



# PLAN SUMMARY

## Vermont Deferred Compensation Plan 940050

As Of: September 30, 2023

Report contains information up through the last business day of end period.

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# **Section I    Plan Summary**



# PLAN SUMMARY AND BENCHMARK TRENDS



# Plan Summary

## Historical Plan Statistics

	10/1/2019 - 9/30/2020	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023
Total Participants Balances	\$545,383,698	\$658,047,333	\$549,915,524	\$616,596,164
Contributions*	\$27,527,432	\$29,086,249	\$33,508,586	\$28,826,015
Distributions*	(\$29,078,244)	(\$31,293,267)	(\$39,494,606)	(\$35,552,348)
Cash Flow	(\$1,550,812)	(\$2,207,019)	(\$5,986,020)	(\$6,726,333)
Market Value Gain / Loss**	\$42,362,919	\$117,507,078	(\$97,262,233)	\$73,406,974
<b>Account Balances</b>				
Average Participant Balance	\$68,922	\$81,210	\$66,040	\$71,514
National Average Benchmark***	\$102,586	\$103,108	\$110,278	\$116,541
<b>Participation / Deferrals</b>				
Participation Rate	82.8%	82.0%	88.4%	86.1%
National Average Benchmark***	79.2%	78.9%	79.0%	79.7%
Total Participants with a Balance	7,913	8,103	8,327	8,622
<b>Asset Allocation</b>				
% of Plan Assets in Stable Value	20.6%	17.5%	21.3%	18.9%
<i>Book of Business % of Plan Assets in Stable Value</i>	22.1%	20.7%	18.3%	21.9%
% of Plan Assets for GoalMaker Participants	12.1%	14.0%	16.1%	17.8%
Participation Rate in GoalMaker	23.7%	27.1%	29.5%	31.1%
Number of Participants in GoalMaker	1,875	2,197	2,458	2,687
Number of Participants in One Fund	1,850	1,882	2,066	2,252
Number of Participants in Four or More Funds	4,731	4,925	5,030	5,166
<b>Distributions</b>				
Number of Distributions*	3,605	3,275	3,829	3,815
Termination	\$20,974,394	\$23,827,376	\$28,135,612	\$25,792,563
Hardship	\$58,718	\$18,727	\$44,838	\$118,107
In Service	\$243,372	\$6,830	\$358,048	\$907,180
Coronavirus-Related Withdrawal	\$609,105	\$442,283	\$0	\$0
Amount of Distributions	\$29,078,244	\$31,293,267	\$39,494,606	\$35,552,348
Amount of Distributions Representing Rollovers	\$17,825,540	\$20,549,406	\$25,840,585	\$21,739,257
% of Assets Distributed*	5.3%	4.8%	7.2%	5.8%

\*Includes Rollovers, Coronavirus-Related Distributions & Repayments, and Qualified Birth or Adoption Distributions & Repayments if applicable on the plan.

\*\*This is not the equivalent of a plan level return on investment due to the timing of additions, distributions and underlying investment performance.

\*\*\*External Benchmark Source: PLANSponsor Defined Contribution Annual Survey

## Plan Demographics Summary

	1/1/2022-9/30/2022	1/1/2023-9/30/2023
Total Participants*	8,327	8,622
Active Participants	5,456	5,678
Terminated Participants	2,849	2,917
Other Participants**	1	1
Multiple Status Participants***	21	26
Average Participant Balance	\$66,040	\$71,514
Average Account Balance for Active Participants	\$49,943	\$56,256
Median Participant Balance	\$22,836	\$25,097
Median Participant Balance for Active Participants	\$17,867	\$20,649
Participants Age 50 and Over	4,788	4,920
Total Assets for Participants Age 50 and Over	\$463,893,341	\$515,611,914
Total (Contributions + Rollovers In)	\$25,222,216	\$24,293,371
Employee Contributions	\$21,280,850	\$21,681,258
Rollovers In	\$3,941,366	\$2,612,113
Total Distributions	(\$28,354,288)	(\$25,822,963)
Percentage of Assets Distributed	5.2%	4.2%
Market Value Gain / Loss****	(\$101,058,372)	\$70,822,346
Total Participant Balances	\$549,915,524	\$616,596,164

\*Participant(s) with an account balance greater than \$0.

\*\*Participant(s) who are not active, terminated or suspended, but have an account balance greater than \$0 (e.g. break-in-service, rehire, etc.).

\*\*\* Participant(s) with an account balance greater than \$0 in more than one participant status category (e.g. Active status in one subplan but Terminated status in another subplan).

\*\*\*\*This is not the equivalent of a plan level return on investment due to the timing of additions, distributions and underlying investment performance.

Rollovers In is the total dollars credited to participant accounts within the period defined that originated in other qualified retirement plan accounts.

# Plan Summary

## Plan Features

GoalMaker	9/30/2022	9/30/2023
Plan Assets for Participants in GoalMaker	\$88,424,309	\$109,805,269
% of Plan Assets for GoalMaker Participants	16.1%	17.8%
# of Participants in GoalMaker	2,458	2,687
Participation Rate in GoalMaker	29.5%	31.1%
Book of Business % of Participants in GoalMaker - As of 12/31/2022	56.0%	

Roth	9/30/2022	9/30/2023
Roth Assets	\$23,174,517	\$30,812,913
# of Participants in Roth	1,996	2,194
Participation Rate in Roth	24.0%	25.5%
Book of Business % of Participants in Roth - As of 12/31/2022	16.5%	

Stable Value	9/30/2022	9/30/2023
Participation Rate in Stable Value	57.2%	55.7%
% of Plan Assets in Stable Value	21.3%	18.9%
Book of Business % of Plan Assets in Stable Value - As of 12/31/2022	21.9%	

eDelivery	9/30/2022	9/30/2023
# of Participants Enrolled in eDelivery	4,759	4,957
# of Participants Affirmatively Elected eDelivery	4,741	4,941
# of Participants Defaulted into eDelivery	18	16
% of Participants in eDelivery	56.7%	56.9%
Book of Business % of Participants in eDelivery - As of 12/31/2022	56.0%	

## Enrollment by Age Group

1/1/2023-9/30/2023							
	Less than 25	25-34	35-44	45-54	55-64	65+	Grand Total
Total	53	166	102	82	53	4	460

## Participant Activity

Call Center	1/1/2022 - 9/30/2022	1/1/2023 - 9/30/2023
Total Call Volume	1,652	1,575

## Transaction Summary

Transactions	1/1/2022 - 9/30/2022	1/1/2023 - 9/30/2023
Total Enrollees*	399	460
Number of Participants with Transfers	2,888	3,010
Distributions	2,661	2,615

\*Number of participants that were enrolled into the plan within the reporting period. This can include those individuals who self enrolled or auto enrolled, if applicable on the plan. Rehires may not be included if their original enrollment date falls outside the reporting period.

eDelivery by Document Type	9/30/2022	9/30/2023
Statements	4,651	4,843
Confirms	4,742	4,936
Tax Forms	4,650	4,835
Plan Related Documents	4,915	4,915

## Benchmark Trends – Plan Features

<u>Plan Features</u>	<u>Your Plan</u>	<u>Book of Business</u>	<u>Industry Average*</u>	<u>Plan Sponsor Survey 2021**</u>	<u>Plan Sponsor Survey 2022***</u>
Auto Enrollment (Administered through Empower)	N/A	57.7%	25.8%	49.1%	43.2%
Auto Enrollment Default Rate	N/A	3% (40.4% of Plans)	14.3%	36.0%	37.5%
Contribution Accelerator (Administered through Empower)	N/A	60.5%	35.5%	42.3%	39.3%
GoalMaker®	Yes	60.4%	N/A	N/A	N/A
Investment Options	24.0	13.5	20.2	22.7	22.3
IncomeFlex®	N/A	27.5%	27.8%	11.1%	7.0%
Loans	N/A	62.5%	64.5%	80.5%	79.7%
Plan Allows Roth	Yes	35.7%	62.1%	81.1%	75.9%
Plan Allows Catch-Up Contributions (Administered through Empower)	Yes	45.8%	N/A	N/A	N/A
Default eDelivery	No	N/A	N/A	N/A	N/A

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Book of Business averages are as of 12/31/2022

External Benchmark Source: **PLANSPONSOR Defined Contribution Annual Survey**

\*Annual Survey, 2022 (Industry Specific Results) – Government Municipal

\*\*2021 Annual Survey, 2021 (Overall)

