



CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN



City of Los Angeles

Deferred Compensation Plan

Fourth Quarter 2020 Review

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CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN



Executive Summary



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Executive Summary

As of December 31, 2020

CITY OF LOS ANGELES

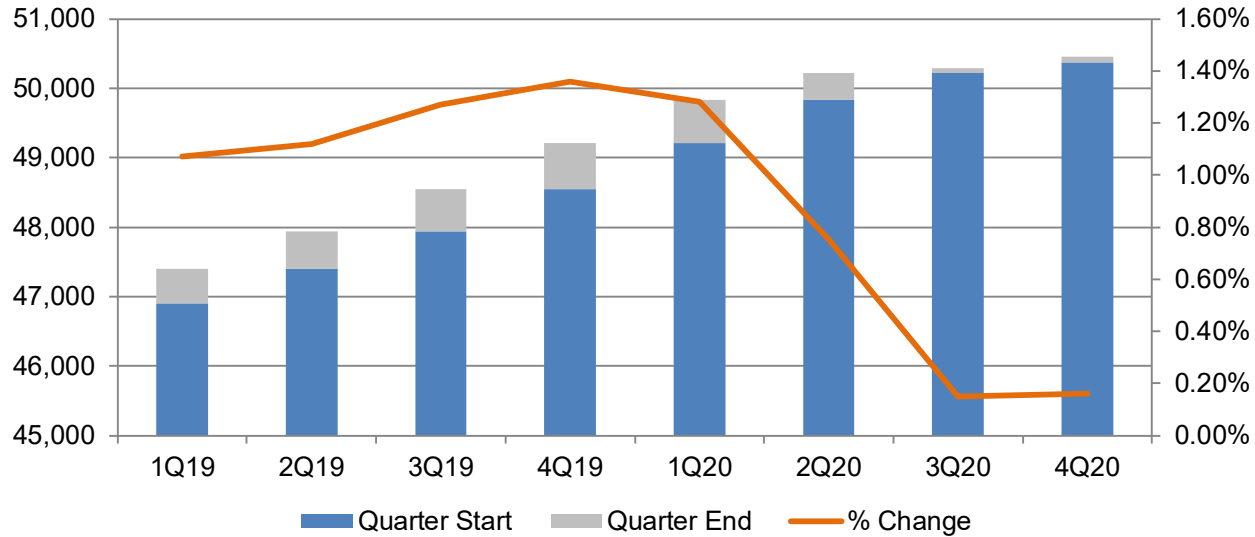
Plan Participants	Total	% Change from Prior Period
As of December 31, 2018	46,904	0.89%
As of March 31, 2019	47,407	1.07%
As of June 30, 2019	47,939	1.12%
As of September 30, 2019	48,548	1.27%
As of December 31, 2019	49,209	1.36%
As of March 31, 2020	49,841	1.28%
As of June 30, 2020	50,215	0.75%
As of September 30, 2020	50,292	0.15%
As of December 31, 2020	50,377	0.16%

Asset Growth	Total	% Change from Prior Period
As of March 31, 2019	\$6,402,786,480	9.64%
As of June 30, 2019	\$6,618,441,335	3.37%
As of September 30, 2019	\$6,693,022,366	1.13%
As of December 31, 2019	\$7,087,584,205	5.90%
As of March 31, 2020	\$6,150,575,655	-13.22%
As of June 30, 2020	\$6,988,893,734	13.63%
As of September 30, 2020	\$7,366,037,685	5.40%
As of December 31, 2020	\$8,035,190,777	9.08%

Executive Summary- Plan Participants

As of December 31, 2020

CITY OF LOS ANGELES

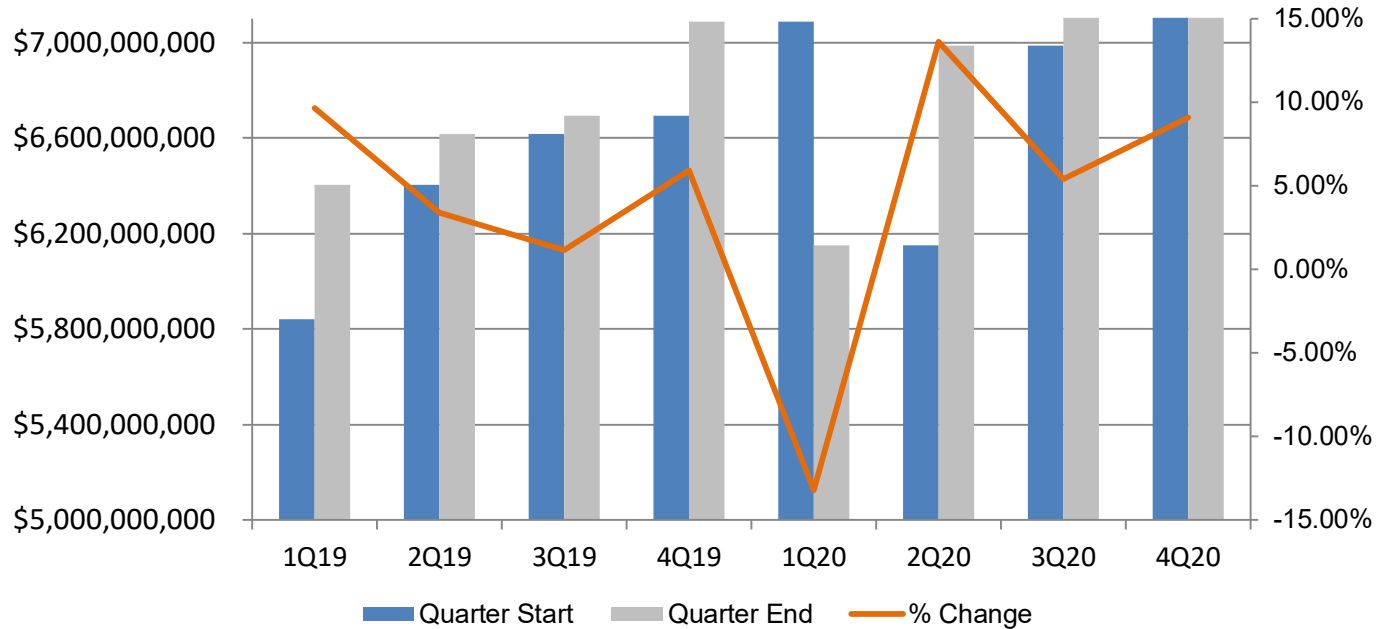


	Total	% Change from Prior Period
As of March 31, 2019	47,407	1.07%
As of June 30, 2019	47,939	1.12%
As of September 30, 2019	48,548	1.27%
As of December 31, 2019	49,209	2.36%
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Executive Summary- Asset Growth

As of December 31, 2020

CITY OF LOS ANGELES



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Cash Flow Summary

October 1, 2020 to December 31, 2020

CITY OF LOS ANGELES

Cash In

Pre-tax Contributions	64,384,415.19
Roth Contributions	11,926,928.38
Rollover Contributions	11,659,310.13
Loan Repayments	25,742,802.94
Other	9,421,382.66

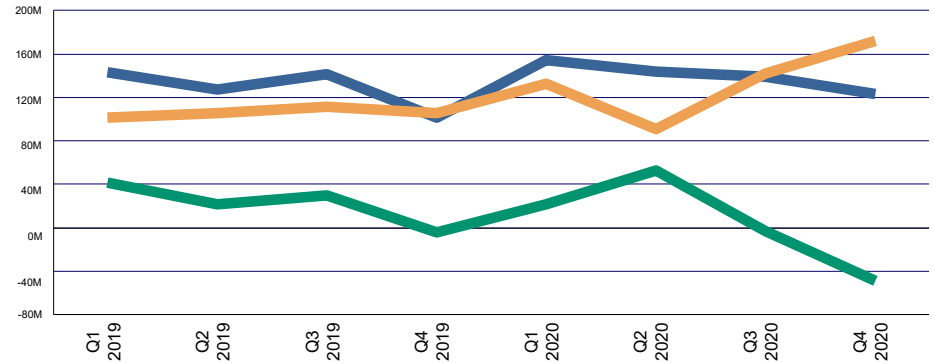
Total Cash In **\$123,134,839.30**

Cash Out

Distributions	117,874,841.21
Rollovers	27,501,146.00
Loans Issued	16,213,429.09
Fees	1,003,526.28
Other	9,421,382.66

Total Cash Out **(\$172,014,325.24)**

Net Cash Flow **(\$48,879,485.94)**



	Cash In	Cash Out	Net Cash
Q1 2019	\$143,401,494.75	\$101,591,174.73	\$41,810,320.02
Q2 2019	\$127,453,418.40	\$105,811,196.02	\$21,642,222.38
Q3 2019	\$141,562,404.99	\$111,496,374.05	\$30,066,030.94
Q4 2019	\$101,258,250.49	\$105,770,718.43	(\$4,512,467.94)
Q1 2020	\$154,495,133.13	\$132,705,843.38	\$21,789,289.75
Q2 2020	\$143,612,342.08	\$90,897,133.46	\$52,715,208.62
Q3 2020	\$139,282,468.80	\$142,313,548.69	(\$3,031,079.89)
Q4 2020	\$123,134,839.30	\$172,014,325.24	(\$48,879,485.94)
Total	\$1,074,200,351.94	\$962,600,314.00	\$111,600,037.94

"Other" activity represents all inter-participant transfer activity, which includes decedent/beneficiary activity, QDRO splits and Alternate participant transfers.

"Distribution" activity represents withdrawals, installments and termination payments.



CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN



Asset Analysis

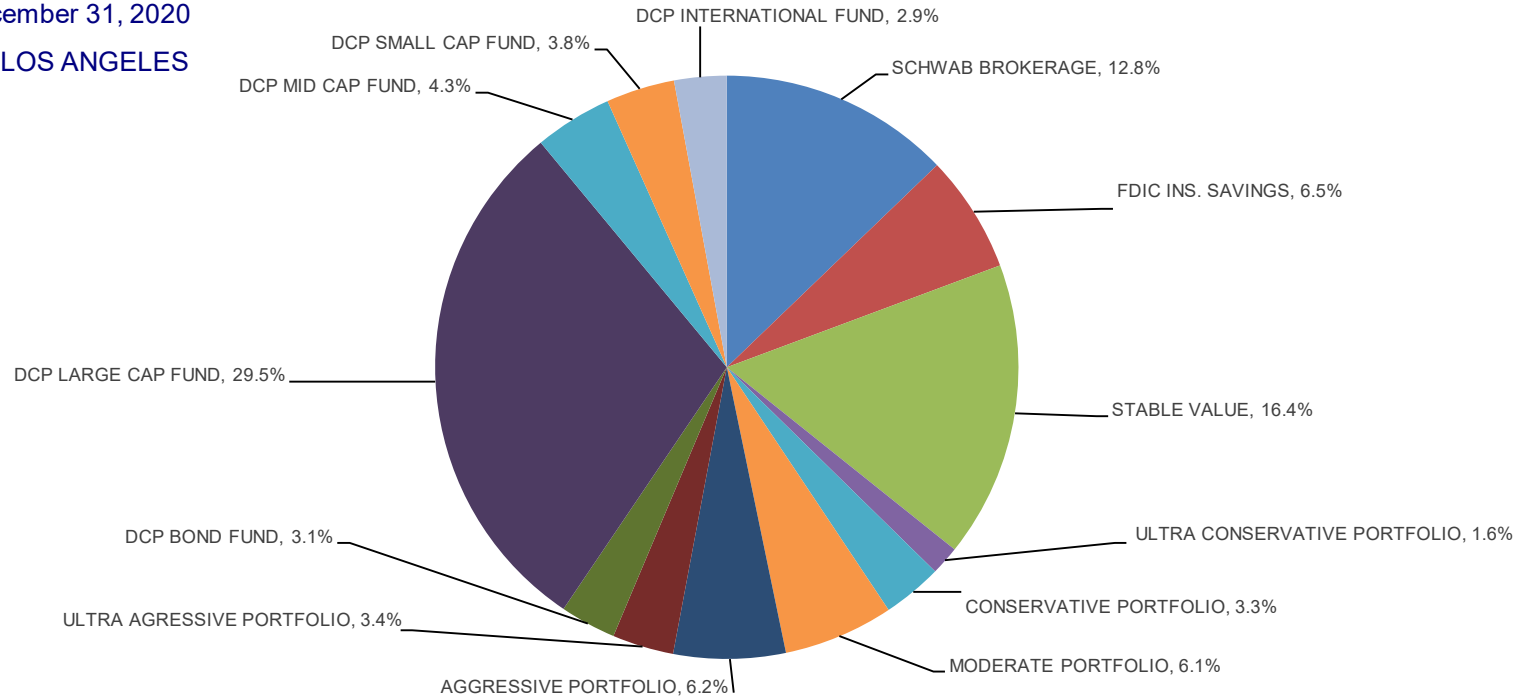


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Percentage of Plan Assets

As of December 31, 2020

CITY OF LOS ANGELES



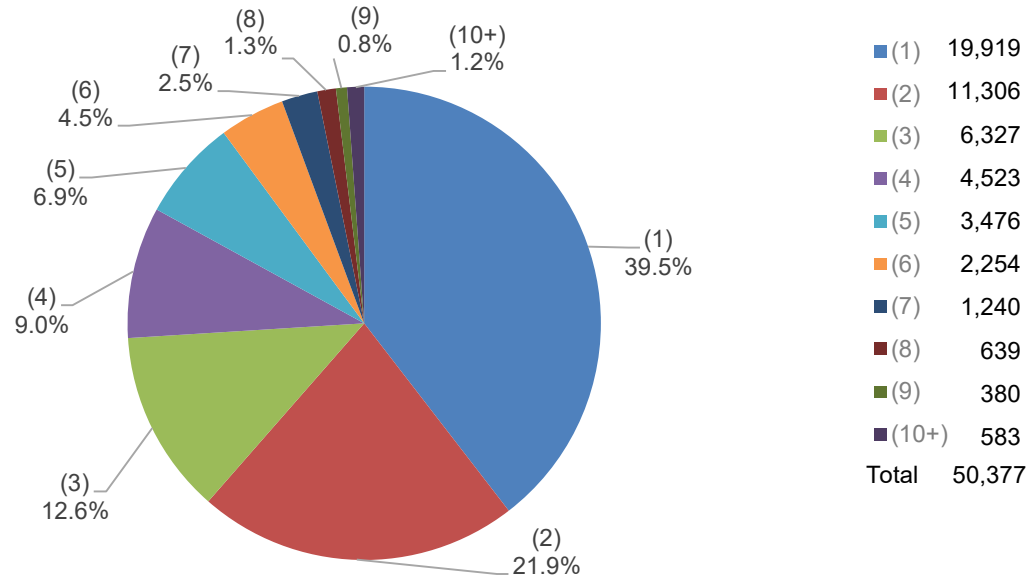
Balances by Investment

Investment Name	Investment Balance	Number of Participants	Average Participant	Percent of Plan Assets
Schwab Brokerage	\$1,027,255,476.10	5,220	\$196,792.24	12.8%
FDIC Insured Savings Account	\$525,656,798.71	13,217	\$39,771.26	6.5%
Stable Value	\$1,317,837,749.85	13,862	\$95,068.37	16.4%
Ultra Conservative Portfolio	\$131,275,825.88	2,979	\$44,067.08	1.6%
Conservative Portfolio	\$266,061,467.93	5,438	\$48,926.35	3.3%
Moderate Portfolio	\$491,616,354.64	11,978	\$41,043.28	6.1%
Aggressive Portfolio	\$502,101,890.79	14,304	\$35,102.20	6.2%
Ultra Aggressive Portfolio	\$271,462,368.84	10,084	\$26,920.11	3.4%
DCP Bond Fund	\$252,744,926.15	7,720	\$32,738.98	3.1%
DCP Large Cap Fund	\$2,369,055,949.50	21,658	\$109,384.80	29.5%
DCP Mid Cap Fund	\$342,464,167.19	8,482	\$40,375.40	4.3%
DCP Small Cap Fund	\$304,234,270.02	9,434	\$32,248.70	3.8%
DCP International Fund	\$233,423,531.52	9,253	\$25,226.79	2.9%
Total Investment Balance:	\$8,035,190,777.12			
Total Loan Fund:	\$161,088,026.38			

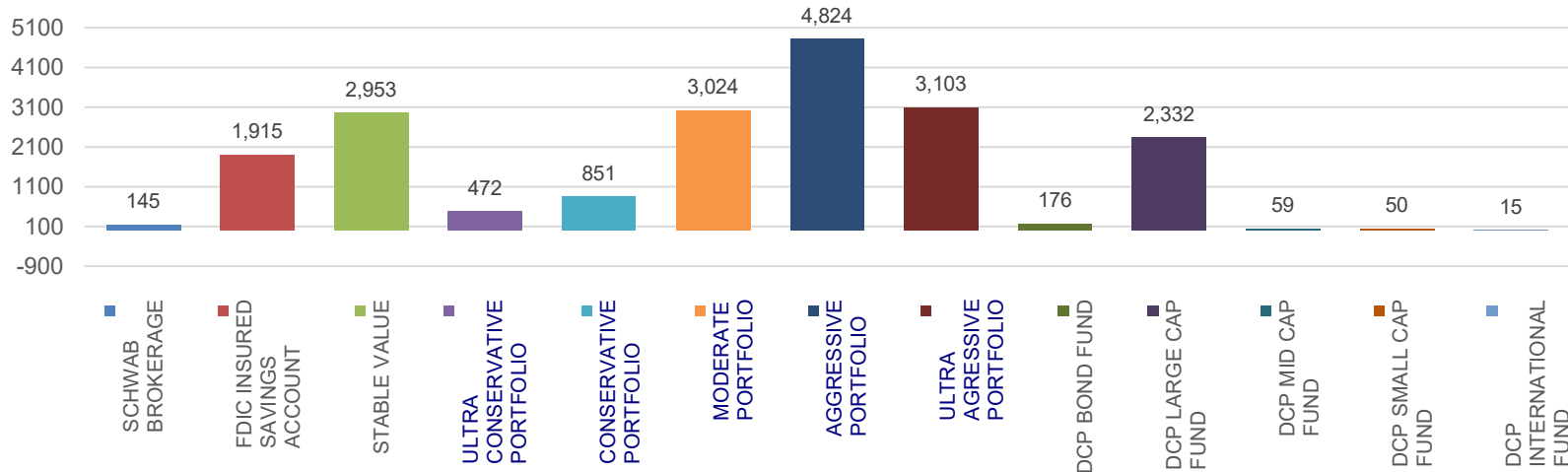
Participants with a Balance by Number of Investments

As of December 31, 2020

CITY OF LOS ANGELES



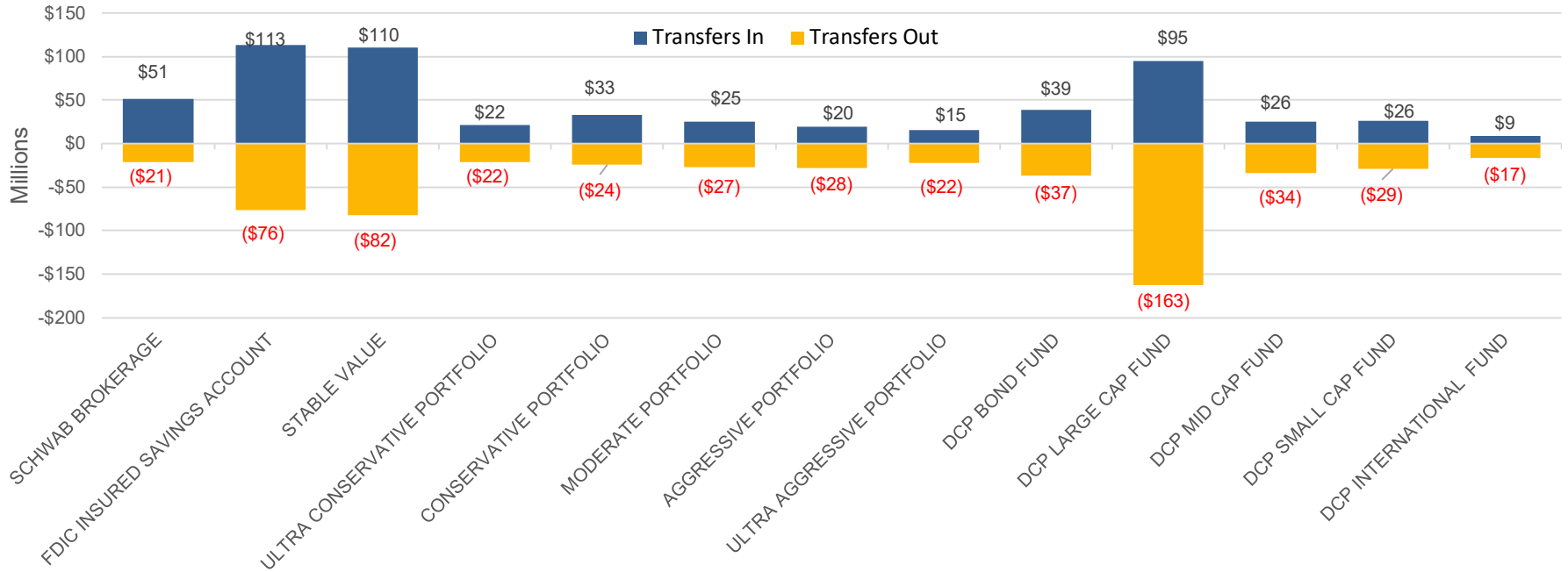
Participants with a Balance in a Single Profile



Transfer Activity by Investment

As of December 31, 2020

CITY OF LOS ANGELES



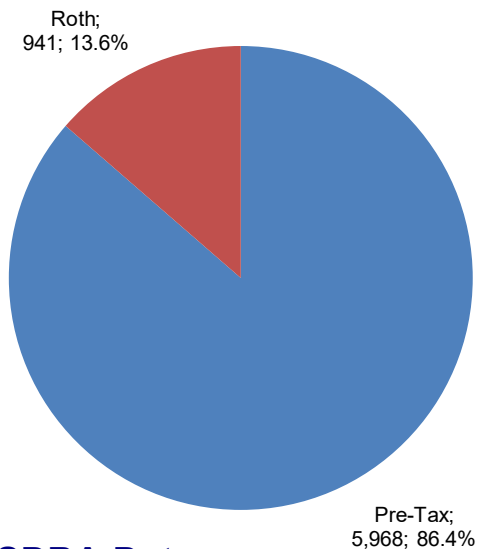
Investment Name	Transfers In	Transfers Out	Net
Schwab Brokerage	\$51,078,837	(\$21,134,320)	\$29,944,517
FDIC Insured Savings Account	\$113,123,165	(\$76,273,417)	\$36,849,748
Stable Value	\$109,919,600	(\$82,273,485)	\$27,646,116
Ultra Conservative Portfolio	\$21,589,444	(\$21,717,897)	(\$128,453)
Conservative Portfolio	\$32,631,920	(\$23,976,013)	\$8,655,907
Moderate Portfolio	\$25,481,548	(\$27,312,683)	(\$1,831,135)
Aggressive Portfolio	\$19,669,175	(\$27,750,981)	(\$8,081,805)
Ultra Aggressive Portfolio	\$15,098,642	(\$22,354,111)	(\$7,255,469)
DCP Bond Fund	\$38,532,096	(\$37,040,412)	\$1,491,684
DCP Large Cap Fund	\$94,824,906	(\$162,727,772)	(\$67,902,866)
DCP Mid Cap Fund	\$25,603,068	(\$34,246,831)	(\$8,643,764)
DCP Small Cap Fund	\$26,182,762	(\$29,285,893)	(\$3,103,131)
DCP International Fund	\$9,198,668	(\$16,525,917)	(\$7,327,249)

SDBA Summary

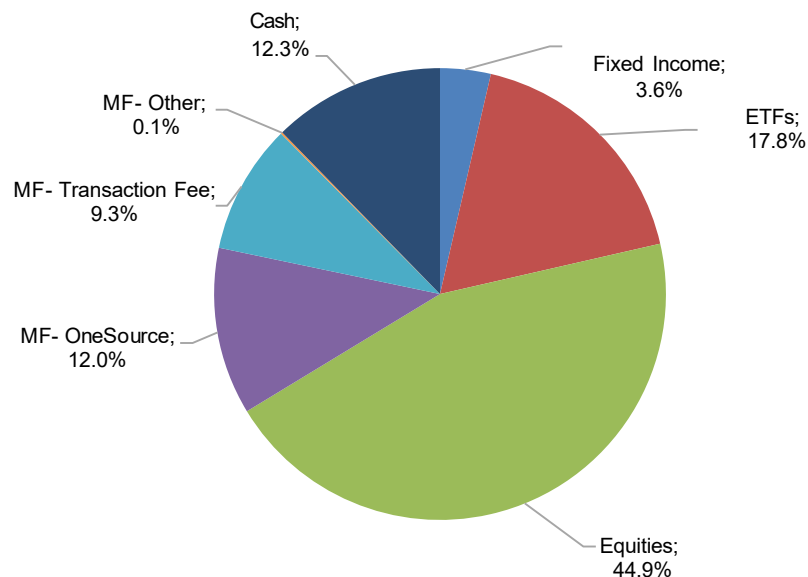
As of December 31, 2020

CITY OF LOS ANGELES

Total Accounts



Market Value Allocation



Historical SDBA Data

Plan Profile Information	Q2 2019	Q3 2019	Q4 2019	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Total Funded Pre-Tax Accounts	4,094	4,296	4,575	4,940	5,301	5,609	5,968
Total Funded Roth Accounts	455	513	592	706	773	841	941
PCRA Accounts Opened	194	275	316	466	323	421	416
Total Advisor Managed Funded	1,019	1,208	1,468	1,692	1,844	1,985	2,214
Market Value Allocation - All Assets	Q2 2019	Q3 2019	Q4 2019	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Fixed Income	2.9%	3.4%	3.9%	4.7%	4.1%	4.1%	3.6%
ETFs	17.1%	17.9%	18.7%	16.7%	17.8%	18.3%	17.8%
Equities	35.7%	34.2%	35.3%	32.0%	37.1%	40.9%	44.9%
Mutual Funds (OneSource)	20.0%	19.0%	18.2%	15.2%	15.3%	12.9%	12.0%
Mutual Funds (Transaction Fee)	10.8%	11.2%	11.8%	10.6%	9.9%	9.7%	9.3%
Mutual Funds (Other)	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.1%
Cash	13.2%	14.2%	12.1%	20.7%	15.7%	14.1%	12.3%



CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN



Participation and Contributions Analysis

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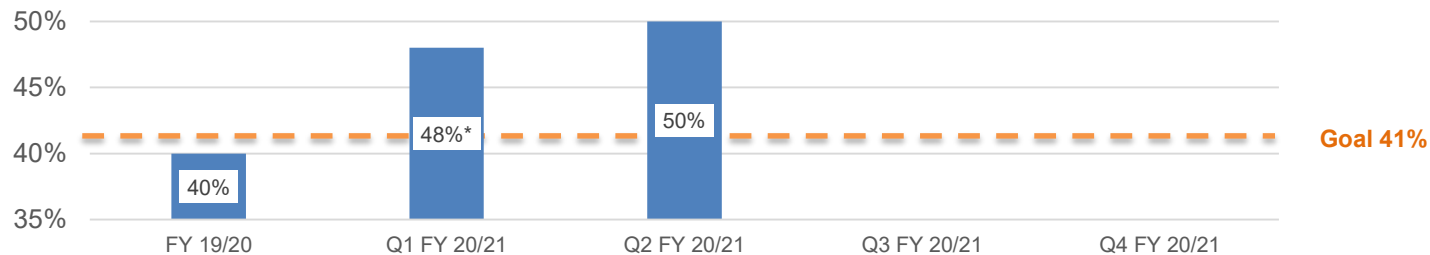
Participant Outcomes: Participation

As of December 31, 2020

CITY OF LOS ANGELES

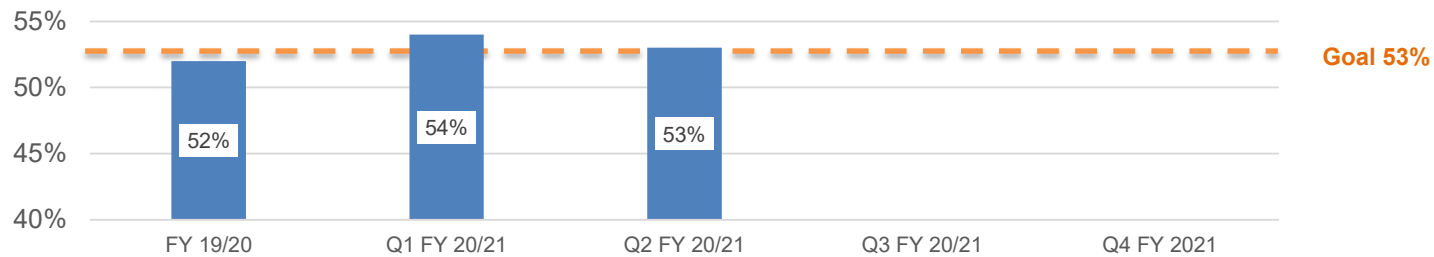
For the 2020-21 fiscal year, the Board adopted two targeted goals to increase participation for employees with less than three years of City service.

