



Maricopa County, Arizona

An Oasis in the Desert of Retirement Planning Resources

Maricopa County, AZ is the largest county by population in the state of Arizona and the fourth-largest county in the U.S. It currently has over 13,600 employees in 52 departments serving a vast geographic area of over 9,200 square miles with a population of approximately 4,000,000 residents. It is a fairly diverse county with nearly 30% of the residents identifying as Hispanic or Latino according to the 2010 U.S. census and the County's diverse workforce reflects that. Most employees have access to the Arizona State Retirement System (ASRS), but with the average ASRS retiree monthly benefit only paying \$1,663, the County recognized a long time ago the need to offer a supplemental retirement savings plan.

Maricopa County and Nationwide have shared a strong partnership for 30 years and maintain a joint mission to help County employees adequately prepare for and live comfortably in retirement. With an active and dedicated Deferred Compensation Plan Committee and Education and Outreach Subcommittee, the County's Plan continues to evolve and grow, and today, provides more features, benefits and planning resources than ever.

In 2013, the County made the decision to renew its long-standing contract with Nationwide as its Plan Administrator. As part of that renewal, Maricopa County collaborated in partnership with their Investment Consultant at the time, Arnerich & Massena (now SageView Advisory Group), to implement significant changes to the Plan's investment structure and offerings in 2014 to create greater transparency, reduce fees and offer lower-cost and more diversified options to participants. Today, statistics show Maricopa County far exceeds its peers in terms of participants with well-diversified investment portfolios, which is evidence of the County's success in educating participants about these changes and benefits.

The Plan currently offers a wide variety of investment options ranging from five very low-cost index funds offered through Vanguard to 12 actively managed funds and 12 low-cost retirement target-date funds also offered through Vanguard. In addition, the Plan offers a fixed account currently paying 2.5% offered through Nationwide. For a relatively low fee of 61 basis points, the Plan also features a professionally managed portfolio option offered through Nationwide called ProAccount. Since being launched in 2014, the Plan has 1,235 participants utilizing the ProAccount service as of March 31, 2016, which is an increase of over 32% from a year prior. In addition, there is a Roth IRA option within the Plan that more and more employees are taking advantage of, as well as a self-directed brokerage account option offered through Schwab that allows employees the opportunity for more hands-on investing and choices.

With \$35.5M contributed in 2015, Maricopa County's Plan has grown to over \$420M and 10,625 participant accounts as of the end of the first quarter of 2016. In 2015, 779 employees enrolled in the plan, which is more than double the number of the County's peer group average and was 110% of their annual goal. Out of over 1300 new employees hired by the County last year, over 330 enrolled in the Plan within the year, representing an impressive early engagement rate of over 25%.

The County's Deferred Compensation Plan Committee, which meets at least quarterly, consists of 9 members including representatives from all five supervisorial districts and is chaired by the Chief Financial Officer, Shelby Scharbach. The Education and Outreach Subcommittee is made up of a varying number of members, with at least one representative from the employee development and training department as well as the two local Nationwide Retirement Specialists and Program Director. It is focused specifically on leveraging Nationwide's resources and services to enhance the County's educational offerings and increase employees engagement and works with Nationwide's marketing consultants to develop an annual marketing Plan that in recent years has included targeted mail, email and web campaigns and new presentations that appeal to a more diverse audience.



In January 2016, the County launched a testimonial video featuring current and retired employees across a variety of departments expressing pride in participating in the Plan and explaining its benefits. This impressive and valuable tool is now being used at all new employee orientations, which take place at least monthly, any group presentation led by Nationwide's Retirement Specialists and can be found on the employee intranet as well as the Plan website.

The County understands the importance of starting to save as early as possible and is committed to utilizing creative strategies to target and engage more of its younger employees. In addition to the testimonial video, the Plan website, which is mobile-enhanced and can be accessed like an app on any smartphone or tablet, offers a series of short, educational videos as well as a Peer-to-Peer Comparison Tool. Employees can easily enroll, change their contribution amount and investment options online and access helpful calculators to help them with budgeting, projecting future account values, and even how to save for children's college.

