

Which way, 401(k)?

Mercer's DC Diagnostic Tool compares your plan provisions, investment structure and governance against survey data, the current DC market and our recommended best practices for plans of similar size and industry. The result is a robust set of data and insights to help determine opportunities for improvement - and areas of potential risk.

How it works

1. Information gathering

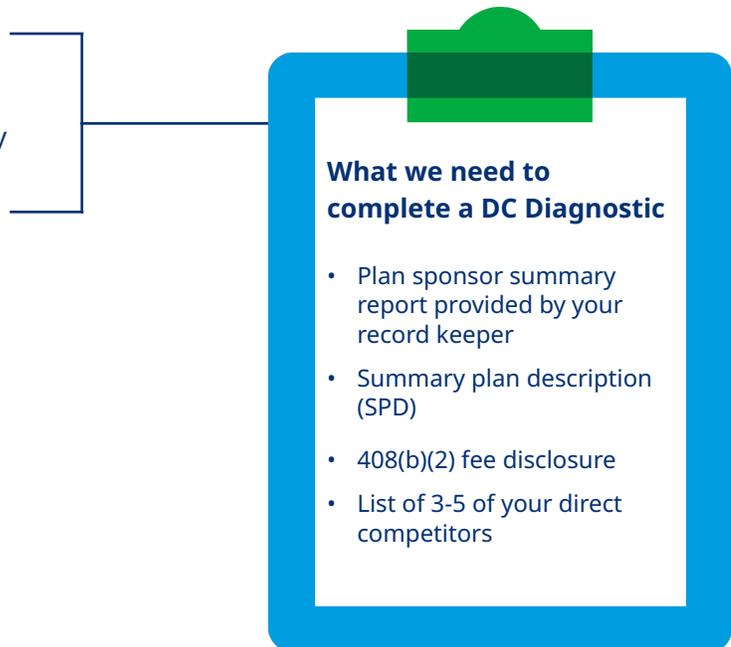
We request readily available information about your plan to perform the analysis, and if desired, schedule a quick introductory call with you to understand your key concerns.

2. Tool creation

We run the diagnostic tool, personalized for your plan.

3. Results discussion

A few weeks later, your Mercer consultant presents the result of your DC diagnostic taking into account your specific interest areas, including relevant opportunities to enhance your plan, along with considerations for next steps.



Which areas are your current priorities?

Outcomes

- Contribution levels
- Leakage/debt
- Plan features
- Retirement preparedness
- Competitive benchmarking
- Auto enrollment
- Auto escalation

Investments

- Structure
- Advice/managed accounts
- Manager quality
- Efficiency

Fees

- Excessive or hidden costs
- Value for fees charged
- Adequacy of disclosures

Risk

- Fee oversight
- Compliance
- Fiduciary delegation
- Governance/committee

What we review

Mercer's access to data on industry peers, as well as our experience with hundreds of DC plans, enables reliable and timely assessments, with feedback and advice specific to your plan.

Because the tool allows us to customize, we can direct the conversation to focus on your particular areas of interest. Below is a sampling of some of the questions we may address regarding your plan:



Outcomes

- How do your plan's contribution levels compare?
- Are your competitors offering design features that you should consider?
- In what ways does your plan design encourage higher default deferral rates?



Investments

- Are the number and breadth of fund options appropriate to your plan's demographic?
- Are there any potential risks in your investment structure?



Fees

- Given recent litigation, when was the last time you benchmarked your plan fees?
- Is there transparency in the fee structure of your 401(k) plan?
- Have you considered creating a fee-policy document?



Risk

- Are you up to date on the latest regulations that could potentially lead to litigation risk?
- Is your governance structure a good fit for your organization?

- ▶ **Want a preliminary risk assessment of your current governance structure?**
[Click here](#) for a free personalized governance profile



Contact us

For more information or to schedule your complimentary DC Diagnostic, contact us at dc.diagnostic@mercer.com

Important notices

References to Mercer shall be construed to include Mercer (US) LLC and/or its associated companies.

© 2024 Mercer (US) LLC. All rights reserved. References to Mercer shall be construed to include Mercer (US) LLC and/or its associated companies. This content may not be modified, sold or otherwise provided, in whole or in part, to any other person or entity without Mercer's prior written permission. Mercer does not provide tax or legal advice. You should contact your tax advisor, accountant and/or attorney before making any decisions with tax or legal implications. This does not constitute an offer to purchase or sell any securities.

The findings, ratings and/or opinions expressed herein are the intellectual property of Mercer and are subject to change without notice. They are not intended to convey any guarantees as to the future performance of the investment products, asset classes or capital markets discussed.

For Mercer's conflict of interest disclosures, contact your Mercer representative or see <http://www.mercer.com/en-us/footer/conflictsofinterest>.

This does not contain investment advice relating to your particular circumstances. No investment decision should be made based on this information without first obtaining appropriate professional advice and considering your circumstances. Mercer provides recommendations based on the particular client's circumstances, investment objectives and needs. As such, investment results will vary and actual results may differ materially.

Past performance is no guarantee of future results. The value of investments can go down as well as up, and you may not get back the amount you have invested. Investments denominated in a foreign currency will fluctuate with the value of the

currency. Certain investments, such as securities issued by small capitalization, foreign and emerging market issuers, real property, and illiquid, leveraged or high-yield funds, carry additional risks that should be considered before choosing an investment manager or making an investment decision.

Information contained herein may have been obtained from a range of third party sources. While the information is believed to be reliable, Mercer has not sought to verify it independently. As such, Mercer makes no representations or warranties as to the accuracy of the information presented and takes no responsibility or liability (including for indirect, consequential, or incidental damages) for any error, omission or inaccuracy in the data supplied by any third party.

Not all services mentioned are available in all jurisdictions. Please contact your Mercer representative for more information.

Investment management and advisory services for U.S. clients are provided by Mercer Investments LLC (Mercer Investments). Mercer Investments LLC is registered to do business as "Mercer Investment Advisers LLC" in the following states: Arizona, California, Florida, Illinois, Kentucky, New Jersey, North Carolina, Oklahoma, Pennsylvania, Texas, and West Virginia; as "Mercer Investments LLC (Delaware)" in Georgia; as "Mercer Investments LLC of Delaware" in Louisiana; and "Mercer Investments LLC, a limited liability company of Delaware" in Oregon. Mercer Investments LLC is a federally registered investment adviser under the Investment Advisers Act of 1940, as amended. Registration as an investment adviser does not imply a certain level of skill or training. The oral and written communications of an adviser provide you with information about which you determine to hire or retain an adviser. Mercer Investments' Form ADV Part 2A & 2B can be obtained by written request directed to: Compliance Department, Mercer Investments 99 High Street, Boston, MA 02110.