34%	8.06%	1.57%	17.16%	1.88%	19.94%		
Voluntary (Employee & Roth) Participation Rate	11.39%	10.43%	-8.43%	10.42%	-0.10%	10.04%	-3.66%		

457 Plan Quarterly Enrollments & Contribution Change Method										
	3Q 2015	3Q 2016	3Q 2017	3Q 2018						
Nethod of Enrollment										
Paper Form	90.66%	84.49%	88.38%	90.21%						
Pseudo Enrollment	2.00%	4.34%	2.07%	3.77%						
Internet	7.34%	11.17%	9.54%	6.02%						
Method of Contribution Change		•								
Internet	99.59%	99.80%	99.95%	98.53%						
Paper Form	0.00%	0.03%	0.00%	1.47%						
Participant Service Center	0.38%	0.03%	0.03%	0.00%						
VRU	0.03%	0.14%	0.03%	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



457 Plan YTD Enrollments & Contribution Changes									
	2015	2016	2016 % of Change	2017	2017 % of Change	2018	2018 % of Change		
Enrollments	5,002	3,366	-32.71%	3,620	7.55%	3,684	1.77%		
% of New Hires Enrolled in Plan	29.96%	17.49%	-41.60%	16.81%	-3.93%	16.52%	-1.73%		
GoalMaker Elections	4,620	3,031	-34.39%	3,318	9.47%	3,480	4.88%		
Contribution Changes			·	·		·			
Deferral Decreases	2,322	2,589	11.50%	5,152	99.00%	1,935	-62.44%		
Deferral Increases	5,027	4,350	-13.47%	4,782	9.93%	4,724	-1.21%		
Pre-tax Participation Rate	10.71%	10.32%	-3.64%	10.47%	1.45%	9.77%	-6.69%		
Roth Participation Rate	1.40%	1.43%	2.14%	1.72%	20.28%	1.95%	13.19%		
Voluntary (Employee & Roth) Participation Rate	12.61%	10.87%	-13.80%	11.22%	3.22%	10.72%	-4.46%		

457 Plan YTD Enrollments & Contribution Change Method											
	2015	2016	2017	2018							
Method of Enrollment	lethod of Enrollment										
Paper Form	90.56%	86.03%	86.57%	88.53%							
Pseudo Enrollment	1.56%	2.81%	2.76%	3.30%							
Internet	7.89%	11.16%	10.67%	8.17%							
Method of Contribution Change											
Internet	99.05%	99.83%	99.84%	99.42%							
Paper	0.63%	0.07%	0.04%	0.52%							
Participant Service Center	0.16%	0.02%	0.03%	0.02%							
VRU	0.16%	0.08%	0.09%	0.04%							

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



403(b) Plan Quarterly Enrollments & Contribution Changes									
	4Q 2017	1Q 2018	1Q 2018 % of Change	2Q 2018	2Q 2018 % of Change	3Q 2018	3Q 2018 % of Change		
Enrollments	28	25	-10.71%	18	-28.00%	35	94.44%		
% of New Hires Enrolled in Plan	2.18%	15.24%	597.95%	3.58%	-76.52%	0.74%	-79.39%		
GoalMaker Elections	19	17	-10.53%	8	-52.94%	18	125.00%		
Contribution Changes									
Deferral Decreases	7	21	200.00%	12	-42.86%	12	0.00%		
Deferral Increases	27	34	25.93%	11	-67.65%	33	200.00%		
Pre-tax Participation Rate	1.05%	1.05%	-0.45%	1.01%	-3.37%	0.85%	-15.87%		
Roth Participation Rate	0.29%	0.27%	-7.45%	0.28%	4.32%	0.27%	-4.15%		
Voluntary (Employee & Roth) Participation Rate	1.25%	1.24%	-0.43%	1.21%	-2.78%	1.02%	-15.59%		

403(b) Plan Quarterly Enrollments & Contribution Change Method												
4Q 2017 1Q 2018 2Q 2018 3Q 2018												
Method of Enrollment	Aethod of Enrollment											
Paper Form	Paper Form 89.29% 100.00% 100.00% 97.22%											
Pseudo Enrollment	3.57%	0.00%	0.00%	2.78%								
Internet	7.14%	0.00%	0.00%	0.00%								
Method of Contribution Change		<u> </u>		<u> </u>								
Internet	100.00%	92.00%	100.00%	100.00%								
Paper Form	0.00%	0.00%	0.00%	0.00%								
Participant Service Center	0.00%	0.00%	0.00%	0.00%								
VRU	0.00%	8.00%	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



Vale T. Foland CPA STATE TREASURER OF NORTH CAROLINA DALE R. FOLWELL, CPA

403(b) Plan YTD Enrollments & Contribution Changes							
	February to September 2017	2018	2018 % of Change				
Enrollments	23	78	239.13%				
% of New Hires Enrolled in Plan	1.29%	1.44%	11.92%				
GoalMaker Elections	14	43	207.14%				
Contribution Changes							
Deferral Decreases	20	45	125.00%				
Deferral Increases	39	78	100.00%				
Pre-tax Participation Rate	1.19%	0.92%	-22.42%				
Roth Participation Rate	0.33%	0.29%	-12.06%				
Voluntary (Employee & Roth) Participation Rate	1.41%	1.10%	-21.75%				

403(b) Plan YTD Enrollments & Contribution Change Method								
	February to September 2017	2018						
Method of Enrollment								
Paper Form	100.00%	98.73%						
Pseudo Enrollment	0.00%	1.27%						
Internet	0.00%	0.00%						
Method of Contribution Change								
Internet	98.06%	98.61%						
Paper	0.00%	0.00%						
Participant Service Center	0.00%	0.00%						
VRU	1.94%	1.39%						

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.





401(k) Contributions									
	3Q 2015	3Q 2016	3Q 2016 Change %	3Q 2017	3Q 2017 Change %	3Q 2018	3Q 2018 Change %		
Employee Contributions	\$49,847,366	\$55,389,750	11.12%	\$56,659,712	2.29%	\$59,692,004	5.35%		
Roth	\$8,791,620	\$22,928,193	160.80%	\$11,641,913	-49.22%	\$13,419,857	15.27%		
Total Employee Contributions	\$58,638,987	\$78,317,942	33.56%	\$68,301,625	-12.79%	\$73,111,861	7.04%		
Employer Contributions	\$45,087,837	\$35,445,543	-21.39%	\$49,918,629	40.83%	\$51,816,708	3.80%		
Rollovers	\$10,737,504	\$13,015,070	21.21%	\$11,680,956	-10.25%	\$10,131,758	-13.26%		
Total Contributions	\$114,464,327	\$126,778,555	10.76%	\$129,901,210	2.46%	\$135,060,328	3.97%		
Average Voluntary Contributions	\$160	\$186	16.02%	\$190	2.49%	\$197	3.45%		
Average Roth Contributions	\$87	\$96	9.74%	\$104	8.77%	\$114	9.98%		
Average Employee Contributions	\$172	\$173	0.72%	\$180	3.77%	\$188	4.73%		

401(k) Contributions									
	2015	2016	2016 Change %	2017	2017 Change %	2018	2018 Change %		
Employee Contributions	\$159,274,037	\$167,186,145	4.97%	\$174,510,735	4.38%	\$183,965,598	5.42%		
Roth	\$27,273,221	\$43,471,332	59.39%	\$34,693,173	-20.19%	\$40,515,135	16.78%		
Total Employee Contributions	\$186,547,258	\$210,657,477	12.92%	\$209,203,908	-0.69%	\$224,480,733	7.30%		
Employer Contributions	\$132,047,097	\$127,203,072	-3.67%	\$147,469,976	15.93%	\$155,113,901	5.18%		
Rollovers	\$34,907,832	\$37,374,100	7.07%	\$39,686,626	6.19%	\$39,728,127	0.10%		
Total Contributions	\$166,954,929	\$375,234,649	124.75%	\$396,360,510	5.63%	\$419,322,760	5.79%		
Average Voluntary Contributions	\$161	\$176	9.18%	\$181	3.20%	\$190	4.85%		
Average Roth Contributions	\$85	\$88	4.05%	\$96	8.98%	\$106	10.84%		
Average Employee Contributions	\$173	\$164	-5.40%	\$171	4.51%	\$181	6.01%		

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.





