

Plan Consultation Report

ABC Company 401(k) Profit Sharing Plan and Trust

From January 01, 2018 to December 31, 2018



SPECTRUM

PENSION CONSULTANTS

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Plan Summary

Below is a summary of key plan provisions. This is provided for informational purposes only. You should consult with the governing plan documents to review detailed plan provisions.

Company Information

ABC Company, Inc. 102 Test Address Tacoma, WA 98466 Tax ID: 12-3456789	Primary Contact: Email: - molson@spectrumpension.com	Business Type: Corporation Pay Schedule: Number of Employees: 32 Total Compensation: 710,344
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Plan Information

Plan Name:	ABC Company 401(k) Profit Sharing Plan and Trust
Plan Type:	401(k)
Year End Date:	12/31
Plan Custodian:	Schwab Bank
Investment Advisor:	None
5500 Type:	5500-Sch N/A

Initial Eligibility Requirements:	First quarter after age 21 and 6 months of service
Employer Contribution Eligibility:	Same
Roth Deferrals Allowed:	Yes
Automatic Enrollment:	None at 6%
Safe Harbor 401(k) Provision:	None
Discretionary Profit Sharing:	Yes
Discretionary Match Contribution:	Yes

Loans Allowed:	Yes: Unlimited
In-Service Withdrawals Allowed:	Yes (age 0.0)
Hardship Withdrawals Allowed:	Yes
Automatic Distribution Limit:	\$5,000
Normal Retirement Age:	65.0
Fees Charged to Plan:	

Vesting Schedules: 100% vested in contribution sources except those noted below

	1 YOS	2 YOS	3 YOS	4 YOS	5 YOS	6 YOS	7 YOS
Profit Sharing	10%	100%					
Regular Match	0%	20%	40%	60%	80%	100%	100%
SH Match QACA	0%	100%					
SH Match QACA Rec	0%	100%					

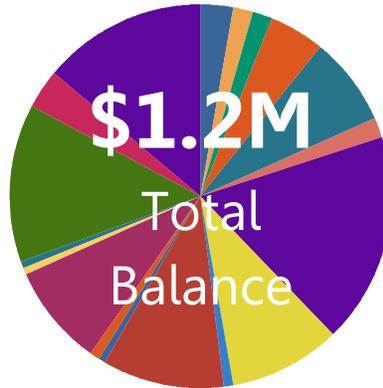
Plan Summary

Below is a summary of key plan metrics. These numbers give you a quick overview of your plan and should be reviewed periodically as part of your fiduciary oversight.



Total Plan Assets
\$1,153,482

The average account balance for participants in your plan is **\$32,041**. The national average account balance is **\$97,903**. The pie chart shows plan assets by investment category. (1)



Blend	2.8%
DODFX	1.6%
DODWX	1.8%
LOAN	4.7%
Other	0.0%
PHIYX	0.0%
PTSAX	7.4%
RBS1CSBS	1.8%
SWVXX	0.0%
VBASX	-0.1%
VBIAX	17.6%
VBTLX	9.7%
VEXPX	0.7%
VFIAX	0.0%
VFINX	0.0%
GSLX	0.0%
GAX	30.2%
NEX	0.0%
SVX	0.8%
SMAX	0.6%
FIAX	8.7%
FRIX	0.6%
TSAX	0.4%
ITVX	13.5%
TWSX	3.3%
VIAX	13.8%



47 Participants
36 with a Balance

Participation rate is a good indicator of participant engagement with the plan. The national average participation rate is **79.3%**. (1)