The County takes retirement readiness education further by offering a series of recently updated workshops on a variety of topics, including "Managing Risk," "Women & Retirement," and "Approaching Retirement." These workshops are promoted on the Plan website as well as the employee intranet where they can register to attend. The County also organizes an annual Financial Fitness Expo, which is a day-long event that, among other workshops and interactive opportunities, features popular presentations on Social Security and planning for health care costs in retirement led by locally-based and renowned speaker, Troy Simmons, from the Nationwide Retirement Institute™.

With a commitment to gathering and listening to employee feedback and being responsive, the County conducts an annual Plan participant survey to gauge the effectiveness of Nationwide's services. The 2015 results indicated that personal interaction with local Plan representatives was most satisfying for participants (91% satisfaction rate) and is a testament to the quality of the local staff that serve the County. The County and Nationwide are now focused on creating more opportunities for personal interaction with employees by partnering with department directors to leverage required staff meetings and internal trainings as opportunities for additional education and hands-on assistance. A hybrid survey approach (phone and online) was utilized for 2016 and not surprisingly, resulted in a greater response rate. The data is currently in process of being compiled.

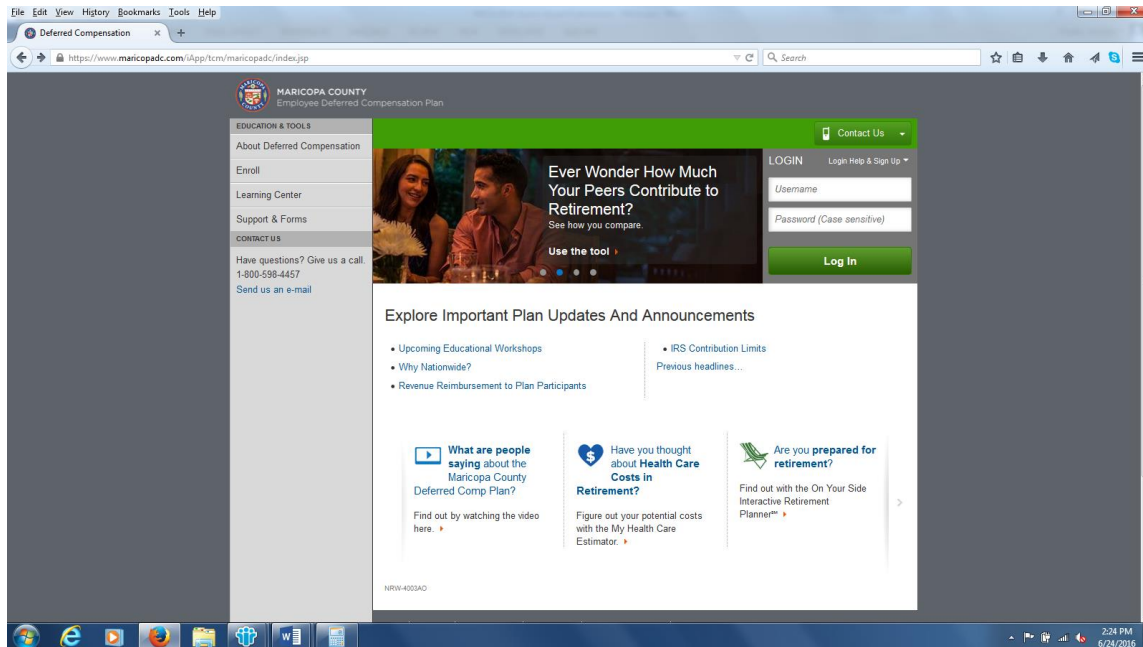
In summary, Maricopa County is truly an oasis of retirement planning resources in a desert that was hit hard by the economic recession of 2008 and is still recovering. The County offers an extremely competitive and robust Deferred Compensation Plan with a plethora of investment options, educational resources and a highly valued level of personal service that is available post-retirement. There is much more to be done to increase active participation in the Plan and workshop attendance, but Maricopa County and their Nationwide partners are working hard to make it happen. Maricopa County deserves recognition for its 30+ years of dedication and ongoing commitment to helping its employees have the most secure and comfortable retirement possible.