457 Contributions									
	3Q 2015	3Q 2016	3Q 2016	3Q 2017	3Q 2017	3Q 2018	3Q 2018		
			Change %		Change %		Change %		
Employee Contributions	\$13,906,734	\$14,506,703	4.31%	\$13,513,238	-6.85%	\$13,900,576	2.87%		
Roth	\$957,706	\$1,086,192	13.42%	\$1,338,068	23.19%	\$1,807,969	35.12%		
Total Employee Contributions	\$14,864,439	\$15,592,895	4.90%	\$14,851,306	-4.76%	\$15,708,545	5.77%		
Employer Contributions	\$335,737	\$324,219	-3.43%	\$511,221	57.68%	\$670,147	31.09%		
Rollovers	\$4,126,591	\$2,485,402	-39.77%	\$2,963,330	19.23%	\$1,506,008	-49.18%		
Total Contributions	\$19,326,767	\$18,402,516	-4.78%	\$18,325,857	-0.42%	\$17,884,700	-2.41%		
Average Voluntary Contributions	\$140	\$144	2.37%	\$141	-1.57%	\$148	4.74%		
Average Roth Contributions	\$131	\$126	-3.73%	\$117	-7.70%	\$122	4.91%		
Average Employee Contributions	\$141	\$147	4.49%	\$145	-1.74%	\$152	5.15%		

457 Contributions									
	2015	2016	2016 Change %	2017	2017 Change %	2018	2018 Change %		
Employee Contributions	\$42,107,430	\$42,310,163	0.48%	\$43,253,106	2.23%	\$43,956,218	1.63%		
Roth	\$2,732,986	\$3,115,053	13.98%	\$3,885,667	24.74%	\$5,564,084	43.20%		
Total Employee Contributions	\$44,840,417	\$45,425,217	1.30%	\$47,138,774	3.77%	\$49,520,302	5.05%		
Employer Contributions	\$955,413	\$1,035,119	0.00%	\$1,510,826	100.00%	\$2,194,263	45.24%		
Rollovers	\$12,746,245	\$7,854,161	-38.38%	\$9,463,399	20.49%	\$7,534,605	-20.38%		
Total Contributions	\$58,542,074	\$54,314,496	-7.22%	\$58,112,999	6.99%	\$59,249,171	1.96%		
Average Voluntary Contributions	\$123	\$135	9.18%	\$137	1.93%	\$145	5.62%		
Average Roth Contributions	\$109	\$109	0.06%	\$101	-6.90%	\$114	12.32%		
Average Employee Contributions	\$124	\$138	10.76%	\$140	1.27%	\$149	6.58%		

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.





403(b) Contributions									
	4Q 2017	1Q 2018	1Q 2018 Change %	2Q 2018	2Q 2018 Change %	3Q 2018	3Q 2018 Change %		
Employee Contributions	\$638,386	\$503,833	-21.08%	\$571,742	13.48%	\$419,366	-26.65%		
Roth	\$92,066	\$77,085	-16.27%	\$90,769	17.75%	\$71,321	-21.43%		
Total Employee Contributions	\$730,452	\$580,918	-20.47%	\$662,511	14.05%	\$490,686	-25.94%		
Employer Contributions	\$100	\$100	0.00%	\$200	100.00%	\$225	12.50%		
Rollovers	\$165,314	\$259,655	57.07%	\$181,984	-29.91%	\$58,325	-67.95%		
Total Contributions	\$895,866	\$840,673	-6.16%	\$844,695	0.48%	\$549,236	-34.98%		
Average Voluntary Contributions	\$285	\$331	16.09%	\$306	-7.60%	\$210	-31.37%		
Average Roth Contributions	\$189	\$161	-15.13%	\$183	14.06%	\$149	-18.88%		
Average Employee Contributions	\$272	\$306	12.37%	\$288	-5.83%	\$202	-29.69%		

403(b) Contributions									
	February to September 2017	2018	2018 Change %						
Employee Contributions	\$1,223,513	\$1,494,941	22.18%						
Roth	\$519,752	\$239,174	-53.98%						
Total Employee Contributions	\$1,743,265	\$1,734,115	-0.52%						
Employer Contributions	\$0	\$525	0.00%						
Rollovers	\$190,890	\$499,964	161.91%						
Total Contributions	\$1,934,155	\$2,234,604	15.53%						
Average Voluntary Contributions	\$251	\$267	6.31%						
Average Roth Contributions	\$159	\$152	-4.37%						
Average Employee Contributions	\$187	\$251	34.05%						

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.





## 401(k) GoalMaker Participation

	9/30/2015	9/30/2016	9/30/2017	9/30/2018
Total Plan Assets in GoalMaker	\$3,314,144,050	\$3,813,094,130	\$4,457,009,575	\$4,949,060,357
Total # of Participants in GoalMaker	146,857	147,273	155,592	164,469
Year to Date % of New Enrollments with Goalmaker Election	92.39%	90.58%	93.52%	96.08%
Total Participation Rate	57.59%	60.31%	62.54%	64.79%
Prudential's Book of Business GoalMaker Average Participation Rate*	44.88%	48.30%	50.49%	50.53%
Total % of Assets	43.63%	45.31%	46.94%	47.63%

Participant Age Range	Conservative	Moderate	Aggressive	Total
Less than 25	1,312	3,152	1,399	5,863
Age 25-34	7,993	18,052	10,271	36,316
Age 35-44	7,972	20,085	12,877	40,934
Age 45-54	8,550	21,358	11,681	41,589
Age 55-64	8,894	16,047	5,710	30,651
Age 65+	3,300	4,391	1,425	9,116
Total	38,021	83,085	43,363	164,469

Participant Age Range	Conservative	Moderate	Aggressive	Total
Less than 25	\$2,908,804	\$7,669,753	\$4,287,558	\$14,866,115
Age 25-34	\$54,432,505	\$152,903,354	\$151,640,041	\$358,975,901
Age 35-44	\$107,305,984	\$414,397,217	\$470,469,645	\$992,172,847
Age 45-54	\$215,707,239	\$739,819,163	\$677,862,172	\$1,633,388,575
Age 55-64	\$327,012,990	\$698,024,326	\$361,982,329	\$1,387,019,645
Age 65+	\$182,888,417	\$261,658,094	\$118,090,765	\$562,637,276
Total	\$890,255,939	\$2,274,471,908	\$1,784,332,510	\$4,949,060,357

\*Prudential's Defined Contribution book of business averages.





#### For Plan Sponsor or Consultant Use Only

# 401(k) Asset Allocation by Age Group – Assets for Participants Not in GoalMaker As of September 30, 2018



Asset Class	Less Than 25	25-34	35-44	45-54	55-64	65+	Total
Stable Value	\$276,693	\$11,847,330	\$75,472,952	\$276,030,285	\$508,897,225	\$552,374,562	\$1,424,899,046
Fixed Income	\$71,238	\$1,904,267	\$23,961,896	\$78,199,182	\$116,258,021	\$95,380,841	\$315,775,446
Large-Cap Stock	\$461,222	\$15,960,539	\$259,908,465	\$907,901,031	\$890,847,506	\$799,006,406	\$2,874,085,170
Small-Cap Stock	\$236,797	\$8,339,023	\$67,787,587	\$173,250,728	\$163,009,768	\$110,228,362	\$522,852,265
International Stock	\$192,104	\$5,668,922	\$39,242,032	\$94,374,388	\$88,729,926	\$55,170,380	\$283,377,751
Specialty	\$56,919	\$668,766	\$2,372,609	\$6,196,997	\$7,394,030	\$4,217,879	\$20,907,199
Total Assets	\$1,294,973	\$44,388,846	\$468,745,542	\$1,535,952,611	\$1,775,136,476	\$1,616,378,429	\$5,441,896,877
% Assets	0.02%	0.82%	8.61%	28.22%	32.62%	29.70%	100.00%
Total Participants	317	3,489	13,421	27,645	25,672	18,822	89,366
Average Account Balance	\$4,085	\$12,723	\$34,926	\$55,560	\$69,147	\$85,877	\$60,894





# 401(k) Asset Allocation by Age Group – Assets for Participants in GoalMaker As of September 30, 2018



Asset Class	Less Than 25	25-34	35-44	45-54	55-64	65+	Total
Stable Value	\$3,693	\$203,400	\$5,239,779	\$52,483,349	\$123,090,458	\$86,985,842	\$268,006,521
Fixed Income	\$1,168,672	\$29,857,143	\$120,616,737	\$400,064,324	\$516,582,354	\$240,554,800	\$1,308,844,031
Large-Cap Stock	\$4,765,123	\$113,980,298	\$299,684,569	\$415,149,775	\$282,019,759	\$97,286,586	\$1,212,886,111
Small-Cap Stock	\$1,996,216	\$47,219,308	\$122,350,715	\$166,396,127	\$98,818,625	\$30,842,134	\$467,623,125
International Stock	\$5,594,919	\$135,248,764	\$357,886,614	\$482,979,088	\$294,824,778	\$85,791,656	\$1,362,325,819
Specialty	\$1,337,491	\$32,466,988	\$86,394,431	\$116,315,911	\$71,683,672	\$21,176,257	\$329,374,751
Total Assets	\$14,866,115	\$358,975,901	\$992,172,847	\$1,633,388,575	\$1,387,019,645	\$562,637,276	\$4,949,060,357
% Assets	0.30%	7.25%	20.05%	33.00%	28.03%	11.37%	100.00%
Total Participants	5,863	36,316	40,934	41,589	30,651	9,116	164,469
Average Account Balance	\$2,536	\$9,885	\$24,238	\$39,275	\$45,252	\$61,720	\$30,091





#### 401(k) GoalMaker Participation





Age 25-34

7%



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Please see page 5 for important notes and disclaimers.