Goal: Increase participation of employees with less than one year of City service by 1%, from 40% to 41%.



*Updated as of 12/31/20

Goal: Increase participation of employees with less than three years of City service by 1%, from 52% to 53%.



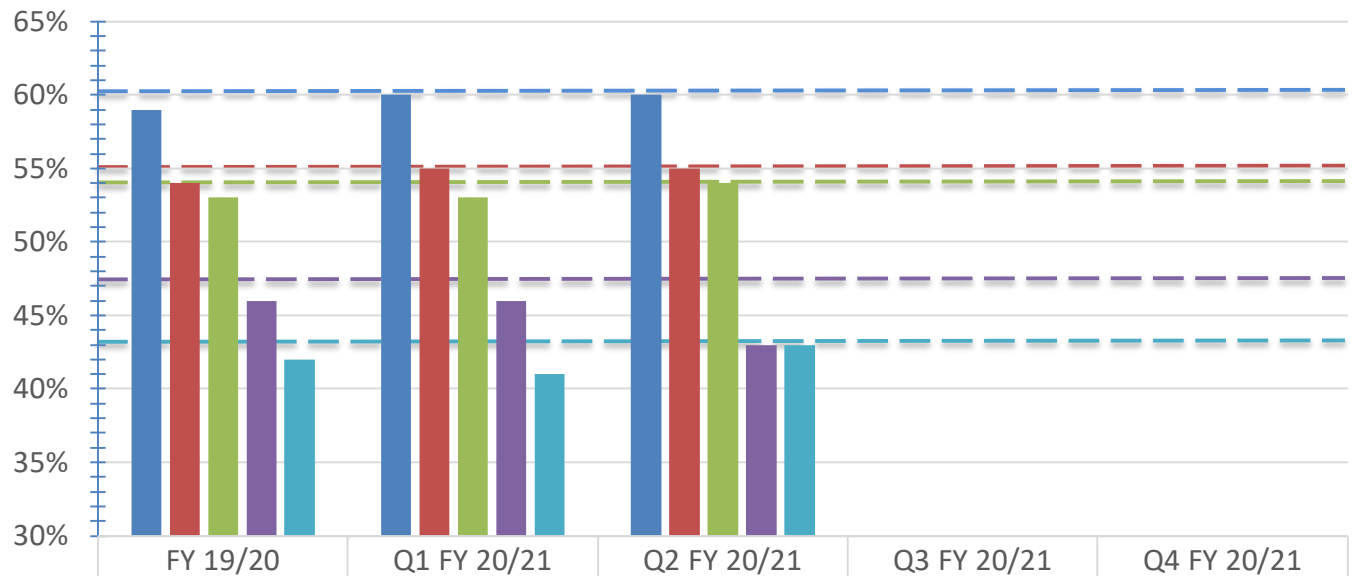
Participant Outcomes: Department Participation

As of December 31, 2020

CITY OF LOS ANGELES

For the 2020-21 fiscal year, the Board adopted two targeted goals to increase participation for the Lowest Participating Departments and Labor Organizations.

Goal: Increase participation of the five departments with the lowest participation by 1%:



■ Recreation & Parks (60%)	59%	60%	60%		
■ Public Works- Street Svcs (55%)	54%	55%	55%		
■ General Services Division (54%)	53%	53%	54%		
■ Council (47%)	46%	46%	43%		
■ Mayor's Office (43%)	42%	41%	43%		

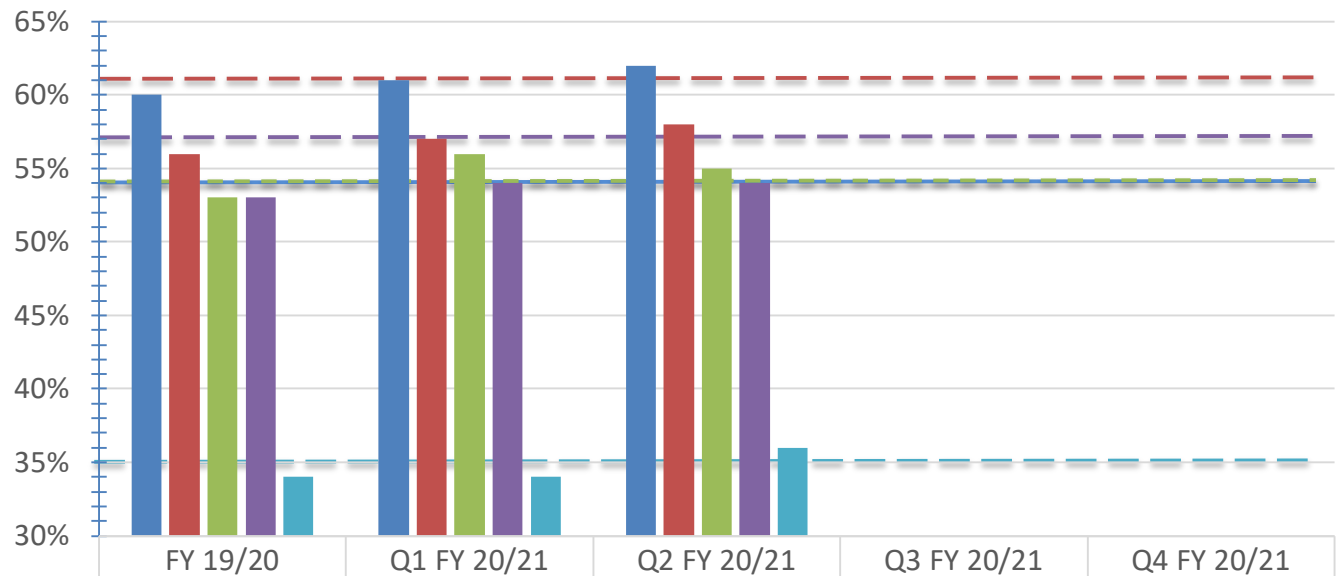
Participant Outcomes: Labor Organization Participation

As of December 31, 2020

CITY OF LOS ANGELES

For the 2020-21 fiscal year, the Board adopted two targeted goals to increase participation for the Lowest Participating Departments and Labor Organizations.

Goal: Increase participation of the five groups of labor organizations or non-represented employees (greater than 50 full-time employees) with the lowest participation by 1%:



	FY 19/20	Q1 FY 20/21	Q2 FY 20/21	Q3 FY 20/21	Q4 FY 20/21
■ MOU 02: Building Trades (61%)	60%	61%	62%		
■ MOU 14: Service & Craft (57%)	56%	57%	58%		
■ MOU 00: Non-Represented (54%)	53%	56%	55%		
■ MOU 04: Equip. Ops & Labor (54%)	53%	54%	54%		
■ MOU 15: Service EE's (35%)	34%	34%	36%		

Participant Outcomes: Contributions

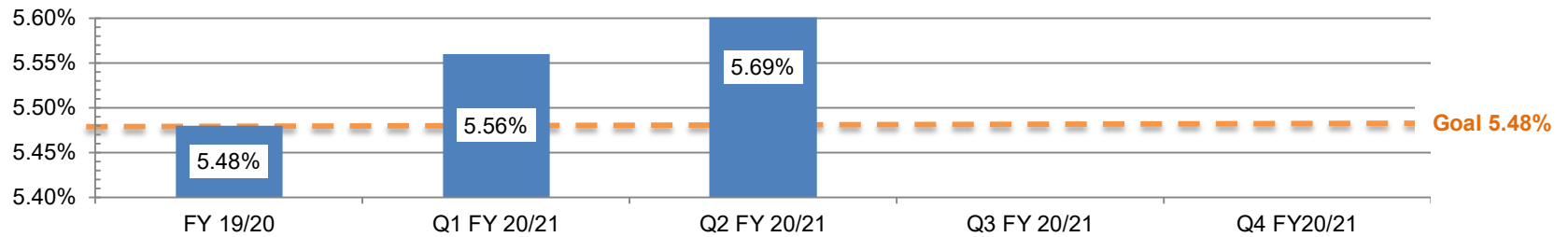
As of December 31, 2020

CITY OF LOS ANGELES

For the 2020-21 fiscal year, the Board adopted two goals aimed at maintaining the average employee contribution and increasing participant contributions as a percent-of-pay.

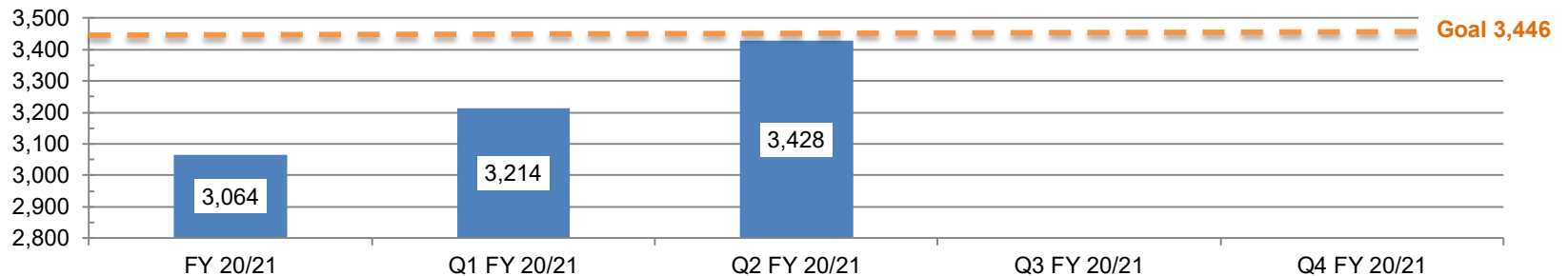
Goal: Maintain average employee contributions at the current 5.48%, calculated to include all full-time employees eligible for the DCP.

Average Employee Contributions



Goal: Increase the number of participants saving as a percent-of-pay from 3,064 (9% of contributing participants) to 3,446 (10% of contributing participants).

Total Number of Contributing Participants Saving as a Percent of Pay

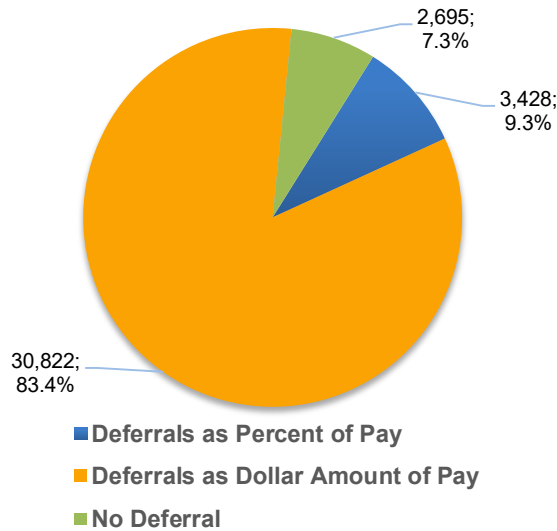


Percent of Pay Contribution Trending

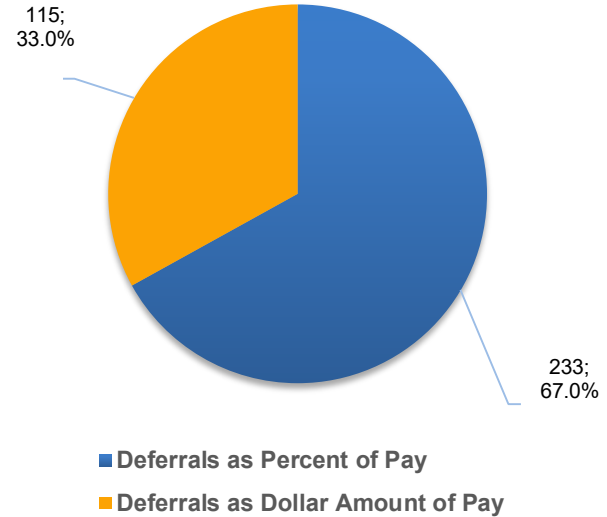
As of December 31, 2020

CITY OF LOS ANGELES

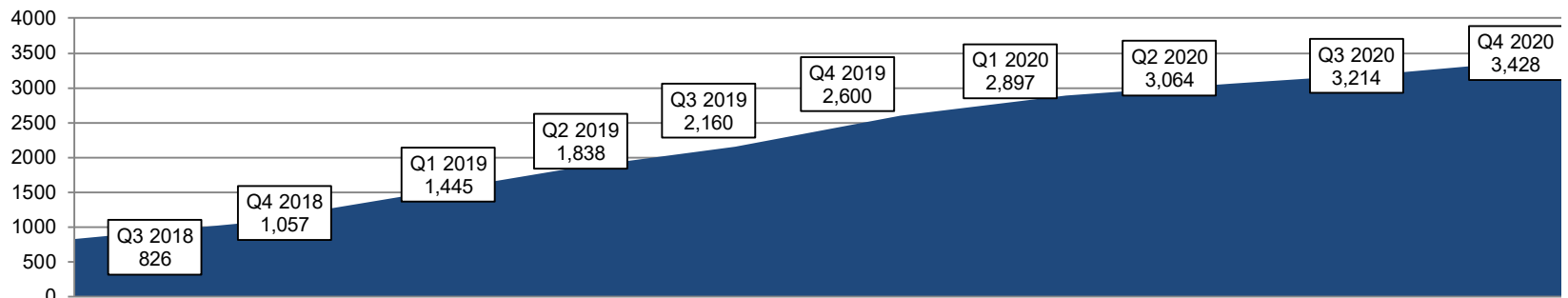
Fixed Dollar Amount versus Percent of Pay - All Participants Q4 2020



Fixed Dollar Amount versus Percent of Pay - New Enrollees Q4 2020



2,602 participants decided to save as a percent of pay contribution between July 2018 and December 2020

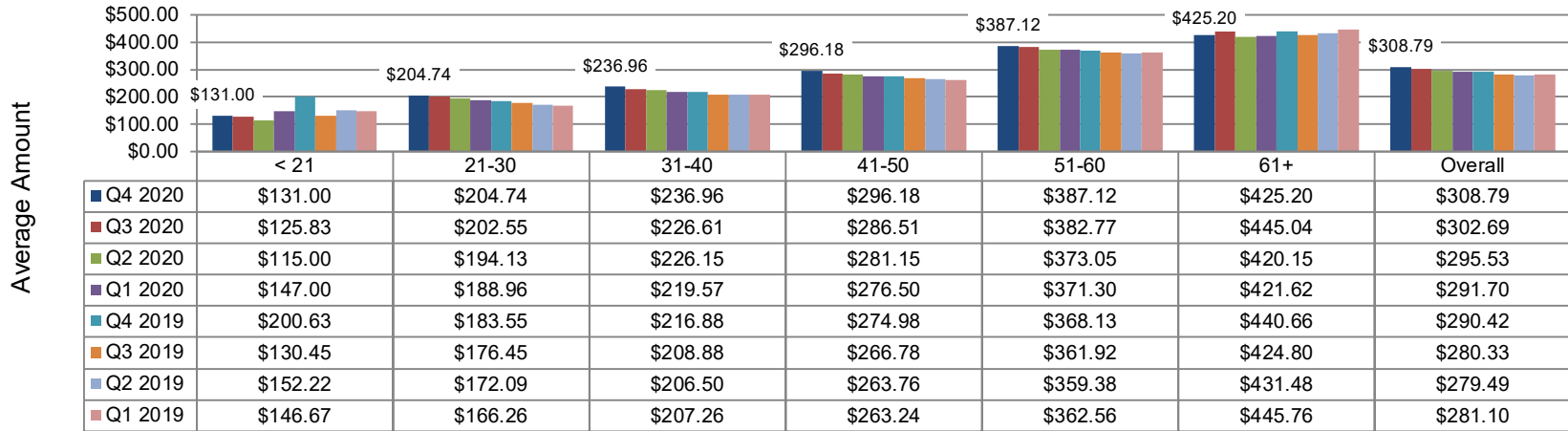


Fixed Dollar Contributions

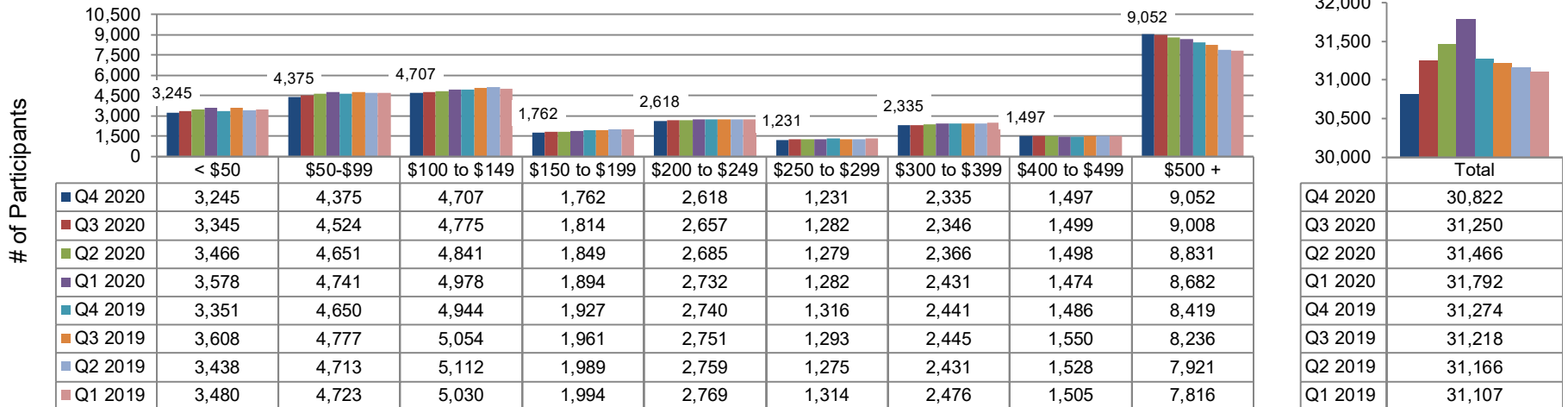
As of December 31, 2020

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Average Contribution \$ per Pay Period by Age Group and Quarter- Contributing Participants Only



Fixed Dollar Contribution Summary- Contributing Participants Only

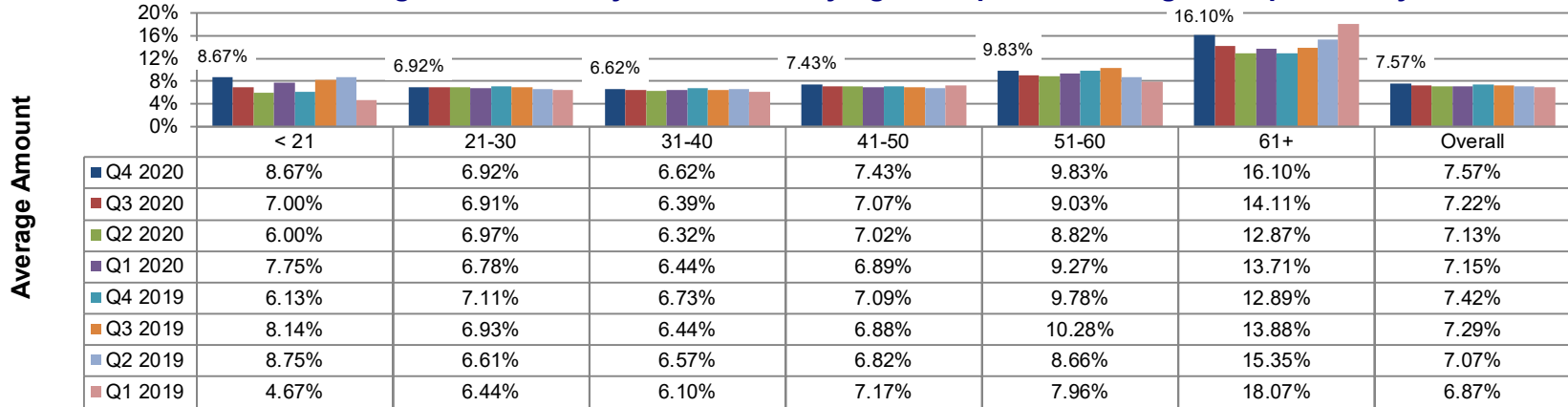


Percent of Pay Contribution

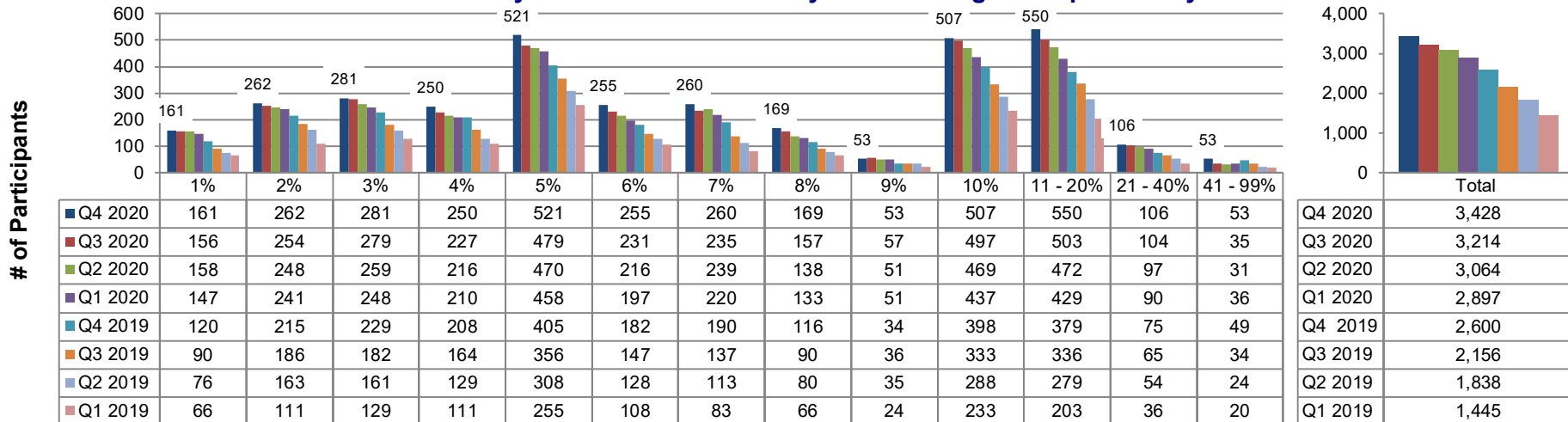
As of December 31, 2020

CITY OF LOS ANGELES

Average Percent of Pay Contribution by Age Group- Contributing Participants Only



Percent of Pay Contributions Summary- Contributing Participants Only





CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN



Participant Distributions Analysis

Participant Outcomes: Distributions

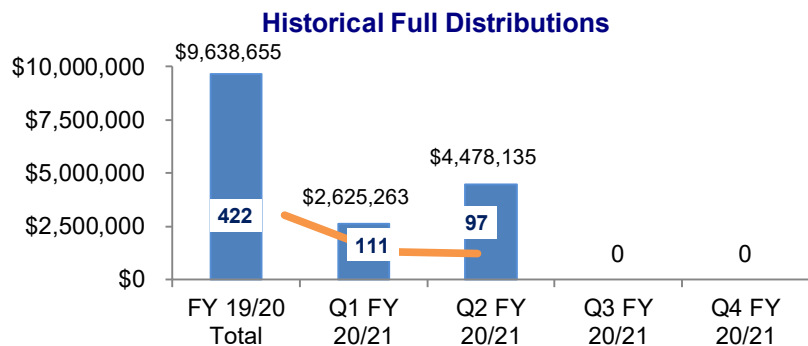
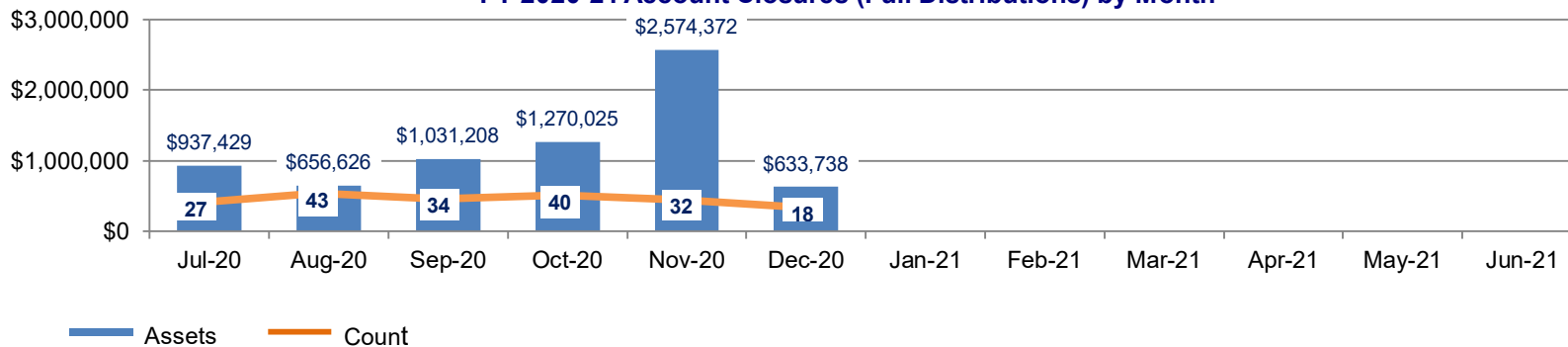
As of December 31, 2020

CITY OF LOS ANGELES

For the 2020-21 fiscal year, the Board adopted two goals aimed at retaining the assets of participants who have separated from City service.

