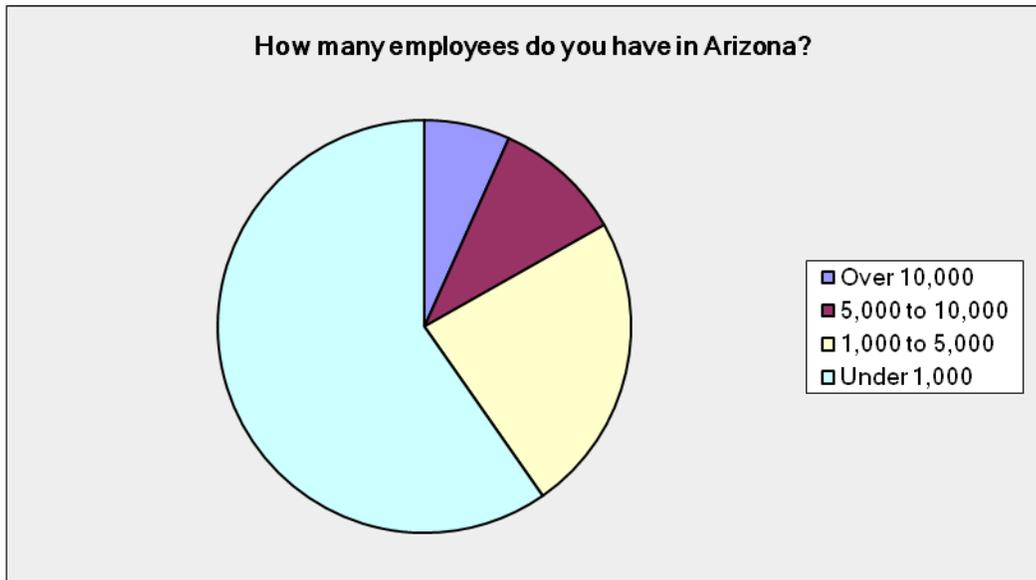


Arizona Private Sector DC vs. DB Retirement Plan Survey Results

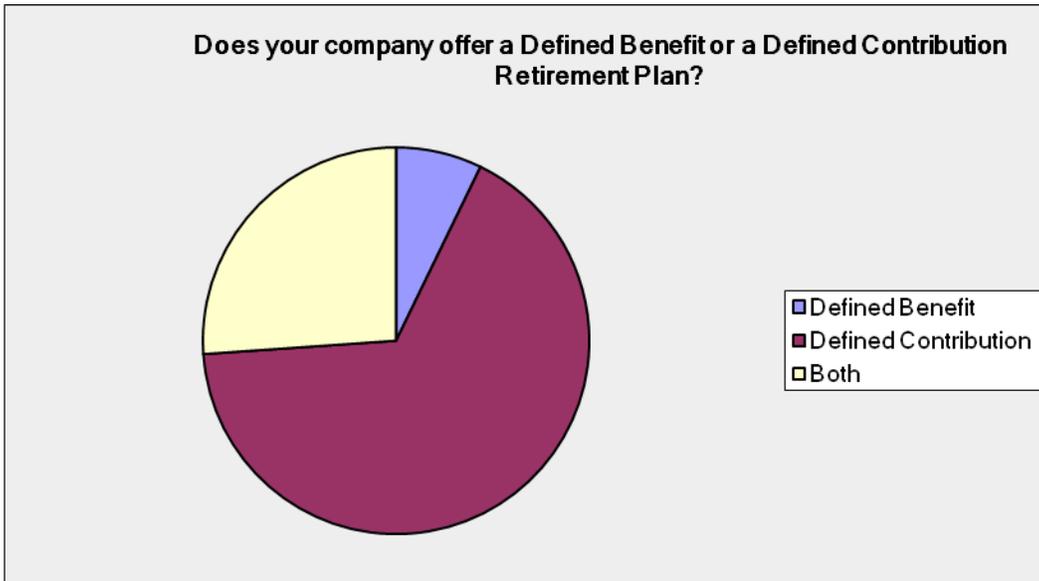
Q1 How many employees do you have in Arizona?