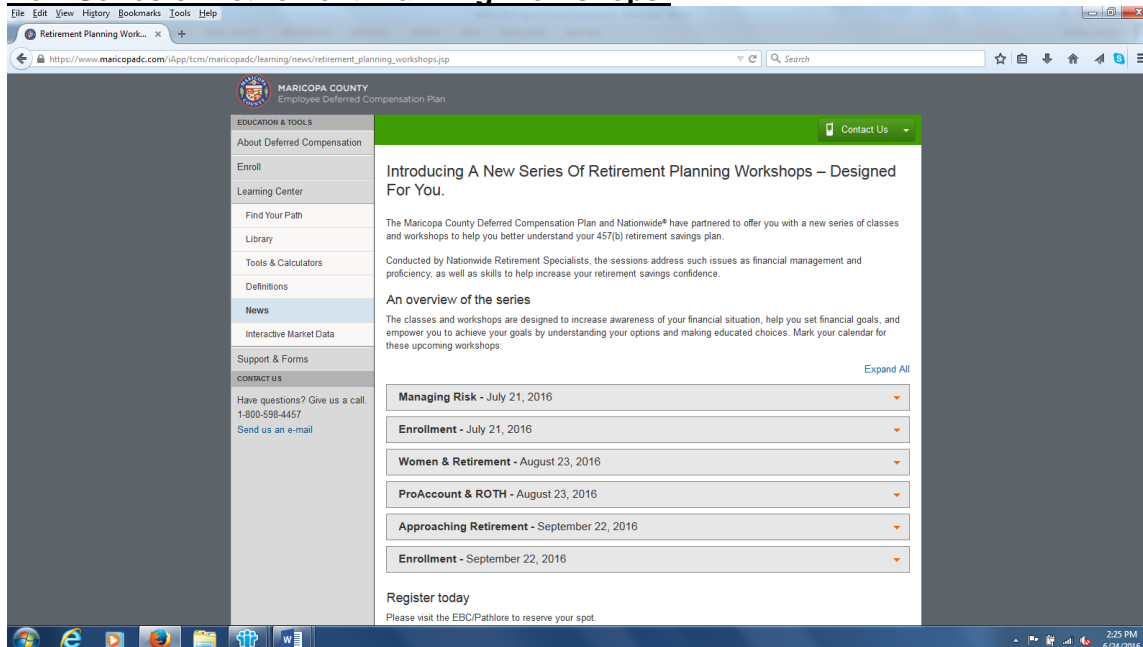
Maricopa County Testimonial Video:

https://www.maricopadc.com/iApp/tcm/maricopadc/learning/videos/maricopa_participant.isp

Maricopa County DCP Website Homepage:



New Series of Retirement Planning Workshops:





Tools and Calculators:

The screenshot shows a web browser window displaying the "Tools & Calculators" page for the Maricopa County Employee Deferred Compensation Plan. The page has a sidebar on the left with a navigation menu. The main content area lists several tools with brief descriptions and "Launch" buttons.

Navigation Menu:

- EDUCATION & TOOLS
- About Deferred Compensation
- Enroll
- Learning Center
- Find Your Path
- Library
- Tools & Calculators**
- Definitions
- News
- Interactive Market Data
- Support & Forms
- CONTACT US
- Have questions? Give us a call. 1-800-598-4457
- Send us an e-mail

Tools & Calculators Section:

Planning for retirement and managing your Plan account sometimes requires a little help. Here are some useful tools and calculators that may help simplify your path to retirement.

How much money will I need in retirement?
Set your retirement savings goals with the help of the *On Your Side Interactive Retirement Planner*®, which takes into account your retirement savings, pension and Social Security income.
[Launch Interactive Retirement Planner](#)

How much money will I need to cover retirement health care costs?
Use the *My Health Care Estimator* to figure out your potential retirement health care expenses.
[Launch My Health Care Estimator](#)

Peer Comparison Tool
See how your 457(b) retirement contributions compare with your peers.
[Use the tool](#)

How do I get help making investment decisions?
Determine your personalized retirement strategy with the *Morningstar® Retirement Manager*™, which helps you set retirement income goals, a savings rate and a mix of assets for your portfolio with helpful reports and resources.
[Log in to launch Morningstar® Retirement Manager™](#)

How do I know what my investment style is?
Answer eight important questions in the *Asset Allocation Tool* to learn about your risk tolerance to develop an investment style and how it may change as you get closer to retirement.
[Launch Asset Allocation Tool](#)

This screenshot shows the bottom portion of the "Tools & Calculators" page. It continues the list of tools with descriptions and launch buttons.