FY 20/21 Goal: Maintain the number of participants separated from City service who close their accounts to no more than 2.5% of the separated population (excluding closures of QDRO and beneficiary accounts).

FY 2020-21 Account Closures (Full Distributions) by Month



Quarter	Assets	Transaction Count	Unique Ptps	Percent of Separated
FY 19/20	\$9,638,655	422		3.3%
Q1 FY 20/21	\$2,625,263	111	104	0.5%
Q2 FY 20/21	\$4,478,135	97	90	0.4%
Q3 FY 20/21				
Q4 FY 20/21				
Total FY 20/21				

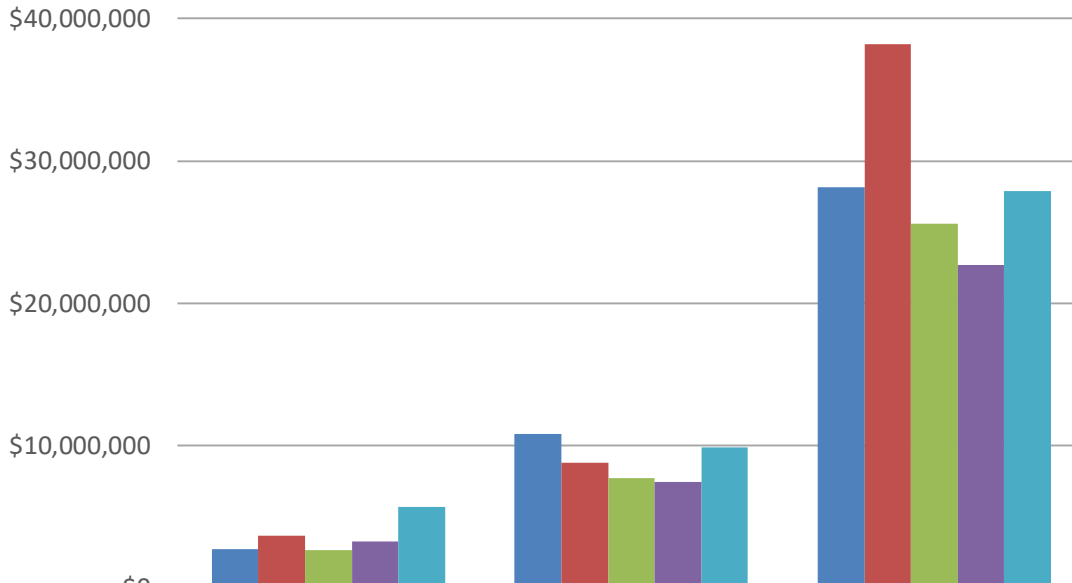
This data excludes distributions from beneficiary and QDRO accounts

Distributions

As of December 31, 2020

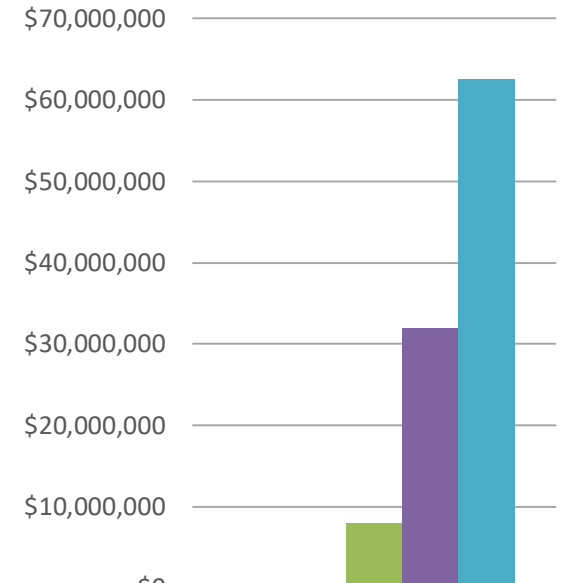
CITY OF LOS ANGELES

Distribution Types by Quarter



	Full	Installment	Partial
■ Q4 2019	\$2,743,074	\$10,855,066	\$28,138,633
■ Q1 2020	\$3,698,935	\$8,807,486	\$38,189,693
■ Q2 2020	\$2,701,937	\$7,740,950	\$25,605,640
■ Q3 2020	\$3,268,683	\$7,465,471	\$22,719,982
■ Q4 2020	\$5,679,687	\$9,880,331	\$27,899,159

CARES Act by Quarter

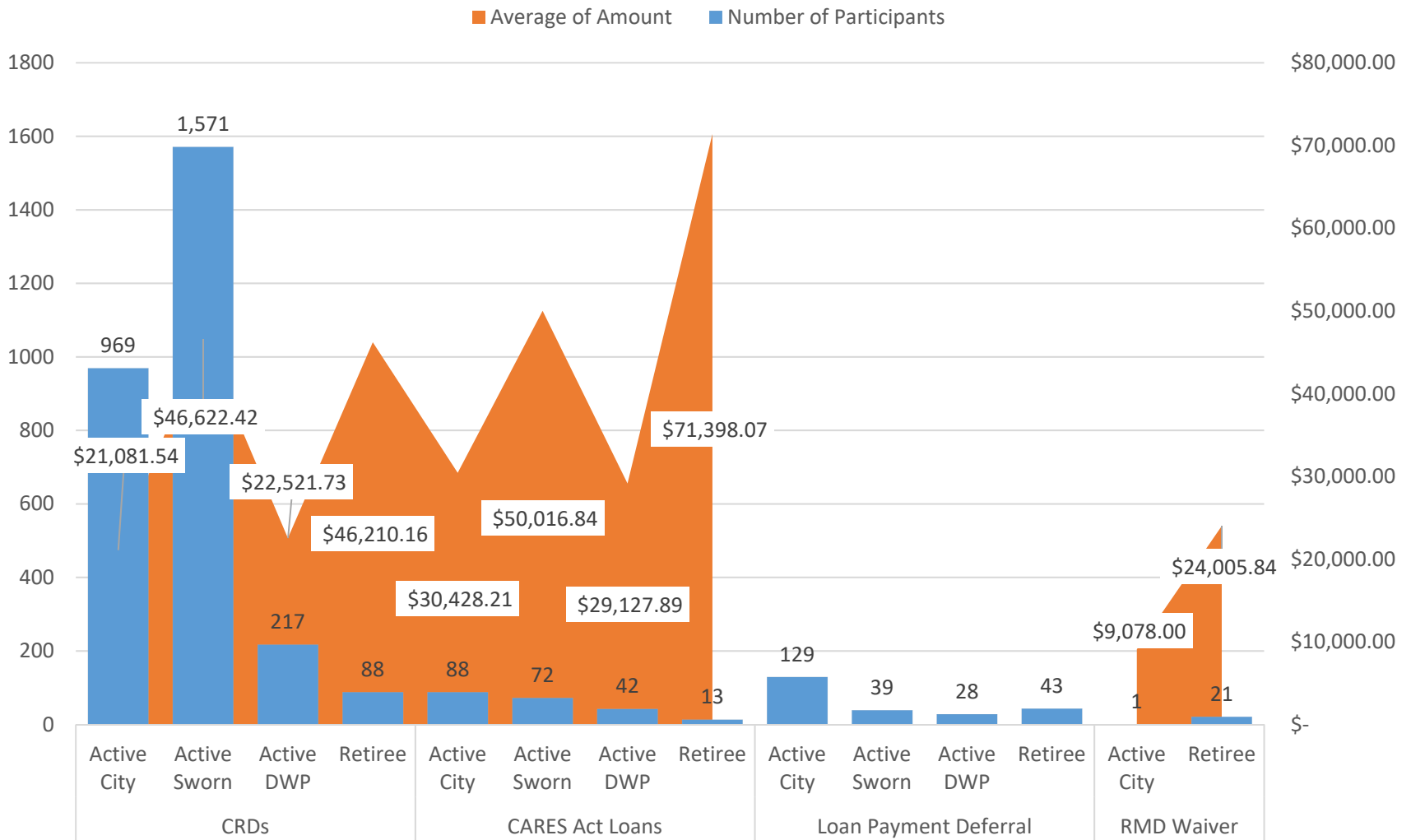


	CARES Act
■ Q4 2019	
■ Q1 2020	
■ Q2 2020	\$8,034,110
■ Q3 2020	\$31,991,869
■ Q4 2020	\$62,599,563

This data includes distributions from beneficiary and QDRO accounts

Number of Participants Accessing CARES Act Provisions by Category and Employee Population

May 6, 2020 to December 30, 2020



Participant Outcomes: Asset Retention

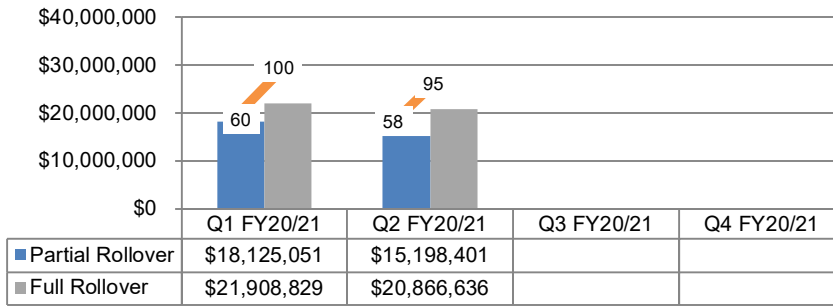
As of June 30, 2020

CITY OF LOS ANGELES

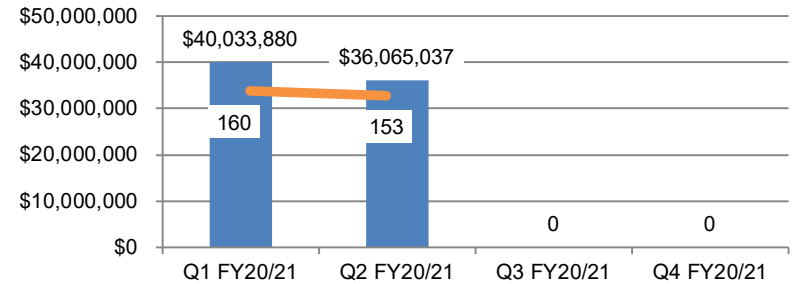
For the 2020-21 fiscal year, the Board adopted two goals aimed at retaining the assets of participants who have separated from City service.

Goal: Maintain the number of participants separated from City service who roll funds out of their account to no more than 4.5% of the separated population (excluding closures of QDRO and beneficiary accounts).

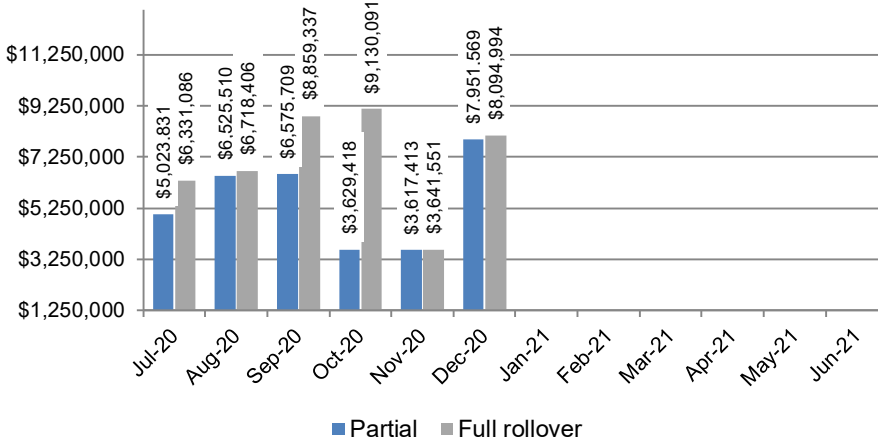
Outgoing Rollovers by Type and Quarter



Total Outgoing Rollovers by Quarter



Outgoing Rollovers by Type and Month



Quarter	Assets Rolled	Transaction Count	Unique Ptps	Percent of Separated
FY 19/20	\$134,892,516	533		4.3%
Q1 FY 20/21	\$40,033,880	177	160	0.75%
Q2 FY 20/21	\$36,065,037	185	153	0.67%
Q3 FY 20/21				
Q4 FY 20/21				
Total FY 20/21				

This data excludes outgoing rollovers of beneficiary and QDRO accounts and rollovers to City pension systems.

Rollover Activity

As of December 31, 2020

CITY OF LOS ANGELES

Partial and Lump Sum Rollovers by Quarter

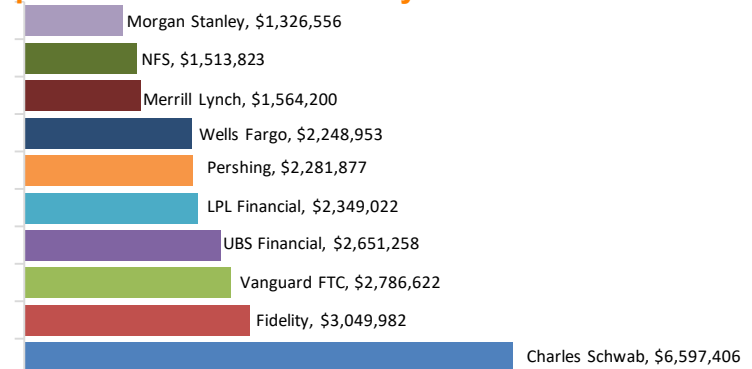
(Based on Account Type and Payee)

		Partial Rollover								Full Rollover				QTR Total	
		Other		LAFPP		LACERS		WPERP		Other		LACERS			
		#	Amt	#	Amt	#	Amt	#	Amt	#	Amt	#	Amt		
Q1 2020	Active			97	\$714,826	39	\$406,620	3	\$22,771					320	\$45,103,502
	Term	56	\$11,541,745			6	\$837,000			105	\$26,656,916				
	QDRO	1	\$49,965							4	\$480,323				
	Bene	2	\$226,000							7	\$4,167,336				
Q2 2020	Active			56	\$184,716	33	\$197,905	4	\$46,507					248	\$29,618,512
	Term	55	\$13,375,259			2	\$210,000			78	\$12,583,459	3	\$213,799		
	QDRO	4	\$580,348							4	\$195,519				
	Bene	1	\$276,000							8	\$1,755,000				
Q3 2020	Active	3	\$158,848	97	\$1,024,129	34	\$294,016							327	\$43,141,911
	Term	67	\$18,125,051			2	\$325,000			110	\$21,908,829	2	\$393,953		
	QDRO	2	\$212,128							5	\$315,787				
	Bene									5	\$384,170				
Q4 2020	Active			87	\$698,396	11	\$429,848	1	\$36,618					311	\$42,512,070
	Term	77	\$15,198,401			13	\$1,533,000			109	\$21,220,215	1	\$87,086		
	QDRO	1	\$190,000							5	\$70,099				
	Bene									6	\$3,048,407				

Top 10 Rollover Providers by Quarter

	Q1 2020	Q2 2020	Q3 2020	Q4 2020
1	Charles Schwab	Charles Schwab	Charles Schwab	Charles Schwab
2	Ameriprise	Merrill	TD Ameritrade	Fidelity
3	Fidelity	TD Ameritrade	Fidelity	Vanguard FTC
4	Merrill Lynch	Fidelity	Pershing	UBS Financial
5	Pershing	Morgan Stanley	LPL Financial	LPL Financial
6	TD Ameritrade	JP Morgan	Morgan Stanley	Pershing
7	Morgan Stanley	Edward Jones	Edward Jones	Wells Fargo
8	NFS	Allianz	Vanguard FTC	Merrill Lynch
9	LPL Financial	Vanguard FTC	NFS	NFS
10	Vanguard FTC	E*Trade	Wesom CU	Morgan Stanley

Top 10 Rollover Providers by Dollar Amount- Q4 2020

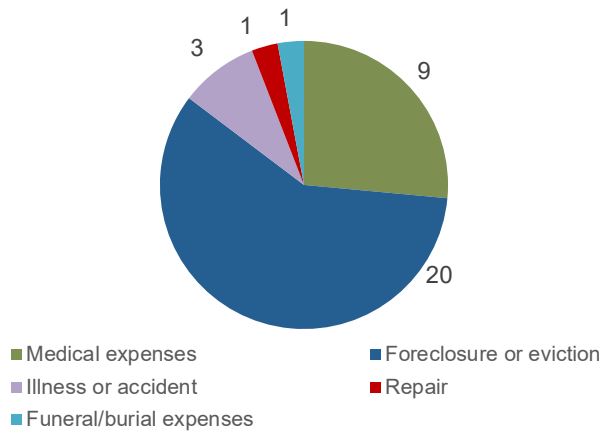


Unforeseeable Emergency Withdrawal Summary

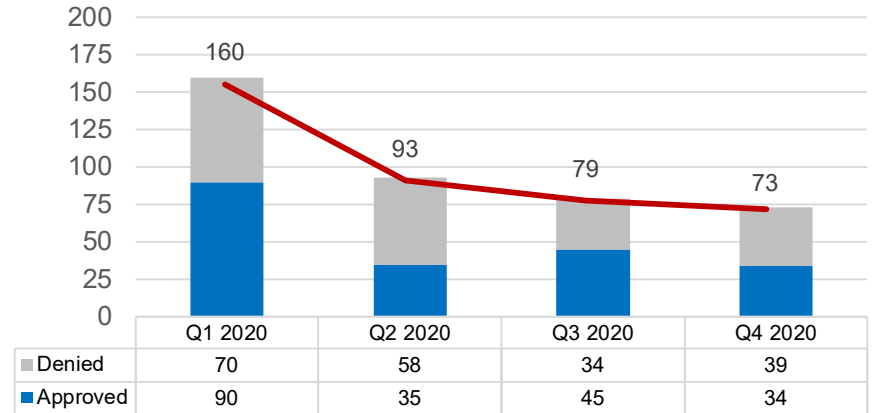
As of December 31, 2020

CITY OF LOS ANGELES

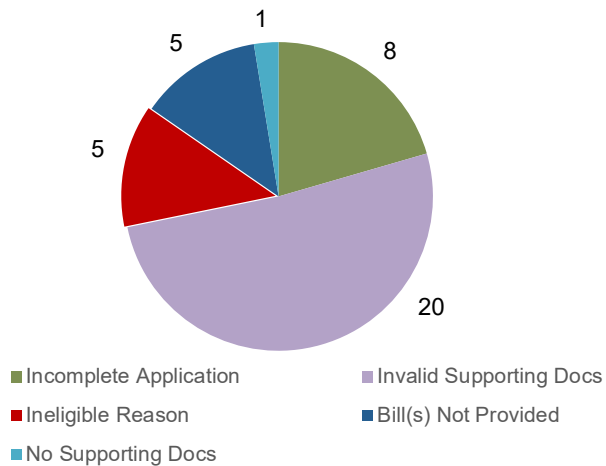
**Q4 2020 Withdrawal Reasons
(completed applications)**



Q4 2020 Total Requests	
Approved	34
Denied	39



Q4 2020 Rejection Reasons



Total Requests	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Withdrawal Reasons				
Medical Expenses	7	8	10	9
Repair of Principal Residence	0	0	1	1
Foreclosure or Eviction	79	21	26	20
Funeral/ Burial Expenses	4	1	0	1
Illness or Accident	0	5	8	3
Rejection Reasons				
No Application	0	3	2	0
Incomplete Application	2	4	5	8
Bill(s) Not Provided	11	0	2	5
Invalid Supporting docs	51	50	18	20
No Supporting docs	0	0	5	1
Ineligible Reason	6	1	2	5

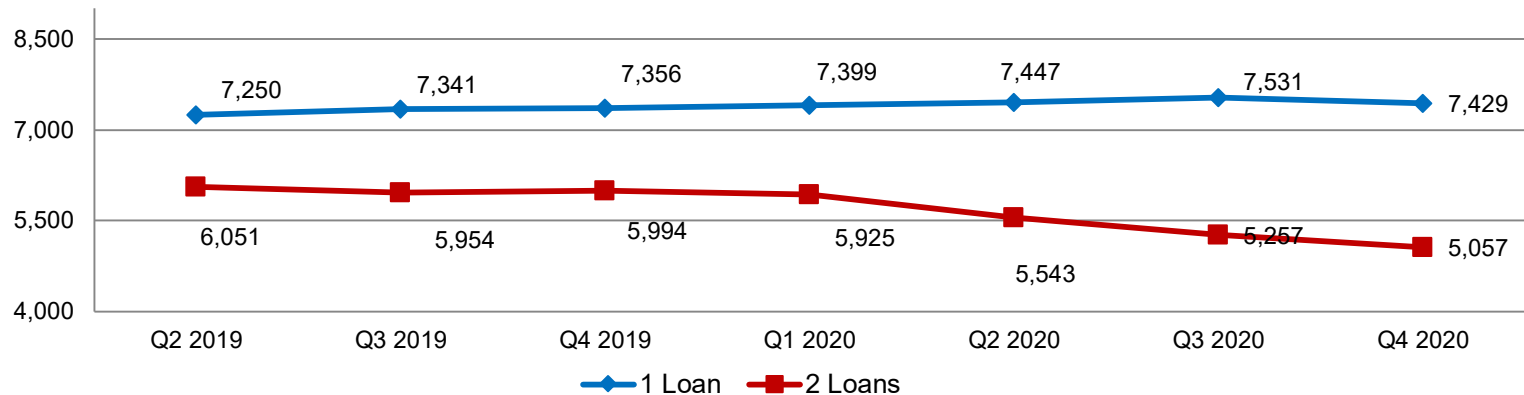
Loan Trending

As of December 31, 2020

CITY OF LOS ANGELES

	Q2 2019	Q3 2019	Q4 2019	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Total Participants with Loans	13,301	13,295	13,350	13,324	12,990	12,786	12,486
Total Number of Outstanding Loans	19,352	19,249	19,344	19,249	18,533	18,045	17,543
Number of General Loans	17,556	17,482	17,586	17,519	16,838	16,356	15,870
Number of Residential Loans	1,799	1,770	1,761	1,733	1,698	1,692	1,676
Total Outstanding Loan Balance	\$192,084,243	\$191,852,956	\$192,521,519	\$191,685,644	\$186,937,312	\$186,938,105	\$180,026,276
General Loan Balance	\$159,719,552	\$159,819,680	\$160,631,951	\$160,391,779	\$156,376,373	\$156,139,365	\$149,848,848
Residential Loan Balance	\$32,364,691	\$32,033,276	\$31,889,567	\$31,293,865	\$30,560,939	\$30,798,740	\$30,177,428
Average Loan Balance per Borrower	\$14,441	\$14,430	\$15,027	\$14,386	\$14,391	\$14,621	\$14,418
Number of Re-amortized	209	129	172	230	287	366	256
Number of Loan Defaults	126	182	127	67	156	125	186
Total New Loans Initiated	1,767	1,692	1,608	1,562	1,047	1,430	1,176
New Loans Active	1,673	1,628	1,539	1,491	917	1,220	1,128
New Loans Retirees	94	64	69	71	54	72	48
New Loans CARES Act	-	-	-	-	76	139	-

1 Loan versus 2 Loans





CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN



Participant Services



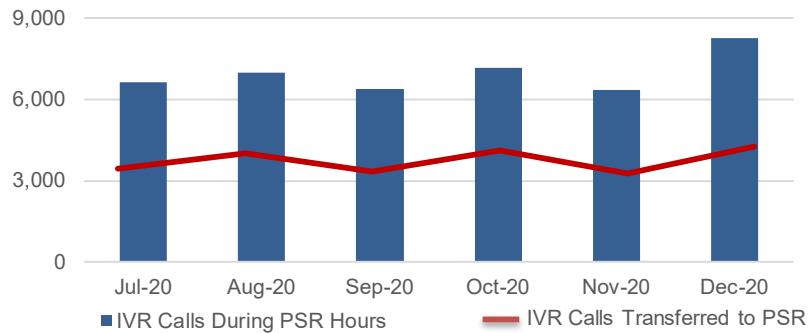
Service Center Stats

As of December 31, 2020

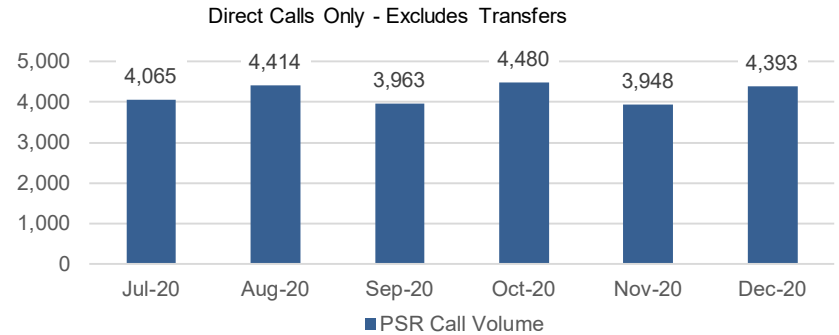
CITY OF LOS ANGELES

Month	Calls Entered	Calls Accepted	Average Speed Answered	Average Handle Time	Customer Satisfaction	First Call Resolution	Number of Surveys	Survey Rate
Jan- 20	4,070	3,822	2:12	8:13	97.6%	91.7%	234	6.1%
Feb- 20	3,584	3,245	2:30	8:09	96.1%	93.1%	287	8.8%
Mar- 20	4,562	4,209	2:42	8:25	96.5%	92.4%	472	11.2%
Apr- 20	3,313	3,302	0:06	7:25	95.5%	97.1%	346	10.5%
May- 20	3,475	3,427	0:24	8:22	98.5%	94.6%	464	13.5%
Jun- 20	3,571	3,523	0:25	8:07	98.3%	92.6%	540	14.5%
Jul- 20	4,133	4,090	0:16	8:23	96.4%	91.5%	593	14.5%
Aug- 20	4,527	4,464	0:23	8:19	97.6%	93.2%	511	11.5%
Sep- 20	4,111	4,039	0:40	8:40	97.5%	94.1%	521	12.9%
Oct- 20	4,625	4,557	0:24	8:37	96.4%	89.9%	702	15.4%
Nov- 20	4,046	3,999	0:26	8:50	96.2%	90.7%	682	17.1%
Dec- 20	4,195	4,051	1:13	9:19	97.6%	93.0%	633	15.6%

IVR Call Volume



PSR Call Volume



	Total IVR Calls	IVR Calls During PSR Hours	IVR Calls Outside of PSR Hours	IVR Calls Transferred to PSR
Jul-20	8,006	6,622	1,384	4,108
Aug-20	8,377	7,011	1,366	4,476
Sep-20	7,657	6,387	1,270	4,034
Oct-20	8,260	7,153	1,107	4,544
Nov-20	7,671	6,350	1,321	3,993
Dec-20	9,800	8,264	1,536	4,627

	PSR Call Volume	Average Speed of Answer (Seconds)	Average Call Length (Minutes)
Jul-20	4,065	16	6.92
Aug-20	4,414	22	6.87
Sep-20	3,963	40	7.13
Oct-20	4,480	23	7.32
Nov-20	3,948	26	7.42
Dec-20	4,393	117	7.30

Digital Engagement Report

Retirement Calculator

Q4 2020

Retirement Calculator Engagement

20% of participants took action after using the Retirement Calculator:

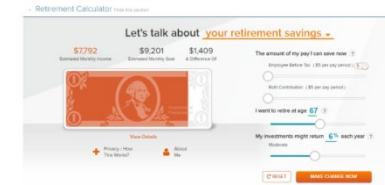
- 231 participants increased saving an average of 1.6% (from 6.9% to 8.5%).
- 922 participants are saving an average of \$26 more per pay period (from \$396 to \$422).
- 350 participants changed fund allocation.
- 6 participants rolled money into the Plan.

Activity	Number of Participants
Logged in with access to the Retirement Calculator	24,092
Engaged and interacted with the Retirement Calculator	6,447 (36%)
Took Action after using the Retirement Calculator	1,276 (20%)

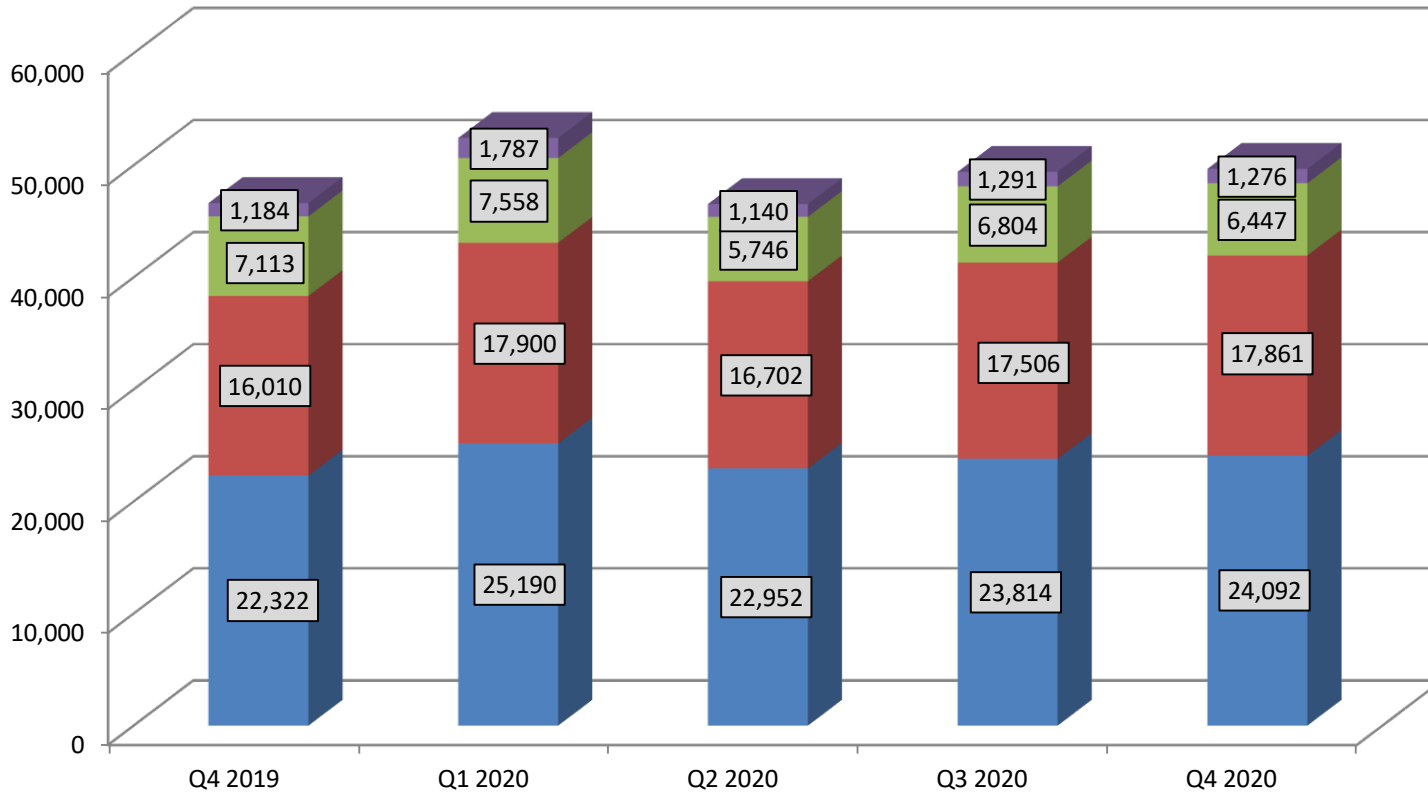
The screenshot displays the Retirement Calculator interface. At the top, it says "Let's talk about your retirement savings". Below this, three values are shown: Estimated Monthly Income (\$7,792), Estimated Monthly Goal (\$9,201), and A Difference Of (\$1,409). A central graphic shows a "Hypothetical Presentation" of a banknote. On the right, there are input fields for "The amount of my pay I can save now" (Employee Before Tax and Roth Contribution), "I want to retire at age 67", and "My investments might return 6% each year". At the bottom, there are buttons for "RESET" and "MAKE CHANGE NOW", along with links for "Privacy / How This Works?" and "About Me".

Digital Engagement Report

Retirement Calculator



■ Logged in
 ■ Viewed
 ■ Engaged and Interacted
 ■ Took Action



	Q4 2019	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Viewed Retirement Calculator	72%	71%	73%	74%	74%
Engaged and interacted with Retirement Calculator	44%	42%	34%	39%	36%
Took action after using Retirement Calculator	17%	24%	20%	19%	20%

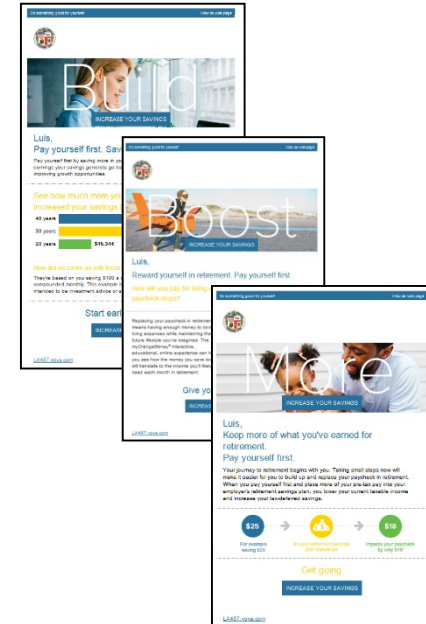
Save More Journey

Participant Criteria for Inclusion:

- Signed up for eDelivery
- Plan allows for online contribution change
- Participant has a balance
- Participant is currently contributing
- Participant has not made a contribution change in 3 months
- Participant has not taken a hardship in 6 months
- Participant has no term/death date

Campaign Success:

Participant changes their contribution



Save More Journey Results

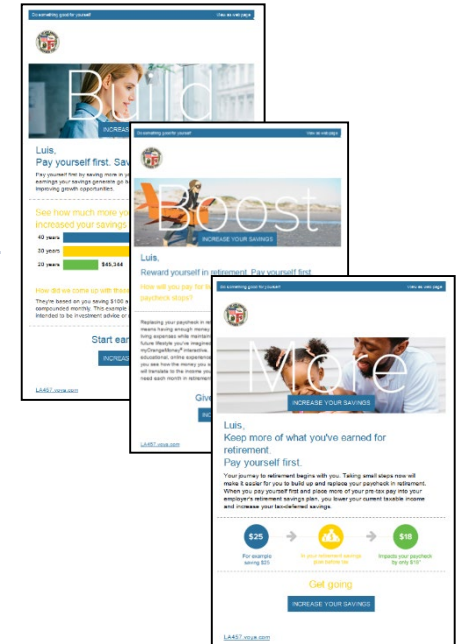
Q4 2020

264 (8%) of participants targeted took action after receiving the Save More Journey:

- 40 participants are saving an average of 1.7% more per pay period (from 6.7% to 8.4%).
- 239 participants are saving an average \$95 more pay period (from \$194 to \$289)

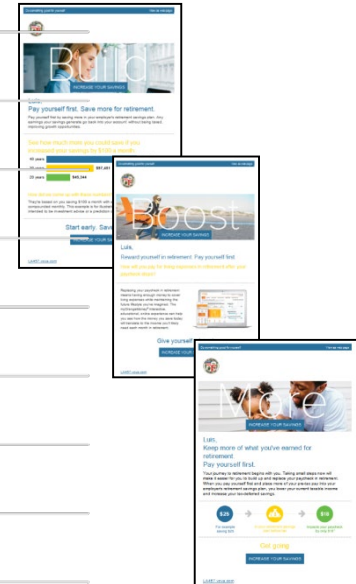
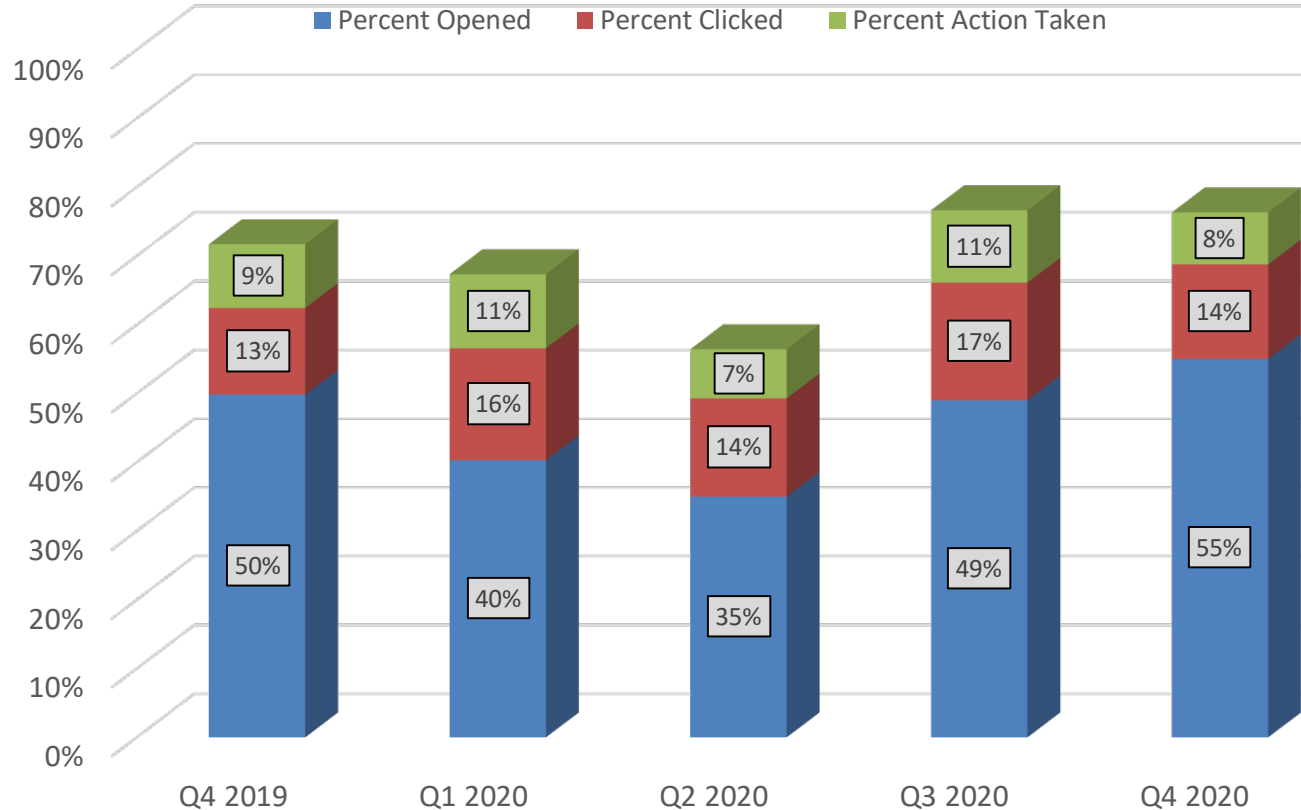
Unique Participant Activity	As of December 31, 2020
Participants reached (Delivered)	6,363
Participants interested (Opens)	3,490 (55%)
Participants engaged (Email clicks)	480 (14%)
Participants took action after opening	264 (8%)

Taking an action refers to making a contribution change. Data is as of 12/31/2020.



Save More Journey Results

Q4 2019 – Q4 2020



	Q4 2019	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Participants interested (Opens)	50%	40%	35%	49%	55%
Participants engaged (Email clicks)	13%	16%	14%	17%	14%
Participants took action	9%	11%	7%	11%	8%
Participants reached (Delivered)	3,727	4,221	40	780	6,363

Taking an action refers to making a contribution change. Data is as of 12/31/2020.

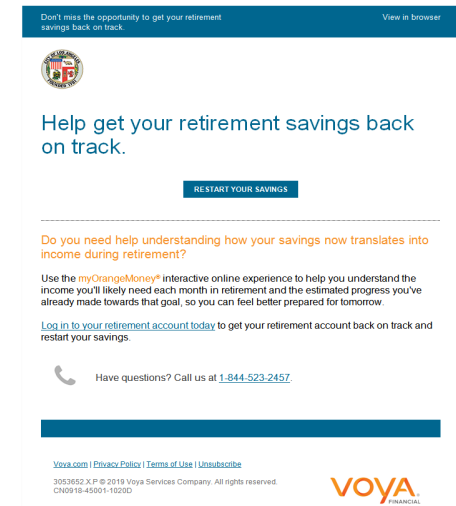
Restart Savings Journey

Participant Criteria for Inclusion:

- Signed up for eDelivery
- Plan allows for online contribution change
- Participant has a balance
- Participant is currently contributing \$0 or 0%
- Participant does not have a term date
- Participant stopped saving >60 days

Campaign Success:

- Participant restarts contributions



The screenshot shows an email campaign from VOYA Financial. At the top, a blue header bar contains the text "Don't miss the opportunity to get your retirement savings back on track" and a "View in browser" link. Below the header is the VOYA logo. The main heading reads "Help get your retirement savings back on track." followed by a blue button labeled "RESTART YOUR SAVINGS". The body of the email includes a question: "Do you need help understanding how your savings now translates into income during retirement?" and a paragraph explaining the "myOrangeMoney" interactive online experience. It also includes a link: "Log in to your retirement account today to get your retirement account back on track and restart your savings." At the bottom, there is a phone icon and the text "Have questions? Call us at 1-844-523-2457". The footer contains links for "Voya.com | Privacy Policy | Terms of Use | Unsubscribe", the address "3053652 X.P. © 2019 Voya Services Company. All rights reserved. CN0918-45001-1020D", and the VOYA FINANCIAL logo.

Restart Savings Journey Results

Q4 2020

5 (6%) of participants targeted resumed contributions after opening a Restart Savings email:

1 participant is saving 19% more per pay period (from 0.0% to 19%).

4 participants are saving an average of \$524 more per pay period (from \$0 to \$524).

Unique Participant Activity	As of December 31, 2020
Participants reached (Delivered)	210
Participants interested (Opens)	81 (39%)
Participants engaged (Email clicks)	9 (11%)
Participants took action after opening	5 (6%)

Taking an action refers to making a contribution change. Data is as of 12/31/2020.

Don't miss the opportunity to get your retirement savings back on track. [View in browser](#)

Help get your retirement savings back on track.

[RESTART YOUR SAVINGS](#)

Do you need help understanding how your savings now translates into income during retirement?

Use the [myOrangeMoney](#)® interactive online experience to help you understand the income you'll likely need each month in retirement and the estimated progress you've already made towards that goal, so you can feel better prepared for tomorrow.

[Log in to your retirement account today](#) to get your retirement account back on track and restart your savings.

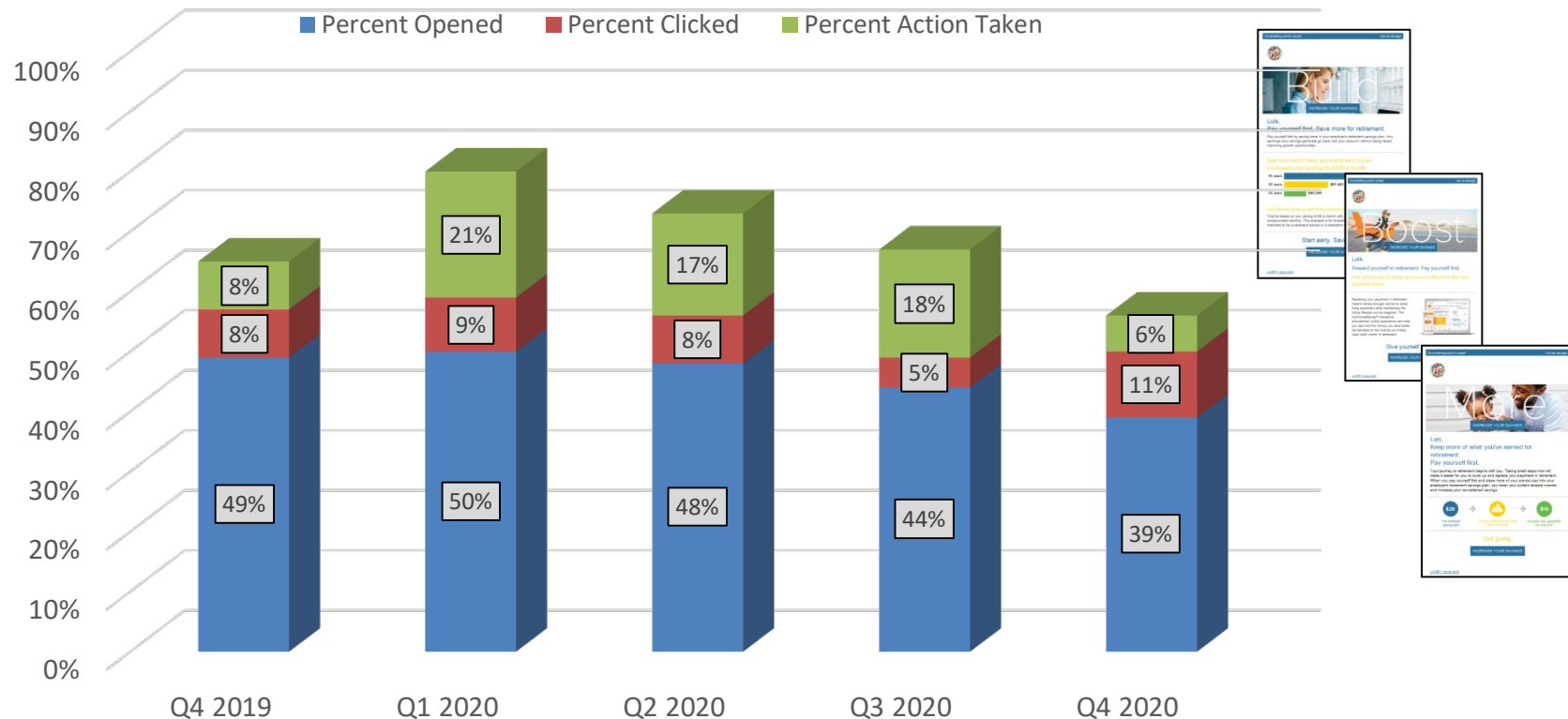
Have questions? Call us at [1-844-523-2457](tel:1-844-523-2457)

[Voya.com](#) | [Privacy Policy](#) | [Terms of Use](#) | [Unsubscribe](#)

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CN0918-45001-1020D

Restart Savings Journey Results

Q4 2019 – Q4 2020



	Q4 2019	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Participants reached (Opened)	49%	50%	48%	44%	39%
Participants engaged (Email clicks)	8%	9%	8%	5%	11%
Participants took action	8%	21%	17%	18%	6%
Participants reached (Delivered)	200	115	124	135	210

Taking an action refers to making a contribution change. Data is as of 12/31/2020.

Financial Wellness

Welcome to the financial wellness experience

Voya's Financial Wellness Experience is an interactive assessment that offers your plan participants a comprehensive understanding of where they are financially and what they can do about it. What makes this different? We take a unique approach to money matters. The design, inspired by consumer research, includes an assessment through six financial pillars we believe are foundational to wellness. It provides a personalized summary of areas for improvement, with best next steps to take meaningful action for a stronger sense of control and well-being. This helps individuals live for today, while preparing financially for tomorrow.

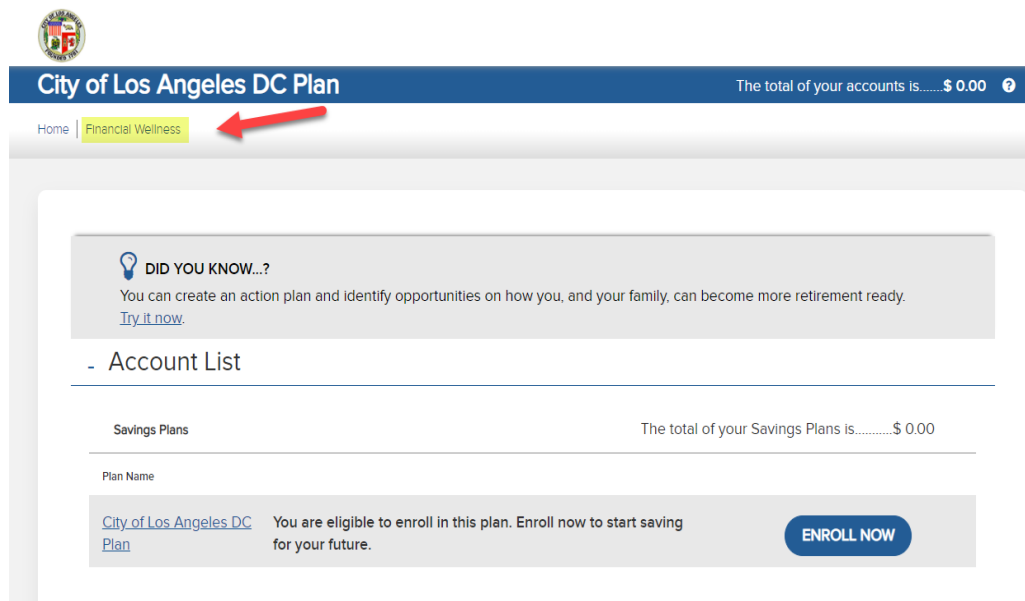
Watch Video

The screenshot displays the top navigation bar of the Financial Wellness Experience. It features six icons representing different financial pillars: Protection (shield with cross), Spending & Saving (wallet with bills), Emergency Fund (safe), Retirement (money with dollar sign), Debt (document with 'DUE' and dollar sign), and Other Goals (piggy bank). Below the icons is a banner with the text: "Spending less than you make is critical to your financial health. Consider creating a budget to ensure you spend less than you make." To the right of the banner is a "SCORE DETAILS" link. Below the banner is a photograph of a family in a kitchen, with the text "Good Money Habits" overlaid and a "LEARN MORE" button.

Financial Wellness Journey Dashboard

Financial Wellness Experience

Financial Wellness Assessment is available on the DCP site after login.



The screenshot shows the City of Los Angeles DC Plan dashboard. At the top, there is a blue header with the City of Los Angeles logo on the left, the text "City of Los Angeles DC Plan" in the center, and "The total of your accounts is.....\$ 0.00" on the right. Below the header, there is a navigation bar with "Home" and "Financial Wellness" (highlighted in yellow with a red arrow pointing to it). The main content area includes a "DID YOU KNOW...?" section with a lightbulb icon and text: "You can create an action plan and identify opportunities on how you, and your family, can become more retirement ready. [Try it now.](#)". Below this is a section titled "- Account List" with a sub-section for "Savings Plans" and the text "The total of your Savings Plans is.....\$ 0.00". Under "Savings Plans", there is a "Plan Name" section with a link for "City of Los Angeles DC Plan" and the text "You are eligible to enroll in this plan. Enroll now to start saving for your future." and an "ENROLL NOW" button.

Assessment

The experience starts with a brief series of questions to evaluate an individual's current financial health. After completing the assessment, each person receives a summary that is downloadable and printable, displaying the areas for improvement within each of the six pillars.

Personalized Dashboard

An individual's dashboard will be personalized with guidance and educational content to help them focus on the areas where they need to improve.

Resource Center

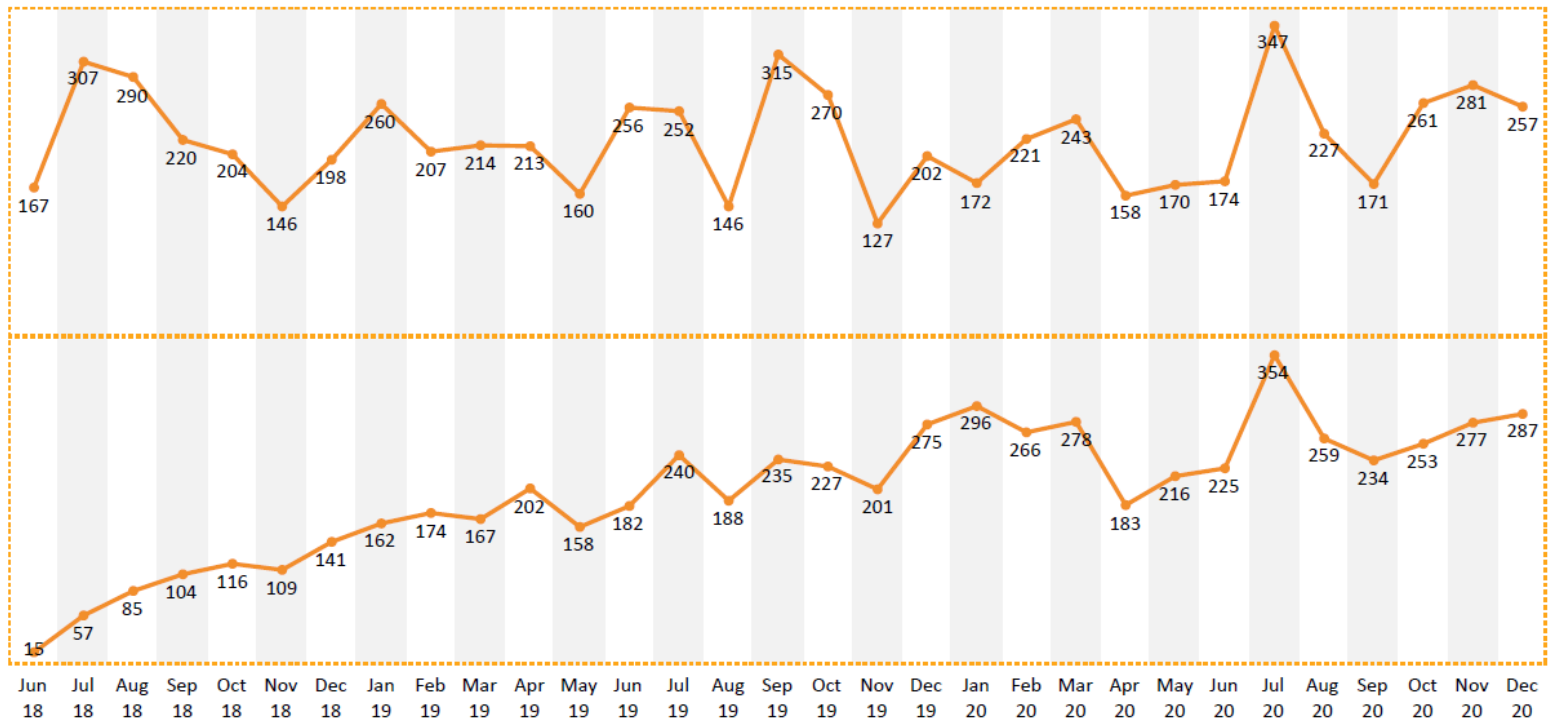
Individuals also have the ability to engage with a wide variety of topics, articles, life stage guidance and tools across the six financial wellness pillars through the resource center..

Financial Wellness Journey Dashboard

Financial Wellness Journey: Participant Engagement

June 2018 – December 2020	# of Participants	% of Participants	Voya Book of Business
Started Financial Wellness Assessment	4,785	-	-
Completed and viewed results	4,267	89%	88%
Viewed Dashboard after completing Assessment	3,740	88%	85%

Completed Assessment
(includes participants who retook the assessment)

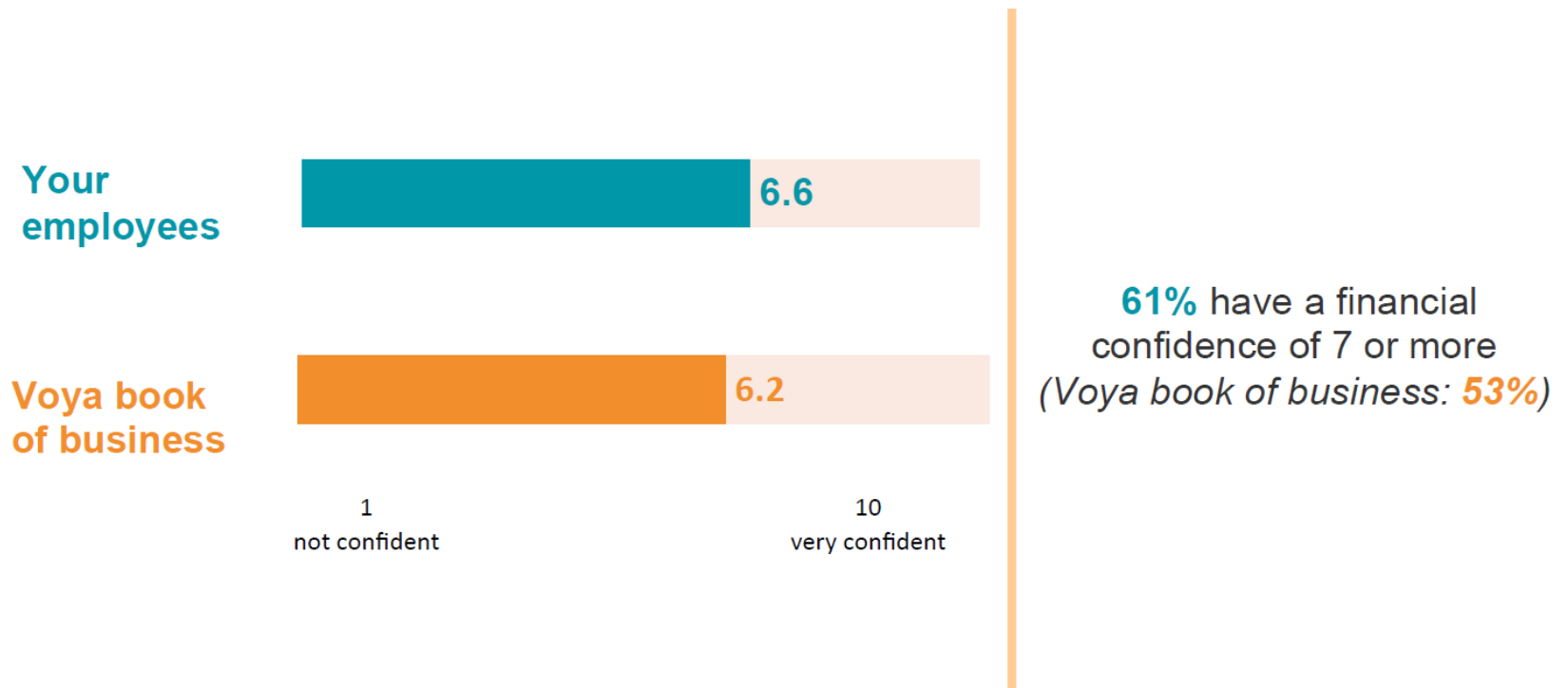


Returned to Dashboard

Financial Wellness Journey Dashboard

How confident are your participants about their financial affairs?

As of December 31, 2020



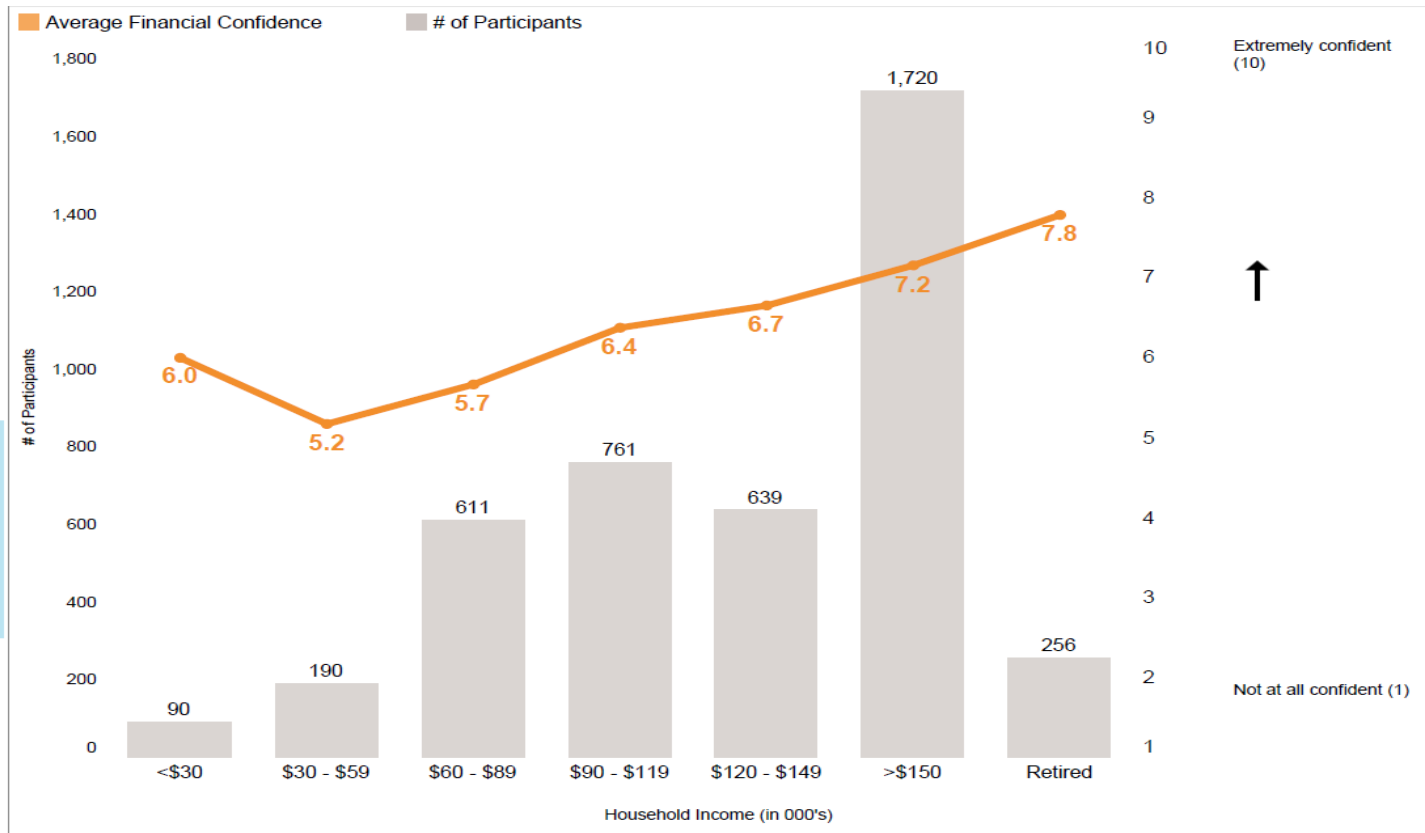
Financial Wellness Journey Dashboard

How confident are your participants by household income?

As of December 31, 2020

7
Median
Financial
Confidence

6.6
Average
Financial
Confidence

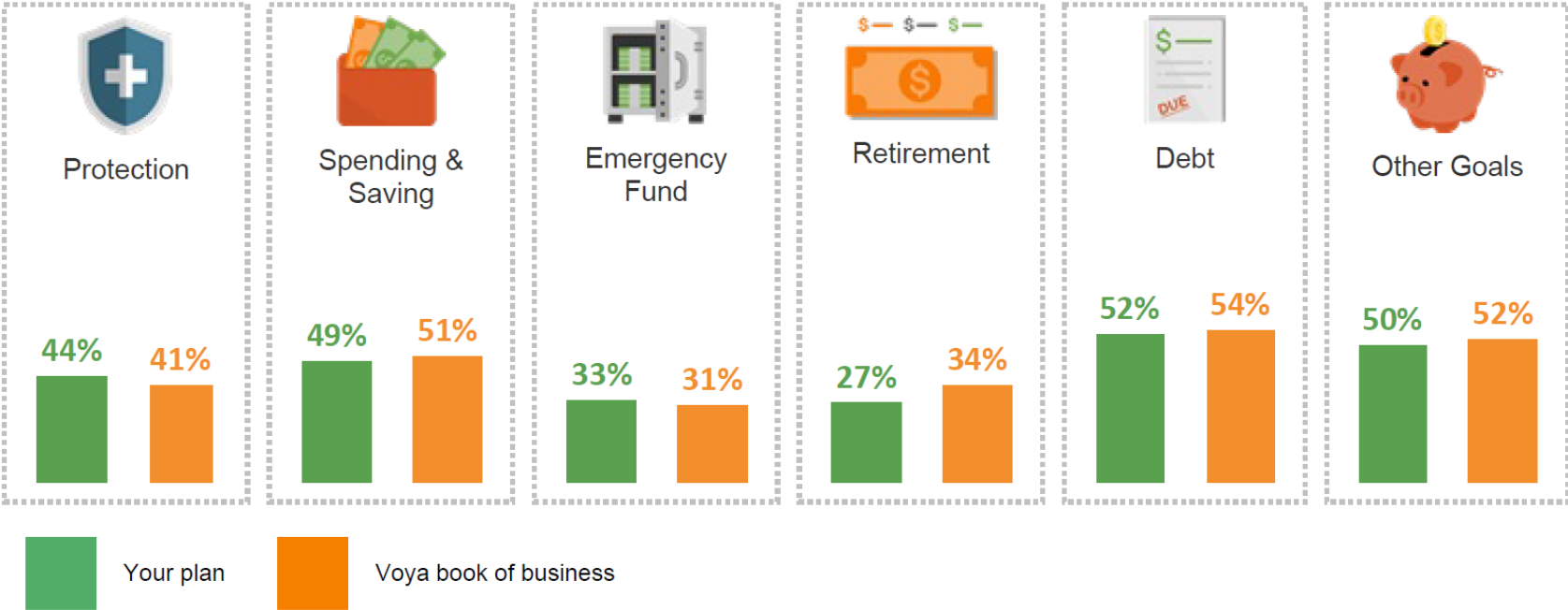


Financial Wellness Journey Dashboard

Financial Wellness Summary Metric

As of December 31, 2020

43% of your employees' pillar scores are green
(Voya book of business: 44%)



Financial Wellness

Sample of Completed Assessment: Score Details



Protection

You have important coverages in place but you may want to determine if adding some Long-Term Care and Critical Illness insurance to protect against the unexpected is the right thing for you.

[SCORE DETAILS](#) ▼

For someone 50 or older who is not retired and has one or more dependents



GREEN

- Have the following coverage:
- Health insurance
 - Disability insurance
 - Life insurance
 - Long-Term Care insurance or are prepared to cover expenses
 - Critical Illness insurance or are prepared to cover expenses



YELLOW

- Have the following coverage:
- Health insurance
 - Disability insurance
- Don't have one or more of the following:
- Life insurance
 - Long-Term Care insurance or are not prepared to cover expenses
 - Critical Illness insurance or are not prepared to cover expenses

Your current score



RED

- Don't have one or more of the following:
- Health insurance
 - Disability insurance



Retirement

Awesome! You've made preparing for retirement a priority!

[SCORE DETAILS](#) ▼

Your estimated monthly retirement paycheck and goal:

myOrangeMoney®



\$7,512
Estimated Monthly Income

\$7,379 *
Estimated Monthly Goal

You are on track!

* Your monthly goal amount is based on 80% of your income.

Interpreting your score:

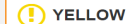


N/A
We don't have a retirement income estimate for you



GREEN
You are on track to meet your estimated monthly income goal

Your current score



YELLOW
You are on track to meet at least half of your estimated monthly income goal



RED
You are on track to meet less than half of your estimated monthly income goal

Don't worry, you'll be able to review and update your information in the next step.



Spending & Saving

Spending less than you make is critical to your financial health. Consider creating a budget to ensure you spend less than you make.

[SCORE DETAILS](#) ▼

Interpreting your score:



GREEN

Typically never spend more than I make



YELLOW

Sometimes spend more than I make



RED

Always spend more than I make

Your current score



Debt

Struggling with debt can put a lot of pressure on your finances. Creating a budget and prioritizing your debt are important first steps towards financial security!

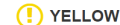
[SCORE DETAILS](#) ▼

Interpreting your score:



GREEN

Don't carry over a credit card balance or don't use credit cards
Don't struggle to keep up with my debt payments or don't have any debt



YELLOW

Carry over a credit card balance
Don't struggle to keep up with my debts or don't have any debt



RED

Typically struggle to keep up with my debt payments

Your current score

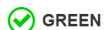


Emergency Fund

Building an emergency fund is an important part of your financial well-being. It's never too late to start so get started today with a savings plan.

[SCORE DETAILS](#) ▼

Interpreting your score:



GREEN

Can cover expenses for 6 months or more



YELLOW

Can cover expenses for 3 - 5 months



RED

Can cover expenses for less than 3 months

Your current score



Other Goals

It's never too early or late to start saving. Create a plan to start making progress towards your goals.

[SCORE DETAILS](#) ▼

Interpreting your score:



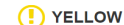
N/A

Besides retirement, I don't have other goals I'm interested in saving for



GREEN

I'm on track for all my other savings goals



YELLOW

I'm not saving enough for at least one of my other savings goals



RED

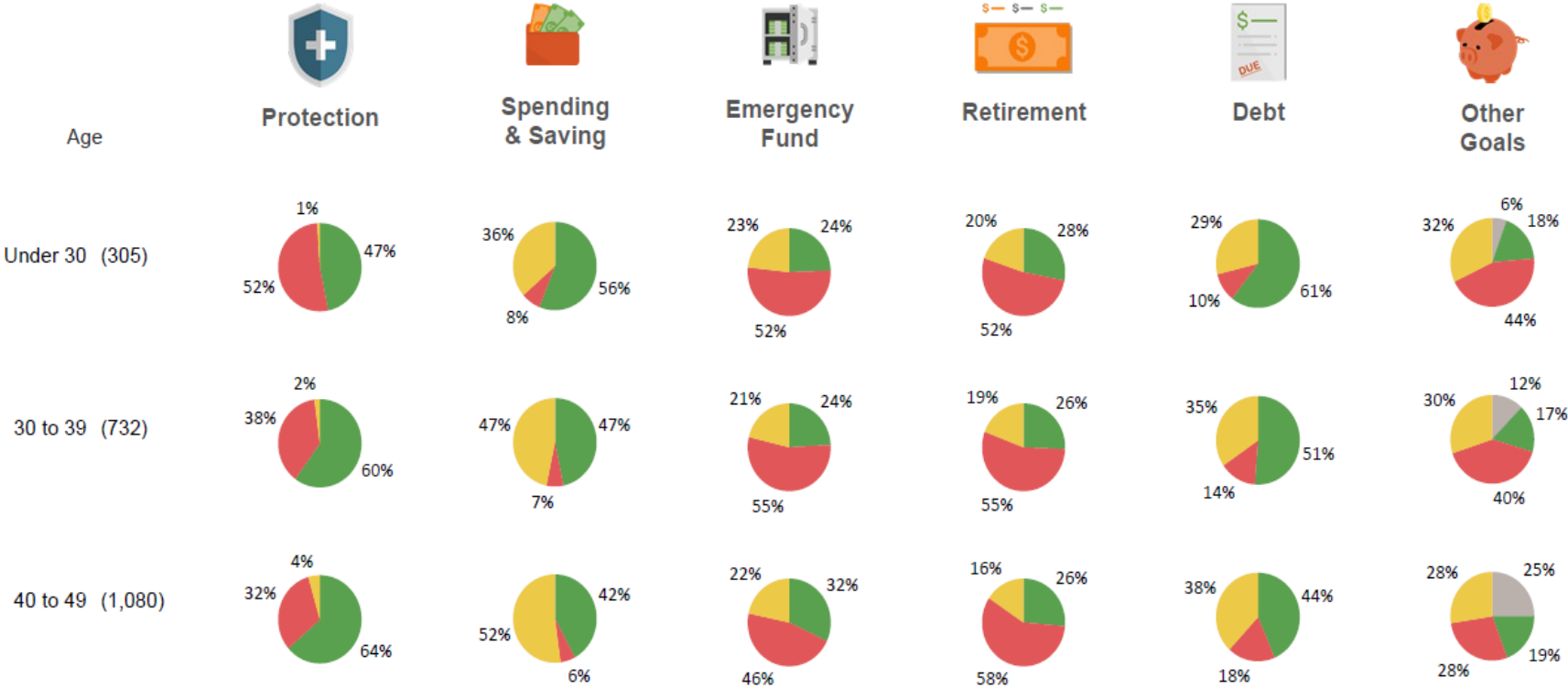
I haven't started saving for at least one of my other savings goals

Your current score

Financial Wellness Journey Dashboard

Financial Wellness Summary Metric: Age and Pillar

As of December 31, 2020

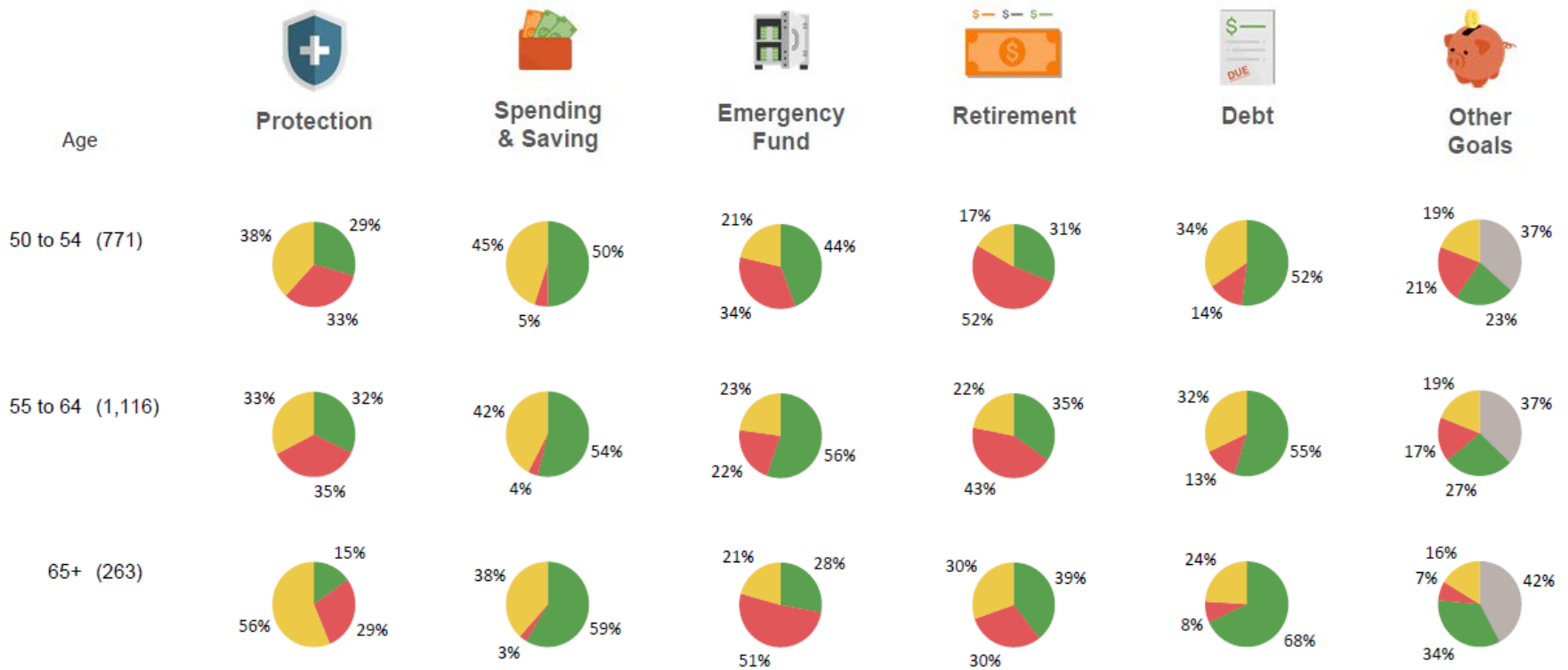


- Not meeting objectives
- Meeting some objectives
- Meeting objectives

Financial Wellness Journey Dashboard

Financial Wellness Summary Metric: Age and Pillar

As of December 31, 2020



- Not meeting objectives
- Meeting some objectives
- Meeting objectives

Beneficiary Journey

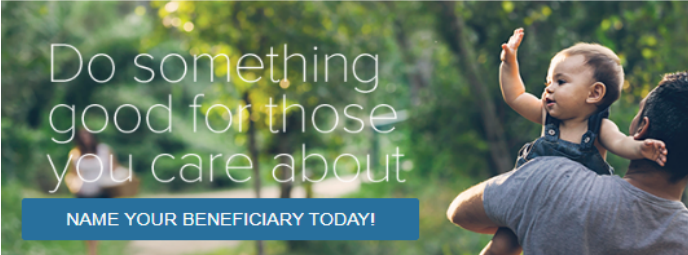

Participant Criteria for Inclusion:

- Signed up for eDelivery
- Plan allows online beneficiary changes
- No beneficiary listed on file
- Sent once a year

Campaign Success:

- Primary beneficiary now on file





Name your beneficiary for your retirement account. [View as web page](#)




Name your beneficiaries for your retirement account today.

Designating beneficiaries for your retirement savings plan account helps make sure that, in the event of your death, your wishes are being followed. It can help ensure the savings you've worked so hard to accumulate are passed along to the right people.

It's easy to get started

			
Log in to your account	Select the Savings Plan you want to update	Click Personal information then select Add/Edit Beneficiary	If you have multiple savings Plans, you will need to repeat the process for each one

NAME YOUR BENEFICIARY TODAY!

 Have questions? Call us at [1-844-523-2457](tel:1-844-523-2457).

Beneficiary Journey Results



Q4 2020

23 (7%) of participants named a beneficiary after opening.

Unique Participant Activity	As of December 31, 2020
Participants reached (Delivered)	631
Participants interested (Opens)	336 (53%)
Participants engaged (Email clicks)	46 (14%)
Participants took action after opening	23 (7%)

	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Participants interested (Opens)	56%	56%	68%	53%
Participants engaged (Email clicks)	13%	17%	18%	14%
Participants took action	12%	8%	7%	7%

Name your beneficiary for your retirement account. [View as web page](#)

Name your beneficiaries for your retirement account today.

Designating beneficiaries for your retirement savings plan account helps make sure that, in the event of your death, your wishes are being followed. It can help ensure the savings you've worked so hard to accumulate are passed along to the right people.

It's easy to get started

- Log in to your account
- Select the Savings Plan you want to update
- Click **Personal Information** then select **Add/Edit Beneficiary**
- If you have multiple savings Plans, you will need to repeat the process for each one

NAME YOUR BENEFICIARY TODAY!

Have questions? Call us at [1-844-523-2457](tel:1-844-523-2457).

Diversification Journey Results

Participant Criteria for Inclusion:

- Signed up for eDelivery
- If participant is in two or less funds and
 - ✓ Not allocated to a target date fund OR
 - ✓ Not in a self-directed brokerage account

Campaign Success:

- Participant logs in to manage investments
- Participant contacts for more advice
- Participant engages with educational material

Is your retirement savings working for you?

[View as web page](#)



Let's talk **asset allocation**.



So you're saving for the future (nice job!), but do you *actually* know where your money is being invested?

Asset allocation is the strategy of attempting to have a mix of investments in your retirement portfolio that helps you balance risk and return to get the most out of your savings. Simply put, by not having 'all your eggs in one basket', your investments could be in better shape to handle the ups and downs of the market. A quick check-in on your account may help to see if you're properly diversified.

Once logged in, click on **Account** and then **Manage Investments** to begin your **Investment Elections**.

Still need help understanding asset allocation?

Here's Val and Vern with a quick 20-second rundown.

[Watch Video](#)



Diversification Journey Results

Q4 2020

41 (5%) participants diversified their account after opening.

Unique Participant Activity	As of December 31, 2020
Participants reached (Delivered)	1,475
Participants interested (Opens)	784 (53%)
Participants engaged (Email clicks)	105 (13%)
Participants took action after opening	41 (5%)

	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Participants interested (Opens)	56%	67%	64%	53%
Participants engaged (Email clicks)	15%	16%	17%	17%
Participants took action	14%	3%	3%	3%

Is your retirement savings working for you? [View as web page](#)



Let's talk asset allocation.



So you're saving for the future (nice job!), but do you *actually* know where your money is being invested?

Asset allocation is the strategy of attempting to have a mix of investments in your retirement portfolio that helps you balance risk and return to get the most out of your savings. Simply put, by not having 'all your eggs in one basket', your investments could be in better shape to handle the ups and downs of the market. A quick check-in on your account may help to see if you're properly diversified.

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Still need help understanding asset allocation?

Here's Val and Vern with a quick 20-second rundown.

[Watch Video](#)



Digital Engagement Report

Loans

Q4 2020

531 participants used loan guidance

- 212 (40%) used loan guidance and didn't take a loan
- 319 (60%) participants used loan guidance and went on to take a loan

372 skipped guidance

- 93 (25%) participants skipped guidance and didn't take a loan
- 279 (75%) participants skipped guidance and went on to take a loan

On the road to retirement, taking out a loan can cause a few bumps along the way.



[FIND OUT HOW](#)

Forget the bumps, I need a loan!

[Request a Loan](#)

	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Used loan guidance and didn't take a loan	44%	44%	43%	40%
Used loan guidance and went on to take a loan	56%	56%	57%	60%
Skipped guidance and didn't take a loan	19%	29%	22%	25%
Skipped guidance and went on to take a loan	81%	71%	78%	75%

Data is as of 12/31/2020.

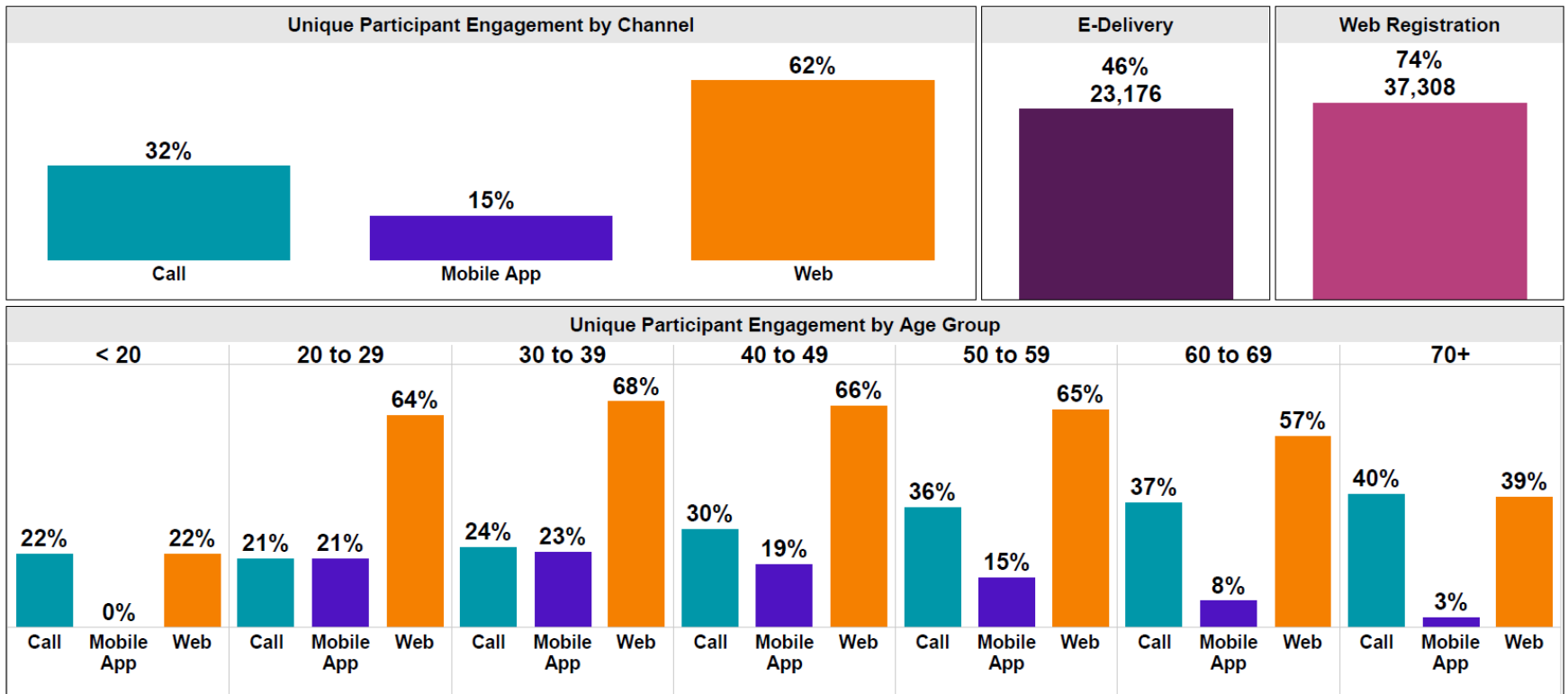
Digital Engagement Report

Retirement Metrics that Matter

As of December 31, 2020

Engagement

71% of plan participants have engaged (used web, mobile, or called*) over the last 12 months



*Call data includes CSA and VRU calls. Call data is reflective of those participants who enter their SSN into phone system to authenticate. Callers who did not enter their SSN or whom no longer have a balance as of report refresh are not included in the 12-month look back analysis.

Digital Engagement Report

Retirement Metrics that Matter

December 2019 – December 2020

Engagement



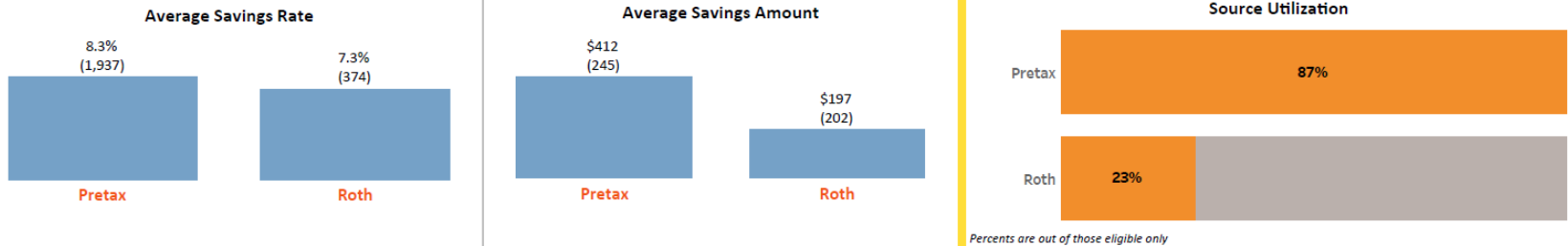
Digital Engagement Report

Enrollment

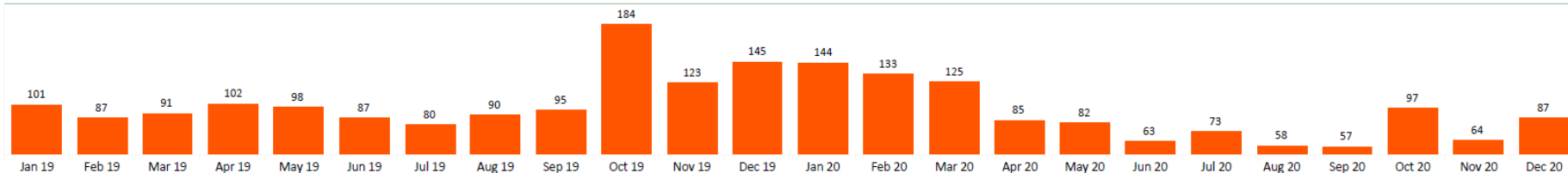
January 2019 – December 2020

Web Enrollments	Average Savings %	Average Savings \$	Rate Escalate
2,522	8.8% (2,140)	\$371 (380)	34.3% (864)

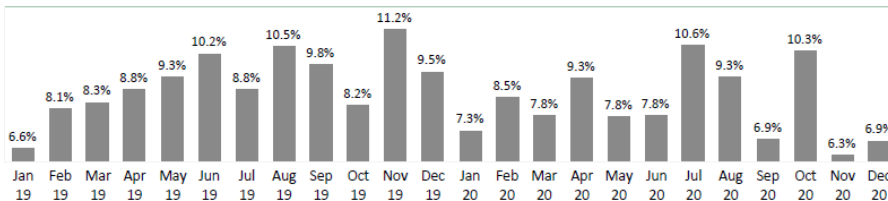
Savings Election by Source



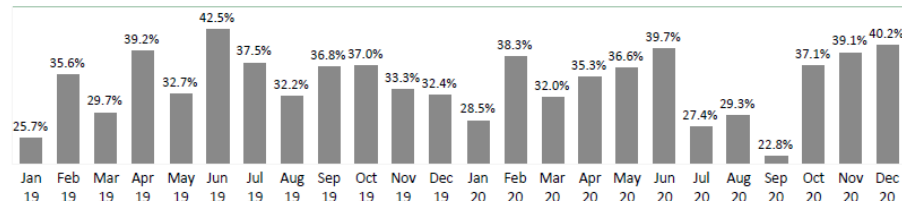
Web Enrollments



Savings Rate



Rate Escalate



Rate Escalate is the feature that allows participants to automatically schedule increases to their contribution amounts (monthly, quarterly, or annually).
 % = Rate Escalate Total / Web Enrollments Total.



CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN



Local Service Center



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Local Retirement Counselors

As of December 31, 2020
CITY OF LOS ANGELES



Vincent Alvarez, Leslie Yoshioka,
La Tanya Harris,
Carol Say, Steve Harman

Highlights from 4Q 2020

Launched DCP Virtual Office Hours

- Conducted 5 Virtual Office Hour Meetings
- 3 Separation Incentive Program (SIP)
- 1 Pre-Tax vs. After-Tax Education
- 1 Percent of Pay Education

LACERS

- Conducted 11 Virtual Presentations

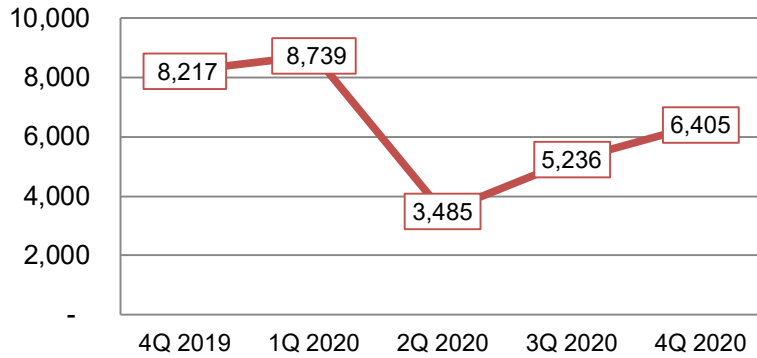
Activity by Quarter

	2Q 2019	3Q 2019	4Q 2019	1Q 2020	2Q 2020	3Q 2020	4Q 2020
Total Site Visits	155	130	121	92	-	-	-
Virtual Meetings	-	-	-	-	4	16	23
Enrollments	446	248	350	293	35	73	47
Meeting Attendees	3,957	3,332	3,284	2,920	85	911	1,459
Call Totals	3,139	3,167	3,274	3,821	2,413	3,001	3,384
Counter Service	997	996	1,078	1,120	-	-	-
Emails	486	453	460	786	983	1,308	1,539
Total Participant Interaction	8,734	8,078	8,217	8,739	3,485	5,236	6,405

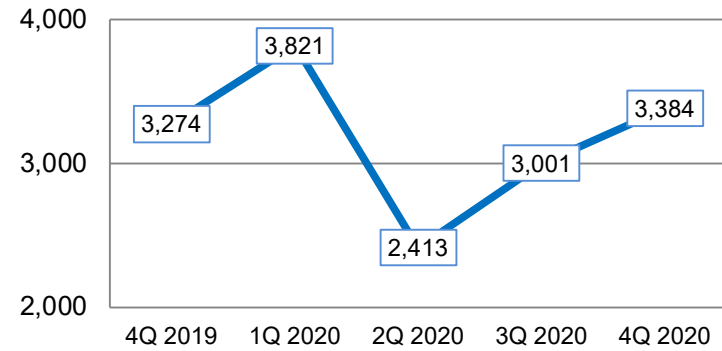
Local Retirement Counselors

As of December 31, 2020
CITY OF LOS ANGELES

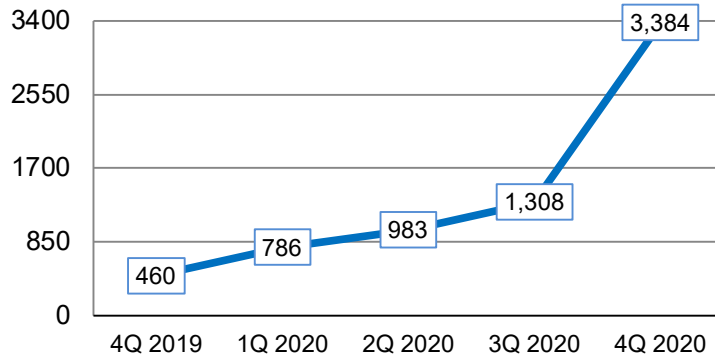
Total Participant Interaction



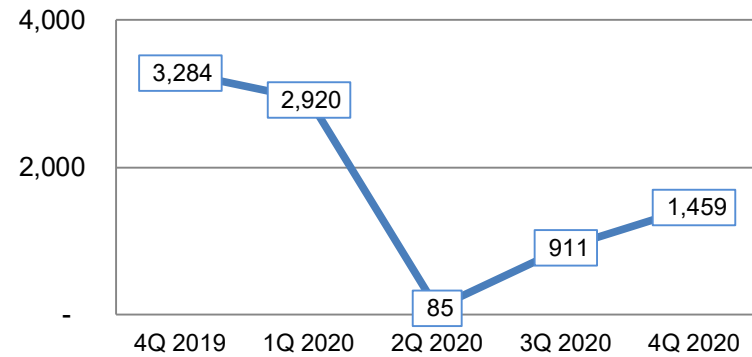
Total Calls



Emails



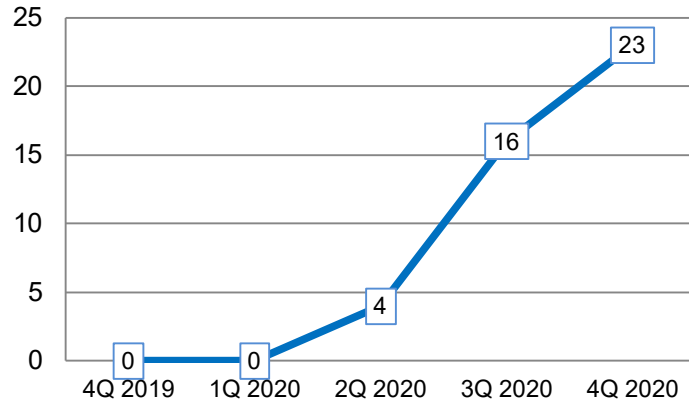
Meeting Attendees



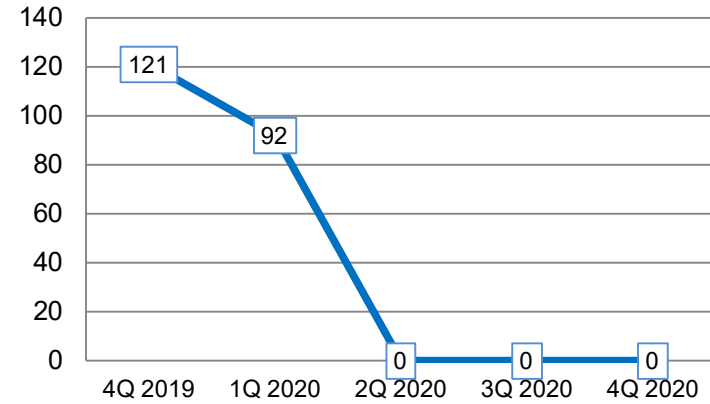
Local Retirement Counselors

As of December 31, 2020
CITY OF LOS ANGELES

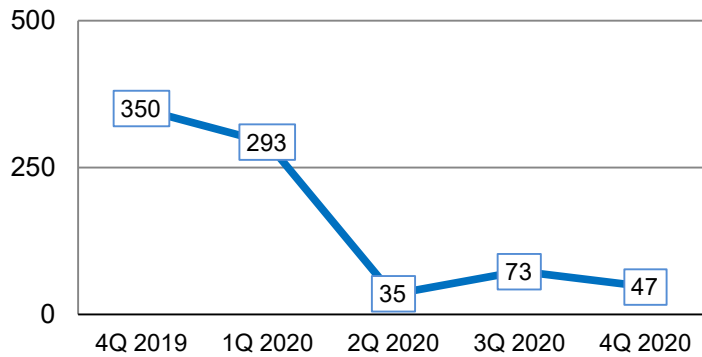
Total Virtual Visits



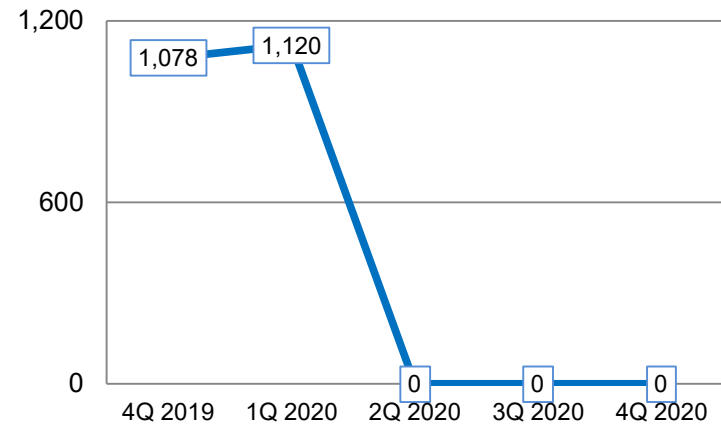
Total Site Visits



Enrollments



Counter Service



Local Retirement Counselors

As of December 31, 2020
CITY OF LOS ANGELES

Site and Virtual Visits by Quarter

Locations	4Q 2019	1Q 2020	2Q 2020	3Q 2020	4Q 2020
Animal Services	-	1	-	-	-
Building & Safety	-	1	-	-	-
City Hall	2	-	-	-	-
Council	-	6	-	-	-
DCP Virtual Office Hours	-	-	-	-	5
DWP	16	14	3	4	4
Economic Workforce & Development Dept.	3	5	-	2	2
Fig Plaza	-	5	-	-	-
General Services	1	1	-	-	-
ITA	1	-	-	-	-
LACERS	13	13	-	7	11
LAFD (Civilian)	-	-	-	1	-
LAFD (Sworn)	1	-	-	-	-
LAFPP	6	4	-	-	3
LAPD (Civilian)	3	2	-	-	-
LAPD (Sworn)	9	3	-	-	-
LAPPL	5	4	-	-	-
LAWA LAX	9	9	-	-	-
Library	3	2	-	-	-
Los Angeles Filipino Assoc. City Employees	-	-	-	-	1
Marvin Braude Building	3	3	-	-	-
Personnel	1	1	-	-	-
Port of Los Angeles Harbor	1	4	-	-	-
Public Works Building	6	-	-	-	-
Public Works- Engineering	-	1	1	-	-
Public Works- Sanitation	2	3	-	-	-
Public Works- Street Lighting	17	1	-	-	-
Public Works- Street Services	1	4	-	-	-
Public Works- Urban Forestry	4	-	-	-	-
Rec & Park	4	3	-	-	-
Transportation	10	2	-	1	1
Total Visits	121	92	4	15	27



CITY OF *Los Angeles*
DEFERRED COMPENSATION PLAN



Thank You



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Appendix



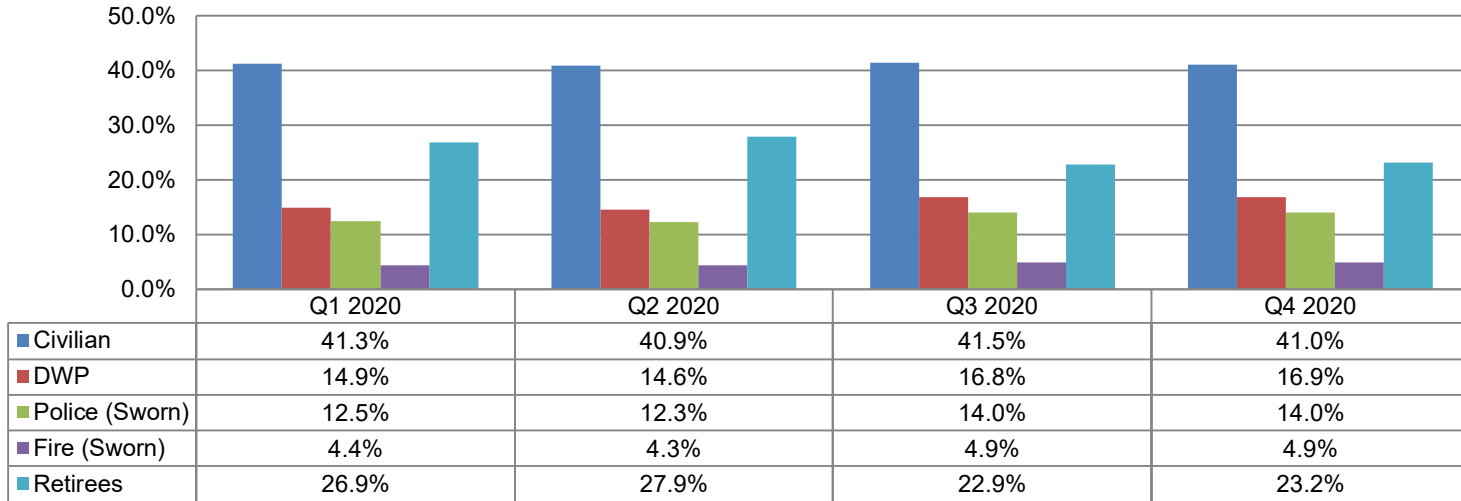
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Population Composition and Participation Rate by Age

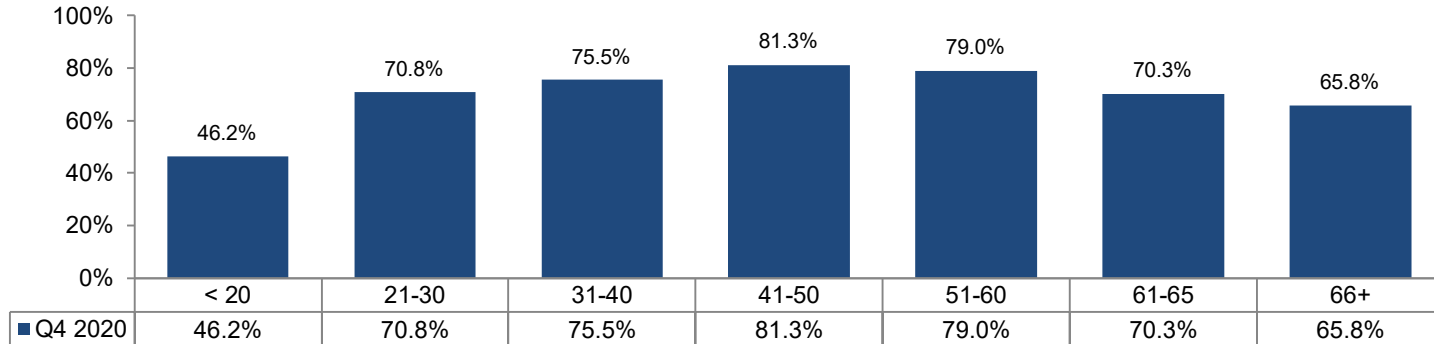
As of December 31, 2020

CITY OF LOS ANGELES

Plan Population Composition



Participation Rate – Age (Full-Time Employees)

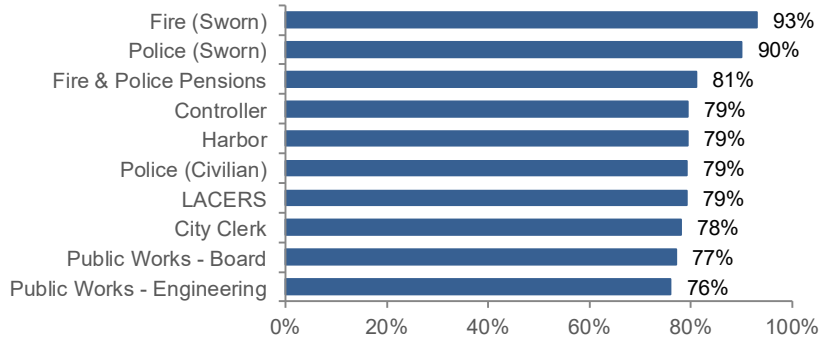


Participation Rate - Department Top 10 and Bottom 10 (Greater than 50 Full-Time eligible participants)

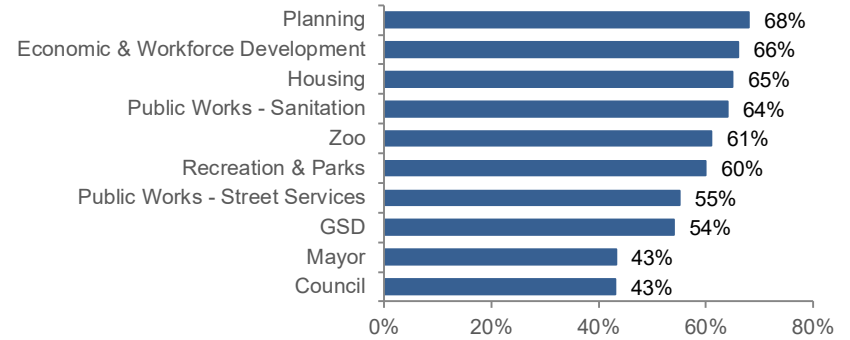
As of December 31, 2020

CITY OF LOS ANGELES

Top 10 Departments by Total Participation



Bottom 10 Departments by Total Participation

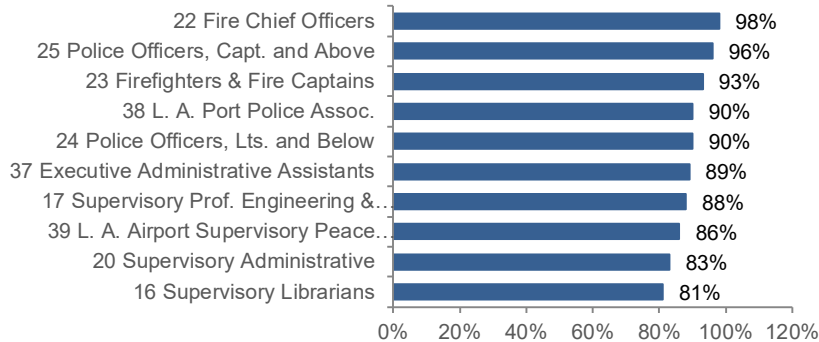


Participation Rate - MOU Top 10 and Bottom 10 (Greater than 50 Full-Time eligible participants)

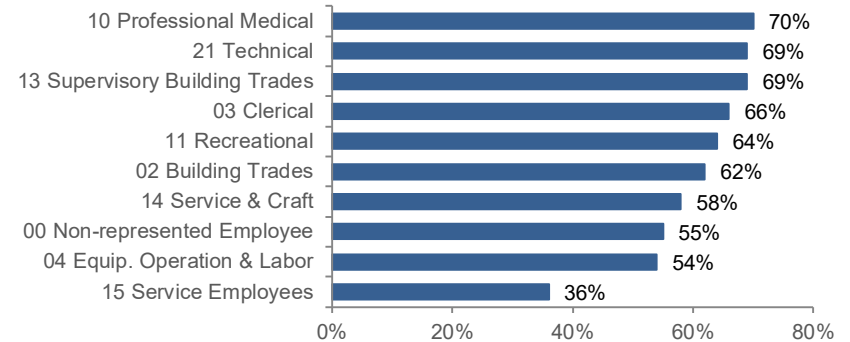
As of December 31, 2020

CITY OF LOS ANGELES

Top 10 MOU by Total Participation



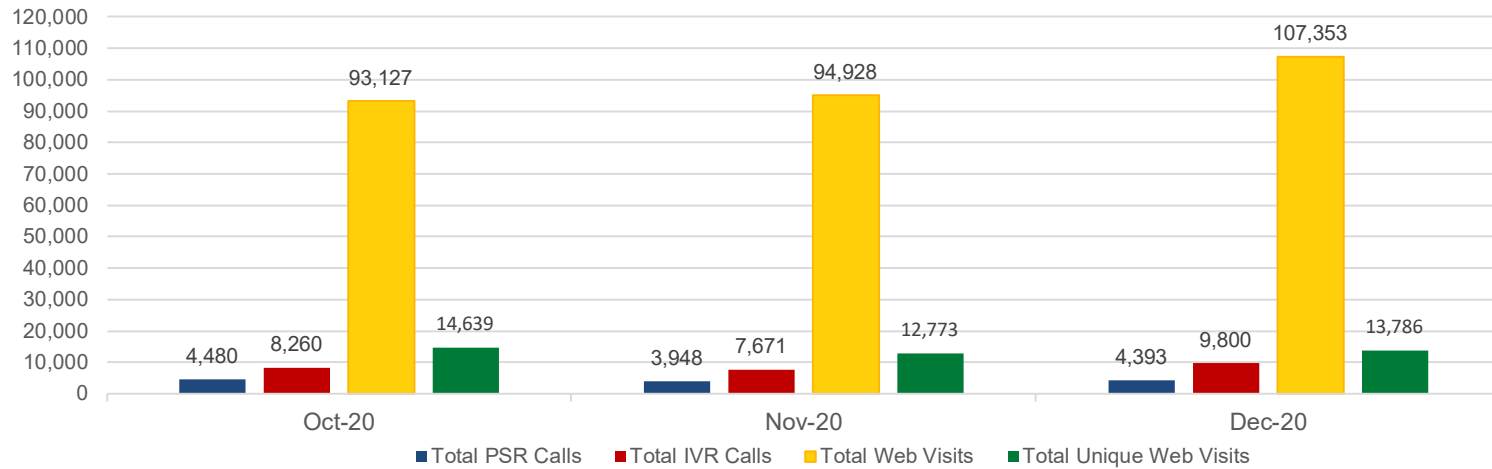
Bottom 10 MOU by Total Participation



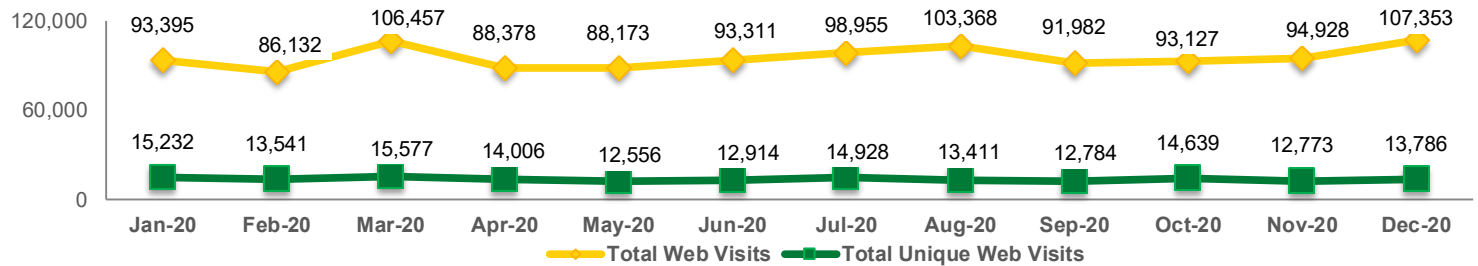
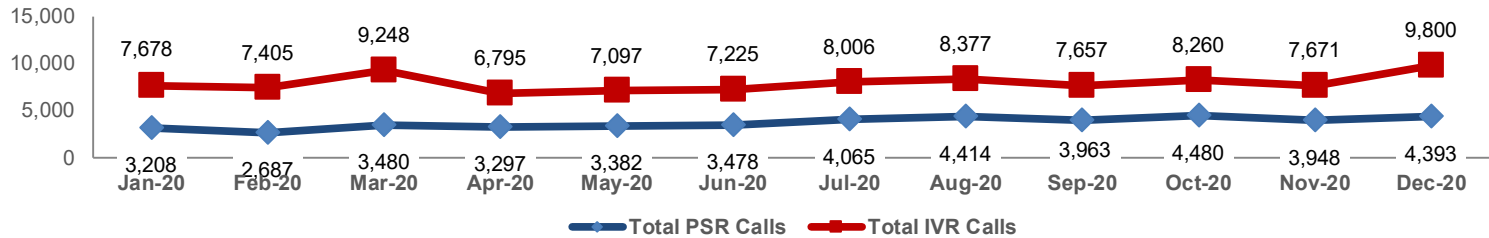
Participant Contact Summary

As of December 31, 2020

CITY OF LOS ANGELES



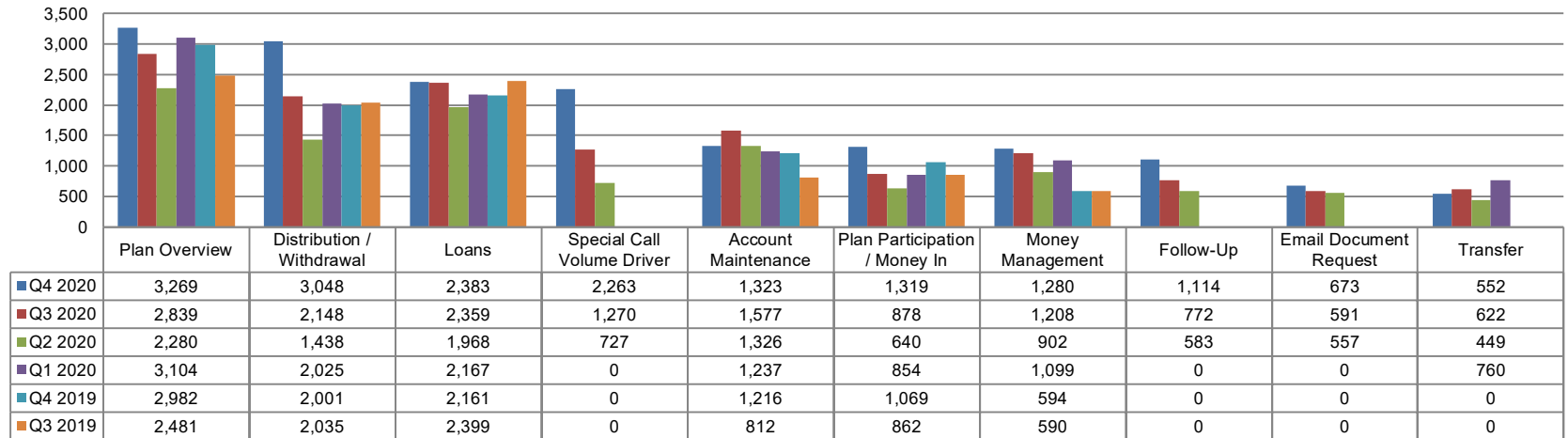
Participant Contact Trending



Participant Service Representative Activity: Top Ten Call Reasons and Trending

As of December 31, 2020

CITY OF LOS ANGELES



NOTE: Blanks indicate Call Type was not in the top 10 Call Reason for the period.

Paperless Transactions by Channel: IVR/PSR/WEB/MOB Combined

Paperless Transaction Description	Q3 2019	Q4 2019	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Address Change	311	264	303	260	356	425
Banking Information	803	671	751	627	824	796
Beneficiary Election	717	856	933	576	624	705
Contribution Rate Change	5,794	7,361	8,876	6,451	6,091	6,336
Contribution Rate Escalator	33	33	42	23	0	35
Enrollments	295	488	437	253	224	292
Document/ Package Request	265	235	228	226	202	189
Fund to Fund Transfer	2,627	2,605	6,518	4,911	4,733	4,765
In-service Withdrawal	1,402	1,422	1,621	750	1,021	1,061
Investment Election Change	1,889	2,027	4,583	2,740	2,361	2,396
Investment Reallocation	1,315	1,128	4,100	2,412	1,808	1,893
Rebalance Election	41	40	63	43	50	37
Loan Repayment ACH Election	50	52	89	88	53	64
New Loans Issued	1,591	1,545	1,491	913	1,225	1,291
Online Loan Payoff via ACH	1,443	1,260	1,417	1,351	1,493	1,155
Termination Distribution	192	150	201	140	189	172



CITY OF LA 457 DEFERRED COMP

Schwab Personal Choice Retirement Account (PCRA) Quarterly Report

As of 12/31/2020

The Schwab Personal Choice Retirement Account (PCRA) Quarterly Report

CITY OF LA 457 DEFERRED COMP as of 12/31/2020

Plan Profile Information

Plan Type	457B
Total PCRA Assets	\$1,026,388,388
Total Funded PCRA Accounts	5,968
Total Roth Assets	\$34,626,996
Total Funded Roth Accounts	941
Total Advisor Managed PCRA Assets	\$404,789,174
Total Advisor Managed Funded PCRA Accounts	2,214
PCRA Accounts Opened This Quarter	416
PCRA Assets In and Out This Quarter*	\$37,511,210
Average PCRA Account Balance	\$171,982

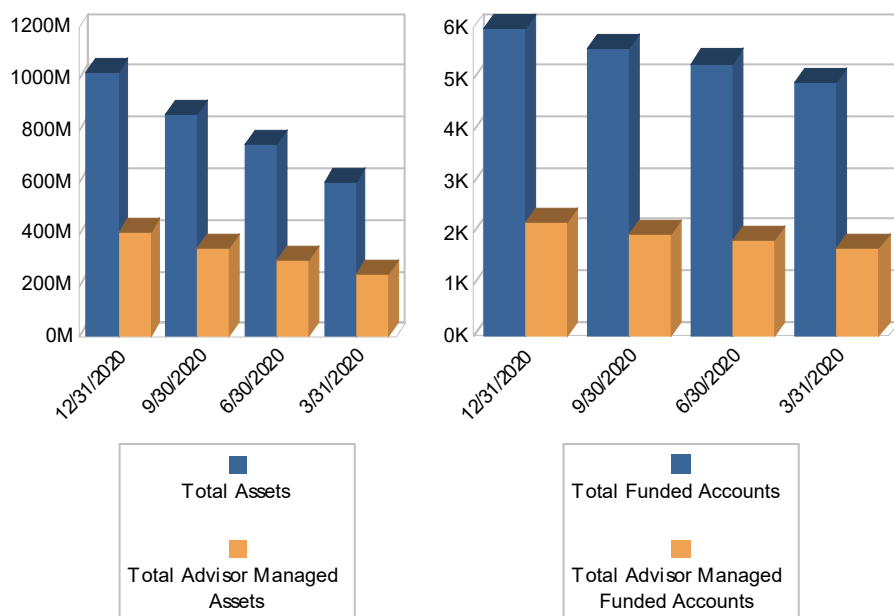
PCRA Participant Profile Information

Average Participant Age	50
Percent Male Participants	83%
Percent Female Participants	17%

Total Assets by Category

Cash Investments	\$126,408,281
Equities	\$460,994,473
ETFs	\$182,816,438
Fixed Income	\$37,126,231
Mutual Funds	\$219,490,938
Other	-\$447,974

Assets and Accounts (Trailing 4 Quarters)



Average Positions Per Account

Cash Investments	1.0
Equities	8.7
ETFs	2.6
Fixed Income	0.3
Mutual Funds	2.0
Other	0.0
Total	14.6

Average Trades Per Account

Equities	11.9
ETFs	2.6
Fixed Income	0.0
Mutual Funds	6.8
Other	0.2
Total	21.6

* Assets In and Out includes contributions and distributions.

The Schwab Personal Choice Retirement Account (PCRA) Quarterly Report

CITY OF LA 457 DEFERRED COMP as of 12/31/2020

Top 10 Mutual Fund Holdings**

Name	Category	Symbol	OS*	\$MF Assets	%MF Assets
T. ROWE PRICE COMM & TECH I	Specialized Funds	TTMIX	N	\$18,524,141	8.82%
BLACKROCK HEALTH SCIENCES OPPS INSTL	Specialized Funds	SHSSX	N	\$13,977,585	6.66%
DAVIS FINANCIAL Y	Specialized Funds	DVFX	N	\$9,570,388	4.56%
INVESCO DEVELOPING MARKETS Y	International	ODVYX	N	\$8,053,721	3.83%
PFG AMERICAN FUNDS GROWTH STRATEGY R	Large Capitalization Stock Funds	PFGGX	Y	\$5,493,693	2.62%
GATEWAY Y	Specialized Funds	GTEYX	N	\$4,681,521	2.23%
PFG ACTIVE CORE BOND STRAT R	Taxable Bond Funds	PFDOX	Y	\$3,819,233	1.82%
PFG JP MORGAN TACTICAL MODERATE STRAT R	Hybrid Funds	PFJDX	Y	\$3,511,218	1.67%
SCHWAB S&P 500 INDEX FD	Large Capitalization Stock Funds	SWPPX	Y	\$3,391,233	1.61%
JANUS HENDERSON GLB TECH AND INNOVT T	Specialized Funds	JAGTX	Y	\$2,751,584	1.31%

Top 10 Fund Families

Name	\$MF Assets	%MF Assets
BLACKROCK	\$18,086,636	8.61%
JANUS	\$10,712,326	5.10%
DFA	\$10,611,209	5.05%
OPPENHEIMER	\$10,050,814	4.79%
SCHWAB	\$9,970,510	4.75%
DAVIS/SELECTED	\$9,578,885	4.56%
VANGUARD	\$7,755,641	3.69%
T ROWE PRICE	\$6,151,334	2.93%
FIDELITY	\$4,802,989	2.29%
NATIXIS	\$4,721,488	2.25%

**Top 10 Mutual Funds does not include Money Market Funds.

*OS = OneSource, no-load, no transaction fee.

The Schwab Personal Choice Retirement Account (PCRA) Quarterly Report

CITY OF LA 457 DEFERRED COMP as of 12/31/2020

Top 10 Equity Holdings

Name	Category	Symbol	\$EQ Assets	%EQ Assets
TESLA INC	Consumer Discretionary	TSLA	\$59,553,000	12.92%
APPLE INC	Information Technology	AAPL	\$56,183,311	12.19%
AMAZON.COM INC	Consumer Discretionary	AMZN	\$24,707,357	5.36%
ADVANCED MICRO DEVIC	Information Technology	AMD	\$12,371,002	2.68%
MICROSOFT CORP	Information Technology	MSFT	\$11,264,567	2.44%
N I O INC FSPONSORED ADR	Consumer Discretionary	NIO	\$11,182,516	2.43%
FACEBOOK INC CLASS A	Communication Services	FB	\$8,709,187	1.89%
GRAYSCALE BITCOIN TR BTC	Other	GBTC	\$6,555,552	1.42%
NVIDIA CORP	Information Technology	NVDA	\$6,426,584	1.39%
ALPHABET INC. CLASS C	Communication Services	GOOG	\$5,608,429	1.22%

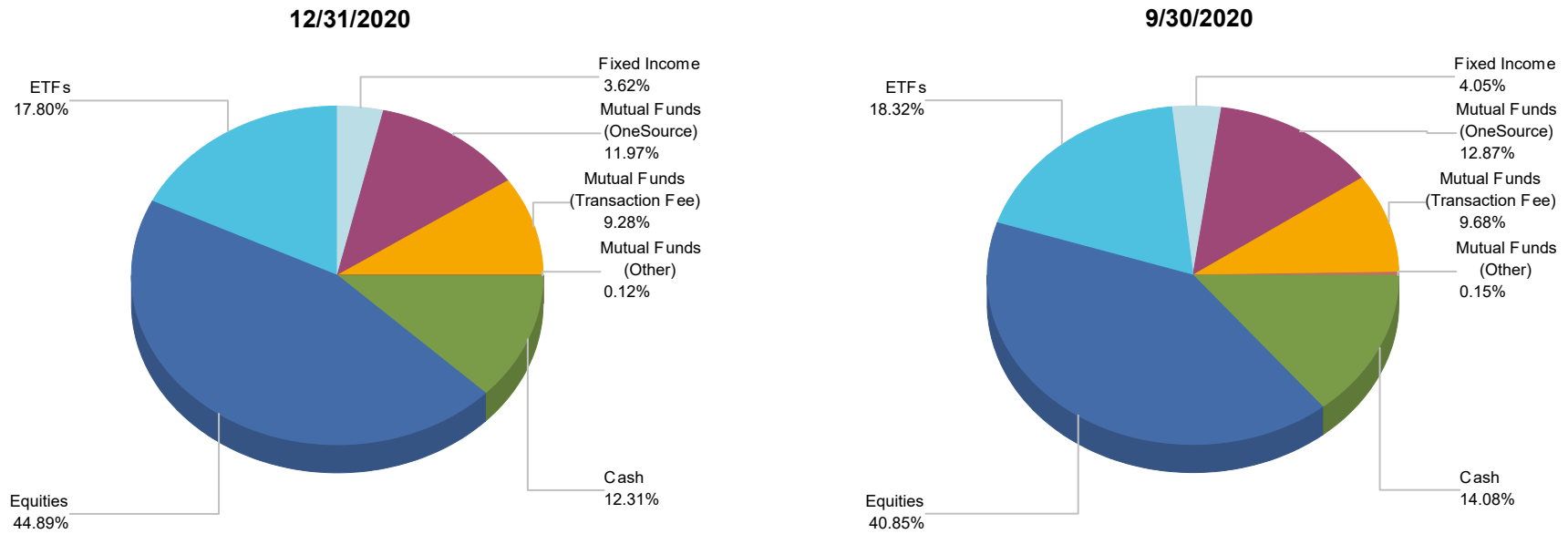
Top 10 ETF Holdings

Name	Category	Symbol	OS*	\$ETF Assets	%ETF Assets
TECHNOLOGY SELECT SECTORS PDR ETF	Sector	XLK	N	\$7,135,941	3.90%
ISHARES TR IS 1 5 YR IN GR CR BD ETF	US FI	IGSB	N	\$7,073,015	3.87%
INVESCO QQQ TRUST	US Equity	QQQ	N	\$6,959,711	3.81%
ISHARES CORE S&P 500 ETF	US Equity	IVV	N	\$6,193,693	3.39%
WISDOMTREE US QLT DIV GRW ETF	US Equity	DGRW	N	\$5,390,172	2.95%
SELECT SECTOR HEALTH CARE SPDR ETF	Sector	XLV	N	\$5,205,562	2.85%
SCHWAB US BROAD MARKET ETF	US Equity	SCHB	N	\$4,560,069	2.49%
FIRST TRUST INTERNET INDEX CF ETF	Sector	FDN	N	\$4,499,276	2.46%
WISDOMTREE INTL QLTY DIVGWTH ETF	International Equity	IQDG	N	\$3,756,587	2.05%
VANGUARD FTSE DEVELOPED MARKETS ETF	International Equity	VEA	N	\$3,625,566	1.98%

*OS = OneSource, no transaction fee.