Answer Options	Response Percent	Response Count
Over 10,000	6.7%	8
5,000 to 10,000	10.1%	12
1,000 to 5,000	23.5%	28
Under 1,000	59.7%	71
<i>answered question</i>		119
<i>skipped question</i>		2



Q2 Does your company offer a Defined Benefit or a Defined Contribution Retirement Plan?

Answer Options	Response Percent	Response Count
Defined Benefit	7.2%	8
Defined Contribution	66.7%	74
Both	26.1%	29
<i>answered question</i>		111
<i>skipped question</i>		10



If your company ONLY offers a Defined Contribution Plan, please answer the following two questions below then skip to Question #12.

Q3 What are the contribution rates?

Answer Options	Response Percent	Response Count
Member	95.2%	59
Employer	100.0%	62
	<i>answered question</i>	62
	<i>skipped question</i>	59

<u>Member</u>	<u>Employer</u>
Varies	6%
1% of compensation to maximum allowable amount under law	Match dollar for dollar up to 5% of total compensation
0	100
1% - 50%	\$2 for \$1 on the first \$250 participants contribute plus \$1 for \$1 up to 5% of eligible compensation
Can contribute up to 35% of pay; up to IRS limit	Company matches 125% of first 6% contributed by the associate
up to 60%	up to 50% of 4%
Up to the limit allowed by the IRS	5% - Dollar for dollar
1%-to max. allowed by law	1-4%
1% to 30%	dollar for dollar match of first 5% of member contribution up to a \$12,500 Maximum.
0	2.5 to 7% dependg on age and years of service
Combined maximum limit of 100% (2% or \$25 minimum) of your compensation or \$16,500, whichever is less for all retirement contributions	50% of the first 6% of compensation that employees contribute to the Plan (up to a maximum of 3% of your compensation)

50%	50% of contributions up to \$500 match per calendar year plus annual discretionary contribution. for 2010 it was a percentage of eligible earnings. Percentage is determined by years of service.
no mandatory contribution rates - 0% to 75% of pay voluntary	for those not in the DBplan employer contribution of 4% of pay. All employees are eligible to receive 100% match on up to 5% of pay
from 1% to 100% of salary, subject to IRS limitations	50% of the first 6% of employee pay contributed
6%	3%
50% to annual 402g limits	today, 0 adding match in 2015 based on Years of service
5% of salary	5% of salary
varies	varies
up to 15%	50% on first 6%
Max. allowed by IRS	\$.25 on the dollar to 12%
6% max	50% match capped at 3%
0%	up to 20%
5%	2.5%
Only limited by federal statutes (401k)	50% match of employee contribution
up to 8% of payroll	4-8% of payroll
one dollar	two cents
	100% match on first 3%, 50% match on next 2%
2%	matching + 25%
Minimum \$3000	Match to max \$3000
0	0
0	?
Defined by 401(k) Plan	One for One up to 4%
5%	4%
0% - Not mandatory	8%
5.1%	5%
401(k) - up to \$16,500 annually	ESOP - up to 10% annually6
Varies	4%
up to 4%	1:1 match up to 4%
up to 50% of Covered Compensation	\$ for \$ match to 6%
401(k) - Up to 50% of eligible compensation	401(k) - 4% match historically - suspended in 2011
50%	5.7% of total compensation and 5.7% of compensation in excess of the social security wage base
6	2
6 %	6 % (100% match)
Up to 86%. Avg is about 5%	Match is = .25% on each 1% up to 4%
5%	4%
Up to IRS limits	Matching up to 5%
50% of compensation up to legislative limit	4% of compensation up to the legislative limit
up to max \$ allowed (401(k)	1:1 first 2%, .5:1 next 2%pts
Limited to federal maximum	Approximately 4% of salary
	10%
50%	50%
	6%
Optional, both pretax and Roth are available. Most contribute.	Typically 4%, plus up to another 2% in 401k match
0-100%	0-4% (dollar for dollar)
5%	4%
up to \$6k	25% match
Various	3%