Contributions

Deferral	\$ 5,263
Match	\$ 32,415
Non-Elective	\$ 4,500



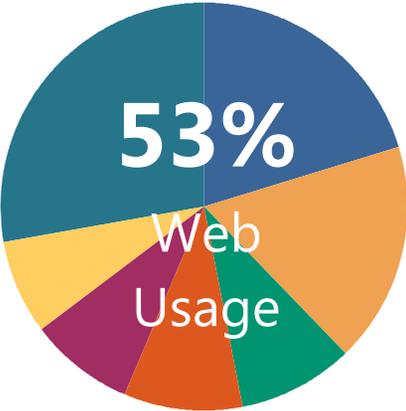
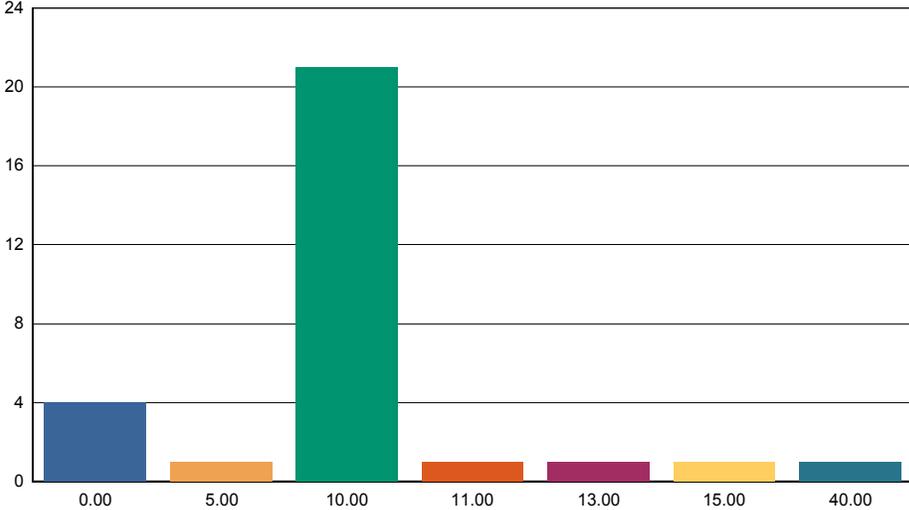
Savings rate is the average deferral rate for active participants. The national average is **6.6%**. Generally participants should save between 10-20% of their compensation. (1)

Participant Engagement

Below is a summary of key participant metrics. These numbers give you a quick overview of how engaged your participants are with the plan.

10% is the most common deferral rate

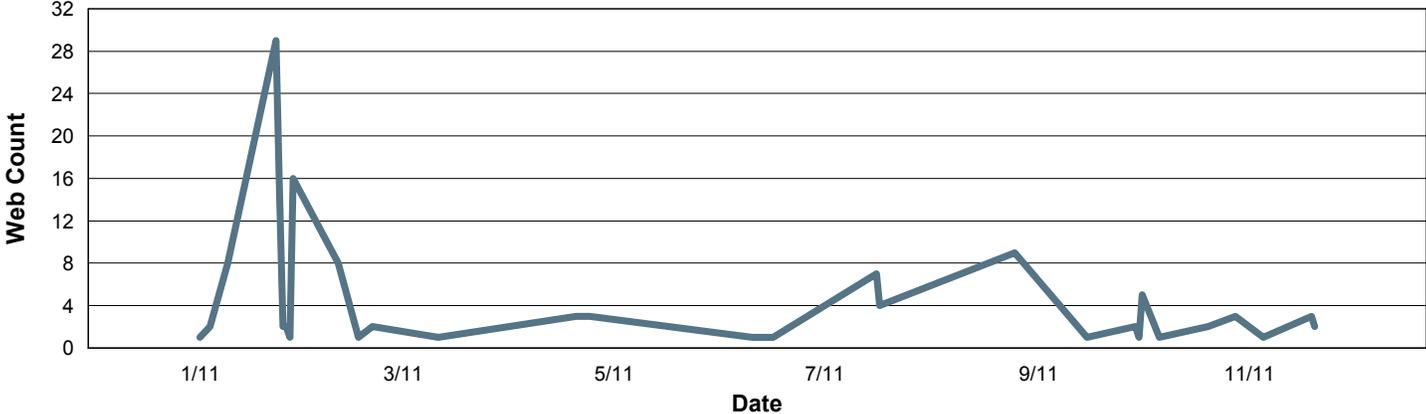
The chart to the right shows the number of participants deferring at different rates. You may want to review to see whether employees are deferring enough to maximize applicable employer contributions.



- PIN Change
- Personal Information Change
- Election Change
- Final Enrollment
- Contribution Rate Change
- Beneficiary Change
- Others

19 Participants Accessed the Web 30 Times

The chart to the left and below show the web activity during the reporting period.



Participant Engagement (cont.)

\$917,233 of Plan
Assets for 31
Participants

*invested in Asset Allocated Portfolios
such as a balanced fund, target date
fund or model portolfio.*



Core	2.8%
Default	0.0%
Other	97.2%
Total	100.0%

1 Participant and \$100
in Plan Assets

*invested into the default fund without an
affirmative election.*

*When participants do not affirmatively make
an investment election, their accounts are
invested in the default fund.
The plan's default fund is:*

00006



5 total participant loans
with outstanding
balance of \$54,062

*If your plan allows for
participant loans you should
monitor the status of each
loan for compliance.*

Plan Investments

Below is a summary of the plan's investments and some key data points, including the plan custodian, number of funds and the weighted average expense ratio.