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Age 35-44

20%

#### **457 GoalMaker Participation**

	9/30/2015	9/30/2016	9/30/2017	9/30/2018
Total Plan Assets in GoalMaker	\$250,453,528	\$294,854,848	\$357,664,380	\$413,956,037
Total # of Participants in GoalMaker	32,802	32,597	35,083	37,375
Year to Date % of New Enrollments with Goalmaker Election	93.28%	89.73%	93.55%	91.97%
Total Participation Rate	60.03%	63.13%	65.81%	68.12%
Prudential's Book of Business GoalMaker Average Participation Rate*	44.88%	48.30%	50.49%	50.53%
Total % of Assets	22.34%	24.32%	26.60%	28.44%

Participant Age Range	Conservative	Moderate	Aggressive	Total
Less than 25	239	604	292	1,135
Age 25-34	2,029	4,279	2,492	8,800
Age 35-44	2,168	4,575	2,765	9,508
Age 45-54	2,701	5,113	2,576	10,390
Age 55-64	2,043	3,029	1,096	6,168
Age 65+	575	596	203	1,374
Total	9,755	18,196	9,424	37,375

Participant Age Range	Conservative	Moderate	Aggressive	Total
Less than 25	\$155,339	\$437,847	\$322,034	\$619,490
Age 25-34	\$3,058,414	\$9,885,085	\$9,855,463	\$22,798,962
Age 35-44	\$6,525,594	\$25,377,320	\$25,141,532	\$57,044,447
Age 45-54	\$19,951,851	\$54,989,390	\$42,405,610	\$117,346,851
Age 55-64	\$31,550,938	\$67,630,911	\$34,807,542	\$133,989,392
Age 65+	\$27,262,084	\$39,422,932	\$15,176,151	\$81,861,167
Total	\$88,504,221	\$197,743,485	\$127,708,331	\$413,956,037

\*Prudential's Defined Contribution book of business averages.





# 457 Asset Allocation by Age Group – Assets for Participants Not in GoalMaker *As of September 30, 2018*



Asset Class	Less Than 25	25-34	35-44	45-54	55-64	65+	Total
Stable Value	\$12,277	\$699,168	\$4,473,347	\$23,761,653	\$85,277,166	\$209,214,163	\$323,437,775
Fixed Income	\$3,379	\$158,652	\$2,322,915	\$9,516,787	\$20,949,686	\$31,558,279	\$64,509,699
Large-Cap Stock	\$29,314	\$2,079,933	\$14,299,639	\$76,092,677	\$122,140,357	\$219,513,530	\$434,155,449
Small-Cap Stock	\$17,139	\$1,102,130	\$9,777,527	\$35,054,359	\$44,884,997	\$57,276,679	\$148,112,832
International Stock	\$8,502	\$637,856	\$5,034,920	\$14,987,908	\$20,026,845	\$27,302,628	\$67,998,659
Specialty	\$643	\$35,754	\$205,181	\$810,734	\$772,431	\$1,640,643	\$3,465,385
Total Assets	\$71,253	\$4,713,493	\$36,113,529	\$160,224,119	\$294,051,483	\$546,505,922	\$1,041,679,799
% Assets	0.01%	0.45%	3.47%	15.38%	28.23%	52.46%	100.00%
Total Participants	37	687	2,272	4,580	5,108	4,805	17,489
Average Account Balance	\$1,926	\$6,861	\$15,895	\$34,983	\$57,567	\$113,737	\$59,562





# 457 Asset Allocation by Age Group – Assets for Participants in GoalMaker As of September 30, 2018



Asset Class	Less Than 25	25-34	35-44	45-54	55-64	65+	Total
Stable Value	\$405	\$25,159	\$494,566	\$4,954,715	\$11,816,405	\$11,597,259	\$28,888,508
Fixed Income	\$65,962	\$1,895,504	\$8,133,088	\$31,720,977	\$49,031,102	\$34,585,706	\$125,432,339
Large-Cap Stock	\$296,276	\$7,244,586	\$16,758,775	\$28,631,304	\$27,408,080	\$14,380,419	\$94,719,440
Small-Cap Stock	\$124,679	\$3,000,731	\$6,844,200	\$11,315,376	\$9,706,623	\$4,674,004	\$35,665,612
International Stock	\$344,804	\$8,570,127	\$19,988,281	\$32,791,655	\$28,968,421	\$13,269,519	\$103,932,807
Specialty	\$83,094	\$2,062,854	\$4,825,538	\$7,932,823	\$7,058,762	\$3,354,260	\$25,317,331
Total Assets	\$915,219	\$22,798,962	\$57,044,447	\$117,346,851	\$133,989,392	\$81,861,167	\$413,956,037
% Assets	0.22%	5.51%	13.78%	28.35%	32.37%	19.78%	100.00%
Total Participants	1,135	8,800	9,508	10,390	6,168	1,374	37,375
Average Account Balance	\$806	\$2,591	\$6,000	\$11,294	\$21,723	\$59,579	\$11,076





#### **457 GoalMaker Participation**



Participation by Age Range



\$450,000,000 \$400,000,000 \$350,000,000 \$250,000,000 \$250,000,000 \$150,000,000 \$100,000,000 \$50,000,000 \$0 9/30/2015 9/30/2016 9/30/2017 9/30/2018







#### 403(b) GoalMaker Participation

	9/30/2017	9/30/2018
Total Plan Assets in GoalMaker	\$5,241,866	\$6,982,863
Total # of Participants in GoalMaker	703	738
Year to Date % of New Enrollments with Goalmaker Election	66.67%	50.00%
Total Participation Rate	59.43%	59.76%
Prudential's Book of Business GoalMaker Average Participation Rate*	50.49%	50.53%
Total % of Assets	43.71%	44.38%

Participant Age Range	Conservative	Moderate	Aggressive	Total
Less than 25	0	0	0	0
Age 25-34	1	104	10	115
Age 35-44	3	190	7	200
Age 45-54	6	210	7	223
Age 55-64	6	168	5	179
Age 65+	0	20	1	21
Total	16	692	30	738

Participant Age Range	Conservative	Moderate	Aggressive	Total
Less than 25	\$0.00	\$0	\$0.00	\$619,490
Age 25-34	\$647.72	\$409,244	\$48,405	\$458,296
Age 35-44	\$25,927.59	\$1,284,071	\$86,717.49	\$1,396,716
Age 45-54	\$50,326	\$2,135,328	\$162,237	\$2,347,890
Age 55-64	\$20,983	\$2,496,529	\$62,074	\$2,579,586
Age 65+	\$0.00	\$162,945	\$37,428.35	\$200,373
Total	\$97,884	\$6,488,117	\$396,861	\$6,982,863

\*Prudential's Defined Contribution book of business averages.





#### For Plan Sponsor or Consultant Use Only

# 403(b) Asset Allocation by Age Group – Assets for Participants Not in GoalMaker *As of September 30, 2018*



Asset Class	Less Than 25	25-34	35-44	45-54	55-64	65+	Total
Fixed Income	\$0	\$93,779	\$390,174	\$795,296	\$1,072,762	\$228,466	\$2,580,477
Large-Cap Stock	\$54	\$315,902	\$902,817	\$1,509,497	\$1,379,433	\$254,460	\$4,362,164
Mid-Cap Stock	\$0	\$72,704	\$227,306	\$403,231	\$304,077	\$82,111	\$1,089,428
Small-Cap Stock	\$17	\$18,863	\$49,375	\$103,860	\$144,472	\$2,936	\$319,522
International Stock	\$0	\$17,612	\$64,449	\$86,247	\$48,259	\$39,768	\$256,335
Specialty	\$0	\$5,223	\$26,672	\$50,708	\$60,141	\$2,087	\$144,830
Total Assets	\$71	\$524,083	\$1,660,791	\$2,948,839	\$3,009,143	\$609,829	\$8,752,757
% Assets	0.00%	5.99%	18.97%	33.69%	34.38%	6.97%	100.00%
Total Participants	1	102	130	143	105	16	497
Average Account Balance	\$71	\$5,138	\$12,775	\$20,621	\$28,659	\$38,114	\$17,611