0-50% Pre-tax up to IRS Maximums	No ER Match (discontinued June 2009)
Up to 15% for 401k	Matches the first 5%, capped at 5% of \$245k
1-25%	50% up to the first 6% of pay
unlimited	match based on 6% of salary
0% - federal annual maximum	match 100% of employee's first 6% contribution

Q4 What is the vesting period for employer contributions?

Answer Options	Response Count
	63
<i>answered question</i>	63
<i>skipped question</i>	58

<u>Response Text</u>
immediate
2 years 20%, 3 years 40%, 4 years 80% 5 years 100%
5 yr
Immediately Vested. Must be actively employed on the last calendar day of the year to receive the Employer Contribution for that year. Employer Contribution made in the first quarter of the following year.
2-year cliff vesting
5 years
3 years
30 days
employer contributions are vested immediately
3 years
1yr-0%: 2yr-20%: 3yr-40%: 4yr-60%: 5yr-80%: 6yr-100%
5 years
immediate vesting for matching contributions, 3 year vesting for employer contributions
3 years
immediate
NA today
5 years
1 year
1 year
2 yrs.-20%; 3-40%; 4-60%; 5-80%; 6-100%
Vested immediately
90 Days
five years - 20% per year
6 months
3 years
5 years; 20% per year
five years
one year
quarterly
5 years
n/a
5 years

5 years
 20% per year. Fully vested in 5 years
 6 years
 5 years
 No Vesting Schedule
 1 year
 6 years
 Immediate vesting
 Immediate 100% vesting on member & employer contributions
 6 years graded
 90 days
 immediate
 25% for each year service. Fully vested after 4 years
 immediate
 Safe Harbor plan - 100% vested from day one
 immediate vesting
 Immediate
 6 years of service
 4 years
 3 months
 6 years
 100% vested - Safe Harbor plan
 0 Years
 3 year initial vesting on company match
 Immediate - Safe harbor
 Was 5 year vesting when the match was in place
 Immediate
 20%/year; 100% after 5 years
 7 years
 none -- immediately vested
 zero

Q5 **If your company offers a Defined Benefit Plan, how many members are in Arizona?**

Answer Options	Response Percent	Response Count
Actives	100.0%	11
Inactive/Non-retired	72.7%	8
Disabled	54.5%	6
Retirees	72.7%	8
Beneficiaries	54.5%	6
Total	81.8%	9
<i>answered question</i>		11
<i>skipped question</i>		110

<u>Actives</u>	<u>Inactive/Non-retired</u>	<u>Disabled</u>	<u>Retirees</u>	<u>Beneficiaries</u>	<u>Total</u>
2000	200		300		2500
12	4	0	0	16	32
4744	1374	0	3056	589	9763
					25,100 - figures are total, we do not track by state
5600	6800		12700		
200	50	5	100	20	375
3					3
5	0	0	5	0	10
1000					
approx. 2500	Do not have break-out for AZ only				
17	2	0	0	0	19
100					

Q6 If your company offers a Defined Benefit Plan, what is the retirement calculation?

Answer Options	Response Count
	9
<i>answered question</i>	9
<i>skipped question</i>	112

Response Text

1.6% per yaer up to 25 years

1-4%

1.71% x average monthly compensation x credited service

(1.6% of pay minus 1.25% of PIA) times years of service

Final Average Pay, highest 36 months out of last 120

20 year 2.5 times

generally, 1.25% of base compensation x years of service

Current years pay x % (4-16%) that varies by age + interest

not sure

Q7 What is the average monthly compensation?

