

## Retirement Security Summit

# The Evolving Social Contract

## Boosting Retirement Savings

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# Measuring DC Success

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## ➤ Plan Scorecard

- Set strategies
- Create metrics
- Monitor results
- Make Adjustment

## ➤ Known Measures

- Level of participation
  - Auto enrollment
  - Increase of six percent between 2012 and 2013
  - Opt out and garnishment restrictions
- Level of contributions
  - Auto escalation
  - Phase in and cap
- Level of match utilization
  - Highest rated reason by employees for participation is the employer match
  - Second highest is the desire to save for retirement
- Level of Participants Confidence
  - Highest rated barrier to participation is lack of employee understanding



# Moving the Needle

## Plan Design

- Auto Features
- Stretch Match

## Investment Options

- Monitoring

## Retirement Readiness

- Education about value of all sources of income
- Gap to Income Adequacy

## Communications

- Personalized Communications and Counseling
- What's My Number?



**Highest Ranked Barrier:  
Lack of Employee Understanding**

# Encourage Action

How do we help a 30 year old view what their life will be like at age 70?

Participants who saw their **CURRENT** selves contributed 4.4% toward retirement



Participants who saw their **FUTURE** selves contributed 6.2% toward retirement



# Case Study

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How did LA City  
set its goals?

Develop  
Retirement  
Readiness Tool?

Develop Auto  
Enrollment &  
Benchmarking  
Concepts?



# Thank you!

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