\*\*\*2022 Annual Survey, 2022 (Overall)

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## Benchmark Trends – Participant Behavior

<u>Plan Features</u>	<u>Your Plan</u>	<u>Book of Business</u>	<u>Industry Average*</u>	<u>Plan Sponsor Survey 2021**</u>	<u>Plan Sponsor Survey 2022***</u>
Participation Rate	85.2%	69.0%	74.0%	79.0%	77.9%
Average Contribution Rate (%)	N/A	7.7%	7.6%	7.5%	7.3%
Average Account Balance	\$71,514	\$72,964	\$107,090	\$110,278	\$116,541
Median Account Balance	\$25,097	\$69,065	\$98,000	\$83,441	\$89,421
% of Plan Assets in Stable Value	18.9%	21.9%	N/A	N/A	N/A
% of Plan Assets in Day One Funds	N/A	1.4%	N/A	N/A	N/A
Average # of Funds Held	5.1	5.4	5.8	5.0	5.0
% of 55+ Participants Utilizing IncomeFlex®	N/A	9.3%	N/A	N/A	N/A
% of Participants Utilizing GoalMaker®	31.1%	56.0%	N/A	N/A	N/A
% of Participants have Outstanding Active Loans	N/A	10.3%	11.1%	12.8%	11.6%
Average Loan Balance	N/A	\$8,143	\$8,068	\$10,709	\$10,368
% of Participants Utilizing eDelivery	56.9%	56.0%	N/A	N/A	N/A

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Book of Business averages are as of 12/31/2022

External Benchmark Source: **PLANSPONSOR Defined Contribution Annual Survey**

\*Annual Survey, 2022 (Industry Specific Results) – Government Municipal

\*\*2021 Annual Survey, 2021 (Overall)

\*\*\*2022 Annual Survey, 2022 (Overall)

# Plan Summary

State of Vermont

## Asset Allocation/Net Activity By Age

January 1, 2023 to September 30, 2023

	Less than 25	25-34	35-44	45-54	55-64	65+	Total
Total Participant Balances	\$518,343	\$14,495,208	\$47,040,527	\$108,722,709	\$187,166,062	\$258,653,316	\$616,596,164
% Assets	0.1%	2.4%	7.6%	17.6%	30.4%	41.9%	100.0%
Average Contribution Rate (\$)	\$140	\$0	\$52	\$167	\$241	\$495	\$229
Contributions	\$298,523	\$2,574,167	\$4,291,001	\$6,043,922	\$6,955,540	\$1,518,104	\$21,681,258
Rollovers In*	\$229	\$528,264	\$791,546	\$860,224	\$293,874	\$137,976	\$2,612,113
Total (Contributions + Rollovers In)	\$298,752	\$3,102,431	\$5,082,548	\$6,904,146	\$7,249,414	\$1,656,080	\$24,293,371
Cash Distributions	(\$4,472)	(\$121,889)	(\$352,540)	(\$1,088,770)	(\$2,458,457)	(\$4,944,584)	(\$8,970,711)
Rollovers Out	\$0	(\$140,250)	(\$898,981)	(\$1,709,192)	(\$6,590,223)	(\$7,513,606)	(\$16,852,252)
Total (Cash Distributions + Rollovers Out)	(\$4,472)	(\$262,138)	(\$1,251,522)	(\$2,797,961)	(\$9,048,680)	(\$12,458,190)	(\$25,822,963)
Net Activity	\$294,281	\$2,840,292	\$3,831,026	\$4,106,185	(\$1,799,266)	(\$10,802,110)	(\$1,529,592)
Total Participants**	130	1,152	1,615	1,876	2,027	1,827	8,627
Average Account Balance	\$3,987	\$12,583	\$29,127	\$57,955	\$92,336	\$141,573	\$71,473
<i>Book of Business Avg. Account Balance as of 12/31/2022</i>	\$3,440	\$15,672	\$43,688	\$86,397	\$126,474	\$130,782	\$72,964
Median Account Balance	\$1,580	\$6,055	\$13,867	\$25,865	\$43,916	\$69,306	\$25,097
<i>Book of Business Median Account Balance as of 12/31/2022</i>	\$3,501	\$11,330	\$28,895	\$49,702	\$73,040	\$106,715	\$69,065

\*Rollovers In is the total dollars credited to participant accounts within the period defined that originated in other qualified retirement plan accounts.

\*\*Total column for participant count is a sum of participants across each age group. E.g. If a participant has both a main account and beneficiary account within different age groups (decedent's date of birth), that participant will be counted twice.



# PLAN ACTIVITY



## Contributions by Fund

INVESTMENT OPTIONS	1/1/2022 - 9/30/2022	%	1/1/2023 - 9/30/2023	%	Change	%
STATE OF VERMONT STABLE VALUE FUND	\$2,495,415	11.7%	\$2,607,804	12.0%	\$112,389	4.5%
VANGUARD DEVELOPED MARKETS INDEX FUND INSTITUTIONAL SHARES	\$2,361,629	11.1%	\$2,513,589	11.6%	\$151,960	6.4%
VANGUARD VALUE INDEX FUND INSTITUTIONAL SHARES	\$1,802,618	8.5%	\$1,862,067	8.6%	\$59,448	3.3%
VANGUARD U.S. GROWTH FUND ADMIRAL SHARES	\$1,910,235	9.0%	\$1,830,432	8.4%	(\$79,802)	-4.2%
VANGUARD TOTAL BOND MARKET INDEX FUND INSTITUTIONAL SHARES	\$1,609,846	7.6%	\$1,660,498	7.7%	\$50,652	3.1%
VANGUARD INSTITUTIONAL INDEX FUND INSTITUTIONAL SHARES	\$1,554,609	7.3%	\$1,610,771	7.4%	\$56,162	3.6%
VANGUARD MID-CAP INDEX FUND INSTITUTIONAL SHARES	\$1,564,502	7.4%	\$1,500,643	6.9%	(\$63,859)	-4.1%
T. ROWE PRICE RETIREMENT I 2030 FUND I CLASS	\$1,337,336	6.3%	\$1,439,794	6.6%	\$102,458	7.7%
T. ROWE PRICE RETIREMENT I 2040 FUND I CLASS	\$1,282,129	6.0%	\$1,305,306	6.0%	\$23,178	1.8%
T. ROWE PRICE RETIREMENT I 2050 FUND I CLASS	\$983,435	4.6%	\$1,278,862	5.9%	\$295,427	30.0%
T. ROWE PRICE SMALL-CAP STOCK FUND I CLASS	\$1,244,978	5.9%	\$1,228,447	5.7%	(\$16,531)	-1.3%
T. ROWE PRICE RETIREMENT I 2020 FUND I CLASS	\$767,767	3.6%	\$702,439	3.2%	(\$65,329)	-8.5%
VANGUARD FTSE SOCIAL INDEX FUND INSTITUTIONAL SHARES	\$467,568	2.2%	\$431,710	2.0%	(\$35,859)	-7.7%
DODGE & COX INTERNATIONAL STOCK FUND CLASS I	\$381,951	1.8%	\$360,653	1.7%	(\$21,298)	-5.6%
DODGE & COX BALANCED FUND CLASS I	\$398,412	1.9%	\$353,805	1.6%	(\$44,607)	-11.2%
LAZARD EMERGING MARKETS EQUITY PORTFOLIO INSTITUTIONAL SHARES	\$225,225	1.1%	\$197,744	0.9%	(\$27,482)	-12.2%
CALVERT BOND FUND CLASS I	\$164,040	0.8%	\$166,259	0.8%	\$2,219	1.4%
T. ROWE PRICE RETIREMENT I 2010 FUND I CLASS	\$195,172	0.9%	\$153,124	0.7%	(\$42,048)	-21.5%
IMPAX GLOBAL ENVIRONMENTAL MARKETS FUND INSTITUTIONAL CLASS	\$140,214	0.7%	\$121,889	0.6%	(\$18,326)	-13.1%
PIMCO TOTAL RETURN ESG FUND INSTITUTIONAL CLASS	\$134,350	0.6%	\$118,042	0.5%	(\$16,308)	-12.1%
T. ROWE PRICE RETIREMENT BALANCED I FUND I CLASS	\$106,198	0.5%	\$91,725	0.4%	(\$14,474)	-13.6%
IMPAX SUSTAINABLE ALLOCATION FUND INVESTOR CLASS	\$92,865	0.4%	\$76,642	0.4%	(\$16,223)	-17.5%
FPA NEW INCOME FUND	\$60,355	0.3%	\$69,014	0.3%	\$8,659	14.3%
Total Assets Contributed	\$21,280,850	100.0%	\$21,681,258	100.0%	\$400,408	1.9%