*The average number of investment options offered by a retirement plan is **22.8** where target date fund series are counted as one investment option. The asset weighted average expense ratio for an actively equity fund is **0.78%** and for an index equity fund is **0.09%**. ⁽²⁾*

None

32
Funds

0.16%
Avg.
Expense

Fund Name (Ticker)	Expense Ratio	Beginning Balance	Net Flow	Ending Balance	%
Accrued Contribution (00006)		0	221	221	0.02%
Dodge & Cox Balanced (DODBX)	0.53%	28,946	7,258	31,941	2.77%
Dodge & Cox Global Stock (DODWX)	0.63%	69,617	-35,843	21,292	1.85%
Dodge & Cox International Stock (DODFX)	0.64%	64,842	-39,248	18,601	1.61%
Loan (LOAN)		8,254	45,779	54,062	4.69%
PIMCO High Yield Instl (PHIYX)	0.55%	77	74	142	0.01%
PIMCO Total Return III Instl (PTSAX)	0.50%	35,483	51,675	85,115	7.38%
Schwab Bank Savings (RBS1CSBS)	0.00%	0	20,500	20,500	1.78%
Schwab Value Advantage Money Fund (SWVXX)	0.45%	0	50	50	0.00%
Vanguard 500 Index Admiral (VFIAX)	0.04%	0	10	9	0.00%
Vanguard 500 Index Inv (VFINX)	0.14%	0	25	22	0.00%
Vanguard Balanced Index Adm (VBIAX)	0.07%	195,864	16,638	202,677	17.57%
Vanguard Balanced Index Signal (VBASX)		-851	0	-851	-0.07%
Vanguard Explorer Inv (VEXPX)	0.46%	12,675	-3,288	8,285	0.72%
Vanguard Growth Index Adm (VIGAX)	0.06%	147,174	-26,011	117,986	10.23%
Vanguard Growth Index Signal (VIGSX)		101	-101	0	0.00%
Vanguard International Explorer Inv (VINEX)	0.41%	0	5	3	0.00%
Vanguard International Value Inv (VTRIX)	0.43%	0	7,208	7,200	0.62%
Vanguard REIT Index Adm (VGSLX)	0.12%	0	5	5	0.00%
Vanguard Small Cap Index Adm (VSMAX)	0.06%	11,785	-3,916	6,871	0.60%
Vanguard Small Cap Index Signal (VSISX)		5	-5	0	0.00%
Vanguard Small Cap Value Index Inv (VISVX)	0.19%	12,079	-1,686	8,994	0.78%
Vanguard Target Retirement 2025 Inv (VTTVX)	0.14%	55,037	111,619	156,113	13.53%
Vanguard Total Bond Market Index Adm (VBTLX)	0.05%	59,458	54,473	111,471	9.66%
Vanguard Total Bond Market Index Signal (VBTSX)		618	-618	0	0.00%
Vanguard Total Intl Stock Index Admiral (VTIAX)	0.11%	153,923	-33,185	100,639	8.72%
Vanguard Total Intl Stock Index Signal (VTSGX)		109	-109	0	0.00%
Vanguard Total Stock Mkt Idx Adm (VTSAX)	0.04%	67,320	-61,894	4,417	0.38%
Vanguard Total World Stock Index Inv (VTWSX)	0.21%	0	44,432	38,066	3.30%
Vanguard Value Index Adm (VVIAX)	0.06%	144,588	30,335	159,652	13.84%
Vanguard Value Index Inv (VIVAX)	0.18%	0	0	0	0.00%

Vanguard Value Index Signal (VVISX)		138	-138	0	0.00%
Total	0.19%	1,067,243	184,265	1,153,482	100%

Plan Investments (cont.)

