Are your employees retirement ready?

MassMutual PlanSMART Analysis: A better way to measure the health of your retirement plan

We'll help you get there:
As a plan sponsor, you want your retirement plan to be healthy and provide the necessary resource to help your participants retire securely, all while meeting your fiduciary obligations. The question is: Is your retirement plan in good health? Are your participants on track to have the income they need in retirement?
Is your retirement plan healthy and preparing your participants for retirement?

At MassMutual Retirement Services, we want to help your organization answer these questions and improve your plan’s health. But a standard plan review and traditional reporting tools may not be enough to assess the state of your plan. To truly gauge where your plan stands with regard to helping your participants become retirement ready, better measurement is needed. MassMutual PlanSMART™ Analysis offers you the next generation of plan metrics to identify areas that may have the most impact for your participants.
Moving beyond the norm

At its core, the meaning of “retirement readiness” has moved well beyond meaning simply accumulating a nest egg in a retirement plan. It’s really about each participant having a better chance to replace a larger portion of their pre-retirement income throughout retirement. MassMutual PlanSmart Analysis moves beyond the traditional criteria to include the necessary metrics to help truly assess your plan’s health.

Not just your typical retirement plan review

The PlanSmart analysis tool provides a consolidated view of your entire plan. With income replacement ratios as a key metric, the report shows you and your plan advisor the percentage of employees that are on track for a successful retirement. And, most importantly, the report will help you develop the actions needed to help a greater percentage of those employees achieve a comfortable level of monthly income when they retire.

Using the latest technology, PlanSmart analyzes your plan and provides critical estimates on how many of your employees have a good chance to replace at least a certain amount of their income in retirement. With more rigorous data analysis, your organization can make better decisions, implement more effective strategies and, ultimately, find clearer paths to achieving plan health and greater success for your participants.

The value of MassMutual PlanSmart Analysis

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Available to organizations using MassMutual’s Automated Services
**Example report**

### Percentage of participants on track for retirement

The bar chart below compares the percentage of plan participants that are on track with their current strategies versus the percentage that could be on track if they adopt the suggested strategies.*

* Percent of participants on track to retire by age 67 and replace at least 75% of income during retirement.

### Participants grouped by age

The charts below divide participants into groups by age and compensation to assess the percent age of participants who are on track for retirement with their current savings and investment strategies versus those who could be on track with their suggested savings and investment strategies.

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### How MassMutual’s analysis supports plan health

MassMutual PlanSmart Analysis features continuous measurement and reassessment, because building a healthy plan is not a static process; it is a continuous cycle of setting goals, analyzing data, reviewing outcomes and refining techniques. With the analysis, your MassMutual service professional and plan advisor can help your organization take specific steps to focus on key areas for improvement, and help employees who need it most. The analysis allows you to take a personalized approach to retirement planning for your participants, rather than the one size fits all approach that has historically been used.

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### What contributes to plan health?

Many factors contribute to the overall health of your retirement plan, including:

- Investment policy and menu
- Fiduciary approach
- Onboarding strategy
- Plan education
- Participation and contribution rates
- Asset allocation

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Hypothetical example for illustrative purposes only and does not represent data from actual customers. Not intended to reflect actual performance. Individual plans will likely vary.
Smart solutions for plan health

The PlanSmart analysis tool is part of a broader suite of smart resources offered by MassMutual to help your organization achieve a healthier retirement plan and greater success for your employees. Resources include more focused and relevant education to help lead eligible employees and participants to positive behavior on the path to retirement readiness.

A strategy to improve your plan’s health may include plan design such as automatic enrollment, automatic deferral increase, or custom asset allocation tools. Our suite of tools also includes other services like online guidance and advice, an easy to use participant retirement readiness tool, and communication strategies that deploy our award-winning RetireSmartSM participant communication and education platform. RetireSmart uses powerful analytics and is based on a hierarchy of needs for both plan participants and non-participants. The platform focuses on driving individuals to healthy retirement planning steps through personalized, relevant and targeted messages, and a variety of media tactics. In short, the PlanSmart Analysis is only the beginning of what you, your advisor and MassMutual can do to help your plan become a healthy one.

Take the next step towards plan health

At MassMutual it is always our goal to help your organization find new ways to improve the value of your retirement program and give you the resources to provide greater retirement readiness for your employees.

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### Steps to a healthier plan

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<thead>
<tr>
<th>MassMutual PlanSmart® Analysis*</th>
</tr>
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<tbody>
<tr>
<td><strong>Step 1</strong> Perform analysis</td>
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<td>• Perform individual retirement readiness for all employees</td>
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*Participant salary deferrals, compensation and eligible not participating information is required for MassMutual PlanSmart Analysis.
Learn how to put the clarity and effectiveness of MassMutual PlanSmart Analysis to work for your organization. To find out more, talk to your advisor or contact your MassMutual service professional.