## Stop Guessing

## Use Employee Data to Help Guide Your Plan's Default Investment Decision

When it comes to using data to help choose your retirement plan's investment solution, a participant's age may only be the tip of the iceberg. Many plan sponsors can begin constructing an investing profile for each employee by using readily available data from payroll providers and recordkeepers, along with making a few assumptions.

**AGE** 

## What's below the surface?

Here are some personal details and plan information you may have access to already.

PERSONAL INFORMATION

Gender

Plan Balance

**Savings Rate** 

Salary

**Pension Payments** 

Career

PLAN INFORMATION

**Employer Contributions** 

**Employer Interest** 

**Defined-Benefit Plan** 

ACCUMULATION PERIOD

**Retirement Date** 

**Birth Date** 

Data informs nearly every major decision employers make.

Consider taking a more sophisticated approach to selecting your default investment decision by using data to better understand your plan's retirement needs and choose plan options that may be better suited for your participants.

Visit morningstar.com/company/workplace to request a plan analysis today.

