

DEFERRED COMPENSATION PLAN 2016 REQUEST FOR PROPOSAL

EVALUATION CATEGORIES/WEIGHTINGS

THIRD-PARTY-ADMINISTRATOR

Averaged Rating Panel Scoring

ORGANIZATIONAL STRENGTH, RECORDKEEPING & PLAN SPONSOR SERVICES

PLAN SPONSOR SERVICES	Percent	Point Scale	Empower	Voya
Organizational Background, Financial Strength, Experience	2%	20	18.00	11.00
Regulatory and Contractual Actions	1%	10	5.33	7.33
References	2%	20	20.00	20.00
Plan-level Website & Access to Plan and Participant Records	1%	10	7.33	7.33
Plan Sponsor Support Services: Legal & Special Administrative Functions	1%	10	7.67	5.33
Participant Service Issues Management	1%	10	5.67	8.50
Reserve Fund Administration: Accounting and Payment Services	1%	10	7.67	8.33
RECORDKEEPING SERVICES				
Recordkeeping Overview & Data Management Capabilities	3%	30	23.00	20.50
Contributions & Tax Vehicles	2%	20	16.33	17.33
Distributions and Tax Reporting	2%	20	17.00	17.00
Imaging and Document Storage	2%	20	13.00	15.67
Processing and Errors	2%	20	13.00	15.67
Security Protocols, Disaster Recovery & Guarantees	2%	20	15.33	12.67
Unitized Core & Profile Fund Administration	2%	20	15.00	15.33
Customization Capabilities & Resources	1%	10	7.67	9.00
Auto Enrollment Capabilities	1%	10	8.33	7.67
Performance Exam: Recordkeeping and Administrative Efficacy	4%	40	18.33	37.67
30%	30%	300	218.67	236.33

PARTICIPANT SERVICES

COMMUNICATIONS	Percent	Point Scale	Empower	Voya
Communications Philosophy and Resources	1%	10	5.00	8.67
Enrollment Guide	0.5%	5	3.33	4.42
Marketing & Educational Materials	1%	10	7.33	8.83
Distribution Guide	1%	10	8.00	5.67
Quarterly Statements & Newsletters	1%	10	8.17	6.50
Forms for Participant Transactions	1%	10	6.00	6.50
Customization Capabilities & Resources	1%	10	7.33	9.67
Compliance & Review: Timing, Process and Requirements	1%	10	6.67	8.17
Performance Exam: Success Metrics	2%	20	13.67	17.00
LOCAL STAFFING	Percent	Point Scale	Empower	Voya
Local Service Center Resources	3%	30	18.50	19.17

PARTICIPANT WEBSITE & OTHER TECHNOLOGY/MEDIA	Percent	Point Scale	Empower	Voya
Core Template Structure & Functions	3%	30	22.17	23.67
News/Messaging/Interactive Capabilities	1%	10	7.00	6.83
Electronic Records & Storage	1%	10	7.33	7.00
Customization Capabilities & Resources	1%	10	6.33	8.33
Planned Enhancements	1%	10	6.67	8.17
Media Technology: Video, Mobile Apps, etc.	1%	10	8.00	7.17
RETIREMENT READINESS & INCOME REPLACEMENT	Percent	Point Scale	Empower	Voya
Retirement Readiness Strategy/Philosophy	1%	10	5.17	8.17
Compatibility w/City Retirement Income Projection Tool	1%	10	7.33	7.00
Combined DB/DC Projections	1%	10	8.00	8.50
PARTICIPANT CALL CENTER (REPRESENTATIVES)	Percent	Point Scale	Empower	Voya
Training, Staffing, Hours, Languages	1%	10	8.50	7.33
Metrics & Standards	1%	10	7.50	7.17
Call Monitoring & Reporting Capabilities	1%	10	8.00	6.33
Customization Capabilities & Resources	1%	10	8.67	9.33
PARTICIPANT CALL CENTER (AUTOMATED)	Percent	Point Scale	Empower	Voya
Structure, Script, Time, Languages	1%	10	8.50	7.17
ENROLLMENT	Percent	Point Scale	Empower	Voya
Strategies, Metrics & Participation Results	1%	10	7.17	8.33
CONTRIBUTION PROCESSING	Percent	Point Scale	Empower	Voya
Deferral Limit Contribution Type Administration & Participant Interfaces	1%	10	9.00	6.33
Escalation, Special Contribution, and Miscellaneous Features	1%	10	9.00	6.17
Rollover/Transfer Interfaces	1%	10	8.17	7.33
Catch-Up Reporting & Administration	1%	10	8.33	8.33
Account Contribution History	0.5%	5	4.83	2.58
DISTRIBUTION & ASSET RETENTION	Percent	Point Scale	Empower	Voya
Distribution Administration & Participant Interfaces	1%	10	7.17	8.00
Asset Retention Strategies & Results	1%	10	7.33	5.83
Beneficiary Designation, Alternate Payee & Benefit Claim Process	1%	10	5.50	8.33
RMD Notification and Automation	1%	10	8.33	6.17
LOAN PROGRAM ADMINISTRATION	Percent	Point Scale	Empower	Voya
Processing Requirements, Administration & Participant Interface	1%	10	7.83	9.33
Loan Communications (modeling, notifications, late loan, default, etc.)	1%	10	7.17	6.50
Retiree Loan Administration	1.0%	10	8.00	9.00
Corrections and Default Administration	1%	10	6.67	6.50
Advice and Managed Account Services	0.5%	5	4.25	3.25

Deemed IRA, Annuity Services and Other Services			0.5%	5	3.58	3.67
Performance Exam: Distributions, Rollovers & Loans			2%	20	10.33	18.33
45%			45%	450	325.83	340.75

SELF-DIRECTED, TRUSTEE, & VALUE-ADDED RESOURCES						
SELF DIRECTED BROKERAGE OPTION			Percent	Point Scale	Empower	Voya
SDBO Organizational Background, Financial Strength, Experience			1%	10	8.17	8.17
Website Facility and Content			1%	10	8.33	7.50
Investment Menu, Trading Options & Fee Schedule			1%	10	7.83	7.83
Recordkeeper Interface & Participant Reporting			1%	10	8.33	8.33
Pre-Tax vs. Roth Recordkeeping			1.0%	10	6.67	6.50
Call Center Support			0.5%	5	5.58	5.67
Advice Services			0.5%	5	4.17	4.17
Transition			1%	10	8.33	8.33

			Percent	Point Scale	Empower	Voya
TRUSTEE SERVICES			3%	30	23.33	23.33

10%			10%	100	80.75	79.83
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FINANCIAL COST						
			Percent	Point Scale	Empower	Voya
Participant Fees			14%	140	129.00	140.00
Performance Guarantees			1%	10	2.67	10.00
15%			15%	150	131.67	150.00

			Percent	Point Scale	Empower	Voya
TOTAL: 100%			100%	1,000	757	807