WOULD YOUR PLAN BENEFIT FROM A LIFETIME INCOME SOLUTION?

That's a question on many plan sponsors' minds, as their view of retirement plans evolves from an accumulation vehicle to a distribution vehicle. A retirement income solution makes sense for many plans—but not all plans. Walk through our guide and see if your perspective points toward adding a retirement income solution.

THE INITIAL ASSESSMENT

Is a lifetime income solution a fit for your plan? Take the first step by indicating how strongly you agree with each statement.

Statement	**Score** 1 - Strongly disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly agree
Our employees would benefit from more education about retirement income, and we can increase their retirement security by adding a retirement income solution to our plan.	
Enhancing the plan with institutional retirement income solutions makes it a better HR tool to attract, retain and manage our human capital.	
We believe staying ahead of benefit trends keeps our workplace competitive.	
Our retirement plan board makes prudent decisions on retirement income, which translates to prudent decisions on which solutions to add to the plan.	
TOTAL	
SCORE (Divide total by four to create score)	

OVERALL SCORE

1 – 2 = Adding retirement income may not work for us at this time.
2 – 3 = Adding retirement income may work but is not a priority for us.
3 – 4 = Adding retirement income solutions would be a good idea to explore now.
4 – 5 = Adding retirement income should be a priority for us today.

MOVING FORWARD WITH A "YES" DECISION

If you scored 3 or above on the initial assessment, consider adding a lifetime income solution to your plan. Validate that decision if you agree with all or most of the statements below:

Statement	Agree
The primary goal of a defined contribution plan is to help participants convert their savings into an income stream that, combined with other sources of income at retirement, will enable them to retire on time.	
Participants are motivated to save more when they can see the impact that additional savings will have on their retirement income.	
We can leverage our scale to secure advantageous pricing for a company-sponsored solution. While each participant's needs are unique, a default solution can be effective for most of the population.	
Plan complexity can be managed with the right combination of staff and third-party partners who have successfully implemented, communicated and operationalized solutions.	
Employees are more likely to trust their employer than a financial salesperson, and are thus more inclined to use the solution advocated by their employer.	

MOVING FORWARD WITH A "NO" DECISION

If you scored below 3 on the initial assessment, your plan probably should not add a lifetime income solution. Validate that decision if you agree with all or most of the statements below:

Statement	Agree
Retirement income is the participant's responsibility. We believe the employer-employee relationship ends at retirement/termination.	
Participants have unique needs with individual retirement income solutions. We can't meet all those needs, but financial advisors and the retail market can.	
Any increase in income or retirement security offered by institutionally priced products/solutions is not significant to us or our employees.	
We want to minimize complications of our plan, and we generally consider benefit changes after they have been established in the market.	
We have relationships with financial advisors who work with our departing employees to offer advice, financial products and wealth management services and we are happy with this arrangement.	

OUT-OF-PLAN OR IN-PLAN OPTION?

Once you've chosen to add a retirement income solution, you can choose between an out-of-plan or in-plan option. Indicate your agreement with each of the statements below:

Statement	Score 1 - Strongly disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly agree
Scale by retaining assets in the plan outweighs additional oversight/fiduciary costs.	
Our recordkeeper wants to serve our needs and would support our efforts to add an in-plan solution.	
Communications from us are more effective in increasing adoption than communications by financial advisors associated with an out-of-plan solution.	
Use of in-plan options mitigates the risk of participants running out of money by taking lump sum payments or rollovers facilitated by the employer.	
Use of in-plan options increases through education or defaulting employees into in-plan solutions.	
We are not concerned with increased fiduciary risk if retirement income option meets qualified default investment alternative (QDIA) terms.	
TOTAL	
SCORE (Divide total by six to create score)	

OVERALL SCORE

1 – 2 = Strong indicator that that an out-of-plan solution would be best for our goals
2 – 3 = Likely that an out-of-plan solution would work
3 – 4 = Likely that an in-plan solution would work
4 – 5 = Strong indicator that an in-plan solution would be best for our goals

AUTOMATIC OR AFFIRMATIVE ELECTION?

Retirement income can be either an automatic option or an affirmative option. Indicate your agreement with each of the statements below:

Statement	Score 1 - Strongly disagree, 2 - Disagree, 3 - Neutral, 4 - Agree, 5 - Strongly agree
We are proponents of automatic features such as auto-enroll, auto-escalate and auto-invest.	
Plan Committees and their financial advisors/consultants can help integrate retirement income into the plan's target-date fund (TDF) glidepath or other QDIA/investment options.	
Automatic income is more effective than retail alternatives in helping participants retire securely.	
Participants that default part of their balance to an automatic retirement income feature can be more productive and less financially stressed in the workplace.	
We believe that defined contribution (DC) plans can become "pension-like" plans for employees.	
Automation of lifetime income solutions has proven to substantially increase savings and security and will increase our participants' overall retirement security.	
TOTAL	
SCORE (Divide total by six to create score)	

OVERALL SCORE

1 – 2 = Strong indicator that an affirmative election would be best for our goals
2 – 3 = Likely that an affirmative election would be best
3 – 4 = Likely that an automatic solution would be best
4 – 5 = Strong indicator that an automatic solution would be best for our goals

MANY PLAN SPONSORS WHO ALREADY PROVIDE RETIREMENT INCOME SOLUTIONS SUPPORT THESE STATEMENTS:

+ Retirement income solutions can drive productivity gains or lower costs through better retirement readiness.
+ Retirement readiness at normal retirement age is a win-win for most employers and employees.
+ Retirement income would be valuable to employees.
+ Retirement income can make our management training/development programs more effective.
+ Retirement income enhances our plan to help us better attract, retain and manage our human resources.
+ We are an innovator and market leader. Our benefit plans should reflect our culture.
+ Retirement income education is an important need. We can provide education and solutions.
+ Our retirement board is sophisticated and can make good decisions for our employees regarding retirement income.

If you believe your plan would benefit from the addition of a retirement income solution, we can help. To learn more about our solutions and services, visit our **Lifetime Income** website.

The Lifetime Income Strategy's component portfolios including the Secure Income Portfolio are only available in your 401(k) plan and are not offered for sale to the general public. Each component portfolio is a separate account that invests in a set of underlying investment components. Separate accounts are not mutual funds and are not required to file a prospectus with the SEC. Interests in these components are not deposits of AllianceBernstein Trust Company, LLC or any AllianceBernstein affiliate and are not insured by the Federal Deposit Insurance Corporation (FDIC). The Lifetime Income Strategy is exempt from investment company registration under the Investment Company Act of 1940, and purchases and sales of interests in the Lifetime Income Strategy are not subject to registration under the Securities Act of 1933. Management of the Lifetime Income Strategy, however, is generally subject to the fiduciary duty and prohibited transaction requirements of the Employee Retirement Income Security Act of 1974, as amended (ERISA), and the related rules and regulations of the US Department of Labor. AllianceBernstein provides asset allocation advice and other services for the Lifetime Income Strategy.

The return and account value of the Lifetime Income Strategy's underlying component portfolios will fluctuate and may be worth more or less than the original amount contributed, including at your retirement date. However, any decreases in value of the component portfolios caused by market performance will not reduce any associated lifetime income.

Investments in the Lifetime Income Strategy are not guaranteed against loss of principal—account values may be more or less than the amount invested—including at your retirement date. Investing in the Lifetime Income Strategy does not guarantee sufficient retirement income.

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