

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	11
Regulatory and Contractual Actions	1%	10	5	7
References	2%	20	20	20
Plan-level Website & Access to Plan and Participant Records	1%	10	7	7
Plan Sponsor Support Services: Legal & Special Administrative Functions	1%	10	8	5
Participant Service Issues Management	1%	10	6	9
Reserve Fund Administration: Accounting and Payment Services	1%	10	8	8
RECORDKEEPING SERVICES				
Recordkeeping Overview & Data Management Capabilities	3%	30	23	21
Contributions & Tax Vehicles	2%	20	16	17
Distributions and Tax Reporting	2%	20	17	17
Imaging and Document Storage	2%	20	13	16
Processing and Errors	2%	20	13	16
Security Protocols, Disaster Recovery & Guarantees	2%	20	15	13
Unitized Core & Profile Fund Administration	2%	20	15	15
Customization Capabilities & Resources	1%	10	8	9
Auto Enrollment Capabilities	1%	10	8	8
Performance Exam: Recordkeeping and Administrative Efficacy	4%	40	18	38
30%	30%	300	219	236
PARTICIPANT SERVICES				
COMMUNICATIONS	Percent	Point Scale	Empower	Voya
Communications Philosophy and Resources	1%	10	5	9
Enrollment Guide	0.5%	5	5	6
Marketing & Educational Materials	1%	10	7	9
Distribution Guide	1%	10	8	6
Quarterly Statements & Newsletters	1%	10	8	7
Forms for Participant Transactions	1%	10	6	7
Customization Capabilities & Resources	1%	10	7	10
Compliance & Review: Timing, Process and Requirements	1%	10	7	8
Performance Exam: Success Metrics	2%	20	14	17

LOCAL STAFFING	Percent	Point Scale	Empower	Voya
Local Service Center Resources	3%	30	19	19
PARTICIPANT WEBSITE & OTHER TECHNOLOGY/MEDIA	Percent	Point Scale	Empower	Voya
Core Template Structure & Functions	3%	30	22	24
News/Messaging/Interactive Capabilities	1%	10	11	11
Electronic Records & Storage	1%	10	9	11
Customization Capabilities & Resources	1%	10	6	8
Planned Enhancements	1%	10	7	8
Media Technology: Video, Mobile Apps, etc.	1%	10	8	7
RETIREMENT READINESS & INCOME REPLACEMENT	Percent	Point Scale	Empower	Voya
Retirement Readiness Strategy/Philosophy	1%	10	5	8
Compatibility w/City Retirement Income Projection Tool	1%	10	7	7
Combined DB/DC Projections	1%	10	8	9
PARTICIPANT CALL CENTER (REPRESENTATIVES)	Percent	Point Scale	Empower	Voya
Training, Staffing, Hours, Languages	1%	10	9	7
Metrics & Standards	1%	10	8	7
Call Monitoring & Reporting Capabilities	1%	10	8	6
Customization Capabilities & Resources	1%	10	9	9
PARTICIPANT CALL CENTER (AUTOMATED)	Percent	Point Scale	Empower	Voya
Structure, Script, Time, Languages	1%	10	9	7
ENROLLMENT	Percent	Point Scale	Empower	Voya
Strategies, Metrics & Participation Results	1%	10	7	8
CONTRIBUTION PROCESSING	Percent	Point Scale	Empower	Voya
Deferral Limit Contribution Type Administration & Participant Interfaces	1%	10	9	6
Escalation, Special Contribution, and Miscellaneous Features	1%	10	9	6
Rollover/Transfer Interfaces	1%	10	8	7
Catch-Up Reporting & Administration	1%	10	8	8
Account Contribution History	0.5%	5	6	3
DISTRIBUTION & ASSET RETENTION	Percent	Point Scale	Empower	Voya
Distribution Administration & Participant Interfaces	1%	10	7	8
Asset Retention Strategies & Results	1%	10	7	6
Beneficiary Designation, Alternate Payee & Benefit Claim Process	1%	10	6	8
RMD Notification and Automation	1%	10	8	6
LOAN PROGRAM ADMINISTRATION	Percent	Point Scale	Empower	Voya
Processing Requirements, Administration & Participant	1%	10	8	9

Interface				
Loan Communications (modeling, notifications, late loan, default, etc.)	1%	10	7	7
Retiree Loan Administration	0.5%	5	6	7
Corrections and Default Administration	1%	10	7	7
Advice and Managed Account Services	1%	10	6	4
Deemed IRA, Annuity Services and Other Services	0.5%	5	4	4
Performance Exam: Distributions, Rollovers & Loans	2%	20	10	18
45%	45%	450	334	349

SELF-DIRECTED, TRUSTEE, & VALUE-ADDED RESOURCES				
SELF DIRECTED BROKERAGE OPTION	Percent	Point Scale	Empower	Voya
SDBO Organizational Background, Financial Strength, Experience	1%	10	8	8
Website Facility and Content	1%	10	8	8
Investment Menu, Trading Options & Fee Schedule	1%	10	8	8
Recordkeeper Interface & Participant Reporting	1%	10	8	8
Pre-Tax vs. Roth Recordkeeping	0.5%	5	7	7
Call Center Support	1%	10	6	6
Advice Services	0.5%	5	5	5
Transition	1%	10	8	8

	Percent	Point Scale	Empower	Voya
TRUSTEE SERVICES	3%	30	23	23

10%	10%	100	82	81
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FINANCIAL COST				
	Percent	Point Scale	Empower	Voya
Participant Fees	14%	140	129	140
Performance Guarantees	1%	10	3	10
15%	15%	150	132	150

	Percent	Point Scale	Empower	Voya
TOTAL: 100%	100%	1,000	767	817