Can my budget afford a payroll deduction?
See how increasing your contributions into your Plan account will affect your take-home pay by using the *Paycheck Impact Calculator*.
[Launch Paycheck Impact Calculator](#)

Am I contributing enough?
Enter your numbers into the *Future Value Calculator* to see how retirement savings may grow over time.
[Launch Future Value Calculator](#)

How long will money last in retirement?
Examine various scenarios for taking payouts with either a fixed-period or fixed-amount method with the help of the *Payout Illustrator* tool.
[Launch Payout Illustrator](#)

How will contributing to the new Roth option affect my taxes?
Determine the possible tax advantages of making after-tax contributions to your plan by using the *Roth Analyzer*, which will provide you with a detailed summary based on your answers.
[Launch Roth Analyzer](#)

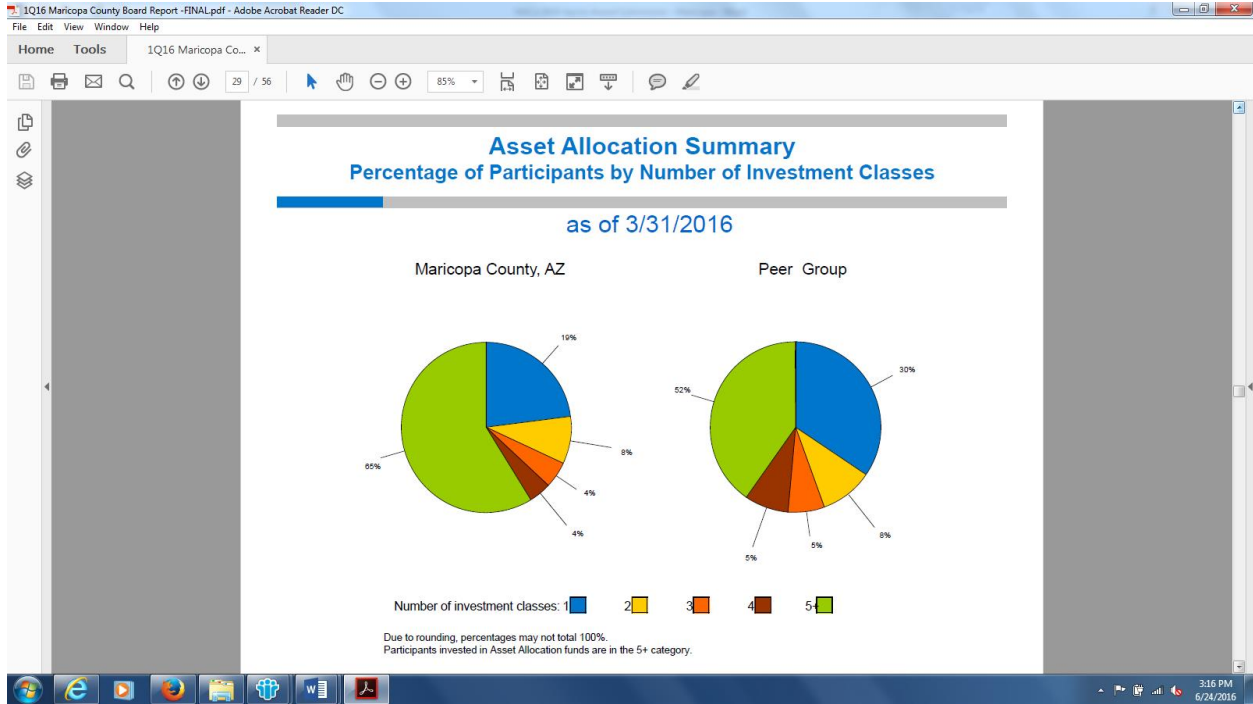
Can I afford to send my kids to college, too?
Find the right balance between saving for your retirement and your children's college tuition with the *College Savings Calculator*, which will help you see how much you may need to save each month.
[Launch College Savings Calculator](#)

Neither the plan administrator nor its representatives give legal or tax advice. Please consult your attorney or tax advisor for answers to specific questions.

These planning tools are presented for informational purposes only. They are not intended to project or predict the investment results of any specific investment. They do not reflect fees of any particular investment and only reflect tax information where shown. Remember, investing may be subject to market risk and there are no guarantees that your investment goals will be achieved.



Maricopa County vs. Peer Group - Diversification



Maricopa County vs. Peer Group – New Participants:

