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DEFERRED COMPENSATION PLAN BOARD REPORT 08-02



Date: February 6, 2008

To: Board of Deferred Compensation Administration

From: Investments Committee and Staff

Subject: Investment Survey

Recommendation:

That the Board of Deferred Compensation Administration approve the attached proposed survey developed by the Board's Investments Committee.

Discussion:

Survey Development - The Investments Committee, as part of its study of potential refinements to the Deferred Compensation Plan investment menu, has been developing an investments survey to issue to all Plan participants. The intent of the survey is to obtain participant feedback regarding the specific changes currently being contemplated by the Committee and Board: menu consolidation and re-branding of the Plan's core options.

The Committee held several meetings to develop the survey. Following its drafting process, it submitted the survey to a focus group, which produced modest refinements. The Committee's objectives, which it believes are met by this draft, were that the survey should:

- (1) Focus exclusively on the investment issues currently being contemplated by the Board;
- (2) Be direct and unambiguous about the essential nature of the changes being contemplated for the investment menu;
- (3) Be brief, especially given the complexity of several key questions being posed.

Based on focus group feedback, it appears that this survey draft met all three objectives. Committee members observed the focus group discussion (which was moderated by the Plan's consultant) and were particularly gratified to note that the survey had been effective in communicating fairly complex concepts. The Investments

Committee and staff therefore recommend that the Board approve the survey as presently drafted.

Survey Delivery Options

When the Board last issued a survey in 2005/2006, the Plan's consultant was used to develop and issue the survey as well as tabulate results. The new contract with Great-West Retirement Services provides that Great-West will administer and issue future Plan surveys.

Staff reviewed with Great-West options for survey delivery. Great-West indicated that it could issue a paper survey, web-based survey or combination of the two, but their contractor recommended a paper-based survey only. Staff concurs with this recommendation to avoid the risk that some participants might respond multiple times.

Great-West indicates that it will take approximately one month from the date of the Board's action to issue the survey, and a similar length of time to receive responses. Staff would expect to present results concurrently to the Board and Investments Committee, and (as was done with the last survey) communicate them back to Plan participants.

Submitted by: _____
Steven Montagna

Approved by: _____
Maryanne Keehn