The Cerulli **Report**

U.S. Retirement Markets 2022

The Role of Workplace Retirement Plans in the War for Talent

OVERVIEW & METHODOLOGY

This annual report represents Cerulli's broadest coverage and sizing of the U.S. retirement market and addresses the following market segments: individual retirement accounts (IRAs), corporate and not-for-profit (NFP)/governmental defined contribution (DC) plans, Taft-Hartley DC plans, DC multiple employer plans (MEPs), and corporate and public defined benefit (DB) plans. Key metrics such as historical and projected assets, the number of plans, and number of plan accounts within these segments are examined, as are other demographic and plan design trends within U.S. employer-sponsored retirement savings.

USE THIS REPORT TO

- Learn how plan providers are striving to help plan sponsor clients improve their retirement plan offerings in order to attract and retain talent
- Understand the efforts that plan providers are making to improve group retirement plan offerings to participants nearing, or in, retirement
- Explore how governments and private companies are helping to solve the retirement plan access gap in the U.S., particularly for employees and owners of small businesses
- Review new data covering plan distribution options and personalized target-date fund use

QUESTIONS ANSWERED

- What percentage of the U.S. retirement market do the DB, DC, IRA markets comprise?
- What do DC recordkeepers consider the top differentiators to winning business in the 401(k) market?
- How have 401(k) net flows changed over time?
- What percentage of 401(k) plan sponsors are interested in joining a pooled employer plan (PEP)?
- How has the average corporate DB funded status changed over time?

PRODUCT DETAILS

Included with Purchase

- Digital report in PDF format
- Unlimited online firm-wide access
- Exhibits in Excel
- Key findings
- Analyst support
- Interactive Report Dashboards

Interactive Report Dashboards

Interact and explore select report data with Cerulli's visualization tool.

- **Total Retirement and Defined Contribution Market Projections:** Review total DC plan assets by plan type, alongside 401(k) assets as a percentage of corporate and total DC assets. Additionally, track historical and projected data with customizable growth and appreciation rates for:
  - 401(k) assets, contributions, and distributions
  - 403(b) and 457 assets
  - Number of 401(k) plans by plan size segment
  - Number of 401(k) participants with an account balance
  - Participant and employer 401(k) contributions
- **401(k) Assets and Net Flows:** Explore over 10 years of 401(k) assets, as well as employer and participant contributions, with customizable views segmented by U.S. state (in chart, table, and heat map formats), industry, investment vehicle, number of plan participants, total plan assets, and average participant account balance.
- **401(k) Plans and Participants:** Explore over 10 years of data covering the number of 401(k) plans and participants with customizable views segmented by U.S. state (in chart, table, and heat map formats), industry, plan characteristics (self-directed brokerage accounts, automatic enrollment, employer match, default investment, and total participant-directed), number of participants, and total plan assets. Additionally, track 401(k) employee participation rates by year, total plan assets, total plan participants, and industry.
- **401(k) Plan-Level Analysis:** View contact information for more than 500,000 401(k) plans, including a side-by-side state plan comparison by number of plans, assets, and participants; create customizable leaderboards by state and city using plan asset and participant segments and construct 401(k) market sales coverage by segment.
- **401(k) Plan Sponsor Survey:** Learn about what priorities are top-of-mind for 401(k) sponsors regarding existing plan designs, and what they hope to accomplish for their participants going forward. Discover plan sponsor sentiments regarding financial wellness programs overall as well as specific features and capabilities. Dive into the details of 401(k) plan investment strategies and the vehicles most used to implement them. Explore plan sponsor impressions of their relationships with plan service providers, including investment advisors, institutional consultants, and recordkeepers.
- **Retirement Mutual Fund Data:** These dashboards allow for the examination of retirement mutual fund assets and mutual fund flows by retirement segment, plan type, asset class, and method of sales.

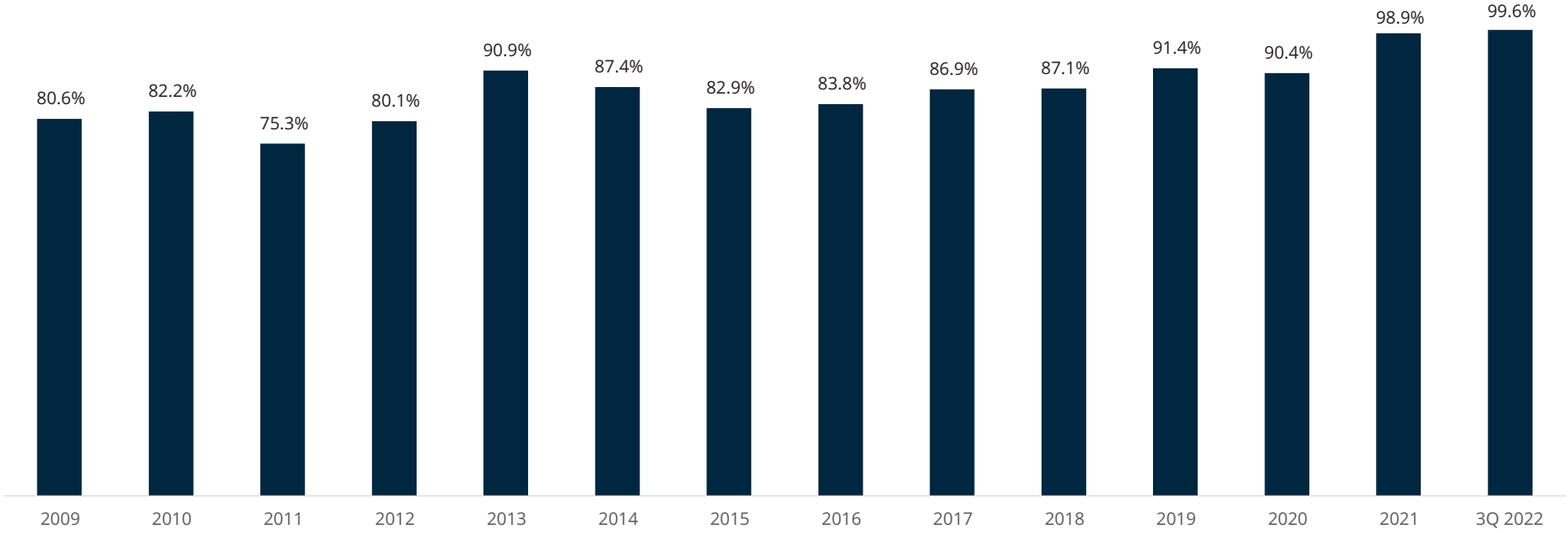
CERULLI ASSOCIATES

Research | Analytics | Consulting

Exhibit 6.06

Average Corporate Defined Benefit Pension Funded Status, 2009–3Q 2022

Source: NISA Investment Advisors, LLC | Analyst Note: NISA PSRX index constituents include the 100 largest corporate defined benefit pension plans of publicly traded companies based on pension liability present value (PBO), as determined by NISA from publicly available documents. The index is re-constituted annually.



- The funded statuses of the largest 100 single-employer DB plans have been boosted by rising interest rates, which results in shrinking liabilities. An average funded status of 99.6% is the highest average funded status since 2007.
- With interest rates forecasted to continue rising, many single-employer DB plans are likely to transfer their pension obligations to insurers, a process that can only be completed by fully funded plans.

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