# 403(b) Asset Allocation by Age Group – Assets for Participants in GoalMaker *As of September 30, 2018*



Asset Class	Less Than 25	25-34	35-44	45-54	55-64	65+	Total
Fixed Income	\$0	\$26,432	\$186,233	\$703,136	\$1,214,488	\$99,787	\$2,230,077
Large-Cap Stock	\$0	\$328,103	\$918,899	\$1,249,502	\$1,053,656	\$77,771	\$3,627,931
Small-Cap Stock	\$0	\$62,389	\$170,365	\$229,976	\$176,461	\$12,946	\$652,137
Specialty	\$0	\$41,373	\$121,219	\$165,276	\$134,981	\$9,869	\$472,717
Total Assets	\$0	\$458,296	\$1,396,716	\$2,347,890	\$2,579,586	\$200,373	\$6,982,863
% Assets	0.00%	6.56%	20.00%	33.62%	36.94%	2.87%	100.00%
Total Participants	0	115	200	223	179	21	738
Average Account Balance	\$0	\$3,985	\$6,984	\$10,529	\$14,411	\$9,542	\$9,462



#### 403(b) GoalMaker Participation



Participation by Age Range



North Carolina

Total Retirement Plans

401k | 457 | 403b



Assets by Age Range



STATE TREASURER OF NORTH CAROLINA DALE R. FOLWELL, CPA

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Please see page 5 for important notes and disclaimers.
#### **Loan Information**

	401(	(k) YTD Loan	S		
	2015	2016	2017	2018	Change %
% of Members in Plan with a Loan	18.55%	23.57%	23.23%	23.24%	0.03%
# of Outstanding Loans	47,418	46,188	45,665	45,369	-0.65%
# of New Loans 3Q	4,319	4,221	4,158	3,971	-4.50%
# of New Loans YTD	12,554	11,731	12,079	12,013	-0.55%
Average Loan Balance	\$6,256	\$6,325	\$6,419	\$6,671	3.92%
Total Outstanding Loan Balance	\$296,647,825	\$292,148,967	\$293,119,178	\$302,648,161	3.25%

	45	7 YTD Loans			
	2015	2016	2017	2018	Change %
% of Members in Plan with a Loan	10.60%	11.30%	14.59%	15.18%	4.00%
# of Outstanding Loans	5,800	5,838	6,114	6,347	3.81%
# of New Loans 3Q	596	602	692	629	-9.10%
# of New Loans YTD	1,713	1,566	1,874	1,847	-1.44%
Average Loan Balance	\$3,367	\$3,266	\$3,413	\$3,431	0.54%
Total Outstanding Loan Balance	\$19,529,843	\$19,064,445	\$20,865,741	\$21,777,503	4.37%

403(b) YTD Loans										
	February to September 2017	2018	Change %							
% of Members in Plan with a Loan	0.96%	1.73%	79.46%							
# of Outstanding Loans	11	20	81.82%							
# of New Loans YTD	9	12	33.33%							
Average Loan Balance	\$6,306	\$5,175	-17.94%							
Total Outstanding Loan Balance	\$69,369	\$103,501	49.20%							





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## 401(k) Disbursements – Quarterly

			401(k) Disb	ursements			
	3Q 2015	3Q 2016	3Q 2016 Change %	3Q 2017	3Q 2017 Change %	3Q 2018	3Q 2018 Change %
Term - Lump Sum	\$87,294,779	\$95,035,119	8.87%	\$93,315,083	-1.81%	\$112,990,116	21.08%
In-Service	\$12,525,527	\$11,864,225	-5.28%	\$13,152,893	10.86%	\$14,090,441	7.13%
State Retirement System	\$3,309,823	\$3,836,548	15.91%	\$3,771,455	-1.70%	\$3,564,217	-5.49%
Hardship	\$1,741,965	\$1,717,279	-1.42%	\$1,932,015	12.50%	\$1,652,592	-14.46%
Systematic	\$2,452,566	\$2,457,959	0.22%	\$2,774,898	12.89%	\$3,173,752	14.37%
Total Disbursements	\$107,324,660	\$114,911,130	7.07%	\$114,946,345	0.03%	\$135,471,117	17.86%

			401(k) Disbu	ursements			
	3Q 2015	3Q 2016	3Q 2016 Change %	3Q 2017	3Q 2017 Change %	3Q 2018	3Q 2018 Change %
Term – Lump Sum	7,503	6,189	-17.51%	6,416	3.67%	7,027	9.52%
In-Service	1,576	1,581	0.32%	1,684	6.51%	1,684	0.00%
State Retirement System	108	144	33.33%	119	-17.36%	107	-10.08%
Hardship	648	606	-6.48%	609	0.50%	587	-3.61%
Systematic	3,070	3,091	0.68%	3,300	6.76%	3,528	6.91%
Total Disbursements	12,905	11,611	-10.03%	12,128	4.45%	12,933	6.64%



# 401(k) Disbursements – Year to Date

			401(k) Disb	ursements			
	2015	2016	2016 Change %	2017	2017 Change %	2018	2018 Change %
Term - Lump Sum	\$262,757,337	\$263,469,678	0.27%	\$290,911,347	10.42%	\$346,526,058	19.12%
In-Service	\$36,126,228	\$40,376,215	11.76%	\$43,956,275	8.87%	\$46,452,996	5.68%
State Retirement System	\$11,109,114	\$9,701,567	-12.67%	\$11,644,740	20.03%	\$10,764,296	-7.56%
Hardship	\$4,763,910	\$4,388,678	-7.88%	\$4,539,860	3.44%	\$4,488,661	-1.13%
Systematic	\$7,210,833	\$7,403,488	2.67%	\$8,154,089	10.14%	\$9,336,343	14.50%
Total Disbursements	\$321,967,421	\$325,339,626	1.05%	\$359,206,311	10.41%	\$417,568,354	16.25%

			401(k) Disbu	irsements			
	2015	2016	2016 Change %	2017	2017 Change %	2018	2018 Change %
Term – Lump Sum	40,731	32,859	-19.33%	19,169	-41.66%	21,081	9.97%
In-Service	4,691	4,768	1.64%	4,885	2.45%	5,157	5.57%
State Retirement System	363	352	-3.03%	334	-5.11%	325	-2.69%
Hardship	1,602	1,517	-5.31%	1,565	3.16%	1,510	-3.51%
Systematic	9,121	9,246	1.37%	9,751	5.46%	10,377	6.42%
Total Disbursements	56,508	48,742	-13.74%	35,704	-26.75%	38,450	7.69%



#### **457 Disbursements – Quarterly**

			457 Disbu	rsements			
	3Q 2015	3Q 2016	3Q 2016 Change %	3Q 2017	3Q 2017 Change %	3Q 2018	3Q 2018 Change %
Term - Lump Sum	\$15,623,774	\$14,999,380	-4.00%	\$15,508,443	3.39%	\$18,922,212	22.01%
In-Service	\$144,029	\$14,820	-89.71%	\$51,154	245.17%	\$1,022,956	1899.77%
State Retirement System	\$2,151,246	\$3,847,345	78.84%	\$2,436,551	-36.67%	\$1,184,567	-51.38%
Hardship	\$169,685	\$180,816	6.56%	\$146,662	-18.89%	\$146,848	0.13%
Systematic	\$1,278,637	\$1,280,295	0.13%	\$1,269,465	-0.85%	\$1,299,833	2.39%
Total Disbursements	\$19,367,371	\$20,322,656	4.93%	\$19,412,275	-4.48%	\$22,576,416	16.30%

			457 Disbur	457 Disbursements										
	3Q 2015	3Q 2016	3Q 2016 Change %	3Q 2017	3Q 2017 Change %	3Q 2018	3Q 2018 Change %							
Term – Lump Sum	1,538	1,394	-9.36%	1,393	-0.07%	1,424	2.23%							
In-Service	6	3	-50.00%	6	100.00%	14	133.33%							
State Retirement System	34	29	-14.71%	17	-41.38%	18	5.88%							
Hardship	112	128	14.29%	97	-24.22%	113	16.49%							
Systematic	1,399	1,319	-5.72%	1,308	-0.83%	1,307	-0.08%							
Total Disbursements	3,089	2,873	-6.99%	2,821	-1.81%	2,876	1.95%							



#### 457 Disbursements – Year to Date

			457 Disbu	rsements			
	2015	2016	2016 Change %	2017	2017 Change %	2018	2018 Change %
Term - Lump Sum	\$42,811,283	\$45,101,073	5.35%	\$46,752,961	3.66%	\$53,651,650	14.76%
In-Service	\$639,103	\$253,810	-60.29%	\$966,857	280.94%	\$2,160,421	123.45%
State Retirement System	\$2,539,931	\$8,347,710	228.66%	\$6,987,949	-16.29%	\$2,919,495	-58.22%
Hardship	\$490,395	\$424,192	-13.50%	\$492,197	16.03%	\$480,664	-2.34%
Systematic	\$3,903,452	\$3,857,637	-1.17%	\$3,831,163	-0.69%	\$3,731,966	-2.59%
Total Disbursements	\$50,384,163	\$57,984,423	15.08%	\$59,031,127	1.81%	\$62,944,195	6.63%