## Interfund Transfers

1/1/2023 to 9/30/2023

INVESTMENT OPTIONS	IN	OUT	NET
STATE OF VERMONT STABLE VALUE FUND	\$5,322,246	(\$3,594,208)	\$1,728,039
VANGUARD TOTAL BOND MARKET INDEX FUND INSTITUTIONAL SHARES	\$3,273,300	(\$1,923,663)	\$1,349,637
VANGUARD DEVELOPED MARKETS INDEX FUND INSTITUTIONAL SHARES	\$1,563,883	(\$1,234,610)	\$329,273
T. ROWE PRICE RETIREMENT I 2030 FUND I CLASS	\$610,095	(\$302,921)	\$307,174
IMPAX SUSTAINABLE ALLOCATION FUND INVESTOR CLASS	\$122,973	(\$66,888)	\$56,086
VANGUARD INSTITUTIONAL INDEX FUND INSTITUTIONAL SHARES	\$1,171,459	(\$1,134,764)	\$36,695
VANGUARD VALUE INDEX FUND INSTITUTIONAL SHARES	\$2,275,413	(\$2,240,999)	\$34,414
VANGUARD FTSE SOCIAL INDEX FUND INSTITUTIONAL SHARES	\$625,616	(\$600,374)	\$25,241
CALVERT BOND FUND CLASS I	\$181,378	(\$185,350)	(\$3,972)
SELF DIRECTED BROKERAGE ACCOUNT	\$0	(\$42,000)	(\$42,000)
T. ROWE PRICE RETIREMENT I 2050 FUND I CLASS	\$167,847	(\$222,122)	(\$54,275)
VANGUARD MID-CAP INDEX FUND INSTITUTIONAL SHARES	\$1,133,478	(\$1,219,257)	(\$85,779)
T. ROWE PRICE RETIREMENT BALANCED I FUND I CLASS	\$181,933	(\$267,968)	(\$86,036)
IMPAX GLOBAL ENVIRONMENTAL MARKETS FUND INSTITUTIONAL CLASS	\$125,302	(\$237,056)	(\$111,754)
FPA NEW INCOME FUND	\$138,709	(\$252,506)	(\$113,797)
T. ROWE PRICE SMALL-CAP STOCK FUND I CLASS	\$1,220,735	(\$1,338,116)	(\$117,381)
DODGE & COX BALANCED FUND CLASS I	\$303,295	(\$461,096)	(\$157,801)
LAZARD EMERGING MARKETS EQUITY PORTFOLIO INSTITUTIONAL SHARES	\$113,346	(\$276,057)	(\$162,711)
T. ROWE PRICE RETIREMENT I 2010 FUND I CLASS	\$46,831	(\$292,585)	(\$245,754)
DODGE & COX INTERNATIONAL STOCK FUND CLASS I	\$153,785	(\$414,689)	(\$260,904)
T. ROWE PRICE RETIREMENT I 2040 FUND I CLASS	\$330,480	(\$645,966)	(\$315,485)
PIMCO TOTAL RETURN ESG FUND INSTITUTIONAL CLASS	\$65,063	(\$436,148)	(\$371,085)
T. ROWE PRICE RETIREMENT I 2020 FUND I CLASS	\$117,448	(\$597,900)	(\$480,452)
VANGUARD U.S. GROWTH FUND ADMIRAL SHARES	\$2,568,455	(\$3,825,829)	(\$1,257,373)
TOTAL	\$21,813,070	(\$21,813,070)	\$0

## Participant Distribution Statistics

Distribution Type	Amount of Withdrawals Taken				# of Withdrawals			
	1/1/2022 - 9/30/2022	1/1/2023 - 9/30/2023	Change	% Change	1/1/2022 - 9/30/2022	1/1/2023 - 9/30/2023	Change	% Change
Termination	\$20,391,469	\$20,209,583	(\$181,886)	(1%)	910	892	(18)	(2%)
Death Distribution	\$2,790,494	\$1,169,113	(\$1,621,381)	(58%)	76	70	(6)	(8%)
Installment Payment	\$1,960,538	\$1,960,011	(\$528)	(0%)	1,447	1,446	(1)	(0%)
Direct Transfer	\$1,608,019	\$439,385	(\$1,168,634)	(73%)	36	14	(22)	(61%)
Required Minimum Distribution	\$986,550	\$877,948	(\$108,602)	(11%)	157	153	(4)	(3%)
In-Service Withdrawal	\$329,155	\$904,680	\$575,525	175%	10	13	3	30%
QDRO	\$242,700	\$155,928	(\$86,772)	(36%)	14	10	(4)	(29%)
Hardship Withdrawal	\$43,238	\$88,399	\$45,161	104%	3	13	10	333%
Return of Excess Deferrals/Contributions	\$1,639	\$17,880	\$16,241	991%	2	2	0	0%
Gross Adjustment	\$485	\$36	(\$449)	(93%)	6	2	(4)	(67%)
<b>Grand Total</b>	<b>\$28,354,288</b>	<b>\$25,822,963</b>	<b>(\$2,531,325)</b>	<b>(9%)</b>	<b>2,661</b>	<b>2,615</b>	<b>(46)</b>	<b>(2%)</b>

1/1/2023 - 9/30/2023						
Distribution Sub-Type	Amount of Withdrawals Taken			# of Withdrawals		
	Age < 50	Age >= 50	Total	Age < 50	Age >= 50	Total
Rollover	\$1,507,491	\$15,344,761	\$16,852,252	49	116	165
Cash	\$625,280	\$8,345,431	\$8,970,711	56	2,394	2,450
<b>Grand Total</b>	<b>\$2,132,771</b>	<b>\$23,690,192</b>	<b>\$25,822,963</b>	<b>105</b>	<b>2,510</b>	<b>2,615</b>

Termination - A withdrawal that is taken when the participant is active and terminating from employment or is already in a 'Terminated' status.

Death Distribution - Distribution taken by a beneficiary. This could include required minimum distributions, installment payments, etc.

Installment Payment - An Installment distribution is a payment option that disburses funds over time (i.e. monthly, quarterly, yearly).

Direct Transfer - Non-taxable transfer of participant assets from one type of tax-deferred retirement plan or account to another.

Required Minimum Distribution - Minimum amounts that a participant must withdraw annually upon reaching a certain age or retirement. This would exclude any beneficiary or QDRO accounts.

In-Service Withdrawal - A distribution that is taken while the participant is still active, before termination from employment.

QDRO - Distribution taken by the recipient of a QDRO. This could include required minimum distributions, installment payments, etc.

Hardship Withdrawal - A distribution which is requested by a participant because of an immediate and heavy financial need that cannot be satisfied from other resources.

Return of Excess Deferrals/Contributions - Could include Actual Contribution Percentage (ACP), Actual Deferral Percentage (ADP), Excess Deferrals, Excess Annual Editions and/or Ineligible Contributions.

Gross Adjustment - The total of all adjustments made to an account or plan in absolute terms, regardless of whether or not the adjustments were positive or negative.

## Participant Transaction Statistics

	10/1/2022 - 12/31/2022	1/1/2023 - 3/31/2023	4/1/2023 - 6/30/2023	7/1/2023 - 9/30/2023
Call Center				
Unique Callers	323	380	306	303
Total Call Volume	511	604	488	483
Participant Website				
Registered Participants	6,225	6,227	6,217	6,208
Unique Web Logins	2,556	3,304	2,658	2,576
Total Web Logins	26,726	34,578	24,816	22,430

Call Center Reason Category	10/1/2022 - 12/31/2022	1/1/2023 - 3/31/2023	4/1/2023 - 6/30/2023	7/1/2023 - 9/30/2023
Account Explanations	98	101	118	77
Allocation Changes & Exchange	13	8	4	5
Contributions	10	20	11	16
Disbursements	272	300	238	254
Enrollments	0	1	0	3
Forms	0	2	0	0
Fund Information	10	5	4	7
Hardships	17	21	24	21
IFX	0	0	0	0
IVR or Web Assistance	14	18	16	15
Loans	0	2	4	4
Other	37	40	30	36
Payment Questions	0	0	0	0
Plan Explanations	9	15	15	17
Regen Reg Letter	0	0	0	0
Status of Research	14	24	7	11
Tax Information	1	29	4	0
Website Processing	16	18	13	17
Total	511	604	488	483

### Definitions:

**Unique Callers** – The number of individuals that spoke to a Participant Service Center Representative during the reporting period (e.g., If the same individual called five times during the reporting period, they would only be counted once).