Answer Options	Response Count
	9
<i>answered question</i>	9
<i>skipped question</i>	112

<u>Response Text</u>
60000
102
highest 60 consecutive months of the last 120 months
4900
6000
5000
38000
approximately \$6,000
Pay includes base pay, OT, commissions and most cash compensation

Q8 What is the retirement benefit as a percentage of the final average compensation?

Answer Options	Response Count
	10
<i>answered question</i>	10
<i>skipped question</i>	111

<u>Response Text</u>
40%
3%
varies depending on credited service
depends on service, see formula in 6
Depends on salary level. Target ratio is ~ 55%
50% - 80%
15
Not fixed
generally, 1.25% of base compensation x years of service
We have a cash balance plan

Q9 If your company offers a Defined Benefit Plan, what is the actuarial assumed rate of return?

Answer Options	Response Count
	7
<i>answered question</i>	7
<i>skipped question</i>	114

<u>Response Text</u>
7%
N/A
6.68%
For the funded percent figure shown in 11 future cash flows were discounted at 5.40%
6.67
7.75%
7.5 %

Q10 **As of June 30, 2011, what was the fund asset value?**

Answer Options	Response Count
	8
<i>answered question</i>	8
<i>skipped question</i>	113

<u>Response Text</u>
232000000
N/A
\$1.008 billion
as of 12/31/2010 \$1,066 million
4.5 billion
62
approx. 180,000,000
\$298 Million

Q11 **As of June 30, 2011, what was the percent funded?**

Answer Options	Response Count
	8
<i>answered question</i>	8
<i>skipped question</i>	113

<u>Response Text</u>
90%
N/A
80%
as of 12/31/2010 74% on a PBO basis, 78% on an ABO basis
96.8
65
aprox. 90%
89%

Q12 **If your company ONLY offers a Defined Contribution Plan, is there a Legacy Defined Benefit Plan?**

Answer Options	Response Percent	Response Count
Yes	4.7%	2
No	95.3%	41
<i>answered question</i>		43
<i>skipped question</i>		78

Q13 **If YES to Question #12, what are the Legacy Defined Benefit Plan contribution rates?**

Answer Options	Response Percent	Response Count
Member	100.0%	1
Employer	100.0%	1
<i>answered question</i>		1
<i>skipped question</i>		120

Q14 **What is the retirement eligibility for the Legacy Defined Benefit Plan?**

Answer Options	Response Percent	Response Count
Normal Retirement	100.0%	3
Early Retirement	66.7%	2
<i>answered question</i>		3
<i>skipped question</i>		118

<u>Normal Retirement</u>	<u>Early Retirement</u>
20 yrs of service	none
65	55
N/A	

Q15 How many Legacy Defined Benefit Plan members are in Arizona?

Answer Options	Response Percent	Response Count
Actives	0.0%	0
Inactive/Non-retired	0.0%	0
Disabled	0.0%	0
Retirees	0.0%	0
Beneficiaries	0.0%	0
Total	0.0%	0
<i>answered question</i>		0
<i>skipped question</i>		121

Q16 What are the active Legacy Defined Benefit member averages?

Answer Options	Response Percent	Response Count
Age	0.0%	0
Years of Service	0.0%	0
Annual Salary	0.0%	0
<i>answered question</i>		0
<i>skipped question</i>		121

Q17 What are the retired Legacy Defined Benefit member averages?

Answer Options	Response Percent	Response Count
Age	0.0%	0
Age at Retirement	0.0%	0
Years of Service	0.0%	0
Average Benefit	0.0%	0
Average Benefit as a % of Average Salary	0.0%	0
<i>answered question</i>		0
<i>skipped question</i>		121

Q18 Are the following offered as part of the Legacy Defined Benefit Plan?

Answer Options	Response Percent	Response Count
Refund Policy	0.0%	0
Survivor Benefits	0.0%	0
Disability Program	0.0%	0
Disability Benefit	0.0%	0
Retiree Health Insurance Subsidies	0.0%	0
<i>answered question</i>		0
<i>skipped question</i>		121