			457 Disbur	sements			
	2015	2016	2016 Change %	2017	2017 Change %	2018	2018 Change %
Term – Lump Sum	8,010	8,392	4.77%	4,146	-50.60%	4,278	3.18%
In-Service	22	21	-4.55%	24	14.29%	36	50.00%
State Retirement System	60	77	28.33%	56	-27.27%	51	-8.93%
Hardship	314	304	-3.18%	299	-1.64%	311	4.01%
Systematic	4,273	4,003	-6.32%	3,904	-2.47%	3,904	0.00%
Total Disbursements	12,679	12,797	0.93%	8,429	-34.13%	8,580	1.79%



#### 403(b) Disbursements – Quarterly

			403(b) Disb	ursements			
	4Q 2017	1Q 2018	1Q 2018 Change %	2Q 2018	2Q 2018 Change %	3Q 2018	3Q 2018 Change %
Term - Lump Sum	\$9,803	\$43,823	347.05%	\$23,564	-46.23%	\$204,414	767.50%
In-Service	\$4,543	\$0	100.00%	\$29,700	100.00%	\$15,872	-46.56%
State Retirement System	\$0	\$29,113	0.00%	\$0	100.00%	\$0	0.00%
Hardship	\$0	\$0	0.00%	\$0	0.00%	\$5,380	100.00%
Systematic	\$0	\$0	0.00%	\$0	0.00%	\$0	0.00%
Total Disbursements	\$14,346	\$72,936	408.41%	\$53,264	-26.97%	\$225,667	323.68%

403(b) Disbursements										
	4Q 2017	1Q 2018	1Q 2018 Change %	2Q 2018	2Q 2018 Change %	3Q 2018	3Q 2018 Change %			
Term – Lump Sum	3	6	100.00%	6	0.00%	13	116.67%			
In-Service	1	0	100.00%	5	100.00%	3	-40.00%			
State Retirement System	0	2	0.00%	0	100.00%	0	0.00%			
Hardship	0	0	0.00%	0	0.00%	3	100.00%			
Systematic	0	0	0.00%	0	0.00%	0	0.00%			
Total Disbursements	4	8	100.00%	11	37.50%	19	72.73%			



## 403(b) Disbursements – Year to Date

403(b) Disbursements							
	February to September 2017	2018	2018				
			Change %				
Term - Lump Sum	\$390,116	\$271,801	-30.33%				
In-Service	\$0	\$45,572	100.00%				
State Retirement System	\$0	\$29,113	100.00%				
Hardship	\$1,656	\$5,380	224.85%				
Systematic	\$0	\$0	0.00%				
Total Disbursements	\$391,773	\$351,867	-10.19%				

403(b) Disbursements							
	February to September 2017	2018	2018 Change %				
Term – Lump Sum	26	25	-3.85%				
In-Service	0	8	100.00%				
State Retirement System	0	2	100.00%				
Hardship	1	3	200.00%				
Systematic	0	0	0.00%				
Total Disbursements	27	38	40.74%				



#### 401(k) Plan Asset Allocation/Net Cash Flow July 1, 2018 to September 30, 2018

	Less Than 25	25-34	35-44	45-54	55-65	65+	TOTAL
Total Plan Assets	\$16,161,088	\$403,364,747	\$1,460,918,388	\$3,169,341,186	\$3,162,156,120	\$2,179,015,705	\$10,390,957,234
% Assets	0.16%	3.88%	14.06%	30.50%	30.43%	20.97%	100.00%
Total Contributions	\$2,772,952	\$18,497,037	\$27,321,580	\$38,972,355	\$31,102,321	\$6,262,324	\$124,928,569
Rollovers In	\$29,113	\$827,760	\$1,712,669	\$4,225,851	\$1,578,516	\$1,757,848	\$10,131,758
Total Distributions including:	(\$165,029)	(\$2,980,309)	(\$8,188,157)	(\$28,620,876)	(\$58,114,352)	(\$37,402,395)	(\$135,471,117)
Rollovers Out	(\$32,142)	(\$1,168,058)	(\$2,993,898)	(\$13,835,500)	(\$35,623,939)	(\$20,202,706)	(\$73,856,243)
Cash Distributions	(\$132,887)	(\$1,812,250)	(\$5,194,260)	(\$14,785,376)	(\$22,490,413)	(\$17,199,689)	(\$61,614,875)
Net Cash Flow	\$2,637,036	\$16,344,489	\$20,846,092	\$14,577,330	(\$25,433,515)	(\$29,382,223)	(\$410,790)
Total Unique Participants	6,180	39,805	54,355	69,234	56,323	27,938	253,835
Avg. Account Balance	\$2,615	\$10,134	\$26,877	\$45,777	\$56,143	\$77,995	\$40,936
Prudential Participant Avg. Account Balance	\$3,164	\$15, 196	\$44,481	\$86, 154	\$116,912	\$121,791	\$71,162

#### 401(k) Plan Asset Allocation/Net Cash Flow January 1, 2018 to September 30, 2018

	Less Than 25	25-34	35-44	45-54	55-65	65+	TOTAL
Total Plan Assets	\$16,161,088	\$403,364,747	\$1,460,918,388	\$3,169,341,186	\$3,162,156,120	\$2,179,015,705	\$10,390,957,234
% Assets	0.16%	3.88%	14.06%	30.50%	30.43%	20.97%	100.00%
Total Contributions	\$8,191,096	\$55,507,443	\$82,683,099	\$119,399,659	\$94,976,770	\$18,836,569	\$379,594,635
Rollovers In	\$97,982	\$2,770,115	\$6,246,719	\$12,818,736	\$11,251,860	\$6,542,715	\$39,728,126
Total Distributions including:	(\$415,228)	(\$9,977,185)	(\$25,749,517)	(\$82,554,138)	(\$172,485,570)	(\$126,386,716)	(\$417,568,354)
Rollovers Out	(\$75,265)	(\$4,020,792)	(\$10,241,292)	(\$36,256,043)	(\$94,688,119)	(\$70,636,722)	(\$215,918,233)
Cash Distributions	(\$339,963)	(\$5,956,393)	(\$15,508,226)	(\$46,298,095)	(\$77,797,451)	(\$55,749,994)	(\$201,650,122)
Net Cash Flow	\$7,873,850	\$48,300,373	\$63,180,300	\$49,664,257	(\$66,256,941)	(\$101,007,433)	\$1,754,407
Total Unique Participants	6,180	39,805	54,355	69,234	56,323	27,938	253,835
Avg. Account Balance	\$2,615	\$10,134	\$26,877	\$45,777	\$56,143	\$77,995	\$40,936
Prudential Participant Avg. Account Balance	\$3,164	\$15, 196	\$44,481	\$86, 154	\$116,912	\$121,791	\$71,162

\*Prudential's Defined Contribution book of business averages.







#### 457 Plan Asset Allocation/Net Cash Flow July 1, 2018 to September 30, 2018

	Less Than 25	25-34	35-44	45-54	55-65	65+	TOTAL
Total Plan Assets	\$986,473	\$27,512,454	\$93,157,976	\$277,570,969	\$428,040,875	\$628,367,089	\$1,455,635,836
% Assets	0.07%	1.89%	6.40%	19.07%	29.41%	43.17%	100.00%
Total Contributions	\$199,479	\$1,688,917	\$3,051,132	\$5,458,714	\$4,632,742	\$1,347,708	\$16,378,692
Rollovers In	\$0	\$304,462	\$176,070	\$246,362	\$271,378	\$507,735	\$1,506,008
Total Distributions including:	(\$17,762)	(\$270,355)	(\$395,548)	(\$2,278,659)	(\$6,189,609)	(\$13,424,483)	(\$22,576,416)
Rollovers Out	(\$9,156)	(\$105,992)	(\$186,979)	(\$952,933)	(\$3,779,545)	(\$8,255,865)	(\$13,290,469)
Cash Distributions	(\$8,606)	(\$164,363)	(\$208,569)	(\$1,325,726)	(\$2,410,064)	(\$5,168,618)	(\$9,285,947)
Net Cash Flow	\$181,718	\$1,723,024	\$2,831,655	\$3,426,417	(\$1,285,489)	(\$11,569,041)	(\$4,691,716)
Total Unique Participants	1,172	9,487	11,780	14,970	11,276	6,179	54,864
Avg. Account Balance	\$842	\$2,900	\$7,908	\$18,542	\$37,960	\$101,694	\$26,532
Prudential Participant Avg. Account Balance	\$3,164	\$15, 196	\$44,481	\$86,154	\$116,912	\$121,791	\$71,162

#### 457 Plan Asset Allocation/Net Cash Flow January 1, 2018 to September 30, 2018

	Less Than 25	25-34	35-44	45-54	55-65	65+	TOTAL
Total Plan Assets	\$986,473	\$27,512,454	\$93,157,976	\$277,570,969	\$428,040,875	\$628,367,089	\$1,455,635,836
% Assets	0.07%	1.89%	6.40%	19.07%	29.41%	43.17%	100.00%
Total Contributions	\$620,489	\$5,365,951	\$9,678,465	\$17,088,230	\$14,678,835	\$4,282,595	\$51,714,565
Rollovers In	\$0	\$580,262	\$873,366	\$813,005	\$944,405	\$4,323,568	\$7,534,605
Total Distributions including:	(\$41,175)	(\$938,770)	(\$1,218,748)	(\$7,533,855)	(\$18,382,005)	(\$34,829,641)	(\$62,944,195)
Rollovers Out	(\$12,253)	(\$391,125)	(\$515,928)	(\$3,454,847)	(\$10,396,932)	(\$18,389,203)	(\$33,160,288)
Cash Distributions	(\$28,922)	(\$547,645)	(\$702,820)	(\$4,079,009)	(\$7,985,073)	(\$16,440,438)	(\$29,783,907)
Net Cash Flow	\$579,314	\$5,007,443	\$9,333,083	\$10,367,379	(\$2,758,765)	(\$26,223,478)	(\$3,695,024)
Total Unique Participants	1,172	9,487	11,780	14,970	11,276	6,179	54,864
Avg. Account Balance	\$842	\$2,900	\$7,908	\$18,542	\$37,960	\$101,694	\$26,532
Prudential Participant Avg. Account Balance	\$3,164	\$15, 196	\$44,481	\$86, 154	\$116,912	\$121,791	\$71,162

\*Prudential's Defined Contribution book of business averages.







#### 403(b) Plan Asset Allocation/Net Cash Flow July 1, 2018 to September 30, 2018

	Less Than 25	25-34	35-44	45-54	55-65	65+	TOTAL
Total Plan Assets	\$71	\$982,379	\$3,057,508	\$5,296,729	\$5,588,729	\$810,202	\$15,735,620
% Assets	0.00%	6.24%	19.43%	33.66%	35.52%	5.15%	100.00%
Total Contributions	\$1,120	\$61,738	\$97,722	\$157,133	\$151,654	\$21,544	\$490,911
Rollovers In	\$0	\$0	\$17,394	\$40,931	\$0	\$0	\$58,325
Total Distributions including:	\$0	(\$4,211)	(\$19,128)	(\$23,422)	(\$178,103)	(\$803)	(\$225,667)
Rollovers Out	\$0	\$0	(\$6,682)	(\$21,519)	(\$162,541)	\$0	(\$190,742)
Cash Distributions	\$0	(\$4,211)	(\$12,445)	(\$1,904)	(\$15,562)	(\$803)	(\$34,925)
Net Cash Flow	\$1,120	\$57,527	\$95,988	\$174,641	(\$26,449)	\$20,741	\$323,569
Total Unique Participants	1	217	330	366	284	37	1,235
Avg. Account Balance	\$71	\$4,527	\$9,265	\$14,472	\$19,679	\$21,897	\$12,741
Prudential Participant Avg. Account Balance	\$3,164	\$15, 196	\$44,481	\$86,154	\$116,912	\$121,791	\$71,162

#### 403(b) Plan Asset Allocation/Net Cash Flow January 1, 2018 to September 30, 2018

	Less Than 25	25-34	35-44	45-54	55-65	65+	TOTAL
Total Plan Assets	\$71	\$982,379	\$3,057,508	\$5,296,729	\$5,588,729	\$810,202	\$15,735,620
% Assets	0.00%	6.24%	19.43%	33.66%	35.52%	5.15%	100.00%
Total Contributions	\$7,545	\$201,947	\$342,648	\$569,097	\$540,765	\$72,639	\$1,734,640
Rollovers In	\$0	\$0	\$189,711	\$178,841	\$131,412	\$0	\$499,964
Total Distributions including:	\$0	(\$8,357)	(\$26,426)	(\$42,202)	(\$269,601)	(\$5,281)	(\$351,867)
Rollovers Out	\$0	(\$4,146)	(\$6,682)	(\$21,519)	(\$210,438)	\$0	(\$242,785)
Cash Distributions	\$0	(\$4,211)	(\$19,744)	(\$20,683)	(\$59,163)	(\$5,281)	(\$109,082)
Net Cash Flow	\$7,545	\$193,590	\$505,934	\$705,736	\$402,575	\$67,358	\$1,882,738
Total Unique Participants	1	217	330	366	284	37	1,235
Avg. Account Balance	\$71	\$4,527	\$9,265	\$14,472	\$19,679	\$21,897	\$12,741
Prudential Participant Avg. Account Balance	\$3,164	\$15, 196	\$44,481	\$86, 154	\$116,912	\$121,791	\$71,162

\*Prudential's Defined Contribution book of business averages.







#### 401(k) Plan Retirement Preparation Analysis

7/1/2018 - 9/30/2018	
Total Retirement Income Calculator Completions	10,538
Unique Completions	9,202
Contribution Rate Increase	887

Since Inception for Currently Active Participants as of 9/30/2018						
Average Balance, RIC Participant	\$59,254					
Average Balance, Non-RIC Participant	\$26,722					
Average Contribution Rate, RIC Participant	6.42%					
Average Contribution Rate, Non-RIC Participant	4.55%					
Total Count of Participants with a RIC Gap	51,509					
Average RIC Gap per month	\$2,955					
Total Count of Participants with a RIC surplus	9,993					
Average RIC Surplus per month	\$3,284					

1/1/2018 - 9/30/2018	
Total Retirement Income Calculator Completions	32,001
Unique Completions	27,938
Contribution Rate Increase	2,667

<u>Total Retirement Income Calculator Completions</u> – 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.

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

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

<u>Average Balance RIC Participant</u> – 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.

<u>Average Balance Non-RIC Participant</u> – 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.

<u>Average Contribution Rate RIC Participant</u> – 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.

<u>Average Contribution Rate Non-RIC Participant</u> – 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.

<u>Average RIC Gap</u> – 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.

<u>Average RIC Surplus</u> – 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.

<u>Total Count of Participants with a RIC Surplus</u> – 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.





#### **457 Plan Retirement Preparation Analysis**

7/1/2018 - 9/30/2018	
Total Retirement Income Calculator Completions	2,970
Unique Completions	2,569
Contribution Rate Increase	151

Since Inception for Currently Active Participa	nts as of 9/30/2018
Average Balance, RIC Participant	\$25,256
Average Balance, Non-RIC Participant	\$14,128
Average Contribution Rate, RIC Participant	6.62%
Average Contribution Rate, Non-RIC Participant	5.27%
Total Count of Participants with a RIC Gap	11,729
Average RIC Gap per month	\$2,837
Total Count of Participants with a RIC surplus	2,295
Average RIC Surplus per month	\$2,594

1/1/2018 - 9/30/2018	
Total Retirement Income Calculator Completions	8,674
Unique Completions	7,530
Contribution Rate Increase	433

<u>Total Retirement Income Calculator Completions</u> – 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.

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

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

<u>Average Balance RIC Participant</u> – 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.

<u>Average Balance Non-RIC Participant</u> – 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.

<u>Average Contribution Rate RIC Participant</u> – 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.

<u>Average Contribution Rate Non-RIC Participant</u> – 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.

<u>Average RIC Gap</u> – 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.

<u>Average RIC Surplus</u> – 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.

<u>Total Count of Participants with a RIC Surplus</u> – 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.





#### 403(b) Plan Retirement Preparation Analysis

7/1/2018 - 9/30/2018	
Total Retirement Income Calculator Completions	60
Unique Completions	47
Contribution Rate Increase	0

Since Inception for Currently Active Participa	nts as of 9/30/2018
Average Balance, RIC Participant	\$20,768
Average Balance, Non-RIC Participant	\$11,487
Average Contribution Rate, RIC Participant	21.37%
Average Contribution Rate, Non-RIC Participant	13.54%
Total Count of Participants with a RIC Gap	139
Average RIC Gap per month	\$2,852
Total Count of Participants with a RIC surplus	42
Average RIC Surplus per month	\$3,738

1/1/2018 - 9/30/2018	
Total Retirement Income Calculator Completions	157
Unique Completions	127
Contribution Rate Increase	4

<u>Total Retirement Income Calculator Completions</u> – 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.

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

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

<u>Average Balance RIC Participant</u> – 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.

<u>Average Balance Non-RIC Participant</u> – 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.

<u>Average Contribution Rate RIC Participant</u> – 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.

<u>Average Contribution Rate Non-RIC Participant</u> – 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.

<u>Average RIC Gap</u> – 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.

<u>Average RIC Surplus</u> – 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.

<u>Total Count of Participants with a RIC Surplus</u> – 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.





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#### **Participant Service Center Statistics**

401(k), 457 & 403(b) Quarterly Participant Service Center Statistics				
	3Q 2015	3Q 2016	3Q 2017	3Q 2018
Service Center Calls	38,553	36,824	39,788	41,802
Service Percentage	88%	78%	86%	83%
Average Speed to Answer (seconds)	16 sec	15 sec	11 sec	11 sec
Abandon Percentage	0.60%	0.40%	0.40%	0.30%

401(k), 457 &403(b) YTD Participant Service Center Statistics				
	2015	2016	2017	2018
Service Center Calls	115,263	110,905	111,391	127,803
Service Percentage	85%	78%	77%	84%
Average Speed to Answer (seconds)	17 sec	20 sec	22 sec	11 sec
Abandon Percentage	0.70%	0.90%	0.90%	0.30%



#### **Retirement Security Education Information**

401(k), 457 & 403(b) Quarterly Retirement Security Education Team Activity				
Meeting Activity	July 2018	August 2018	September 2018	3Q 2018
Group Meetings - Number of Meetings	262	359	250	871
Group Meetings - Number of Attendees	5,389	14,435	7,688	27,512
Individual Meetings - Number of Meetings	2,645	3,292	2,332	8,269
Employer Meetings	326	305	257	888
Total On-Site Visits	498	578	418	1,494
Total Meeting Attendees	8,034	17,727	10,020	35,781

401(k), 457 & 403(b) YTD Retirement Security Education Team Activity				
Meeting Activity	1Q 2018	2Q 2018	3Q 2018	YTD 2018
Group Meetings - Number of Meetings	754	1,028	871	2,653
Group Meetings - Number of Attendees	20,413	29,279	27,512	77,204
Individual Meetings - Number of Meetings	7,539	9,870	8,269	25,678
Employer Meetings	852	747	888	2,487
Total On-Site Visits	1,430	1,416	1,494	4,340
Total Meeting Attendees	27,952	39,149	35,781	102,882



#### **Retirement Security Education Information – Enrollment Activity by Quarter**





#### Employers Adopting the 401(k) Plan in 2018

Municipalities Town of Cedar Point Other West Jefferson ABC Board

#### Employers Adopting the 403(b) Plan in 2018

**Community College** Carteret Community College Durham Technical Community College Haywood Community College James Sprunt Community College Sandhills Community College Surry Community College Wilkes Community College

Schools Caswell County Schools Cleveland County Schools Columbus County Schools Madison County Schools Yadkin County Schools



#### **Employers Adopting the 457 Plan in 2018**

Community College Craven Community College Randolph Community College

Schools Caswell County Schools Clinton City Schools Madison County Schools Charter Schools Raleigh Oak Charter School

**Municipalities** City of Roanoke Rapids City of Thomasville Town of Beaufort Town of Carolina Shores Town of Castalia Town of Cedar Point Town of Lake Lure Town of Liberty Town of Mars Hill Town of Rural Hall Town of Sedalia Town of Stanley Town of Sylva Town of Vass Town of Waxhaw Village of Bald Head Island Village of Marvin

**County** Caswell County Local Government Davidson County Surry County

Other

Eastern Wayne Sanitary District Goldsboro Wayne Trans Authority Kinston Housing Authority South Granville Water & Sewer Authority UNC Press West Jefferson ABC Board





#### **Employers Adopting the 457 Plan in 2018**

457 Additions					
Employer Type	2015	2016	2017	2018	# of Eligible
CHARTER SCHOOL	3	3	4	1	1,631
COMMUNITY COLLEGE	8	8	1	2	13,553
COUNTY	4	4	5	3	35,186
MUNICIPAL	9	9	9	17	14,193
OTHER	8	8	9	6	3,952
SCHOOL	5	5	4	3	129,008



#### 401(k) Employers Making Changes in 2018

#### 401(k) Employers Increasing Employer Contribution or Match

Asheville ABC Board increased their Employer Contribution from 2% to 5% across the board. Bertie County increased their Employer Contribution from 2% to 3% across the board. City of Statesville increased their Employer Match as follows: Employee 1% - ER gives .50%, Employee 2% - ER 1.00%, Employee 3% - ER 1.50%, Employee 4% - ER 2.00%, Employee 5% - ER 2.50% Currituck County increased their Employer Contribution from 5.68% to 5.69% across the board. Haywood County increased their Employer Contribution from 2% to 3% across the board. Indian Trail ABC Board increased their Employer Match to 2%. Town of Hope Mills increased their Employer Contribution from 3% to 5% across the board. Town of Lucama increased their Employer Match to 3.5%. Town of Mount Gilead increased their Employer Match from up to 3% to up to 5%. Town of Rutherfordton increased their Employer Contribution from 2.5% to 3% across the board.

Town of Warsaw increased their Employer Match from up to 2% to up to 5%.



#### 401(k) Employers Making Changes in 2018

# 401(k) Employers Adding An Employer Contribution and/or Employer Match

Cabarrus Health Alliance added a match up to 1%.

City of Kannapolis added a match up to 1%.

Pender County added a 2% Employer Contribution across the board.

Town of Carolina Beach contributes 1% across the board (ATB), but will now match up to 2% for a total of 3% in employer contributions.

Town of Lewisville added a 1.2% Employer Contribution across the board.

Town of Rural Hall added a match up to 3%.

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

McDowell County has changed from an Employer Match to an Employer Contribution of 2% across the board. Rutherford/Polk/McDowell DHD has changed from an Employer Match to an Employer Contribution of \$60 across the board. Western Piedmont Council of Governments has changed their Employer Contribution and their Employer Match as follows: 4% match and a 4.2% employer contribution to plan of choice (002003 or 012003). 4.2% employer contribution will default to plan 002003 if EE makes no election.



#### 457 Employers Making Changes in 2018

#### 457 Employers Increasing Employer Contribution or Match

Indian Trail ABC Board increased their Employer Match to 2%. Town of Hope Mills increased their Employer Contribution from 3% to 5% across the board.

#### 457 Employers Adding An Employer Match and/or an Employer Contribution

City of Asheville added an Employer Match dollar for dollar up to a 4%. Raleigh Oak Charter School added a 4% Employer Contribution across the board. Town of Lewisville added a 1.2% Employer Contribution across the board.

# 457 Employers Changing their Employer Contribution and/or Employer Match

McDowell County has changed from an Employer Match to an Employer Contribution of 2% across the board. Western Piedmont Council of Governments has changed their Employer Contribution and their Employer Match as follows: 4% match and a 4.2% employer contribution to plan of choice (002003 or 012003). 4.2% employer contribution will default to plan 002003 if EE makes no election.



Please see page 5 for important notes and disclaimers.

#### **Employers Adopting Contribution Accelerator in 2018**

#### **Municipalities**

Town of Biscoe Town of Cedar Point Town of Pineville Town of Sandy Creek Town of Sedalia Town of Wake Forest

#### Other

Caswell County Local Government Charlotte Mecklenburg Library Locust ABC Board West Jefferson ABC Board



#### Notes



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# Communication Accomplishments 3Q 2018

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# NC 401(k) & NC 457 Communication Accomplishments 3Q '18

- MRS Follow Up Enrollment Campaign Cont.
  - July (6,011)
  - Aug (4,616)
- Targeted Emails to Nearing Retirees Cont.
  - July 251 delivered
  - Aug 264 delivered
  - Sept 247 delivered





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# NC 401(k) & NC 457 Communication Accomplishments 3Q '18

**Rebranding efforts** 

- Enroll Guide Updated with New 401(k)/457 Investment Flyer & Revised Plan Highlights
- 401(k) Plan Highlights & 457 Plan Highlights
- 403b Program Performance & Fees Document Template
- Ducks in a Row Brochure
- 457 Pitch Flyer
- One Time Contribution Flyer
- Termination Flyer
- Cost of Waiting to Save & Take Advantage of Employer Match Animations
- 401k/457 Enrollment Presentation
- 401k/457 EZ Increase Flyer

# Created

- 403b Investment Flyer & 401(k)/457 Investment Flyer Created
- 403b EZ Enroll Created

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# **Expiration Refresh**

- Website Update (Landing, Enroll, Rep, Increase Savings, Investment Pages)
- Nearing Retirement Email
- 401(k) Plan Highlights Revised
- 457 Plan Highlights Revised
- 403b Program Participant Letter



#### Investment Fund Change

- 401k/457 Investment Flyer Updated
- NC Small/Mid Fund Change Letter 1,235 Mailed

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ale T. Folmell, CPH

ALE R. FOLWELL, CPA



# NC 401(k) & NC 457 Communication Accomplishments 3Q '18

- Quarterly Signature Newsletter
  - 266,810 total participant statements
  - 132,273 direct mail
- Quarterly Statement Message
  - 266,810 statements
- Quarterly Updates
  - Q2 403(b) Performance & Fee Flyer
  - Q2 401(k)/457 Plans' Performance & Fee Flyer
  - Fund Fact Sheets

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#### 3<sup>RD</sup> QUARTER 2018

#### It's easy to put more money to work for your financial future.

The Department of State Treasurer offers the NC 401(k) and NC 457 Plans and the NC 403(b) Program to help public employees achieve the retirement they imagine. In this newsletter, you can discover how easy it is to put more money to work for yourself, starting *today*!