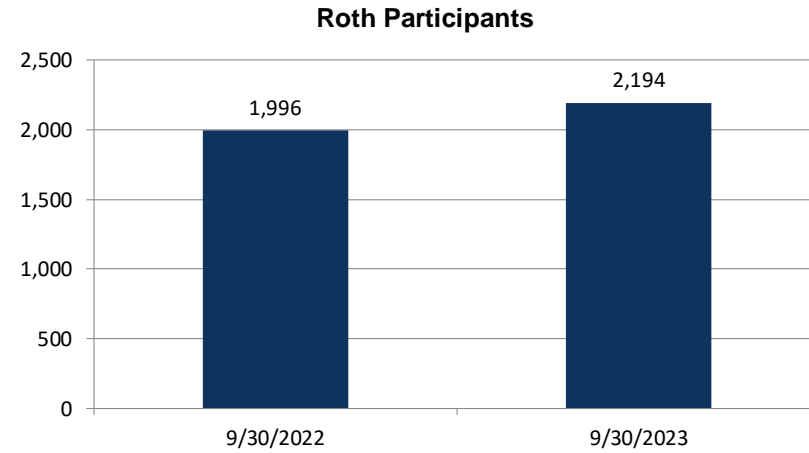
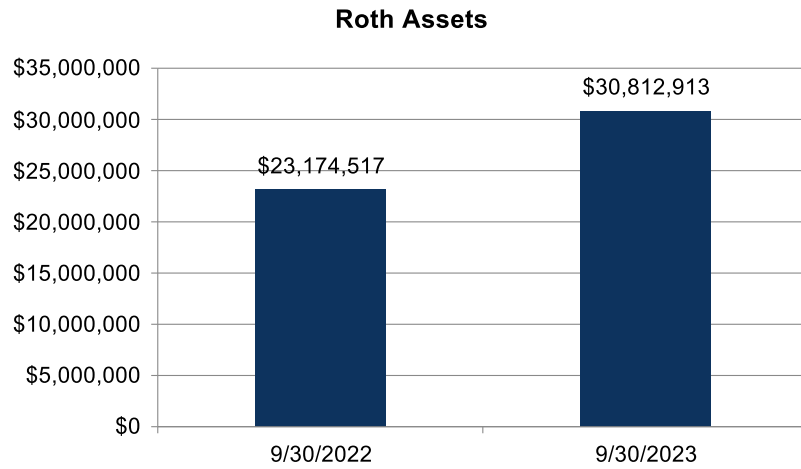
**Total Call Volume** – The number of calls to a Participant Service Center Representative during the reporting period (e.g., If the same individual called five times during the reporting period, they would be counted five times).

**Registered Participants** - The total number of individuals that established an account as of the reporting end date, for which they can access their retirement plan via the Participant Website.

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# Plan Summary

## Roth Summary



	9/30/2022	9/30/2023
Roth Assets	\$23,174,517	\$30,812,913
# of Participants in Roth	1,996	2,194
Participation Rate in Roth	24.0%	25.5%
Book of Business % of Participants in Roth - As of 12/31/2022	16.5%	



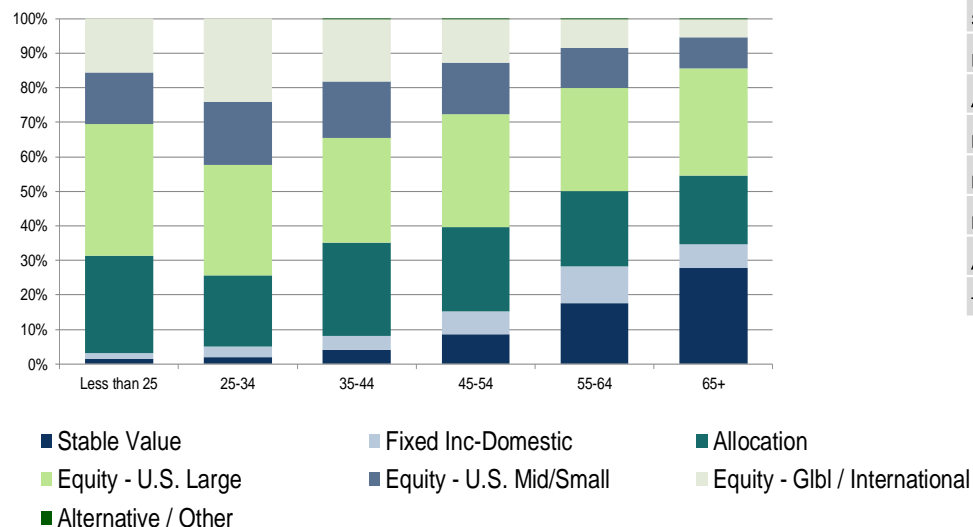


# INVESTMENT DIVERSIFICATION



# Plan Summary

## Assets by Asset Class and Age As of September 30, 2023



## Asset Allocation

Asset Class	Your Plan Assets as of 9/30/2023	Your Plan % as of 9/30/2023
Stable Value	\$116,681,214	18.9%
Fixed Inc-Domestic	\$47,146,578	7.7%
Allocation	\$134,579,753	21.8%
Equity - U.S. Large	\$190,907,201	31.0%
Equity - U.S. Mid/Small	\$71,689,133	11.6%
Equity - Gbl / International	\$54,602,094	8.9%
Alternative / Other	\$990,191	0.2%
<b>Total Participant Balances</b>	<b>\$616,596,164</b>	<b>100.0%</b>

## Fund Utilization By Age As of September 30, 2023

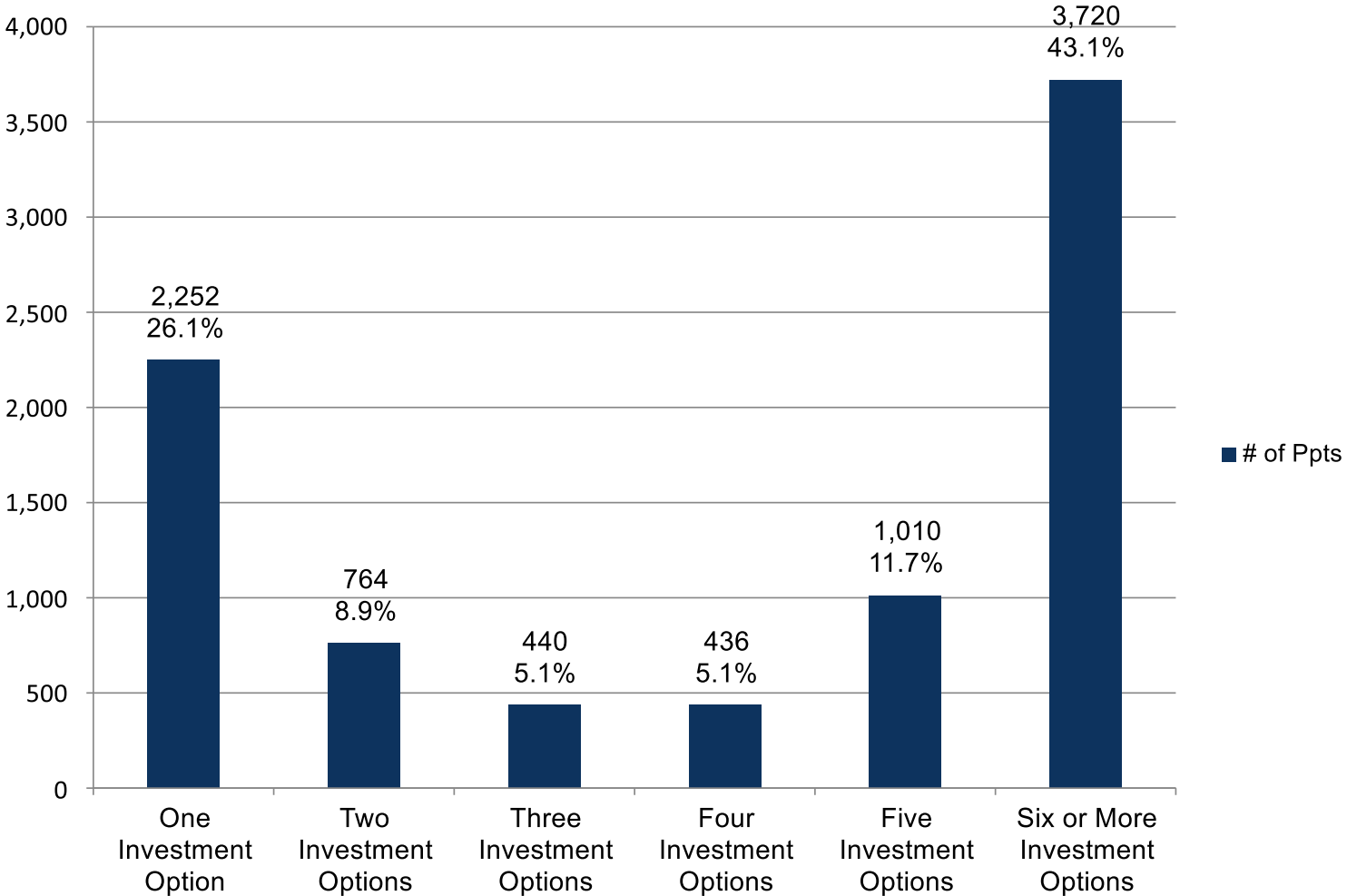
	Less than 25	25-34	35-44	45-54	55-64	65+	Total
Participants Invested in Only One Fund	60	350	406	426	472	540	2,254
Average # of Funds per Participant	3.4	4.8	5.8	5.6	5.2	4.1	5.1
<i>Book of Business Participants Avg. # of Funds per Participant as of 12/31/2022</i>	5.5	5.4	5.5	5.6	5.4	4.3	5.4
% of Plan Assets in Stable Value	1.4%	2.0%	4.0%	8.7%	17.6%	27.9%	18.9%
<i>Book of Business % of Plan Assets in Stable Value as of 12/31/2022</i>	7.5%	6.6%	8.9%	14.0%	24.9%	39.3%	21.8%
Self Directed Brokerage Account # of Participants	0	0	2	2	6	4	14

## Utilization by Fund as of September 30, 2023

INVESTMENT OPTIONS	Balance	% Invested in Fund	# of Ppts	Ppts Using as Sole Investment
<b>STATE OF VERMONT STABLE VALUE FUND</b>	\$116,681,214	18.9%	4,802	524
VANGUARD INSTITUTIONAL INDEX FUND INSTITUTIONAL SHARES	\$71,511,539	11.6%	2,178	97
<b>VANGUARD U.S. GROWTH FUND ADMIRAL SHARES</b>	\$48,215,416	7.8%	4,678	17
<b>VANGUARD VALUE INDEX FUND INSTITUTIONAL SHARES</b>	\$46,018,731	7.5%	4,639	16
<b>T. ROWE PRICE SMALL-CAP STOCK FUND I CLASS</b>	\$36,458,682	5.9%	4,632	7
DODGE & COX BALANCED FUND CLASS I	\$36,438,131	5.9%	879	42
<b>VANGUARD MID-CAP INDEX FUND INSTITUTIONAL SHARES</b>	\$35,230,451	5.7%	4,653	9
<b>VANGUARD DEVELOPED MARKETS INDEX FUND INSTITUTIONAL SHARES</b>	\$33,193,068	5.4%	4,042	2
<b>VANGUARD TOTAL BOND MARKET INDEX FUND INSTITUTIONAL SHARES</b>	\$32,049,248	5.2%	3,277	6
T. ROWE PRICE RETIREMENT I 2030 FUND I CLASS	\$27,422,974	4.4%	640	298
T. ROWE PRICE RETIREMENT I 2020 FUND I CLASS	\$27,059,734	4.4%	483	209
VANGUARD FTSE SOCIAL INDEX FUND INSTITUTIONAL SHARES	\$25,161,515	4.1%	670	31
T. ROWE PRICE RETIREMENT I 2040 FUND I CLASS	\$20,274,956	3.3%	594	339
DODGE & COX INTERNATIONAL STOCK FUND CLASS I	\$12,437,503	2.0%	1,480	3
T. ROWE PRICE RETIREMENT I 2010 FUND I CLASS	\$8,750,572	1.4%	226	90
T. ROWE PRICE RETIREMENT I 2050 FUND I CLASS	\$7,217,879	1.2%	654	505
LAZARD EMERGING MARKETS EQUITY PORTFOLIO INSTITUTIONAL SHARES	\$5,900,343	1.0%	1,386	6
FPA NEW INCOME FUND	\$5,841,660	0.9%	307	5
CALVERT BOND FUND CLASS I	\$4,788,850	0.8%	1,130	0
PIMCO TOTAL RETURN ESG FUND INSTITUTIONAL CLASS	\$4,466,821	0.7%	1,310	1
T. ROWE PRICE RETIREMENT BALANCED I FUND I CLASS	\$4,344,879	0.7%	252	39
IMPAX GLOBAL ENVIRONMENTAL MARKETS FUND INSTITUTIONAL CLASS	\$3,071,181	0.5%	557	4
IMPAX SUSTAINABLE ALLOCATION FUND INVESTOR CLASS	\$3,070,628	0.5%	222	2
SELF DIRECTED BROKERAGE ACCOUNT	\$990,191	0.2%	14	0
Total	\$616,596,164	100.0%		

The funds in **bold** type denote inclusion in the GoalMaker® product.

## Investment Utilization as of September 30, 2023



*Due to rounding, bar graph may not equal 100%*

# Plan Summary

## GoalMaker® Participation

as of 9/30/2023

	12/31/2022	3/31/2023	6/30/2023	9/30/2023
Plan Assets for Participants in GoalMaker	\$96,540,899	\$104,055,538	\$109,375,270	\$109,805,269
# of Participants in GoalMaker	2,504	2,566	2,597	2,687
Participation Rate in GoalMaker	29.7%	30.2%	30.4%	31.1%
% of Plan Assets for GoalMaker Participants	16.6%	17.2%	17.3%	17.8%

### Book of Business For Plans Offering GoalMaker – As of 12/31/2022

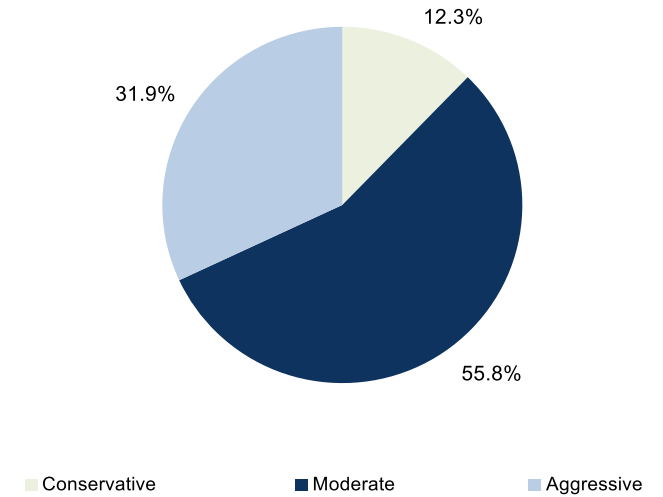
The participation rate in GoalMaker is 56.0%.

The percentage of plan assets for GoalMaker participants is 20.9%.

Participant Age Range	Conservative		Moderate		Aggressive		Total
	Active/Suspended	Terminated	Active/Suspended	Terminated	Active/Suspended	Terminated	
Less than 25	1	0	20	1	30	6	58
25-34	29	3	187	37	290	46	592
35-44	34	5	273	34	256	42	644
45-54	39	6	312	30	220	22	629
55-64	68	24	317	47	108	18	582
65+	23	38	53	55	6	7	182
Total	194	76	1,162	204	910	141	2,687

Participant Age Range	Conservative		Moderate		Aggressive		Total
	Active/Suspended	Terminated	Active/Suspended	Terminated	Active/Suspended	Terminated	
Less than 25	\$1,230	\$0	\$99,726	\$267	\$116,177	\$7,906	\$225,306
25-34	\$163,923	\$23,333	\$2,234,290	\$367,781	\$4,169,364	\$437,041	\$7,395,732
35-44	\$242,447	\$77,078	\$6,365,223	\$601,105	\$7,080,890	\$641,277	\$15,008,020
45-54	\$1,545,086	\$279,732	\$11,686,935	\$794,229	\$9,803,161	\$1,201,496	\$25,310,639
55-64	\$3,618,148	\$1,511,742	\$20,748,258	\$3,262,898	\$7,088,691	\$1,878,038	\$38,107,775
65+	\$1,833,907	\$4,176,939	\$5,918,016	\$9,175,823	\$1,365,909	\$1,287,204	\$23,757,797
Total	\$7,404,741	\$6,068,825	\$47,052,448	\$14,202,102	\$29,624,192	\$5,452,962	\$109,805,269

## Percentage of Assets by GoalMaker® Participation Portfolio As of 9/30/2023



# 3.5 Years

average length of time GoalMaker participants have been enrolled in GoalMaker

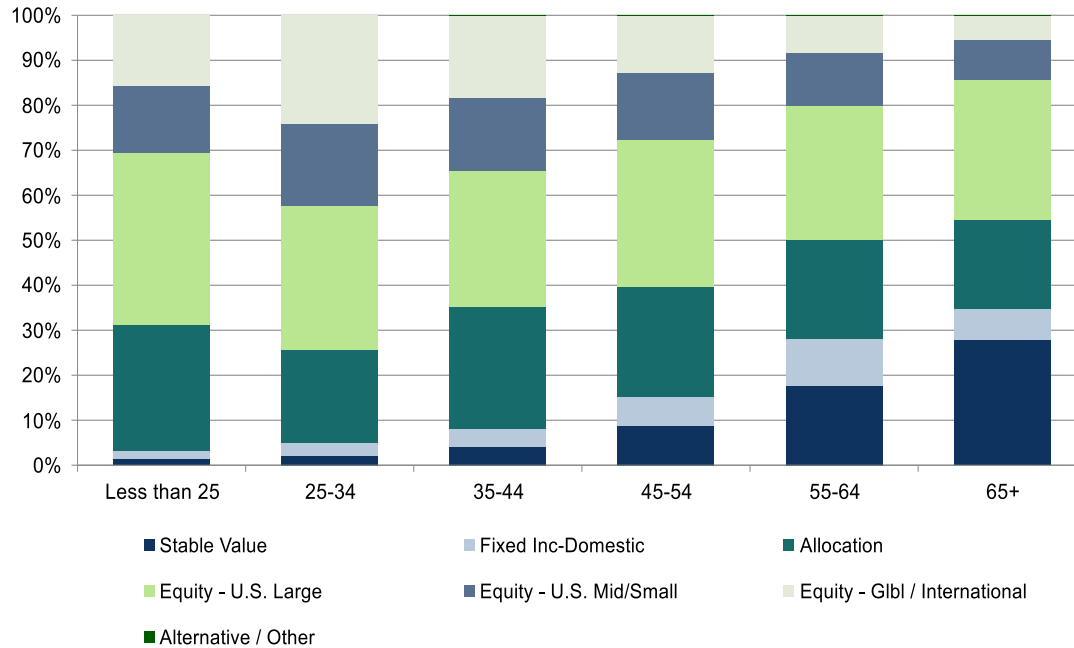
# 31.1%

GoalMaker participation rate for those who actively elected GoalMaker

Due to rounding, pie chart may not equal 100%

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## Asset Allocation by Age Group



### As of September 30, 2023

Asset Class	Less than 25	25-34	35-44	45-54	55-64	65+	Total
Stable Value	\$7,445	\$295,099	\$1,899,773	\$9,484,087	\$32,868,877	\$72,125,932	\$116,681,214
Fixed Inc-Domestic	\$8,379	\$423,127	\$1,911,202	\$7,132,811	\$19,831,232	\$17,839,827	\$47,146,578
Allocation	\$146,231	\$3,015,749	\$12,718,639	\$26,500,587	\$40,881,134	\$51,317,413	\$134,579,753
Equity - U.S. Large	\$198,110	\$4,626,064	\$14,290,576	\$35,409,144	\$56,091,215	\$80,292,091	\$190,907,201
Equity - U.S. Mid/Small	\$77,139	\$2,643,124	\$7,617,800	\$16,367,810	\$21,799,556	\$23,183,704	\$71,689,133
Equity - Gbl / International	\$81,039	\$3,492,045	\$8,543,325	\$13,748,849	\$15,373,445	\$13,363,391	\$54,602,094
Alternative / Other	\$0	\$0	\$59,212	\$79,421	\$320,601	\$530,957	\$990,191
<b>Total Assets</b>	<b>\$518,343</b>	<b>\$14,495,208</b>	<b>\$47,040,527</b>	<b>\$108,722,709</b>	<b>\$187,166,061</b>	<b>\$258,653,316</b>	<b>\$616,596,164</b>
<b>% of Assets</b>	<b>0.1%</b>	<b>2.4%</b>	<b>7.6%</b>	<b>17.6%</b>	<b>30.4%</b>	<b>41.9%</b>	<b>100.0%</b>
Total Participants	130	1,152	1,615	1,876	2,027	1,827	8,627
Avg Account Balance	\$3,987	\$12,583	\$29,127	\$57,955	\$92,336	\$141,573	\$71,473

# Plan Summary

State of Vermont

## Rep Stats

	10/1/2022-12/31/2022	1/1/2023-3/31/2023	4/1/2023-6/30/2023	7/1/2023-9/30/2023	Total
Group Presentations	12	9	15	15	51
Individual Participant Meetings	427	548	511	604	2,090
New Enrollments as a result of Group/Individual Meeting*	62	62	68	103	295
GoalMaker as a result of Group/Individual Meeting*	56	66	73	108	303
Contribution Rate Increases	133	137	116	109	495
Number of Rollovers	35	22	26	21	104
Rollover Dollars	\$1,512,000	\$366,000	\$544,000	\$715,000	\$3,137,000

# Plan Summary

State of Vermont

## ESG Funds

Plan # - Plan Name	Fund	Ticker	AUM as of 9/30/2023	# of PPT	% of AUM of the Plan
<b>940010 - 940060 - 403(b) Exclusive &amp; Non-Exclusive</b>					
	Calvert Equity Fund Class I	CEYIX	\$3,612,795	162	
	Impax Global Environmental Markets Fund Institutional Class	PGINX	\$446,510	77	
	PIMCO Total Return ESG Fund Institutional Class	PTSAX	\$3,798,528	998	
<b>940020 - State Defined Contribution</b>					
	Impax Global Environmental Markets Fund Institutional Class	PGINX	\$297,897	7	
	PIMCO Total Return ESG Fund Institutional Class	PTSAX	\$215,490	8	
<b>940030 - Muni Defined Contribution</b>					
	Impax Global Environmental Markets Fund Institutional Class	PGINX	\$8,998	3	
<b>940050 - 457b Plan</b>					
	Impax Global Environmental Markets Fund Institutional Class	PGINX	\$3,071,181	557	
	Impax Sustainable Allocation Fund Investor Class	PAXWX	\$3,070,628	222	
	PIMCO Total Return ESG Fund Institutional Class	PTSAX	\$4,466,821	1,310	
	Vanguard FTSE Social Index Fund Institutional Shares	VFTNX	\$25,161,515	670	



# Plan Summary

## State of Vermont ICMA-RC Stable Income fund Performance Reporting As of 9/30/2023

Market-to-Book Value Ratio as of 9/30/2023 .....91.96%

	Account Performance	Benchmark: ICE BofA US 3M Treasury Bill
	<b>9/30/2023</b>	
1 MONTH	0.26%	0.46%
3 MONTH	0.77%	1.31%
YTD	2.16%	3.60%
1 YEAR	2.76%	4.47%
3 YEAR	2.31%	1.70%
5 YEAR	2.40%	1.72%
10 YEAR	2.32%	1.12%
SINCE INCEPTION	2.46%	N/A

\*Returns for periods greater than one year are annualized.

# Plan Summary

Assets and contributions reflect actual participant account balances and do not include outstanding loan balances, forfeitures, and / or expense account assets.

Customer should promptly report any inaccuracy or discrepancy to the brokerage firm(s).

All oral communications should be re-confirmed in writing to protect the customer's legal rights, including rights under the Securities Investor Protection act (SIPA).

This information should not be considered an offer or solicitation of securities, insurance products or services. No offer is intended nor should this material be construed as an offer of any product. The information is being presented by us solely in our role as the plan's service provider and or record keeper.

Retirement products and services are provided by Prudential Retirement Insurance and Annuity Company, Hartford, CT, or its affiliates.

Securities products and services are offered through Prudential Investment Management Services LLC (PIMS), Newark, NJ, a Prudential Financial company.

Prudential Retirement's registered representatives are registered with Prudential Investment Management Services, LLC, Newark, NJ. A Prudential Financial Company.

In providing this information Prudential Retirement is not undertaking to provide impartial investment advice, or to give advice in a fiduciary capacity. Prudential Retirement may benefit from advisory and other fees paid to it or its affiliates for managing, selling, or settling of the Prudential mutual funds and other investment products or securities offered by Prudential Retirement or its affiliates. Investment vehicles sponsored or managed by a Prudential Retirement affiliate generate more revenue for the Prudential enterprise than non-proprietary investment vehicles. Prudential Retirement's sales personnel generally receive greater compensation if plan assets are invested in proprietary investment vehicles. Prudential Retirement may benefit directly from the difference between investment earnings of Prudential Retirement's stable value funds and the amount credited to deposits in those funds. Prudential Retirement may also benefit from broker-dealer or other entities' co-sponsorship of Prudential conferences.

Prudential Retirement's separate accounts are available under group variable annuity contracts issued by Prudential Retirement Insurance and Annuity Company (PRIAC), Hartford, CT. PRIAC is a Prudential Financial company.

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Book of Business averages are as of 12/31/2022.

1053439-00003-00

# Plan Summary

On April 1, 2022, Empower Annuity Insurance Company of America (EAIC), formerly known as Great-West Life & Annuity Insurance Company, the parent company of Empower Retirement, LLC (Empower) acquired the full-service retirement business of Prudential Financial, Inc. In connection with the transaction, EAIC acquired all shares of the following entities, which are no longer affiliated with Prudential Financial, Inc.: Prudential Retirement Insurance and Annuity Company; Prudential Bank & Trust, FSB; Global Portfolio Strategies, Inc.; TBG Insurance Services Corporation; MC Insurance Agency Services, LLC; and Mullin TBG Insurance Agency Services, LLC. On October 3, 2022, Prudential Retirement Insurance and Annuity Company was renamed Empower Annuity Insurance Company. For additional information regarding the name changes, please see: [www.empower.com/name-change](http://www.empower.com/name-change).

Empower is in the process of integrating the acquired full-service retirement business. Effective January 1, 2023, Global Portfolio Strategies, Inc. was merged into Empower Capital Management, LLC, an Empower affiliate. Effective March 31, 2023, Prudential Bank & Trust, FSB is merging into Empower Trust Company, LLC, an Empower affiliate, and all services performed by Prudential Bank & Trust, FSB will be assumed by Empower Trust Company, LLC.

Please use the following to determine if Empower is now the service provider for an account or product. If an individual has multiple accounts, they may be a customer of Prudential Financial, Inc. and its affiliates (together, Prudential) and Empower.

Account Type	Service Provider
<p><b>If an individual is an annuitant, contingent annuitant, or other beneficiary under a group annuity contract issued or reinsured by Prudential’s pension risk transfer business or a plan participant whose benefit is administered by Prudential’s pension risk transfer business...</b></p> <p><b>How does an individual know if this applies?</b></p> <p>They were previously issued an annuity certificate from the Prudential Insurance Company of America <u>in connection with their employer’s defined benefit plan</u>, OR they previously received a communication from their employer that Prudential has issued a guaranteed annuity covering all or a portion of their pension benefit or pays their pension benefit.</p>	<p>... The account remains with Prudential and was not impacted by the transaction.</p> <p>The “Important Disclosures Regarding the Empower Transaction” listed below <b>do not apply</b> to the account.</p>
<p><b>If an individual independently purchased an individual annuity, life insurance, or investment product with Prudential...</b></p> <p><b>How does an individual know if this applies?</b></p> <ul style="list-style-type: none"> <li>• They independently purchased a product from Prudential (other than a SmartSolution IRA) that is unrelated to an employer workplace plan.</li> <li>• The product purchased is issued by The Prudential Insurance Company of America (PICA), Pruco Life Insurance Company, or Pruco Life Insurance Company of New Jersey.</li> <li>• They purchased an investment product or service through Pruco Securities, LLC.</li> </ul>	<p>... The account remains with Prudential and was not impacted by the transaction.</p> <p>The “Important Disclosures Regarding the Empower Transaction” listed below <b>do not apply</b> to the account.</p>

# Plan Summary

<p><b>If an individual is a participant in the Prudential Employee Savings Plan (PESP); the Jennison Associates Savings Plan; the Assurance Savings Plan; the Prudential Supplemental Employee Savings Plan; the Prudential Financial, Inc. 2021 Omnibus Incentive Plan and the attendant Prudential Long-Term Incentive Program; the Prudential Financial, Inc. 2016 Deferred Compensation Plan for Non-Employee Directors; or the PGIM, Inc. Omnibus Deferred Compensation Plan...</b></p> <p><b>How does an individual know if this applies?</b></p> <ul style="list-style-type: none"> <li>• They receive statements and other notifications from Prudential in connection with one or more of these plans.</li> </ul>	<p>...Prudential remains the service provider for the plans. Empower is currently providing services as a sub-contractor for a transitional period.</p> <p>Please carefully review the “Important Disclosures Regarding the Empower Transaction” below that <b>apply to the account as applicable.</b></p>
<p><b>If an individual is a participant in a retirement plan previously serviced by Prudential Retirement that may include defined benefit plans, nonqualified plans, defined contribution plans, and 401(k) plans (including a plan that permits self-directed brokerage accounts), or is an account holder of a SmartSolution IRA, an Auto Roll IRA, or an NFS Prudential Brokerage Account...</b></p> <p><b>This category includes certain Stable Value products on third party recordkeeping platforms where the service provider will transfer to Empower. These clients will be notified directly.</b></p> <p><b>How does an individual know if this applies?</b></p> <ul style="list-style-type: none"> <li>• They receive a notification from Prudential Retirement notifying them that Empower will become the service provider for their account.</li> <li>• They receive a welcome email or letter from Empower.</li> </ul>	<p>...Empower is now the service provider for the account. However, with respect to SmartSolution IRAs and certain Auto Roll IRAs, Prudential Investment Management Services LLC (PIMS) remains the broker-dealer for a transitional period.</p> <p>Please carefully review the “Important Disclosures Regarding the Empower Transaction” below that <b>apply.</b></p>

## Important Disclosures Regarding the Empower Transaction

Effective April 1, 2022, the following will apply:

- All references to “Prudential Retirement” refer to Empower. Prudential Retirement is no longer a business unit of Prudential.
- Certain insurance products written by The Prudential Insurance Company of America were reinsured to EAICA and Empower Life & Annuity Insurance Company of New York (for New York business). Empower will become the administrator of this business acquired from Prudential.
- Empower refers to the products and services offered by EAICA and its subsidiaries, including Empower Retirement, LLC. Empower is not affiliated with Prudential or its affiliates.
- Full-service retirement sales personnel and certain service personnel are no longer registered representatives of Prudential Investment Management Services LLC (PIMS) and are registered representatives of Empower Financial Services, Inc., formerly known as GWFS Equities, Inc. For a transition period, certain back office and service personnel will remain registered representatives of PIMS.
- During a transition period, Prudential and, as applicable, its affiliates will continue to provide services to Empower. PIMS will continue to provide certain broker-dealer services under the terms of existing service agreements for certain plans and will continue to be the broker-dealer of record for existing SmartSolution IRAs and certain Auto Roll IRAs for a transition period.
- On or about May 1, 2023, the principal underwriter and distributor for certain legacy Prudential products will change from Prudential Investment Management Services LLC to Empower Financial Services, Inc, resulting from the sale of Prudential’s retirement business to Empower. The change of principal underwriter and distributor will not impact the way these products operate. You can find further details if you wish in the prospectus to be released on or about May 1, 2023, to determine which principal underwriter and distributor supports the product you are invested in.
- Any documents pertaining to fraud or security commitments by Prudential Retirement are no longer applicable and are replaced with Empower’s commitments set forth at [participant.empower-retirement.com/participant/#/articles/securityGuarantee](https://participant.empower-retirement.com/participant/#/articles/securityGuarantee)
- If Empower is the service provider for an account, Prudential’s Privacy Statements and Privacy Notices are replaced with Empower’s Privacy Notice as set forth at [empower-retirement.com/privacy](https://empower-retirement.com/privacy) for the account.

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**Empower Sponsor 2.2023**

## **Section II Economic Outlook**



# Greener pastures

## There are plenty of reasons to view the job market as tight, but the quits rate isn't one of them

If there's one thing unambiguously keeping the U.S. out of recession, it's the historically tight jobs market. Unemployment is once again hovering very close to its Vietnam-era low of 3.4%, while the number of job openings has remained stubbornly close to the 10 million mark that had economists so short of breath earlier in this cycle. It's hard to imagine researchers at the National Bureau of Economic Research — the organization tasked with officially deciding when the economy is (and is not) in recession — changing their tune unless and until that tightness eases.

Beyond some of the more mundane employment statistics, another measure of labor market tightness is the so-called “quits ratio,” which is also hovering very near all-time highs. Because it illustrates how willing employees are to leave a stable job and look for something new, a high quits ratio is often viewed as an important sign of worker confidence in the labor market; conversely, a low (or declining) quits ratio is seen as a sign of pessimism.

It's hard to argue with that logic. There have been three recessions during the 22 years since the Bureau of Labor Statistics began collecting quits data, and all three were accompanied by big, sustained declines in the quits ratio. Today that ratio is declining again, but economists — including Fed Chairman Jerome Powell himself — continue to point to the historically high quits ratio as evidence of extremes of confidence among U.S. workers.

- ▶ The one thing unambiguously keeping the U.S. out of recession is a tight labor market.
- ▶ Extremely low unemployment and elevated job openings are evidence of that tightness.
- ▶ The quits rate — seen as a sign of confidence among U.S. workers — is also extremely high.
- ▶ The signal provided by “quits” may be distorted by both supply-side factors (i.e., 2.5 jobs per “quitter”) and demand-side factors (a big pay gap between job leavers — and stayers).
- ▶ Instead, focus on the rate of change in quits, or more simple statistics, for a signal that the labor market is softening.
- ▶ Either way, the fate of the job market will determine if calls for a soft landing are justified.

## EMPOWER INVESTMENTS

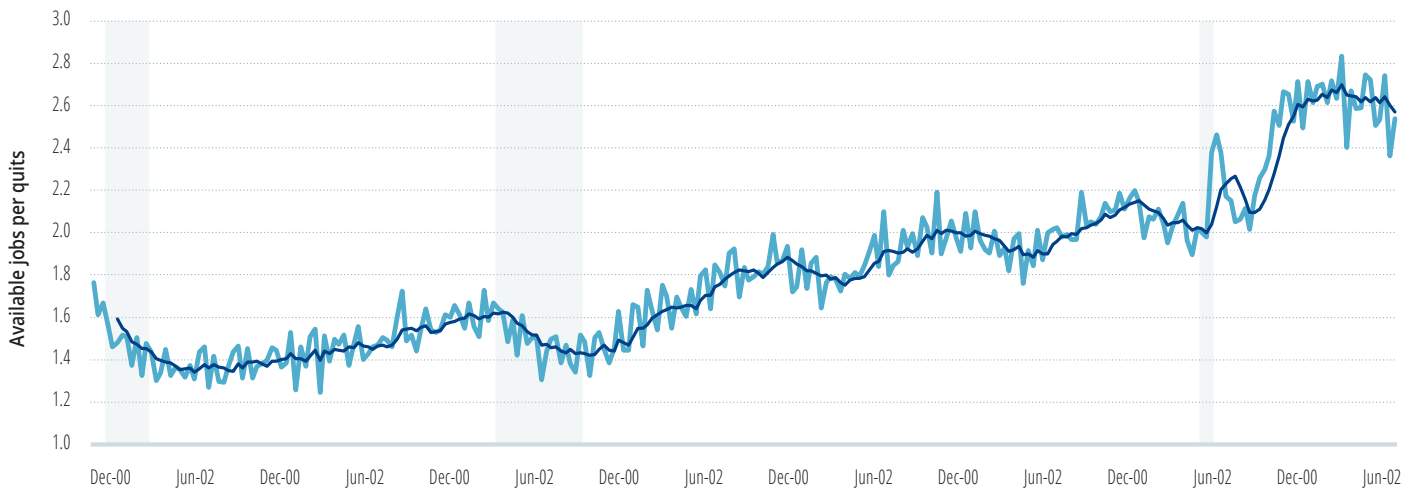
That logic, too, is hard to dispute — mainly because even after a year of declines that shaved 0.6% from the quits ratio, it's still at or above levels in place during the very peak of the last three economic cycles.

But what if this time the signal is distorted? For example, using some very simple math reveals that there are currently more than 2.5 jobs available for each U.S. worker who voluntarily takes that leap into joblessness — not at all far from the all-time high of three jobs per quitter last reached in April of this year. Simply put, it's far easier to leap into the turbulent waters of a job search when “help wanted” signs dot every window and every Google search returns ads from employers desperate to hire you.

Moreover, is leaving your job really a sign of confidence when a yawning gap between pay increases for those who remain at their current job and those who leave for greener pastures has created such a compelling incentive to try your luck at a new job? Probably not.

### A bird in hand is worth 2.5 in the bush

It's easier to quit your job when everyone is hiring...



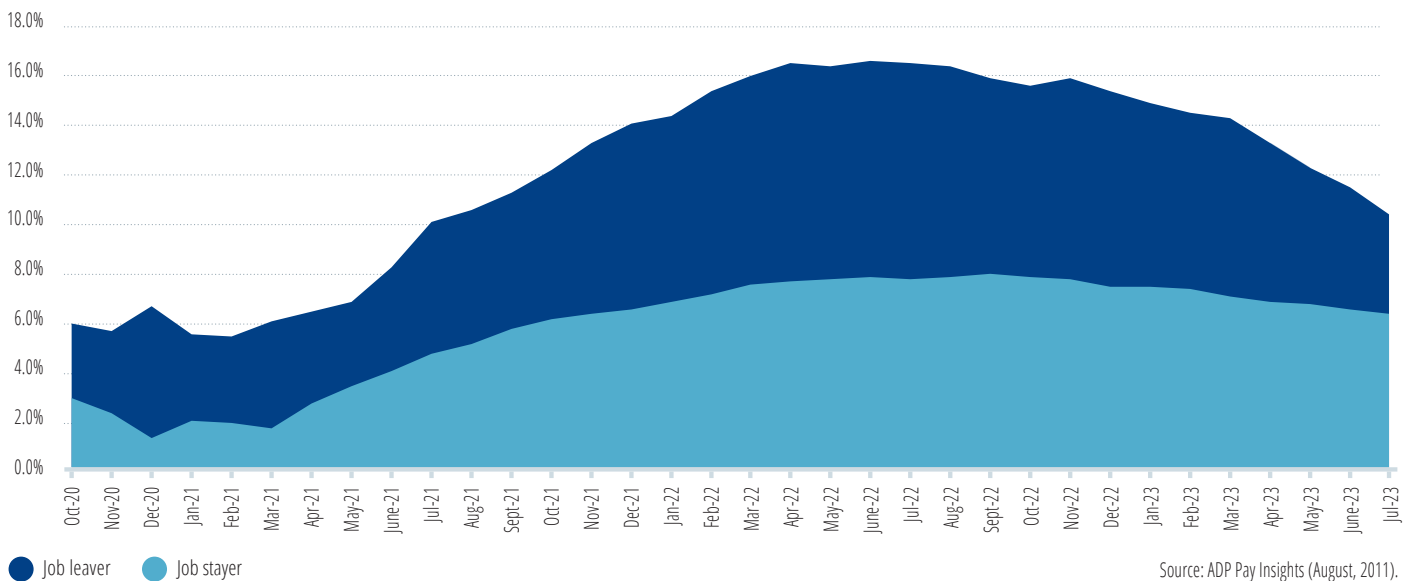
Data: Bureau of Labor Statistics, FRED St. Louis Federal Reserve and Empower Investments calculations.



## EMPOWER INVESTMENTS

Regardless, it's perhaps an ominous sign that both measures — the number of available jobs per quitter and the incremental pay incentive to restart your career elsewhere — appear to be tipping over. If these trends continue, a very large reckoning back toward historical norms might be in the offing for the quits rate, too.

There are plenty of reasons to label the job market as tight, but in my view, the high absolute level of the quits rate isn't one of them. Instead, focus on the rate of change in quits, or more mundane things like wage growth, weekly jobless claims, and the number of job openings, for signs that the labor market is finally loosening up. The direction of those measurements will ultimately determine whether the increasingly common notion that the Fed has achieved a soft landing will be justified.



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