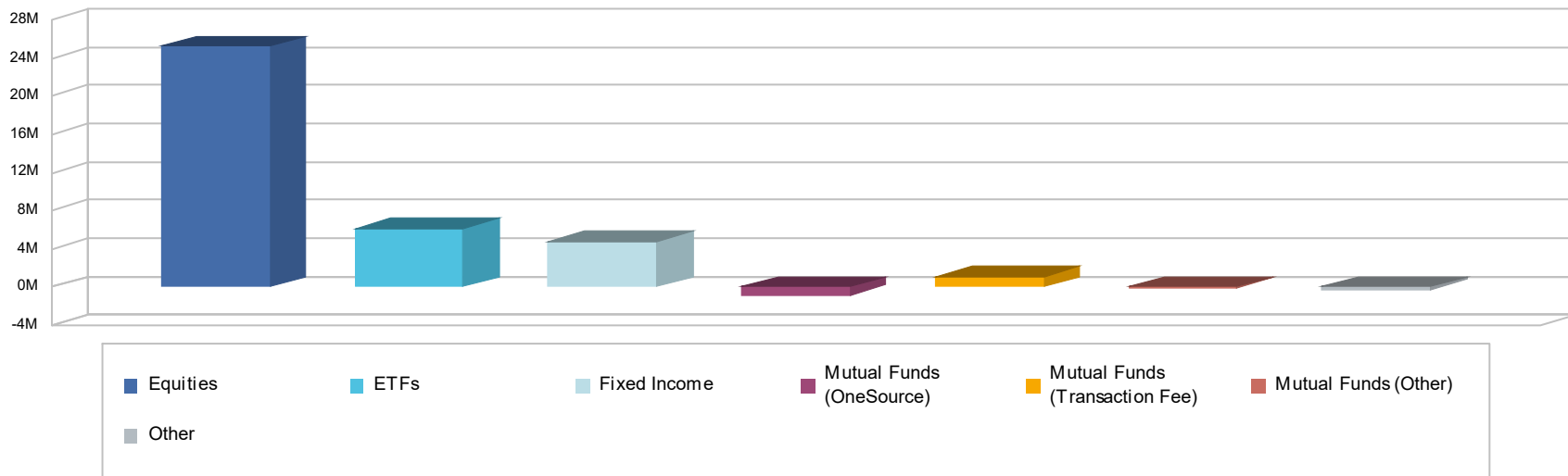
The Schwab Personal Choice Retirement Account (PCRA) Quarterly Report CITY OF LA 457 DEFERRED COMP as of 12/31/2020

Market Value Allocation - All Assets (Quarter over Quarter)



The above charts illustrate the percent of PCRA participant assets in each noted asset class as percentage of total PCRA assets. Percentages are calculated as of quarter-end. Money Market Funds are classified under Mutual Funds.

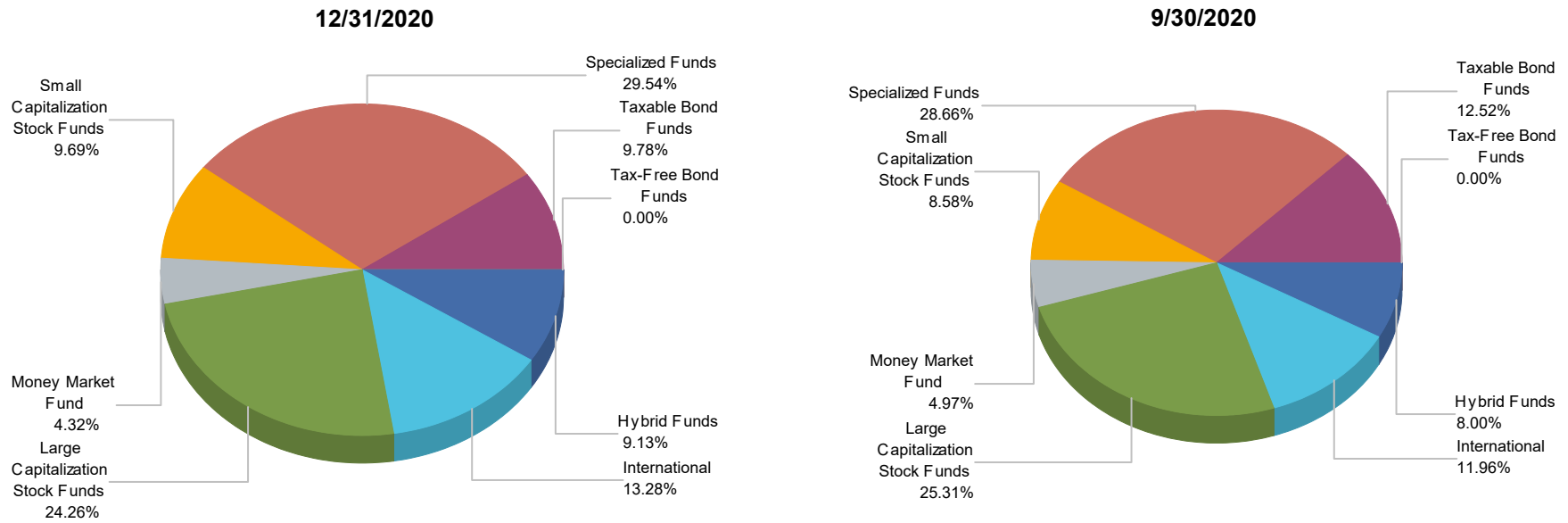
Net Flow - All Non-Cash Assets (3-Month Period Ending 12/31/2020)



Net Flow is the net of all cash inflows and outflows in and out of financial assets; the performance of an asset or fund is not taken into account, only share redemptions, or outflows, and share purchases, or inflows.

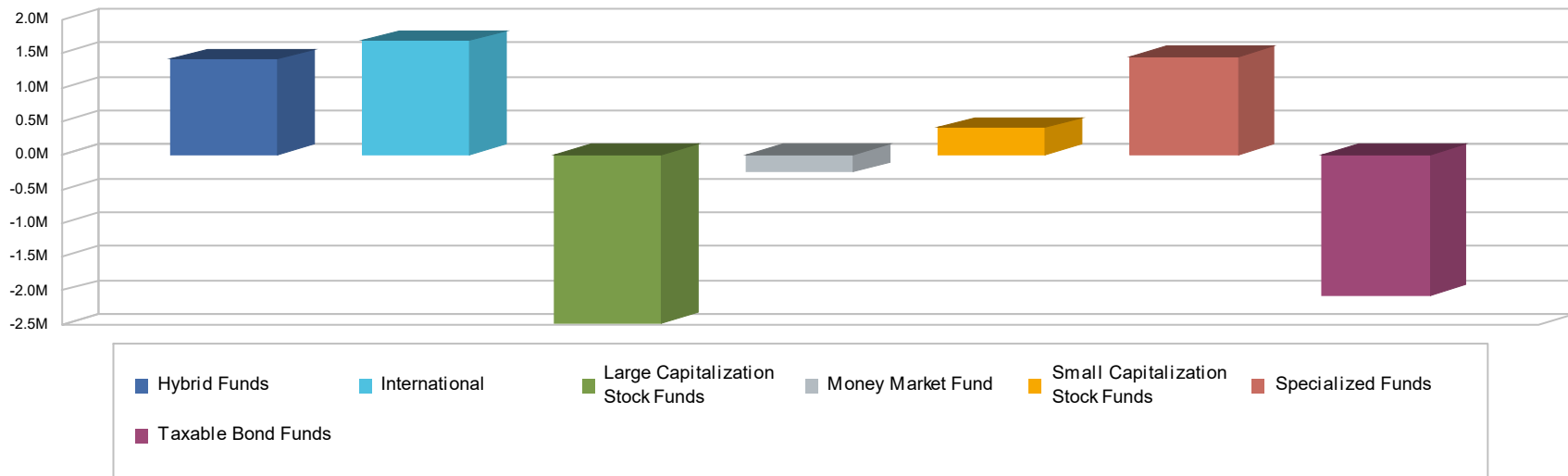
The Schwab Personal Choice Retirement Account (PCRA) Quarterly Report CITY OF LA 457 DEFERRED COMP as of 12/31/2020

Market Value Allocation - Mutual Funds (Quarter over Quarter)



The above charts illustrate the percent of PCRA participant assets in each noted asset class as percentage of total PCRA assets. Percentages are calculated as of quarter-end. Money Market Funds are classified under Mutual Funds.

Net Flow by Sector - Mutual Funds (3-Month Period Ending 12/31/2020)

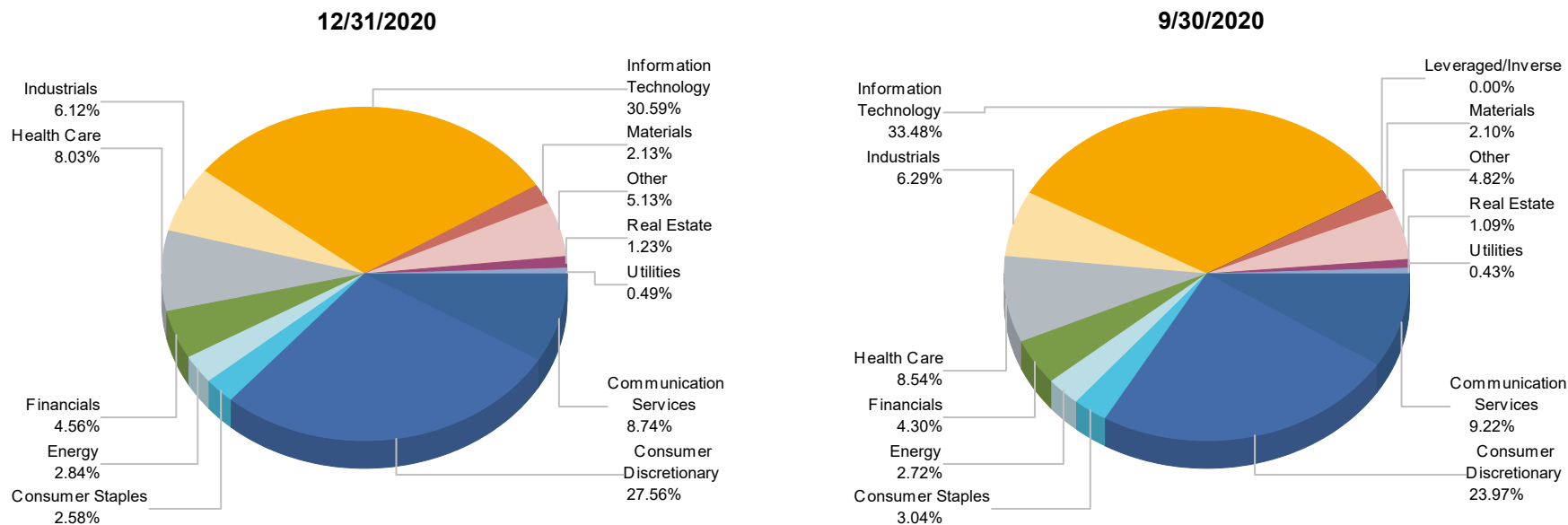


Net Flow is the net of all cash inflows and outflows in and out of financial assets; the performance of an asset or fund is not taken into account, only share redemptions, or outflows, and share purchases, or inflows.

The Schwab Personal Choice Retirement Account (PCRA) Quarterly Report

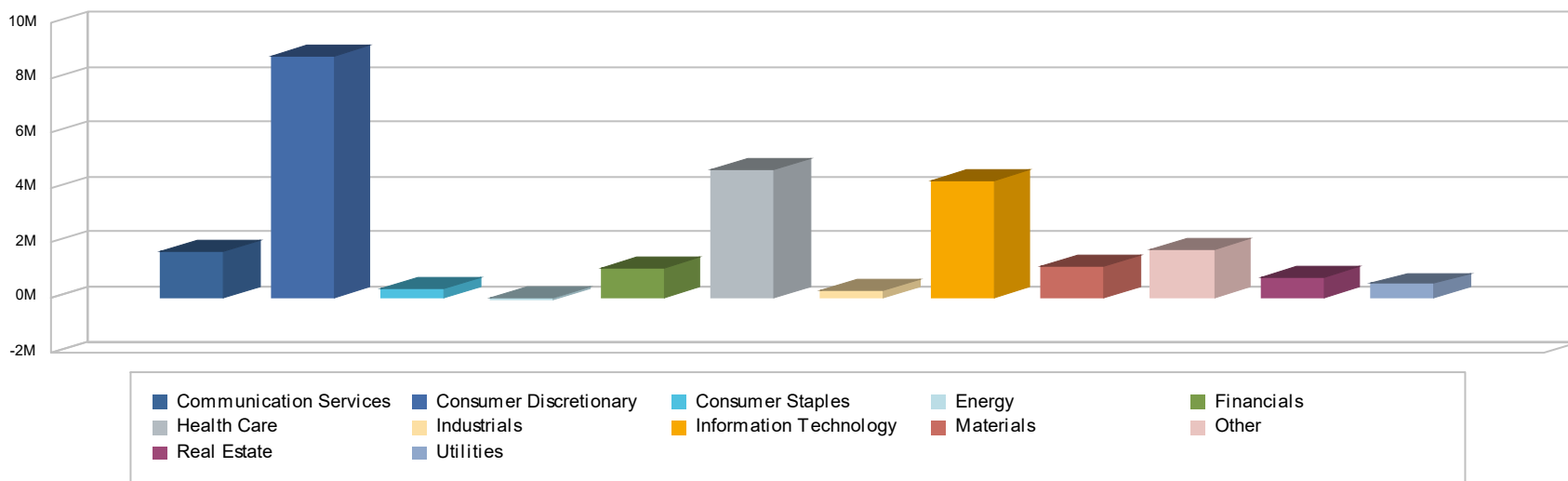
CITY OF LA 457 DEFERRED COMP as of 12/31/2020

Market Value Allocation - Equities (Quarter over Quarter)



The above charts illustrate the percent of PCRA participant assets in each noted asset class as percentage of total PCRA assets. Percentages are calculated as of quarter-end. Money Market Funds are classified under Mutual Funds.

Net Flow by Sector - Equities (3-Month Period Ending 12/31/2020)

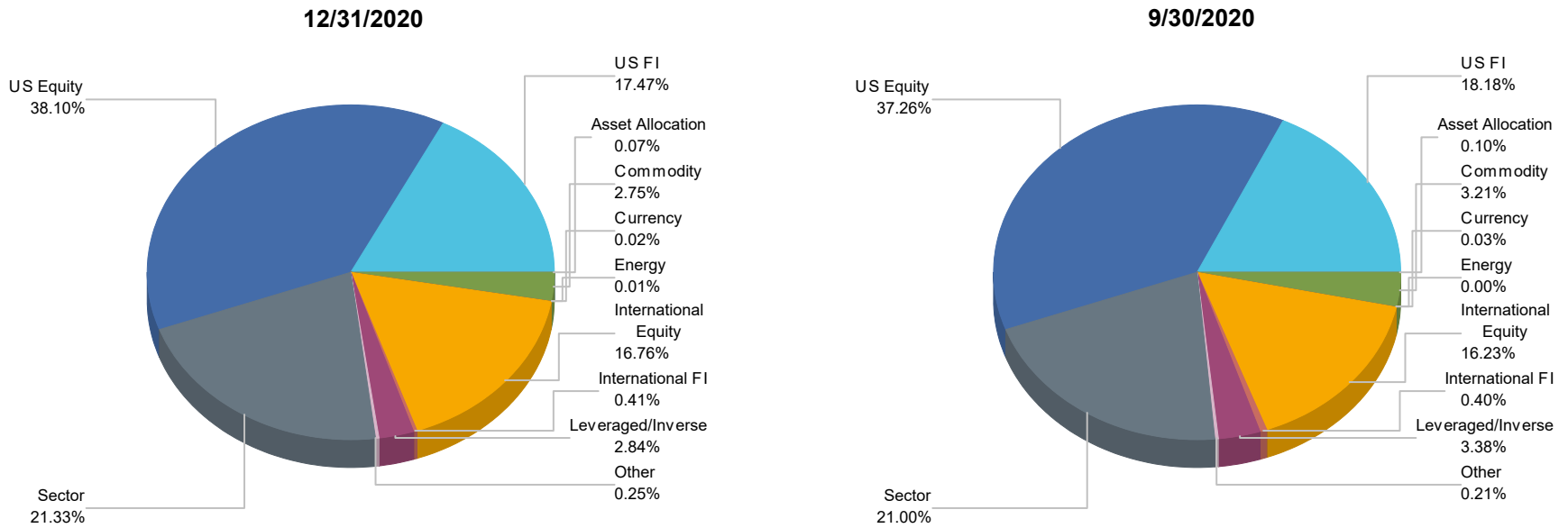


Net Flow is the net of all cash inflows and outflows in and out of financial assets; the performance of an asset or fund is not taken into account, only share redemptions, or outflows, and share purchases, or inflows.

The Schwab Personal Choice Retirement Account (PCRA) Quarterly Report

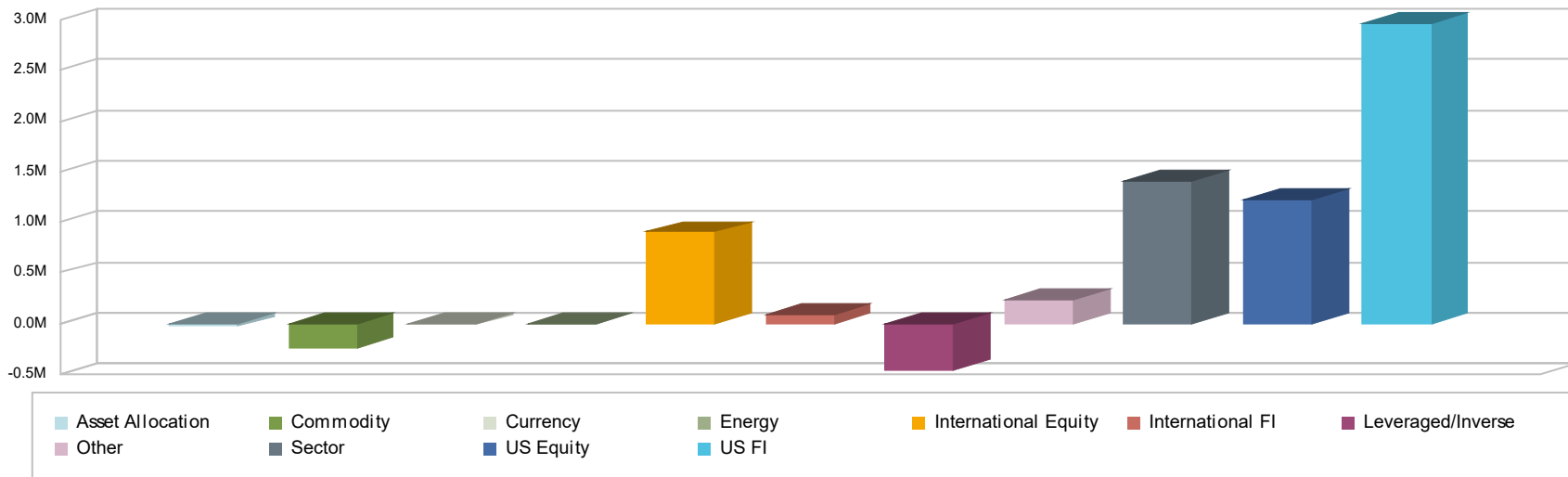
CITY OF LA 457 DEFERRED COMP as of 12/31/2020

Market Value Allocation - ETF (Quarter over Quarter)



The above charts illustrate the percent of PCRA participant assets in each noted asset class as percentage of total PCRA assets. Percentages are calculated as of quarter-end. Money Market Funds are classified under Mutual Funds.

Net Flow by Sector - ETF (3-Month Period Ending 12/31/2020)

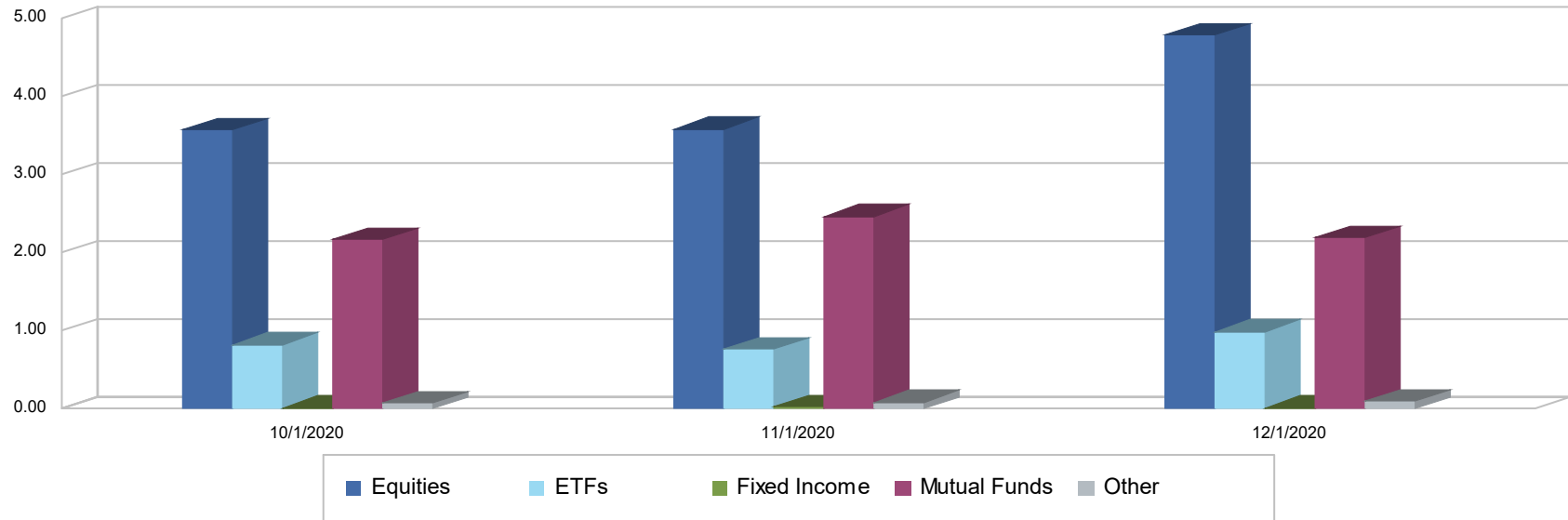


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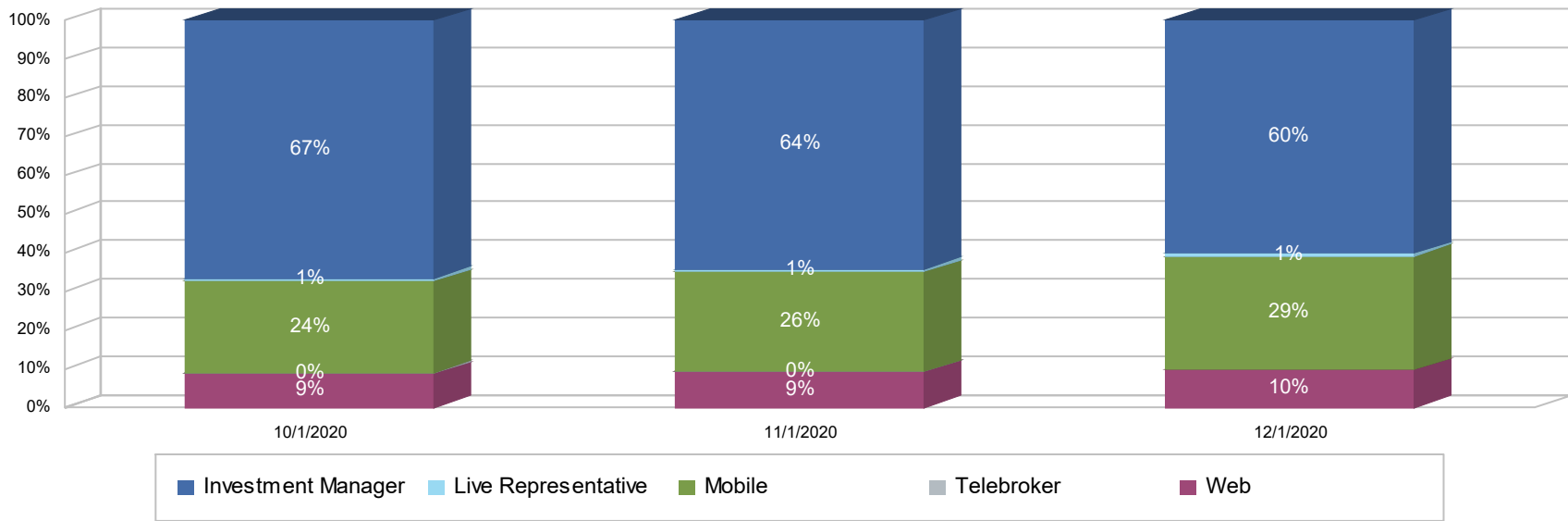
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Average Monthly Trades Per Account (3-Month Period Ending 12/31/2020)



Trading Channel Mix (Month over Month)



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Important Disclosures

Schwab Personal Choice Retirement Account (PCRA) is offered through Charles Schwab & Co., Inc. (Member SIPC), the registered broker/dealer, which also provides other brokerage and custody services to its customers.

For participants who utilize the Personal Choice Retirement Account (PCRA), the following fees and conditions may apply: Schwab's short-term redemption fee of \$49.95 will be charged on redemption of funds purchased through Schwab's Mutual Fund OneSource® service (and certain other funds with no transaction fee) and held for 90 days or less. Schwab reserves the right to exempt certain funds from this fee, including Schwab Funds®, which may charge a separate redemption fee, and funds that accommodate short-term trading.

Trades in no-load mutual funds available through Mutual Funds OneSource service (including Schwab Funds) as well as certain other funds, are available without transaction fees when placed through schwab.com or our automated phone channels. Schwab reserves the right to change the funds we make available without transaction fees and to reinstate fees on any funds. Funds are also subject to management fees and expenses.

Charles Schwab & Co., Inc., member SIPC, receives remuneration from fund companies for record keeping, shareholder services and other administrative services for shares purchased through its Mutual Fund OneSource service. Schwab also may receive remuneration from transaction fee fund companies for certain administrative services.

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