#### In this issue...

Staying Connected: A Valuable Tool for Your Financial Future

Making \$en\$e: Celebrate National Retirement Security Week

Fund Facts: Update on the NC Small/Mid Cap Core Fund









# A Message from North Carolina's State Treasurer

Participant costs continue to top the list of key concerns of defined contribution executives, according to a recent survey published by Callan, LLC, an industry consultant. That's certainly the case here when it comes to the NC Total Retirement Plans 401(k), 457 and 403(b). Fees that you are charged for participating in a supplemental retirement plan can play a critical role in your ability to meet your savings and retirement goals.

When I raised my hand to serve as North Carolina's 28th state treasurer, I promised to reduce investment fees and increase transparency and value to our members. To those ends, we work tirelessly to leverage our size to offer high-quality features and benefits of the NC 401(k), NC 457 and NC 403(b) Plans at *very* competitive costs.

Recently, we participated in a benchmarking survey to gauge where we stand on participant costs when compared to our peers across the country. The results show that the work of our staff and Board is paying off! **Total annual recordkeeping and administrative fees per participant for the NC Total Retirement Plans 401(k) and 457 are approximately \$47 per participant, compared to our peers who charge an average of \$73 per participant. That represents millions of dollars per year to state employees and retirees.** In the long run, the work we do to keep fees low means more potential savings for your retirement.

The plans continue to be a fantastic benefit for you, our participants, and for our state employers who are able to offer these as part of a competitive benefit package to recruit and retain high-quality personnel. Not only do you pay really low fees with these plans, you also have the ability to take advantage of our recently enhanced GoalMaker<sup>®</sup> asset allocation tool.

Thank you for all you are doing to save on your own for a secure retirement. I'll keep doing my part, as Keeper of the Public Purse, to keep our NC pension plans and our State Health Plan secure for the long road, too.

Sincerely,

Tale 1. Folund , CPA

Dale R. Folwell, CPA State Treasurer of North Carolina



#### A VALUABLE TOOL FOR YOUR FINANCIAL FUTURE The *my*NCRetirement Statement (MRS)

One of the most valuable tools that can help you realize the retirement you imagine is already at your fingertips. The *my*NCRetirement Statement (MRS), formerly known as the Annual Benefits Statement, provides you with a snapshot of where you are toward meeting your retirement savings goals. The MRS consolidates the funds you have in the North Carolina pension system; your NC 401(k), NC 457 or NC 403(b) accounts; any outside assets you may have; and your projected Social Security income to tell you whether or not you are projected to be able to replace 80 percent of your pre-retirement income.

#### Log in to ORBIT to download your customized statement

If you have worked for a state or local government for at least a full calendar year, you can log in to the Retirement Systems Division's secure member website, ORBIT. Just go to **ORBIT.myNCRetirement.com** and click on the "View *my*NCRetirement Statement" link.



# *Does your MRS show additional "outside" income in retirement?*

Checkpoint 2 of your MRS, which projects your total estimated monthly income at retirement, can also include your "outside" (non-state) retirement savings account balances and any monthly income you may expect to receive from outside pensions and other monthly income — but only if you entered that information in Prudential's Retirement Income Calculator by logging in to your account before January 11, 2019.

Discover what an insightful tool the MRS is, and the valuable information it can reveal about your financial future *today*.

#### **Checkpoint 2**

Plan name	Projected Monthly Income
Teachers' and State Employees' Retirement System	\$0
Local Governmental Employees' Retirement System	\$1,834
Consolidated Judicial Retirement System	\$1,834
North Carolina 401(k) Plan	\$140
NC Public Employee Deferred Comp Plan 457(b)	\$140
NC 403(b) Program	\$767
Outside Pensions"	\$41
Social Security	\$1,600
Total	\$7,150

Sample for Illustration Only





#### CELEBRATE NATIONAL RETIREMENT SECURITY WEEK BY TAKING FULL ADVANTAGE OF THE PLANS

#### NRSW is Oct. 21-27, 2018

National Retirement Security Week (NRSW) is a time each year that is designated for all of us to focus on the importance of saving for retirement. That means there's no better time to consider if you are doing all you can to take advantage of the high-quality NC 401(k) and NC 457 Plans and/or the NC 403(b) Program.

This year, why not take a little time during NRSW to take advantage of the various tools provided to all plan participants?

#### What can you do during NRSW?

You can give yourself a greater chance to achieve your retirement savings goals by putting more money to work for your financial future in the plans. How can you do that? Let us *count* the ways!

#### **#1: Contribute more!**

No matter how much — or how little — you're contributing to the plans now, consider increasing your savings. Even *small* increases, over time, can make a big difference. And, if your employer matches your contributions, make sure you are "maxing the match" by contributing at least the *full* amount that your employer will match. That will help you ensure you're not leaving "free" money on the table.

The graphic on the right ("Tale of two savers") compares the retirement savings of a public employee contributing \$25 per week versus someone who contributes \$50 per week over a 40-year period.

#### **#2:** Roll money over to your plan account(s)

You can simplify your financial life by rolling over money from other qualified retirement plan assets into your low-cost plan account(s) at any time—even *after* you retire. You'll potentially save money, because the plans' strong-performing investments and easy-to-use features are all provided at a competitive cost.\*

\*BenchmarkDC Presentation for North Carolina Retirement Systems (for the 5 years ending December 31, 2016), CEM Benchmarking, Inc., located at nctreasurer.com, link named "Supplemental Retirement Plans' CEM Benchmarking Report," under the Sept. 21, 2017, meeting material. The plans' five-year total net return was 8.5 percent, compared to the peer average return of 7.8 percent. The plans' features and resources, combined with strong oversight from the Supplemental Retirement Board of Trustees and very competitive participant costs, mean you can get on track—and stay on track—for a more secure retirement.

#### Tale of two savers

Each one contributes to the NC 401(k) Plan, but one contributes \$25 per week; the other, \$50 per week. Look what a difference the higher contribution can make over time:

#### Growth in savings when you save \$25 or \$50 a week



The compounding concept is hypothetical and for illustrative purposes only and is not intended to represent performance of any specific investment, which may fluctuate. This example is based on a hypothetical rate of return of five percent compounded annually. No taxes are considered in the calculations; generally, withdrawals are taxable at ordinary rates. **You can lose money by investing in securities.** 

# The kinds of retirement savings you can roll into the plans

Any money you have in:

- a former employer's retirement plan: 401(a), 401(k), 403(a), 403(b) or 457(b)
- an IRA (pre-tax money only)

#### Making \$en\$e (continued)

# #3: Make a one-time contribution

You may be able to contribute additional compensation or other amounts paid out on a one-time basis to your plan account(s), such as longevity payments or final payments for vacation and/or bonus leave when you separate from your employer or retire. For the forms you need to make this type of contribution, visit **NCPlans.prudential.com**.

It's easy to put more money to work for your financial future in the plans!

Visit **NCPlans.prudential.com** or call **866-NCPlans** (866-627-5267) for assistance.

Check out these benefits when you roll money from other retirement savings accounts into your retirement account(s):

	Consolidated into NC 401(k)/NC 457/NC 403(b)	Multiple accounts
Money remains tax deferred	$\checkmark$	$\checkmark$
Avoid taxes and penalties	$\checkmark$	$\checkmark$
Convenience	$\checkmark$	
Potentially lower cost	$\checkmark$	
Easier to maintain proper asset allocation	$\checkmark$	
Access to NC Total Retirement Plan investments	$\checkmark$	

#### **Fund Facts**

#### NC 401(k) & 457 PLANS: UPDATE ON THE NC SMALL/MID CAP CORE FUND

The North Carolina Supplemental Retirement Board of Trustees has made changes to the NC Small/Mid Cap Core Fund. The TimesSquare small-/mid-cap growth strategy within the fund is being replaced with the Russell 2500<sup>®</sup> Index Fund, which is a passive index strategy. The replacement took place on Sept. 17, 2018, at which time the fund's name changed to the NC Small/Mid Cap Fund to reflect the change in investment strategy. The total expense ratio of the NC Small/Mid Cap Core Fund was 0.55 percent. The total expense ratio of the NC Small/Mid Cap Fund is 0.40 percent. If you were invested in the NC Small/Mid Cap Core Fund, no action is required on your part—unless you want to select another investment strategy.

#### **PRUDENTIAL RETIREMENT®**

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Participants using the Retirement Income Calculator should consider other assets, income and investments (e.g. equity in a home, Social Security benefits, individual retirement plan investments, etc.) when assessing the adequacy of the estimated income stream as provided by this tool. The Retirement Income Calculator is hypothetical and for illustrative purposes only and is not intended to represent performance of any specific investment, which may fluctuate. There is no assurance that retirement income objectives will be met. **You can lose money by investing in securities.** 

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# Questions





#### Notes



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# Thank you