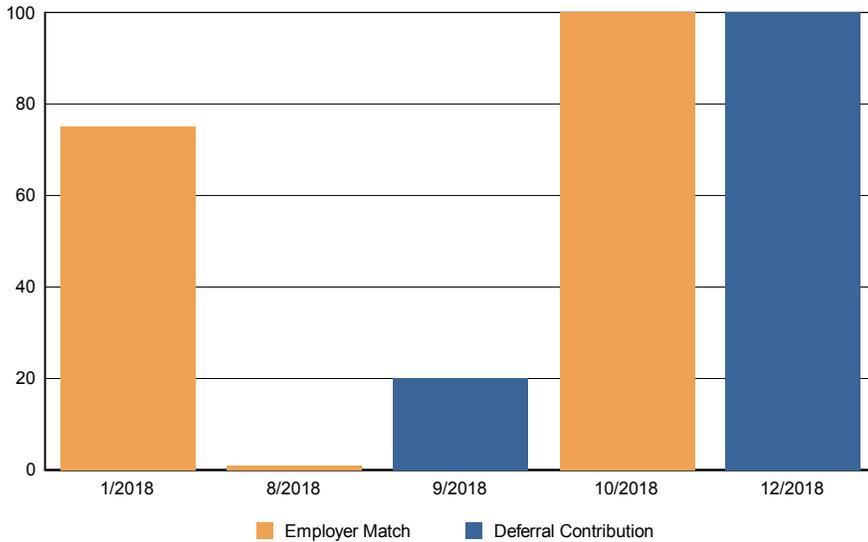
Participant returns by fund are displayed below as well as the overall participant average rate of return. The overall average return is weighted based on account balance.



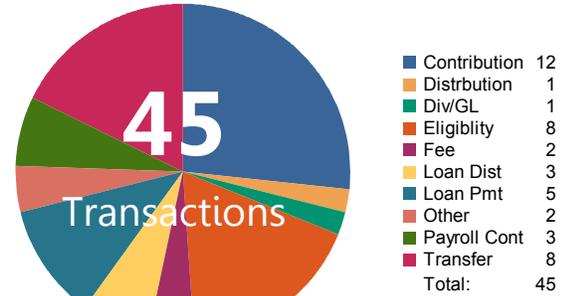
Activity Summary

Below is a summary of plan transaction activity during the reporting period, including asset flows, transaction counts, and disbursement and rollover summaries.

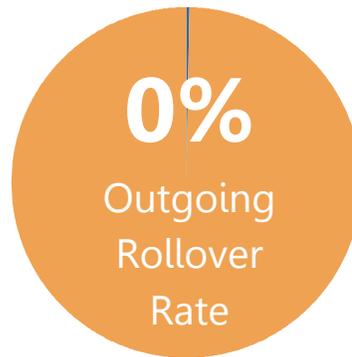
Asset Flow by Month and Transaction Type



Transaction Count by Type



\$7,020 Total disbursements during the period



Disbursement by Type

	Amount	Count
Fee	20	1
Loan	7,000	3
Total	7,020	4

Plan Compliance

Below is a summary of key regulatory compliance issues. Issues flagged do not necessarily indicate a problem. These items should be reviewed with your account manager.

Item	Explanation	Result	Okay Review
Fidelity Bond Coverage	Generally, ERISA Retirement Plans are required to have a minimum fidelity bond of 10% of plan assets or \$500,000.	Fidelity Bond Amount: \$0	X
Top Heavy Testing	If key employees have 60% or more of plan assets the plan may be considered top heavy and subject to minimum contributions	Top Heavy Ratio: 0.0% (Not Top Heavy)	✓
401(k) Non-Discrim Testing	Certain 401(k) plan are subject to special testing rules that may limit deferrals for highly compensated employees	Safe Harbor Status: None (ADP Estimate: 10.79% / 7.82 %)	X
Participant Deposit Timing	Employee contributions must be deposited to the plan as soon as possible. The DOL provides a 7 day safe harbor for small plans.	Number potentially late or missing payrolls: 3	X
Partial Plan Termination	A plan may incur a partial plan termination, triggering 100% vesting, if there is a significant reduction or change in their workforce.	Turnover Ratio: 3% (estimated)	✓
Forfeiture Suspense Account	Generally plan forfeitures must be allocated annually to pay plan expenses, offset employer contribution or to eligible participants.	Balance: \$3,249.52 (Use:)	X

Plan Compliance (cont.)

Item	Explanation	Result	Okay Review
Required Minimum Distributions	Certain participants over 70 1/2 years of age are required to start taking minimum distributions	Participants over 70 1/2 with a balance: 5	X
Small Plan Audit Waiver	Small plans with under 100 participants can qualify for a waiver of the independent audit requirements	Participant Count for Small Plan Status: 47 (estimated)	✓
Benefits Payable to Participants	Plan sponsors should monitor the status of accounts for former employees. Most plans include automatic distribution provisions for small balances.	Benefits Payable: \$484,671 for 13 Participants (2 small balances)	X

Notes: