

**User Guide**  
**2013 Form 5500 Private Pension Plan Research File**

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## I. Introduction

### ***The Form 5500 Private Pension Plan Research File User Guide***

This document, the *Form 5500 Private Pension Plan Research File User Guide* (hereafter, “*PPP User Guide*”), explains the process for selecting plans for the *Form 5500 Private Pension Plan Research File* (hereafter “*PPP Research File*”), the weights that are applied, the editing of the data, and the addition of generated/calculated variables on the file that are not found on the Form 5500 Forms and Schedules.

### ***The Form 5500***

Under Title I and Title IV of the Employee Retirement Income Security Act (ERISA) and under the Internal Revenue Code, most private sector’s employer sponsored employee benefit plans are required to provide annual reports on the plan’s financial condition, investments, and operations with the Department of Labor (the Department), Internal Revenue Service (IRS), and the Pension Benefit Guaranty Corporation (PBGC). Beginning in 1975, the Department, the IRS, and the PBGC jointly developed the Form 5500 Series to assist employee benefit plans in satisfying the plan’s annual reporting requirements. Employers and administrators who comply with the general instructions for the Form 5500 Series generally will satisfy the annual reporting requirements for the IRS and DOL.

The Form 5500 Series (“Form 5500”) originally consisted of the Form 5500 Annual Return/Report (the main Form 5500) and various Schedules with accompanying Attachments. Beginning in 2009, the Form 5500 Series was expanded to allow certain plans to file a simplified Form 5500-SF: Annual Return/Report of Small Employee Benefit Plan in lieu of the main Form 5500 and its Schedules. The Form 5500 Series captures information regarding the plan’s types of benefits offered; the number of active, retired, and separated participants; the method of funding; the business of the sponsor; the type of entity of the sponsor; etc.

The following employer-sponsored retirement benefit plans are required to file a Form 5500:<sup>1</sup>

1. Profit-sharing plans, stock bonus plans, money purchase plans, 401(k) plans, etc.
2. Annuity arrangements under Code section 401(b)(1) and custodial accounts established under Code section 403(b)(7) for regulated investment company stock.
3. Individual retirement accounts (IRAs) established by an employer under Code section 408(c).
4. Church pension plans electing coverage under Code section 410(d).

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<sup>1</sup> Please see the *2013 Instructions for Form 5500 Annual Return/Report of Employee Benefit Plan* located at <http://www.dol.gov/ebsa/pdf/2013-5500inst.pdf> for more information on filing requirements.

5. Pension benefit plans that cover residents of Puerto Rico, the U.S. Virgin Islands, Guam, Wake Island, or American Samoa. This includes a plan that elects to have the provisions of section 1022(i)(2) of ERISA apply.
6. Plans that satisfy the Actual Deferral Percentage requirements of Code section 401(k)(3)(A)(ii) by adopting the “SIMPLE” provisions of section 401(k)(11).

The following retirement benefit plans are not required to file the Form 5500:

1. An unfunded excess benefit plan.
2. An annuity of custodial account arrangement under Code sections 403(b)(1) or (7) not established or maintained by an employer as described in DOL Regulation 29 CFR 2510.3-2(f).
3. A Savings Incentive Match Plan for Employees of Small Employers (SIMPLE) that involves SIMPLE IRAs under Code section 408(p).
4. A simplified employee pension (SEP) or a salary reduction SEP described in Code section 408(k) that conforms to the alternative method of compliance in 29 CFR 2520.104-48 or 2520.104-49. A SEP is a pension plan that meets certain minimum qualifications regarding eligibility and employer contributions.
5. A church pension benefit plan not electing coverage under Code section 410(d).
6. A pension plan that is maintained outside the United States primarily for the benefit of persons substantially all of whom are nonresident aliens.
7. An unfunded pension plan for a select group of management or highly compensated employees that meets the requirements of 29 CFR 2520.104-23, including timely filing of a registration statement with the DOL.
8. An unfunded dues financed pension benefit plan that meets the alternative method of compliance provided by 29 CFR 2520.104-27.
9. An individual retirement account or annuity not considered a pension plan under 29 CFR 2510.3-2(d).
10. A governmental plan.
11. A One-Participant (Owners and Their Spouses) Retirement Plan (generally referred to as a One-Participant Plan). However, one-participant plans that are required to file must file either the Form 5500-EZ, Annual Return of One-Participant (Owners and Their Spouses) Retirement Plan, with the IRS or, if eligible, may file the Form 5500-SF, Short Form Annual Return/Report of Employee Benefit Plan, electronically with EFAST. For this purpose, a one-participant plan is:
  - a. A pension benefit plan that covers only an individual or an individual and his or her spouse who wholly own a trade or business, whether incorporated or unincorporated; or
  - b. A pension benefit plan for a partnership that covers only the partners or the partners and the partners’ spouses.

### ***The Form 5500 Private Pension Plan Research File***

The *PPP Research File* is created each year by the Employee Benefits Security Administration's (EBSA) Office of Policy and Research (OPR) at the Department and is used to generate and analyze aggregate statistics on the characteristics of the private pension plan universe. Specifically, the *PPP Research File* underlies the *Private Pension Plan Bulletin: Abstract of Form 5500 Annual Reports (PPP Bulletin)* published by EBSA. The *PPP Research File* is a SAS version 9 output file and is issued with accompanying SAS tabulation programs, a SAS formats program, and documentation in a zipped file available for download at <http://www.dol.gov/ebsa/publications/form5500dataresearch.html>.

For a given year, the *PPP Research File* includes data on retirement benefit plans filing a Form 5500 that reported a plan year ending date in the given year. The 2013 *PPP Research File* SAS database consists of edited data from Form 5500 filings for all large private pension plans (large plans are defined as those reporting 100 or more plan participants) and all small private pension plans (small plans are defined as those reporting fewer than 100 plan participants) for a plan year. Data for the *PPP Research File* is taken only from the main Form 5500, Form 5500-SF, Schedule H – Financial Information – Large Plan, and Schedule I – Financial Information – Small Plan.

### ***EBSA Form 5500 Processing***

Prior to January 1, 2010, the Department mailed Form 5500 filings received in paper format through the mail to a facility in Lawrence, KS where they were electronically scanned using Optical Character Recognition (OCR) software. Each month these electronic images were loaded into an Oracle relational database called the EFAST Master File (EMF). The EMF consists of all information from the Form 5500 Series, as well as some generated summary information, for each plan year. EBSA received a subset of the EMF which primarily included the Form 5500 Annual Return/Report, Schedules and Attachments for retirement plans, welfare plans, and direct filing entities (DFEs) and excluded such items as Form 5500-EZ (One-Participant Plan) filings, and Internal Revenue Service (IRS) entity information. This subset of tables, known as the Electronic Disclosure System (EDS), was the source of unedited data for the *PPP Research File*.

Beginning January 1, 2010, the Department moved to a new filing system called EFAST2. Under EFAST2, all Form 5500 filings are required to be submitted electronically. Form 5500 filers can either electronically prepare and submit a plan year Form 5500 Annual Return/Report using EFAST2-approved third-party software or electronically prepare and submit a plan year Form 5500 Annual Return/Report using IFILE, a free limited-function web application. As a result, all Form 5500 Series data is now directly available as tables under the EFAST2 system. Any additional attachments, such as the report of auditors, are available only as a PDF image.

## II. Selection of Plans for the PPP Research File

### *Sampling Prior to the 2010 PPP Research File*

The *PPP Research File* contains a subset of the Form 5500 retirement filings for a given year. DFEs, welfare plans, one-participant plans, public retirement plans, and duplicate filings of other retirement plans are excluded from the *PPP Research File*. Additionally, given the large number of private-sector employer sponsored retirement plans filing a Form 5500, OPR utilized a sampling methodology for the creation of each *PPP Research File* through the 2009 *PPP Research File*.

The sampling methodology used was based on a 5-tier stratification of the pension plan universe:

1. Mega Plans: those plans with greater than \$2.5 billion in assets as of the end of the plan year;
2. Large Defined Benefit (DB) plans: those DB plans with either (a) greater than 100 active, retired, and separated participants as of the end of the plan year or (b) an attached Schedule H;
3. Large Defined Contribution (DC) plans: those DC plans with either (a) greater than 100 active, retired, and separated participants as of the end of the plan year or (b) an attached Schedule H;
4. Small DB plans: those DB plans not classified as large above; and
5. Small DC plans: those DC plans not classified as large above.

All Mega Plans and all Large DB and DC plans were included on the *PPP Research File*. A five percent sample of Small DB and DC plans was selected based on the penultimate two digits in the sponsoring employer's Employer Identification Number (EIN). Plans with penultimate digits in the set of ('91','92','94','98','99') were selected. This sampling methodology ensured maximum longitudinal consistency among chosen small plans.

Beginning with the 2010 *PPP Research File*, sampling is no longer used. All large and small DB and DC plans are now included. This change in methodology was made possible due to the conversion to the EFAST2 electronic processing system described above. Since paper filings are no longer scanned, errors and outliers in the data are no longer introduced. This, coupled with the increased processing power of today's computers has made the sampling methodology obsolete.

### ***Completeness***

To ensure each *PPP Research File* consists of a database representing the most complete and accurate universe of private-sector employer sponsored retirement benefit plans filing a Form 5500, a retirement plan filing "completion percentage" is calculated. The completion percentage is the number of plans (calculated by counting the number of distinct EIN - Plan Number (PN) combinations) for the year in question divided by the

number of non-terminating plans in the prior year. A filing plan may indicate their intent to terminate the plan by:

1. Checking the “final return/report” option on either the main Form 5500 or the Form 5500-SF Part I: Annual Report Identification Information, Line B: This return/report is for;
2. Answering “Yes” to either Schedule H, Part IV: Compliance Questions, Line 4k or Schedule I, Part II: Compliance Questions, Line 4j: “Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?” ;
3. Answering “Yes” to either Schedule H Part IV: Compliance Questions, Line 5a or Schedule I, Part II: Compliance Questions, Line 5a: “Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? If yes, enter the amount of any plan assets that reverted to the employer this year.”

Table 1 shows completion percentages as of the end of each month for various years. The threshold for beginning work on creating the *PPP Research File* has been approximately 93% completion throughout the years.

Table 1: Completion Percentages for Form 5500 Filing Pension Plans, by year

|              | 2011 Data<br>Year=2011 | 2010 Data<br>Year=2010 | 2009 Data<br>Year=2009 | 2007 Data<br>Year=2007 | 2005 Data<br>Year=2005 |
|--------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| Jan -Year+1  | 6.9%                   | 2.1%                   | 0.2%                   | 2.9%                   | 3.0%                   |
| Feb -Year+1  | 9.2%                   | 4.7%                   | 1.2%                   | 4.1%                   | 5.4%                   |
| Mar - Year+1 | 13.2%                  | 8.8%                   | 6.3%                   | 4.8%                   | 6.6%                   |
| Apr - Year+1 | 18.9%                  | 14.4%                  | 8.9%                   | 5.7%                   | 7.8%                   |
| May - Year+1 | 27.9%                  | 22.4%                  | 13.1%                  | 6.8%                   | 8.6%                   |
| Jun - Year+1 | 39.8%                  | 34.6%                  | 23.2%                  | 7.5%                   | 9.4%                   |
| Jul - Year+1 | 61.5%                  | 55.0%                  | 46.6%                  | 29.6%                  | 28.1%                  |
| Aug - Year+1 | 66.1%                  | 61.0%                  | 53.9%                  | 42.6%                  | 45.7%                  |
| Sep - Year+1 | 73.5%                  | 70.0%                  | 66.0%                  | 54.3%                  | 56.9%                  |
| Oct - Year+1 | 94.5%                  | 91.3%                  | 90.6%                  | 65.1%                  | 65.0%                  |
| Nov - Year+1 | 94.7%                  | 92.8%                  | 91.6%                  | 70.8%                  | 71.9%                  |
| Dec - Year+1 | 94.8%                  | 94.2%                  | 92.7%                  | 87.6%                  | 90.2%                  |
| Jan - Year+2 | 95.0%                  | 94.3%                  | 92.8%                  | 91.6%                  | 92.3%                  |
| Feb - Year+2 | 95.0%                  | 94.3%                  | 92.8%                  | 92.0%                  | 92.5%                  |
| Mar - Year+2 | 95.1%                  | 94.4%                  | 92.9%                  | 92.4%                  | 92.7%                  |
| Apr - Year+2 | 95.2%                  | 94.5%                  | 92.9%                  | 92.6%                  | 93.0%                  |

|              |       |       |       |       |       |
|--------------|-------|-------|-------|-------|-------|
| May - Year+2 | 95.2% | 94.6% | 92.9% | 92.8% | 93.1% |
| Jun - Year+2 |       | 94.6% | 93.0% | 92.9% | 93.1% |
| Jul - Year+2 |       | 94.8% | 93.0% | 92.9% | 93.2% |
| Aug - Year+2 |       | 94.9% | 93.0% | 92.9% | 93.2% |
| Sep - Year+2 |       | 95.1% | 93.1% | 92.9% | 93.2% |
| Oct - Year+2 |       | 95.2% | 93.2% | 93.0% | 93.2% |

### ***Plan Year***

An integral part of selecting plans for the *PPP Research File* is determining which filing to choose. Since these plans file annually and the universe for the *PPP Research File* is a full year of filings, a definition of “year” must be explicit to ensure multiple filings for a single plan are not included.

Approximately 80 percent of pension plans operate on a calendar year basis, i.e. the plan year begins on January 1 and ends on December 31. The remaining 20 percent of plans operate on a non-calendar year basis.

Prior to the *2002 PPP Research File*, for a given year, the *PPP Research File* database consisted of a cohort of plans with a plan year beginning date in the given year. For instance, the *2001 PPP Research File* included all relevant Form 5500 filings with a reported plan year beginning date of January 1, 2001 through December 31, 2001. This plan year selection methodology required a *PPP Research File* data selection date which fell after EBSA received the 20 percent of plan filings that operated on a non-calendar year basis, significantly delaying the publication of data for a given year.

Beginning with the *2002 PPP Research File*, the plan year selection methodology was converted to a “statistical year” plan year. The statistical year cohort of plans consists of all those Form 5500 filing plans that report a plan year ***ending*** date in the given year. For instance, the *2002 PPP Research File* included all relevant Form 5500 filings with a reported plan year ***ending*** date of January 1, 2002 through December 31, 2002. Although the statistical year plan selection methodology contrasts with the methods used by other government agencies and private entities, it allows EBSA to publish statistics in a timely fashion.

### ***EDS and EFAST2***

The majority of Form 5500 filings for plan years 2009 and 2010 were filed using the new EFAST2 system. All EBSA Form 5500 data for plan years between 2000 and 2008 are contained in Oracle tables titled EDS\_YYYY. The EDS database groups submitted Form 5500 filings into tables based on when the Form 5500 filings are received. Therefore, data in EDS\_2008 corresponds roughly to the 2008 Form 5500 “form year” – the year

printed on the submitted Form 5500. Generally the final EDS\_2008 tables contain all filings for plans with plan year beginning dates in 2008. In contrast, the EFAST2 database contains only one set of tables for all Form 5500 filings received after January 1, 2010.

Beginning with the *2010 PPP Research File*, all data used is contained in the EFAST2 database. Therefore all the data used is housed in the same location and is in the same format.

### ***Best Filing Table***

To facilitate the editing process, OPR creates a BEST\_FILING\_YYYY (again YYYY represents the given year) table which provides several important pieces of information. For data in the EDS databases, this table contains:

1. PENSION\_FLAG – a flag identifying potential pension plans,
2. OPR\_EIN – an OPR created EIN that is equal to:
  - a. SPONS\_DFE\_EIN where SPONS\_DFE\_EIN is non-missing and the appropriate 9 digit,
  - b. SPONS\_DFE\_GOVT\_EIN where SPONS\_DFE\_EIN is missing, and
  - c. SPONSOR\_DFE\_NAME where both SPONS\_DFE\_EIN and SPONS\_DFE\_GOVT\_EIN are less than 9 digits.
3. OPR\_PN – an OPR created PN that is equal to either the SPONS\_DFE\_PN or the SPONS\_DFE\_GOVT\_PN. In an effort to identify plans that have been filed with the same plan number for a single sponsor that should have been filed under separate plan numbers, OPR appended a letter to the OPR\_PN in the event that an OPR\_EIN/SPONS\_DFE\_PN grouping has more than one plan name for the filings in the group.
4. SAMPLE\_TYPE – a flag set equal to:
  - a. 'H' if a Schedule H was attached (indicating a large plan), or
  - b. 'L' if the plan reports more than 100 participants, or
  - c. 'S' if the plan is not 'L' or 'H' and the penultimate two digits are in the set ('91','92','94','98','99') as described in the *Sampling* section above.
5. BEST\_FOR\_PLAN – a flag indicating the best unique filing out of each OPR\_EIN/OPR\_PN grouping used to select one filing per plan.

For data contained in the EFAST2 database, due to the fact that EFAST2 is comprised of only one set of tables regardless of year, the BEST\_FILING\_2009 table contains the same five fields as the older BEST\_FILING\_YYYY tables, but also several additional fields:

6. DFE\_FLAG – a flag identifying the filing is for a potential DFE
7. HEALTH\_FLAG – a flag identifying the filing is for a potential health plan
8. MULTI\_FLAG – a flag identifying the filing is for a potential multiemployer plan

9. MULTIPLE\_FLAG – a flag identifying the filing is for a potential multiple-employer plan
10. PART100 – a flag set equal to 1 for plans with 100 or more participants and 0 otherwise
11. SINGLE\_FLAG – a flag identifying the filing is for a potential single employer plan
12. PYE\_YEAR – a text representation of the plan year ending year
13. PYB\_YEAR – a text representation of the plan year beginning year

The BEST\_FILING\_2009 table is used to select data for the *PPP Research File*. The Form 5500 data from filings that are flagged as PENSION\_FLAG, have a SAMPLE\_TYPE in ('L','H','S'), have a BEST\_FOR\_PLAN equal to one, and with PYE\_YEAR='2013' make up the initial sample used to generate the *2013 PPP Research File*.

### **Weights**

Weights are incorporated into the *PPP Research File* to account for filings that may not have been received by the DOL or have not been filed. Three weighting methodologies have been used on the *PPP Research File* beginning with the *2000 PPP Research File*. Generally, these methodologies involve estimating the number of plans in each of the five sampling strata identified above in two different ways. First, a universe is estimated by taking all plan filings. Second, a sample is taken that is used as the basis for the *PPP Research File*. To calculate weights, the number of plans in the universe is divided by the number of plans in the sample. The plans in both the universe and the sample are divided amongst the five sampling strata in the following way.

1. The mega plans are identified specifically by EIN and PN. The list of mega plans for the current year is based on the mega plans identified in the prior year. Mega plans that are not found in the current year sample are identified and the paper filings for these plans are found and key-entered. Therefore mega plans are given a weight of 1.0 (with the exception of some EDS\_2008 mega plan filings, discussed below).
2. Large DB plans have a SAMPLE\_TYPE of 'L' or 'H' and a '1' in the TYPE\_PENSION\_BNFT\_CODE ('1' corresponds to defined benefit plan features, while '2' corresponds to defined contribution plan features).
3. Large DC plans have a SAMPLE\_TYPE of 'L' or 'H' and a '2' in the TYPE\_PENSION\_BNFT\_CODE.
4. Small DB plans have a SAMPLE\_TYPE of 'S' and a '1' in the TYPE\_PENSION\_BNFT\_CODE.
5. Small DC plans have a SAMPLE\_TYPE of 'S' and a '2' in the TYPE\_PENSION\_BNFT\_CODE.

### *Straddle Method*

Prior to the *2005 PPP Research File*, weights were calculated by a “straddle” method which tabulated a universe of retirement plan filings consisting of all plan filings for the year in question, along with all plan filings submitted in either of the prior two years and the upcoming year. (For example the *2004 PPP Research File* used weights calculated from a universe of all 2004 filings along with all filings submitted in **either** 2002 or 2003 **and** 2005.) The major constraint presented by the ‘straddle’ method is that the data for the following year must be complete. Beginning with the *2005 PPP Research File*, the dataset used the most recent available data; therefore, the 2006 data could not be used as it was not yet complete.

### *Adjusted Non-Terminating Plans Method*

Thus the Department determined that the “straddle” method was no longer viable and investigated using a “non-terminating plans” weighting methodology that creates a universe of retirement plan filings by selecting all filings from the year in question, along with all non-terminating plan filings submitted in the prior year.<sup>2</sup> Unfortunately, the weights generated using the non-terminating plans methodology were much higher than those previously generated using the straddle methodology.

As a result of the higher than expected weights generated using the non-terminating plans method, the Department decided to use a method that adjusts the weights calculated under a non-terminating plans method based on weights calculated using the straddling method. To first calculate an adjustment, the Department calculated weights using both the straddle and non-terminating plans sampling methods for the prior two years. The Department calculated the multiplicative factors, by strata, of the sample that would be needed to transform the non-terminating plans weight to the straddle weight and averaged the two years. These multiplicative factors were applied to the non-terminating plans weight calculated for the given year. Unfortunately this “adjusted non-terminating plans” weighting methodology produced weights for certain strata that would be less than 1.

The Department ultimately decided to treat the weights as additive adjustments. The Department calculated adjustment factors by taking the straddle weights and subtracting one divided by the non-terminating plans weight minus one. The average of these adjustment factors for the prior two years is then multiplied by the non-terminating plans weight for the given year minus one. A one is then added to the result. For the small plan strata, twenty was subtracted (and added) from the weights as opposed to one. Beginning with the *2010 PPP Research File*, the small plan strata are treated the same as the large plan strata. The following chart shows 2003 and 2004 weights used for two strata along with the estimated 2005 weights using both methods described above. The estimated weight for large DB plans calculated using the original adjusted non-terminating plans method described above yields a weight less than one. For the small DC plans, the weights calculated with both methods are virtually identical. Note, that for

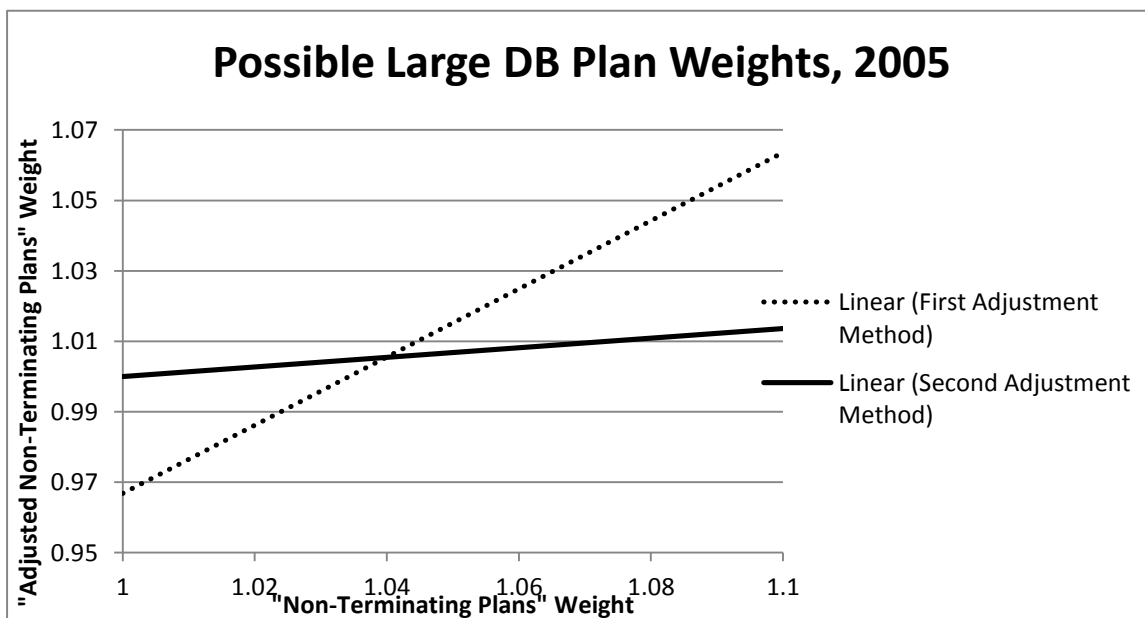
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<sup>2</sup> See the Completeness section for the definition of a non-terminating plan filing.

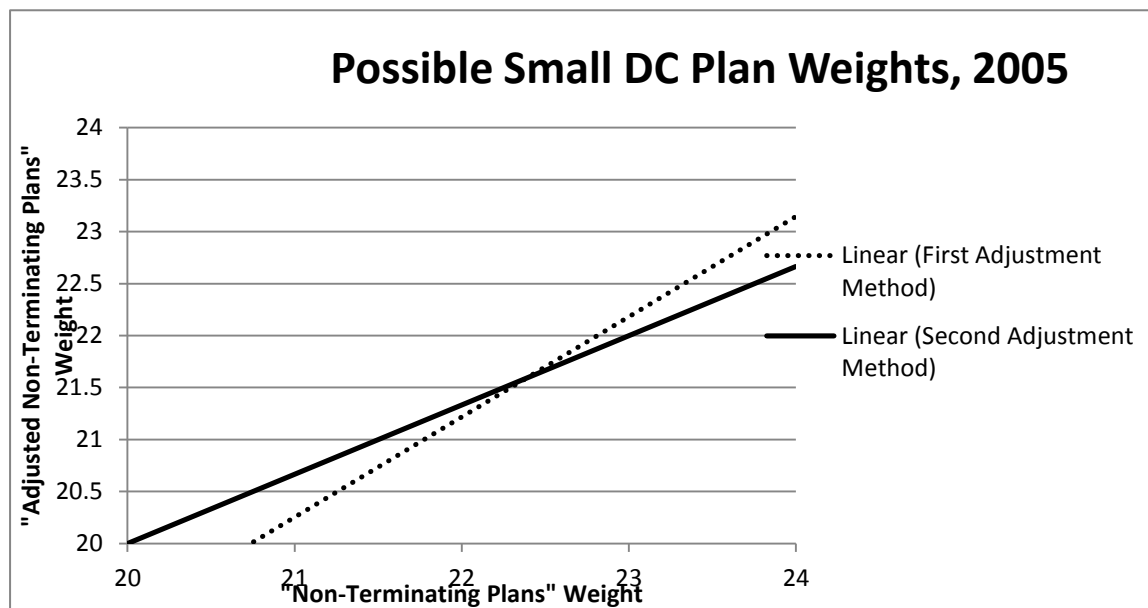
the 2013 PPP Research File, the weights for small DC plans would be close to 1 as opposed to 20.

| Plan Type | 2003 Weight<br>Used (Straddle) | 2004 Weight<br>(Straddle) | 2005 Weight<br>(original<br>adjustment<br>method) | 2005 Weight<br>(final<br>adjustment<br>method) |
|-----------|--------------------------------|---------------------------|---------------------------------------------------|------------------------------------------------|
| Large DB  | 1.0018                         | 1.0091                    | 0.9959                                            | 1.0041                                         |
| Small DC  | 21.4892                        | 21.7028                   | 21.5908                                           | 21.5911                                        |

The following figure shows the adjusted non-terminating plans weight as a function of possible non-terminating plans weights calculated for large DB plans in 2005. The final adjustment method concentrates the potential weights in the range of around 1.0 to 1.01 (the area historically seen for large DB plans).



Similarly, the following figure shows the adjusted non-terminating plans weight as a function of possible non-terminating plans weights calculated for small DC plans in 2005.



### *S\_WGT and F\_WGT*

The *PPP Research File* utilizes both stock weights (*S\_WGT*) and flow (*F\_WGT*) weights. *S\_WGT* is only non-zero for one filing per EIN/PN grouping. *F\_WGT* is equal to the weight calculated above for all filings. This is discussed further in the *PPP Research File BEST\_FOR\_PLAN* section below.

### III. Editing

The *PPP Research File* is edited in order to improve the accuracy of the pension plan statistics for which it is intended to generate. Both EFAST and EFAST2 perform a number of error checks and corrections which are based on sending correspondence to the Form 5500 plan filers and receiving amended filings. The correction process, however, is imperfect. It is not uncommon for filers to misunderstand the request for corrected information, to fail to respond to the correspondence requesting corrected information, or to supply the requested additional information in a format that cannot be used to correct the error detected by the edit. If problems are not corrected after two rounds of correspondence, no further correction efforts are made by EFAST or EFAST2. In contrast, the edits made to the *PPP Research File* do not involve correspondence with filers; rather, they are based on interpretation of information provided on the main Form 5500, the Form 5500 Schedules, or in Attachments.

### ***Mega Plans***

As discussed above, the sampling methodology used for the *PPP Research File* is intended to estimate the impact of filings that are not present in the Department's database. However, the mega plans strata, those plans having \$2.5 billion or more in assets the previous year, is not weighted as each filing for a mega plan is located and key-entered if necessary. Between the *2000 PPP Research File* and the *2007 PPP Research File*, the filings that were missing from the data were often found at the Office of the Chief Accountant (OCA). These filings would be procured from OCA and key-entered into an Excel workbook and finally imported to SAS for use on the *PPP Research File*.

As already discussed, beginning January 1, 2010, all filings were required to be filed electronically. However, there was a loophole in the electronic filing mandate which allowed 2009 filings to be submitted on paper until 10/15/2010. Additionally, during 2010, any 2008 filings that somehow were not processed did not ultimately end up at OCA. Therefore, the *2008 PPP Research File* required weights for mega plans.

For the *2013 PPP Research File*, no weights are required for mega plans. Each mega plan from 2012 was found in the 2013 data, with slight adjustments for plans that had an EIN or PN change.

### ***OPR Editor***

The OPR Editor (the Editor) was created as a tool to enable OPR researchers to prepare Form 5500 data for use for research tasks. The Editor takes unedited Form 5500 data from the Electronic Disclosure System (EDS) and creates tables based on these data, but with alterations in certain fields to correct for errors.

OPR error correction can be classified by method of correction as either global (or automated) or plan-specific (or manual). Manual editing is done only for problems not corrected by global edits. Error correction can also be classified by type of Form: 5500, Schedule H, or Schedule I. OPR does not edit other Form 5500 Schedules. Additionally, edits can be classified by error type as either logical or arithmetic. An example of a logical edit would be a discrepancy between the plan/sponsor name and the reported plan characteristics or plan entity, such as a plan filing with "401(k)" in the name of the plan but the plan characteristic code for 401(k) plan has not been entered. The arithmetic errors that OPR corrects involve number of participants, assets and liabilities, or income and expenses. All OPR editing of Schedules H and I is arithmetic.

Beginning with the *2010 PPP Research File*, the OPR Editor is no longer used. The reason for this is that the manual edits performed relied on looking at scanned images of paper filings. Since filings are no longer received on paper, this method of error correction is no longer viable. All global edits from the OPR Editor have been converted to a SAS program, and thus, are still utilized.

### ***Non-overlap***

Plans sometimes have more than one filing that belongs in a given *PPP Research File* based on the plan selection methodology described above. For instance, a plan that is changing its plan year ending date may file for the period of July 2012 to June of 2013 and then submit an additional ‘short year’ filing for the period of July to December of 2013. In 2014, the plan would file only once, for the period of January 2013 to December of 2014. In this instance, it is necessary to include both filings in the *PPP Research File*. Filings of this type should never have overlapping periods.

As discussed above, the variable BEST\_FOR\_PLAN created on the Best Filing Table is intended to isolate the appropriate filings for each plan. This flag identifies one unique filing for each EIN/PN/Plan Year Ending Date combination. Therefore, it is possible that there are overlapping filings for a given plan. As an example, a plan can have a filing from January 1, 2008 to July 31, 2008 and a different filing that has beginning and ending dates of February 1, 2008 and August 31, 2008. Since the BEST\_FOR\_PLAN flag is 1 for one filing in each plan year ending date combination, the sample taken for the *PPP Research File* can have overlapping filings. Overlapping filings are removed via the following algorithm. One filing among the multiple overlapping filings is chosen when either (1) one filing has both the latest plan year beginning and ending dates or (2) when one filing has both the earliest plan year beginning and ending dates and the earliest of all the plan year beginning dates is earlier than the latest plan year beginning date, while the earliest plan year ending date is also earlier or on the same day as the latest plan year beginning date.

### ***Research File BEST\_FOR\_PLAN***

While the BEST\_FOR\_PLAN flag from the Best Filing Table is used to select filings for use in the Form 5500 *PPP Research File*, a separate flag is created after the Department makes the edits above. One filing from each EIN/PN grouping is given a flag of one for BEST\_FOR\_PLAN. This filing is determined by sorting the filings in each grouping by (1) descending plan year beginning date; (2) presence of participants; (3) presence of assets; (4) subtotal of active, retired, and separated participants; and (5) total assets. The last filing in this grouping is given a BEST\_FOR\_PLAN value of one. All other filings in the grouping have a BEST\_FOR\_PLAN value of zero. As discussed above, the *PPP Research File* utilizes both stock and flow weights (S\_WGT and F\_WGT). The stock weights are used to calculate point-in-time values (such as the number of plans, participants, and end of year assets) that should not be double counted; therefore, S\_WGT is only equal to the calculated weight when BEST\_FOR\_PLAN is one. The flow weights are used for financial fields such as income and expenses that should show movement over the year and are not double counted; thus, F\_WGT is always equal to the calculated weight.

## ***Entity Edits***

The Form 5500 asks filers to identify the type of plan entity for which they are submitting information: multiemployer, single-employer, multiple-employer, or DFE. As an example prior to editing, the weighted *2009 PPP Research File* showed nearly 3,238 multiemployer plans. The Department edited the plan entity type to reduce the aggregate number of plans coded as “multiemployer” to a number consistent with the historic level of approximately 3,000 plans while retaining the historical characteristics of multiemployer plans. These characteristics include, but are not limited to, the following:

- Multiemployer plans are collectively bargained.
- Over 90 percent of multiemployer plans are large plans (defined as having 100 or more participants).
- Roughly 55-57 percent of multiemployer plans are defined benefit (43-45 percent are defined contribution).

Edits were applied sequentially, starting with the most general (global edits) and ending with the most specific (plan-specific). The following describes both the specific global and plan-specific edits.

The following flags are first created:

- ME\_STRING – All plans with LOCAL, TEAMSTER, UNION, IBEW, WORKERS, LABORERS, PLUMBERS, CARPENTERS, PIPEFITTERS, UFCW, BRICKLAYER, MACHINIST, INDUSTRY, ELECTRICAL, BROTHERHOOD, SHEET METAL, GLAZIERS, PAINTERS, PLASTERER, TANNERS, MILLWRIGHT, FINISHERS, LONGSHOREMEN, BOILERMAKER, OPERATORS, OPERATING ENGINEERS, MEAT CUTTERS, BRICK MASONS, INSULATORS, LATHERS, or CEMENT MASONS in the *plan* name are flagged.
- INC1 – All plans with INC., INC, INCORPORATED, COMPANY, CORP., CORPORATION, CO., LLC, or LTD in the *sponsor* name are flagged.
- INC2 – All plans with INC., INC, INCORPORATED, COMPANY, CORP., CORPORATION, CO., LLC, or LTD in the *plan* name are flagged.
- INC – All plans flagged as either INC1 or INC2 are flagged.
- BOARD – All plans with BOARD, TRUSTEES, or COUNCIL in the *sponsor* name are flagged.

Next, the following specific edits are made based on the flags and other information provided in the filings.

- If a plan indicates it is as a multiemployer plan and is flagged as INC and is not flagged as BOARD, then the plan entity is changed to single employer.

- If the business code reported corresponds to offices of physicians or dentists and the plan reports being multiemployer, the entity is changed to single employer.
- If the business code reported corresponds to Real Estate and Rental and Leasing Real Estate and the plan reports being multiemployer, the entity is changed to single employer.
- If the business code reported corresponds to Legal Services and the plan reports being multiemployer, the entity is changed to single employer.
- If the business code is blank and the plan is not flagged under ME\_STRING and the plan is reported as being multiemployer, then the entity is changed to single employer.
- If the plan is reported as being multiemployer and not collectively bargained and is not flagged for ME\_STRING and is not flagged for BOARD and is flagged for INC, then the entity is changed to single employer.
- If the plan is reported as multiple employer and is collectively bargained and is either flagged for ME\_STRING or BOARD then the entity type is changed to multiemployer.
- If the original entity is not valid and the plan is not collectively bargained and is not flagged for ME\_STRING or BOARD then the type of entity is changed to single employer.
- The Multiemployer Pension Plans and Single-Employer Pension Plans datasets provided at <http://www.pbgc.gov/open/index.html> are downloaded. These datasets provide complete lists of the plans currently insured by the PBGC in each of their programs. These lists (EIN and PN) are compared to the data in the research file. In the event that the entity type differs, the entity is changed to match that reported by PBGC.
- After making all entity edits, all multiemployer plans are changed to show collective bargaining.

### ***Pension Benefit Codes***

OPR's *PPP Bulletins Abstract of Form 5500 Annual Reports* classifies pension plans by the following types:

#### Defined Benefit

- Cash Balance
- Other defined benefit

#### Defined Contribution

- Profit-sharing

- Stock bonus
- Target benefit
- Money purchase
- Annuity-403(b)(1)
- Custodial account-403(b)(7)
- IRAs or annuities (Code 408)
- Other defined contribution

Pension plans can report a number of features or characteristics on Line 8a of the Form 5500, but may not uniquely identify themselves as being in one of the aforementioned categories. Edits are performed to determine whether plan filings with an ambiguous plan type can be placed in one of the specific categories; if not, they are placed in the appropriate “Other” category. Edits are also designed to identify 401(k) plans and employee stock ownership plans (ESOPs) when plans did not supply benefit codes identifying these features.

For purposes of editing the pension benefit code, several flags are made based on the plan name.

- PROF – plan name contains PROFIT, PSP, P-S PLAN, PS PLAN, PS PL, SAVINGS PLAN (with a 1 in the benefit code), AGE-WEIGHTED, AGE WEIGHTED, OR NEW COMPARABILITY.
- MPP – plan name contains MONEY, PURCHASE, or MPP.
- B403 – plan name contains 403B, 403 B, TDA, TAX and ANNUITY and DEFERRED, DEFFERED, or DEFFERED.
- K401STR – plan name contains 401K, K401, 401 K, 401(K), 401-PW, 401PW, or 401-K. This is also flagged if the pension benefit code contains 2K.
- THRIF – plan name contains THRIFT.
- TAX – plan name contains TAX and SHELTERED.
- TDC – plan name contains DEFINED and CONTRIBUTION or CONT.
- TDB – plan name contains DEFINED and BENEFIT.
- STKB – plan name contains STOCK BONUS.
- CASHB – plan name contains CASH and BALANCE, PENSION EQUITY, PERSONAL PENSION ACCOUNT, RETIREMENT GROWTH ACCOUNT, ACCOUNT BALANCE, or CASH ACCOUNT.
- SELFE – plan name contains SELF.
- KEO – plan name contains KEOGH or KEOUGH.
- IRA – plan name contains 408K, 408 K, K408, 408(K), or 408-K.

Next, if the pension benefit code contains neither a 1 nor a 2 (indicating defined contribution or defined benefit), the following logic is used.

- If PROF then 2E is added to the pension benefit code.
- If MPP then 2C is added to the pension benefit code.
- If B403 then 2L is added to the pension benefit code.

- If THRIF then 2E is added to the pension benefit code.
- If TDB then 1 is added to the pension benefit code.
- If TDC then 2C is added to the pension benefit code.
- If STKB then 2I is added to the pension benefit code.
- If SELFE then 2C is added to the pension benefit code.
- If KEO then 2C is added to the pension benefit code.
- If CASHB then 1C is added to the pension benefit code.
- If no Schedule B is attached then 1 is added to the pension benefit code.
- If IRA then 2N is added to the pension benefit code.

If none of the following defined contribution codes are found in the pension benefit code (2, 2B, 2C, 2E, 2I, 2L, 2M, 2N) then the following logic is used.

- If PROF then 2E is added to the pension benefit code.
- If MPP then 2C is added to the pension benefit code.
- If TARGET is in the plan name then 2B is added to the pension benefit code.
- If THRIF then 2E is added to the pension benefit code.
- If STKB then 2I is added to the pension benefit code.
- If SELFE or KEO then 2C is added to the pension benefit code.
- If K401STR then 2J is added to the pension benefit code.
- If B403 then 2L is added to the pension benefit code.

After these edits to the pension benefit code, the variables TYPE9 (DC type), TYPE3 (DB type), and TYPE2 (plan type) are created. The following logic is used.

First, TYPE9 is created using the following steps:

- If the type pension benefit code contains 2E, TYPE9 is '2' (profit sharing)
- If the type pension benefit code contains 2I, TYPE9 is '3' (stock bonus)
- If the type pension benefit code contains 2B, TYPE9 is '4' (target benefit)
- If the type pension benefit code contains 2C, TYPE9 is '5' (money purchase)
- If the type pension benefit code contains 2L, TYPE9 is '6' (403(b)(1))
- If the type pension benefit code contains 2M, TYPE9 is '8' (403(b)(7))
- If the type pension benefit code contains 2N, TYPE9 is '9' (IRAs (408))
- If none of the above conditions are met and the type pension benefit code contains 2, TYPE9 is 'X' (other DC)
- If none of the above conditions are met and the type pension benefit code contains 1, TYPE9 is '1' (DB)
- If none of the above conditions are met, TYPE9 is 'X' (other DC)

Next, TYPE3 is created using the following steps:

- If the type pension benefit code contains 1C, TYPE3 is '2' (cash balance)
- If the above condition is not met and the type pension benefit code contains 1, TYPE3 is '3' (other DB)

- If the above conditions are not met and the type pension benefit code contains 2, TYPE3 is '1' (DC)

The following steps outline the process for determining plan type when both DB and DC characteristics are present:

- If TYPE3 is '3' (other DB) and TYPE9 is '2' (profit sharing), TYPE3 is changed to '1' (DC)
- If TYPE3 is '3' (other DB) and TYPE9 is '4' (target benefit), TYPE3 is changed to '1' (DC)
- If TYPE3 is '3' (other DB) and TYPE9 is '5' (money purchase), TYPE3 is changed to '1' (DC)
- If TYPE3 is '3' (other DB) and TYPE9 is '6' (403(b)(1)), TYPE9 is changed to '1' (DB)
- If TYPE3 is '3' (other DB) and TYPE9 is '9' (IRAs (408)), TYPE3 is changed to '1' (DC)
- If TYPE3 is '3' (other DB), TYPE9 is 'X' (other DC), and the type pension benefit code contains either 2O or 2P, TYPE3 is changed to '1' (DC)
- If TYPE3 is '3' (other DB), TYPE9 is 'X' (other DC), and either the plan name contains 'DEFINED BENEFIT' or the type pension benefit code contains 1, TYPE9 is '1' (DB)
- If TYPE3 is '3' (other DB), TYPE9 is 'X' (other DC), and neither of the two conditions above is met, TYPE3 is '1' (DC)
- If TYPE9 is 'X' (other DC) and TYPE3 is blank, TYPE3 is '1' (DC)

Finally, the variable TYPE2 is created based on the results of the TYPE9 and TYPE3 determinations.

- If TYPE9 is '1' (DB), then TYPE2 is '1' (DB)
- Otherwise, TYPE2 is '2' (DC)

The flags DB (1 if TYPE2 is '1,' 0 otherwise) and DC (2 if TYPE2 is '2,' 0 otherwise) are then created.

### ***Adjustments to EIN and PN Variables***

As a result of the OCR process, certain EINs and PNs in the database are not the proper number of characters. In the case where the SPONS\_DFE\_EIN is less than nine characters and greater than zero, a string of zeroes is appended to give SPONS\_DFE\_EIN the proper number of characters. The same process is used for SPONS\_DFE\_PN when it is less than three characters and more than zero.

### ***Welfare Plans***

Certain plan filings are deleted when identified as welfare plans through the following algorithm. If the plan is not flagged as DB or DC, has a blank value for type pension benefit code, has a non-blank value for type welfare benefit code, and has one of the following strings in the plan name (DENTAL AND VISION, DENTAL PLAN, DENTAL PROGRAM, GROUP VISION, TERM DISABILITY, DISABILITY PLAN, MEDICAL PLAN, GROUP MEDICAL, GROUP ACCIDENT, DEATH PLAN, MORTUARY FUND, ACCIDENTAL DEATH, AD&D, DISMEMBERMENT, INJURY BENEFITS, LIFE PLAN, GROUP LIFE, GROUP HEALTH, HEALTH PLAN, HEALTH CARE PLAN, HEALTH BENEFIT PLAN, WELFARE BENEFIT, WELFARE PLAN, LTD PLAN, STD PLAN, 125 PLAN, SECTION 125, SEVERANCE PAY, SEVERANCE PLAN, VACATION PLAN, SUPPLEMENTAL UNEMPLOYMENT, EMPLOYEE ASSISTANCE, CAFETERIA PLAN, RETIREE HEALTH FUND, FLEXIBLE BENEFIT, FRINGE BENEFIT, PREMIUM ONLY), the filing is deleted.

### ***Direct Filing Entities***

Some pension plans participate in investment arrangements that are either required or can choose to file a Form 5500. In these instances, the participating plans receive certain relief in financial reporting. These investment arrangement entities which file the Form 5500 are referred to as Direct Filing Entities (DFE). Given that DFEs are not pension plans, they are not present on the *PPP Research File*. DFEs identify themselves by checking the box for DFEs on line A of Part I of the Form 5500. All such filings are deleted from the sample that underlies the *PPP Research File*.

### ***Edit of Business Code***

Plans are instructed to enter the “business code that best describes the nature of the plan sponsor’s business” from a list of codes provided in the instructions. Edits are applied when no business code is reported or the business code is a length other than four or six digits. As with the edits of the pension plan features code, string searches of the plan name are used to identify the likely business of the plan sponsor. For example, if the string “BAKERY” is present, then the code 445291 (“Baked Goods Stores”) is assigned. The business code is stored in the variable BIZCODE. The following list outlines the other edits (STRING – CODE IMPUTED).

BAKERY – 445291  
LUMBER – 421300  
CARPENTE – 235500  
AUTOMOTIVE – 811110  
ALARM – 561790  
SPORTS – 711210  
GLASS and METAL – 327210  
RESTAURANT – 722110

INN – 721191  
TOYOTA – 441110  
CHEVROLET – 441110  
LINCOLN – 441110  
MERCURY – 441110  
BUICK – 441110  
HONDA – 441110  
SCIENCE – 541700

TECHNOLOGY – 541990  
 ENGINEERING – 541330  
 ONCOLOGY – 621111  
 ELECTRONICS – 334410  
 SENIOR and LIVING – 623000  
 MANAGEMENT and GROUP – 541600  
 HEALTHCLUB – 812190  
 HOTEL – 721110  
 HUGO and BOSS – 315220  
 PHARMACY – 446110  
 PAPER – 422100  
 SOFTWARE – 511210  
 HARDWARE – 334110  
 FROZEN or FOODS – 454390  
 CABLE – 513200  
 BEAUTY and SUPPLY – 446120  
 NETWORKS – 513300  
 AUDIO – 334310  
 NURSERY – 422930  
 AUTO and PARTS – 441300  
 COUNTRY and CLUB – 813000  
 MEDICAL and CLINIC – 621111  
 HEALTH and CARE – 621111  
 FINANCIAL and SERVICES – 541219  
 FURNITURE – 442110  
 GOURMET – 445299  
 SHEET and METAL – 235610  
 AMBULANCE – 621900  
 MUSEUM OF and SCIENCE – 712100  
 MORTGAGE – 522292  
 HOSPITAL – 622000  
 GREENHOUSE – 111400  
 METAL and FABRICATOR – 332900  
 PLASTICS – 326100  
 BRICKLAYERS – 235400  
 COSMETICS – 446120  
 SWEEPER – 488490  
 TELESERVICES – 513300

MEDIA – 514100  
 BRASS and WORKS – 444190  
 PLUMBERS – 235110  
 ALARM SERVICE – 541330  
 ADMINISTRATIVE and SERVICE – 561110  
 HOSPITAL – 622000  
 BIOANALYTICAL – 541700  
 DRYWALL – 235400  
 WATERBEDS – 442110  
 FOOD and SERVICE – 811310  
 PRINTERS – 333110  
 SAVINGS – 522120  
 FREIGHT – 484120  
 FORD – 44110  
 LAND – 531390  
 TIMBER – 113110  
 BOOK – 422920  
 CREDIT and UNION – 522130  
 LIFE and INSURANCE – 524140  
 STEEL and FABRICATION – 331200  
 AIRLINE – 481000  
 TELECOMMUNICATION – 513300  
 ROOFER – 235610  
 SCHOOL – 611000  
 POLLUTION – 541700  
 TRANSMISSION – 811110  
 CONSTRUCTION – 233200  
 SAVINGS and BANK – 522120  
 DR – 621111  
 M.D. – 621111  
 MD – 621111  
 PHYSICIAN – 621111  
 D.D.S. – 621110  
 DENTAL – 621110  
 SURGEON – 621111  
 RADIOLOGY – 621111

### ***Removal of Duplicate Filings***

As discussed above, the variable BEST\_FOR\_PLAN is set to one for only one filing in each OPR\_EIN/OPR\_PN grouping. Theoretically the selection of only those filing with a BEST\_FOR\_PLAN value of one should ensure the *PPP Research File* does not contain duplicate filings. However, if a SPONS\_DFE\_EIN/SPONS\_DFE\_PN grouping has more than one filing with different plan names a letter is appended to the end of the SPONS\_DFE\_PN to create the OPR\_PN. The OPR\_EIN/OPR\_PN variables are created in this way to ensure a maximally inclusive grouping, as plans sometimes erroneously file for two different plans with the same plan number; as a result, duplicate filings are often introduced. For example, a plan that reports an EIN of ‘999999999’ and a PN of ‘001’

that filed twice with plan names of “ABC Company 401k Plan” and “ABC Company 401(k) Plan” would be included twice.

To eliminate these types of duplicate filings, OPR groups filings that have the same end of year assets, beginning of year assets, and total contributions and manually scans the filings, removing the obvious duplicates.

### ***Individual Participation Edits***

After the global of the OPR Editor in SAS format are executed, the participant counts could still contain errors in two forms. First, the active, retired, and separated participant items might not sum to the number input on the subtotal line item. Second, the sum of the subtotal of active, retired, and separated participants and beneficiaries might not equal the amount entered for the grand total number of participants. All filings with these errors are manually reviewed and changed to an individual’s estimate of the correct value based on the filing.

### ***Individual Financial Edits***

After the global edits of the OPR Editor in SAS format, there sometimes remain errors on Schedule H. Three specific types of errors are reviewed. First, the total contributions reported might not equal the sum of employer, participant, noncash, and other contributions reported. Second, the total dividends reported might not equal the sum of preferred stock, common stock, and for 2009 and beyond registered investment company dividends. Third, the total appreciation reported might not equal the sum of unrealized appreciation of real estate and other assets. These errors are manually reviewed and changed to an individual’s estimate of the correct value based on the filing.

### ***Edited Variables***

Beginning with the *2009 PPP Research File*, all original variables drawn from EDS and EFAST2 have remained unchanged. OPR researchers have created new variables whose values are set equal to the edited values for the corresponding original variables. These variables should be used to produce aggregate statistics from the *PPP Research File*. The edited variables are equal to the original variable when no edits are made.

|                            |                                |
|----------------------------|--------------------------------|
| BENEF_RCVG_BNFT_CNE        | TOT_ACTIVE_PARTCP_CNE          |
| BUSINESS_CODE_E            | TOT_PARTCP_BOY_CNE             |
| COLLECTIVE_BARGAIN_IND_E   | TYPE_PENSION_BNFT_CODE_E       |
| FUNDING_ARRANGEMENT_CODE_E | TYPE_WELFARE_BNFT_CODE_E       |
| PARTCP_ACCOUNT_BAL_CNE     | WELFARE_BENEFIT_PLAN_IND_E     |
| PENSION_BENEFIT_PLAN_IND_E | SMALL_CORRECTIVE_DISTRIB_AME   |
| RTD_SEP_PARTCP_FUT_CNE     | SMALL_DM_DISTRB_PTCP_LN_E      |
| RTD_SEP_PARTCP_RCVG_CNE    | SMALL_EMPLR_CONTRIB_INCOME_AME |
| SEP_PARTCP_PARTL_VSTD_CNE  | SMALL_EMPLR_PROP_EOY_AME       |
| SUBTL_ACT_RTD_SEP_CNE      | SMALL_EMPLR_SEC_EOY_AME        |
| TOT_ACT_RTD_SEP_BENEF_CNE  | SMALL_INVST_REAL_EST_EOY_E     |

|                               |                                |
|-------------------------------|--------------------------------|
| SMALL_JOINT_VENTURE_EOY_AME   | INVST_MGMT_FEES_AME            |
| SMALL_MORTG_PARTCP_EOY_AME    | JOINT_VENTURE_EOY_AME          |
| SMALL_NET_ASSETS_BOY_AME      | NET_ASSETS_BOY_AME             |
| SMALL_NET_ASSETS_EOY_AME      | NET_ASSETS_EOY_AME             |
| SMALL_NET_INCOME_AME          | NET_INCOME_AME                 |
| SMALL_NON_CASH_CONTRIB_BS_AME | NON_CASH_CONTRIB_BS_AME        |
| SMALL_OTH_CONTRIB_RCVD_AME    | NON_INT_BEAR_CASH_EOY_AME      |
| SMALL_OTH_LNS_PARTCP_EOY_AME  | OTH_BNFT_PAYMENT_AME           |
| SMALL_PARTICIPANT_CONTRIB_AME | OTH_CONTRIB_RCVD_AME           |
| SMALL_PERSONAL_PROP_EOY_AME   | OTH_INVST_EOY_AME              |
| SMALL_TOT_ASSETS_BOY_AME      | OTHER_ADMIN_FEES_AME           |
| SMALL_TOT_ASSETS_EOY_AME      | OTHER_LOANS_EOY_AME            |
| SMALL_TOT_DISTRIB_BNFT_AME    | OTHER_RECEIVABLES_EOY_AME      |
| SMALL_TOT_EXPENSES_AME        | PARTCP_CONTRIB_EOY_AME         |
| SMALL_TOT_INCOME_AME          | PARTCP_LOANS_EOY_AME           |
| SMALL_TOT_LIABILITIES_BOY_AME | PARTICIPANT_CONTRIB_AME        |
| SMALL_TOT_LIABILITIES_EOY_AME | PREF_STOCK_EOY_AME             |
| SMALL_TOT_PLAN_TRANSFERS_AME  | PROFESSIONAL_FEES_AME          |
| SMALL_OTHER_INCOME_AME        | REAL_ESTATE_EOY_AME            |
| SMALL_OTH_EXPENSES_AME        | REGISTERED_INVST_AME           |
| ACQUIS_INDBT_EOY_AME          | TOT_ADMIN_EXPENSES_AME         |
| AGGREGATE_PROCEEDS_AME        | TOT_ASSETS_EOY_AME             |
| AGGREGATE_COSTS_AME           | TOT_CONTRIB_AME                |
| BLDGS_USED_EOY_AME            | TOT_CORRECTIVE_DISTRIB_AME     |
| BNFTS_PAYABLE_EOY_AME         | TOT_DISTRIB_BNFT_AME           |
| COMMON_STOCK_EOY_AME          | TOT_DM_DISTRIB_PTCP_LNS_E      |
| CONTRACT_ADMIN_FEES_AME       | TOT_EXPENSES_AME               |
| CORP_DEBT_OTHER_EOY_AME       | TOT_GAIN_LOSS_SALE_AST_AME     |
| CORP_DEBT_PREFERRED_EOY_AME   | TOT_INCOME_AME                 |
| DISTRIB_DRT_PARTCP_AME        | OTHER_INCOME_AME               |
| DIVND_COMMON_STOCK_AME        | TOT_INT_EXPENSE_AME            |
| DIVND_PREF_STOCK_AME          | TOT_LIABILITIES_EOY_AME        |
| EMPLR_CONTRIB_EOY_AME         | OTHER_LIAB_EOY_AME             |
| EMPLR_CONTRIB_INCOME_AME      | TOT_TRANSFERS_FROM_AME         |
| EMPLR_PROP_EOY_AME            | TOT_TRANSFERS_TO_AME           |
| EMPLR_SEC_EOY_AME             | TOT_UNREALZD_APPRCTN_AME       |
| GAIN_LOSS_103_12_INVST_AME    | TOTAL_DIVIDENDS_AME            |
| GAIN_LOSS_COM_TRUST_AME       | TOTAL_INTEREST_AME             |
| GAIN_LOSS_MASTER_TR_AME       | TOTAL_RENTS_AME                |
| GAIN_LOSS_POOL_SEP_AME        | UNREALZD_APPRCTN_OTH_AME       |
| GAIN_LOSS_REG_INVST_AME       | UNREALZD_APPRCTN_RE_AME        |
| GOVT_SEC_EOY_AME              | SMALL_ADMIN_SRVC_PROVIDERS_AME |
| INS_CARRIER_BNFTS_AME         | REGISTERED_INVST_AME           |
| INS_CO_GEN_ACCT_EOY_AME       | SF_ADMIN_SRVC_PROVIDERS_AME    |
| INT_103_12_INVST_EOY_AME      | SF_CORRECTIVE_DEEMED_DISTR_AME |
| INT_BEAR_CASH_AME             | SF_EMPLR_CONTRIB_INCOME_AME    |
| INT_BEAR_CASH_EOY_AME         | SF_NET_ASSETS_EOY_AME          |
| INT_COMMON_TR_EOY_AME         | SF_NET_INCOME_AME              |
| INT_MASTER_TR_EOY_AME         | SF_OTH_CONTRIB_RCVD_AME        |
| INT_ON_CORP_DEBT_AME          | SF_OTH_EXPENSES_AME            |
| INT_ON_GOVT_SEC_AME           | SF_OTHER_INCOME_AME            |
| INT_ON_OTH_INVST_AME          | SF_PARTICIP_CONTRIB_INCOME_AME |
| INT_ON_OTH_LOANS_AME          | SF_TOT_ASSETS_EOY_AME          |
| INT_ON_PARTCP_LOANS_AME       | SF_TOT_DISTRIB_BNFT_AME        |
| INT_POOL_SEP_ACCT_EOY_AME     | SF_TOT_EXPENSES_AME            |
| INT_REG_INVST_CO_EOY_AME      | SF_TOT_INCOME_AME              |

|                             |                              |
|-----------------------------|------------------------------|
| SF_TOT_LIABILITIES_EOY_AME  | PARTCP_LOANS_BOY_AME         |
| SF_TOT_PLAN_TRANSFERS_AME   | INT_COMMON_TR_BOY_AME        |
| TYPE_PLAN_ENTITY_CD_E       | INT_POOL_SEP_ACCT_BOY_AME    |
| PLAN_NAME_E                 | INT_MASTER_TR_BOY_AME        |
| NON_CASH_CONTR_BS_AME       | INT_103_12_INVST_BOY_AME     |
| UNSPEC_INVEST_EOY_AME       | INT_REG_INVST_CO_BOY_AME     |
| OTHER_EXPENSES_AME          | INS_CO_GEN_ACCT_BOY_AME      |
| NET_INCOME_EOY_AME          | OTH_INVST_BOY_AME            |
| EMPLR_CONTRIB_BOY_AME       | EMPLR_SEC_BOY_AME            |
| PARTCP_CONTRIB_BOY_AME      | EMPLR_PROP_BOY_AME           |
| OTHER_RECEIVABLES_BOY_AME   | BLDGS_USED_BOY_AME           |
| INT_BEAR_CASH_BOY_AME       | TOT_ASSETS_BOY_AME           |
| GOVT_SEC_BOY_AME            | BNFTS_PAYABLE_BOY_AME        |
| CORP_DEBT_PREFERRED_BOY_AME | OPRTNG_PAYABLE_BOY_AME       |
| CORP_DEBT_OTHER_BOY_AME     | ACQUIS_INDBT_BOY_AME         |
| PREF_STOCK_BOY_AME          | OTHER_LIAB_BOY_AME           |
| COMMON_STOCK_BOY_AME        | TOT_LIABILITIES_BOY_AME      |
| JOINT_VENTURE_BOY_AME       | UNSPEC_DIST_BNFT_AME         |
| REAL_ESTATE_BOY_AME         | TOT_ADMIN_SRVC_PROVIDERS_AME |
| OTHER_LOANS_BOY_AME         |                              |

#### **IV. Additional Variables**

A number of OPR generated variables are added to the *PPP Research File* for use in creating the *PPP Bulletins Abstract of Form 5500 Annual Reports* or to enhance the reported information for research by synthesizing information collected on the Form 5500 and various Schedules. Many of these additional variables are assigned a custom display format in SAS (see the “Format Source.sas” program that accompanies the *PPP Research File* zipped file).

##### ***OPR\_EIN and OPR\_PN***

OPR\_EIN is the plan’s EIN for the majority of filings. For filings that report an unusable EIN, such as ‘000000000’, ‘999999999’, or blank, the first nine characters of the sponsor name are used as the OPR\_EIN.

Whereas the reported plan number (item 1b on Form 5500) is three characters long, the OPR\_PN adds a fourth character which distinguishes among filings with the same EIN/PN. The “best” filing will have the traditional three-character PN, while additional filings have a character (A, B, C, ...) appended to their plan number.

##### ***FUNDING\_ARRANGE and BENEFIT\_ARRANGE***

Plans are instructed to indicate the funding arrangements for the investment of assets and for the payment of benefits used during the plan year on lines 9a and 9b of the Form 5500. According to the instructions,

The “funding arrangement” is the method for the receipt, holding, investment, and transmittal of plan assets prior to the time the plan

actually provides benefits. The “benefit arrangement” is the method by which the plan provides benefits to participants.

Possible responses include one or more of the following: “Insurance,” “Code section 412(i) insurance contracts,” “Trust,” and “General assets of the sponsor.”

Edits of the funding and benefit arrangements seek to place each filing into one of the following categories: ” 1) Insurance, 2) Section 412(i) Insurance Contracts, 3) Trust, 4) Trust and Insurance, and 5) Unspecified/Not Determinable. While some plan-specific edits of the funding and benefit arrangements are performed, these data elements are largely corrected by the creation of variables FUNDING\_ARRANGE and BENEFIT\_ARRANGE, which take into account relevant financial information from the Schedule H in determining the method of funding.

FUNDING\_ARRANGE is the recode of FUNDING\_ARRANGEMENT\_CODE and uses financial information to help determine the method of funding for investment of assets.

| <u>Value</u> | <u>FUNDING_ARRANGE Description</u> |
|--------------|------------------------------------|
| 1            | Insurance                          |
| 2            | Section 412(i) Insurance           |
| 3            | Trust                              |
| 4            | Trust and Insurance                |
| 5            | Unspecified                        |

The method of funding for investment of assets is “trust” if one or more of the following conditions apply:

1. The plan indicated “Trust” as its funding arrangement on line 9a of Form 5500.
2. The plan did not indicate any funding arrangement, or checked “General assets of the sponsor,” on line 9a, and had assets in one or more of the following investments:
  - a. Interest-bearing cash
  - b. U.S. Government securities
  - c. Corporate debt instruments
  - d. Corporate stocks
  - e. Partnership/joint venture interests
  - f. Real estate
  - g. Common/collective trusts
  - h. Master trust investment accounts
  - i. 103-12 investment entities
  - j. Registered investment companies (e.g., mutual funds)
  - k. Employer securities
  - l. Employer real property
  - m. Other investments

The method of funding for investment of assets is “insurance” if one or more of the following conditions apply:

1. The plan indicated “Insurance” or “Section 412(i) insurance contracts” on line 9a of Form 5500.
2. The plan had assets in pooled separate accounts or insurance company general accounts (see Schedule H lines c(13) and c(14)).
3. The plan indicated that it had attached Schedule A, “Insurance Information” and had not indicated “Insurance” or “Section 412(i) insurance contracts” as its plan benefit arrangement on line 9b of Form 5500.

BENEFIT\_ARRANGE is the recode of BENEFIT\_CODE and uses financial information to help determine the method of funding for payment of benefits.

| <u>Value</u> | <u>BENEFIT_ARRANGE Description</u> |
|--------------|------------------------------------|
| 1            | Insurance                          |
| 2            | Section 412(i) Insurance           |
| 3            | Trust                              |
| 4            | Trust and Insurance                |
| 5            | Unspecified                        |

The method of funding for payment of benefits is “trust” if one or more of the following conditions apply:

1. The plan indicated “Trust” as its funding arrangement on line 9b of Form 5500.
2. The plan did not indicate any funding arrangement, or checked “General assets of the sponsor,” on line 9b, and
  - a. Indicated benefit payments directly to participants or beneficiaries (Schedule H, line e(1))
  - b. OR, indicated that a Schedule H was attached, that no payments were made to insurance carriers for the provision of benefits, that a Schedule A was **not** attached, and that the method of funding for investment of assets was “Trust” only (FUNDING\_ARRANGE = 3).

The method of funding for payment of benefits is “insurance” if one or more of the following conditions apply:

1. The plan indicated “Insurance” or “Section 412(i) insurance contracts” on line 9b of Form 5500.
2. The plan indicated “Section 412(i) insurance contracts” as method of funding for investment of assets on line 9a.
3. The plan did not indicate any funding arrangement, or checked “General assets of the sponsor,” on line 9b, and
  - a. Indicated that payments were made to insurance carriers for the provision of benefits
  - b. OR, the plan indicated that it had attached Schedule A, “Insurance Information” and had not indicated “Insurance” or “Section 412(i) insurance contracts” as its plan funding arrangement on line 9a of Form 5500.

**FSOURCE**

FSOURCE indicates the source of a filing.

| <u>Value</u> | <u>FSOURCE Description</u>      |
|--------------|---------------------------------|
| 1            | Filing is on a Short Form       |
| 2            | Filing is on the main Form 5500 |

**ENT2**

ENT2 is the recode of the edited plan entity type variable, TYPE\_PLAN\_ENTITY\_IND, and is the variable used in the *PPP Bulletins Abstract of Form 5500 Annual Reports* for tabulating by type of plan entity.

| <u>Value</u> | <u>ENT2 Description</u>                           |
|--------------|---------------------------------------------------|
| 1            | Single-employer plans and multiple-employer plans |
| 2            | Multiemployer plans                               |

**BIZCODE**

BIZCODE is the edited business code variable, BUSINESS\_CODE, converted from character to numerical format.

**PRI\_SUP\_CODE**

PRI\_SUP\_CODE indicates whether a plan provides primary or supplemental coverage to workers.

All sponsors of pension plans must file a separate Form 5500 report for each plan they sponsor, with each plan identified by the sponsor's 9 digit Employer Identification Number (EIN) assigned by the IRS plus a separate 3 digit plan number (PN), which is unique to each plan. This enables identification of all of the plans of each sponsor.

For purposes of estimating the extent of net and dual coverage, the plans of each sponsor can be placed in one of four categories:

1. Sponsors of only one plan;
2. Sponsors of more than one plan, all of which are defined benefit (DB);
3. Sponsors of more than one plan, all of which are defined contribution (DC);
4. Sponsors of more than one plan, including at least one DB plan and one DC plan.

In assigning participants to primary and supplemental plans the following assumptions were made:

1. Where sponsors had more than one DB plan and no DC plan it was assumed that each of the DB plans covered different groups of workers (such as hourly or salary), with no overlap in coverage. An exception was made if the plan name contained the word "supplemental" or "past service."
2. Where sponsors had more than one DC plan and no DB plan, it was assumed that if the DC plans were the same type (for example, all money purchase plans) the

plans covered different groups of employees, and if the plans were different types (for example money purchase and profit sharing) they provided dual coverage to the same group of workers. In the latter case, the plan covering the largest group of participants was categorized as the primary plan.

3. Where sponsors provided both DB and DC plans it was assumed that the DB plan(s) provided primary coverage and the DC plan(s) provided supplemental coverage. Where sponsors had more than one type of DC plan, the largest plan was designated as the initial supplemental plan and the other DC plan was designated as a third plan covering the firm's employees.

| Value | PRI_SUP_CODE Description                                                                                                                                                                                                         |
|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 0     | Plan is DB or DC. Only one plan offered by firm.                                                                                                                                                                                 |
| 1     | Plan is DB; firm has more than one DB, and no DC plans.                                                                                                                                                                          |
| 2     | Plan is DB; firm has one or more unique DC plans, which are presumed to cover the same group of workers.                                                                                                                         |
| 3     | DB plan providing supplemental or past service benefits.                                                                                                                                                                         |
| 4     | Plan is one of two identical DC plans, which are presumed to cover different groups of workers; firm has no DB plans.                                                                                                            |
| 5     | Plan is the larger of exactly 2 different DC plans offered by the firm, and is therefore Primary. Firm offers no DB plans.                                                                                                       |
| 6     | Plan is the smaller of exactly 2 different DC plans offered by the firm, and is therefore Supplemental. Firm offers no DB plans.                                                                                                 |
| 7     | Firm offers 3 DC plans. This plan is one of 2 identical DC plans (both considered Primary), which, when combined, have more participants than the unique DC plan (considered Supplemental—see code 10). Firm offers no DB plans. |
| 8     | Firm offers 3 DC plans. This plan is one of 2 identical DC plans (both considered Supplemental), which, when combined, have fewer participants than the unique DC plan (considered Primary—see code 9). Firm offers no DB plans. |
| 9     | Firm offers 3 DC plans. This plan is unique and is considered Primary, having more participants than the 2 identical DC plans combined (which are considered Supplemental—see code 8). Firm offers no DB plans.                  |
| 10    | Firm offers 3 DC plans. This plan is unique and is considered Supplemental, having fewer participants than the 2 identical DC plans combined (which are considered Primary—see code 7). Firm offers no DB plans.                 |
| 11    | Same as code 7, but firm also offers one or more DB plans.                                                                                                                                                                       |
| 12    | Same as code 8, but firm also offers one or more DB plans.                                                                                                                                                                       |
| 13    | Same as code 9, but firm also offers one or more DB plans.                                                                                                                                                                       |
| 14    | Same as code 10, but firm also offers one or more DB plans.                                                                                                                                                                      |
| 15    | Plan is only DC plan offered; firm also offers one or more DB plans.                                                                                                                                                             |
| 16    | Plan is DC; firm offers at least one DB and two or more identical DC plans.                                                                                                                                                      |
| 19    | Firm offers no DB plans, and 4 or more DC plans. Plans of the same type with greatest combined participation are Primary.                                                                                                        |
| 20    | Firm offers no DB plans, and 4 or more DC plans. Plans of the same type                                                                                                                                                          |

|    |                                                                                                                                                                                                                                                                                                                                                  |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | with least combined participation are Supplemental.                                                                                                                                                                                                                                                                                              |
| 21 | Firm offers one or more DB plans, and 4 or more DC plans. Plans of the same type with greatest combined participation are Primary.                                                                                                                                                                                                               |
| 22 | Firm offers one or more DB plans, and 4 or more DC plans. Plans of the same type with least combined participation are Supplemental.                                                                                                                                                                                                             |
| 23 | DC plan. Firm offers one or more DB plans, with combined participation of 10 or more. Firm may offer at least one other identical DC plan. This plan's participant count, combined with the participant count(s) of its twin(s), if any, is equal to or greater than 4 times the combined participant count of the DB plan(s).                   |
| 24 | DC plan. Firm offers one or more DB plans, with combined participation of 10 or more. Plan is Primary; firm may offer another identical plan or unique plan. This plan's participant count, combined with the participant count(s) of its twin(s), if any, is equal to or greater than 4 times the combined participant count of the DB plan(s). |
| 25 | DB plan. Total participation in firm's DB plan is 10 or more. Combined participant count in any ONE of the firm's DC plan TYPES is greater than or equal to 4 times the combined DB participation.                                                                                                                                               |

PRI\_SUP\_CODE is assigned a format which displays "Primary plans" for values 0,1,2,4,5,7,9,19,23,24,25; "Initial supplemental plans" for values 3,6,8,10,11,13,15,16,20,21; and "Second supplemental plans" for values 12,14,22.

### **SOLEPLAN**

SOLEPLAN indicates whether or not a plan is considered the sole plan of a sponsor. Its value is 1 if PRI\_SUP\_CODE equals 0 ("Sponsor has only one plan") or 5 ("Primary DC plan. Sponsor also has additional DC plan covering same group of workers with equal or fewer number of participants"); otherwise, SOLEPLAN equals 0.

### **PYB and PYE**

PYE is the plan year ending date variable FORM\_TAX\_PRD in the date format MM/DD/YYYY. PYB is the plan year beginning data variable FORM\_PLAN\_YEAR\_BEGIN\_DATE in the date format MM/DD/YYYY.

### **EFF\_DATE and EFFYR**

EFF\_DATE is the effective date of plan (PLAN\_EFF\_DATE) in the date format MM/DD/YYYY. EFFYR is the four-digit year portion of EFF\_DATE, and is assigned a custom format which casts it into one of the following bands:

1. Prior to 1970
2. 1970-1979
3. 1980-1989
4. 1990-1994
5. 1995-1999
6. 2000-2008
7. Date not specified

***ESOPCODE and K401***

ESOPCODE equals 1 if the plan is a non-leveraged employee stock ownership defined contribution plan (pension feature code “2O” reported or added in the course of editing), and 2 if the plan is a leveraged employee stock ownership defined contribution plan (pension feature code “2P” reported or added in the course of editing).

K401 equals 1 if the plan has a 401(k) feature (pension feature code “2J” reported or added in the course of editing).

***KSOPCODE and KSOP\_TYPE9***

KSOPCODE equals 2 (KSOP) if the plan is either a non-leveraged employee stock ownership defined contribution plan (pension feature code “2O” reported or added in the course of editing) or a leveraged employee stock ownership defined contribution plan (pension feature code “2P” reported or added in the course of editing) and has a 401(k) feature.

KSOPCODE equals 1 (Stand-Alone ESOP) if the plan meets the requirements above but does not have a 401(k) feature.

KSOP\_TYPE9 categorizes plans the same as the TYPE9 variable, only separately for KSOPs and Stand-Alone ESOPs.

***PDIR***

PDIR indicates the extent to which participants have the opportunity to direct the investment of assets allocated to their individual accounts.

| <u>Value</u> | <u>PDIR Description</u>       |
|--------------|-------------------------------|
| 0            | No participant direction      |
| 1            | Partial participant direction |
| 2            | Total participant direction   |

***FROZEN***

FROZEN identifies plans for which the accrual of benefits has been suspended whether because of service or compensation.

***FROZ\_ACTIVE***

This variable is a copy of ADJ\_ACTIVE but is only non-zero for frozen plans as identified above.

***FROZ\_ASSETS***

This variable is a copy of TOT\_ASSETS\_EOY\_AMT but is only non-zero for frozen plans as identified above.

***ADJ\_ACTIVE; TPART; GTPART; PART13; PART14; and LARGE***

Prior to 2005 in addition to the participant information reported on the Form 5500, the *PPP Research File* included adjusted participant variables that were considered more appropriate for research purposes. ADJ\_ACTIVE was the “Active participants” figure reported on line 7a of the Form 5500 (TOT\_ACTIVE\_PARTCP\_CNT), adjusted to exclude estimates of the following subsets: 1) 401(k) eligibles who have not elected to have the employer make contributions and 2) non-vested former employees who have not yet incurred the break in service period specified by the plan. This differs from the definition of active participants given in the Form 5500 Instructions in the following ways:

1. The instructions specify that active participants include “**any** individuals who are eligible to elect to have the employer make payments to a Code section 401(k) qualified cash or deferred arrangement” (emphasis added). For defined contribution plans that have participants with account balances, the number of non-retired/separated participants with account balances is used as the “adjusted” active participants number, provided it is at least 40 percent of the unadjusted active participants number.
2. The instructions specify that active participants exclude “nonvested former employees who have incurred the break in service period specified in the plan.” Presumably, nonvested former employees who have **not yet** incurred the break in service are still included; therefore, the adjustment excludes an estimate of the number of these individuals. For defined benefit plans and defined contribution plans that were unaffected by the adjustment in (1.) the “number of non-excludable employees who benefit under the plan” (line 4c(5) from Schedule T, “Qualified Pension Plan Coverage Information”) is used as the “adjusted” active participants number, provided it is at least 75 percent of the unadjusted active participants number. For all plans, if the number of non-excludable employees who benefit under the plan is greater than the adjusted active participant count and less than or equal to the original active participant count, then the number of non-excludable employees who benefit is used as the adjusted active participants number.

The same groups who were excluded from active participants as a result of the adjustment were subtracted from the “Subtotal” (line 7d, SUBTL\_ACT\_RTD\_SEP\_CNT) and “Total” (line 7f, TOT\_ACT\_RTD\_SEP\_BENEF\_CNT) participants lines, to create variables TPART and GTPART, respectively.

In the *Pension Plan Bulletins Abstract of Form 5500 Annual Reports*, the underlying variable for tabulations of “Active Participants” is ADJ\_ACTIVE and for “Total Participants” is TPART.

However, as delineated on Page 40 of the *Private Pension Plan Bulletin Historical Tables and Graphs*, an adjustment to active participants is no longer made. The variable used in all tabulations has not been changed. ADJ\_ACTIVE is still used, but now it is equal to TOT\_ACTIVE\_PARTCP\_CNT, the number of active participants reported on

line 7a of the Form 5500. TPART is now equal to SUBTL\_ACT\_RTD\_SEP\_CNT, and GTPART is now equal to TOT\_ACT\_RTD\_SEP\_BENEF\_CNT. This adjustment had to be abandoned owing to the fact that a portion of the adjustment was made by incorporating variables from IRS Schedule T. In 2006 and all subsequent years, this is no longer a required schedule. Additional information can be found in the *Private Pension Plan Bulletin Historical Tables and Graphs*.

The variables PART13 and PART14 are set equal to the TPART (“Total participants”) variable, but assigned formats so that output is displayed in ranges (“2-9,” “10-24,” ... “50,000 or more”). PART14 adds an extra parameter, “None or not reported,” for instances where TPART is less than or equal to zero, or missing.

The variable LARGE is set equal to 1 for plans with 100 or more participants (as measured by TPART) and is used in the *Private Pension Plan Bulletins Abstract of Form 5500 Annual Reports* in determining which records will be tabulated for tables restricted to pension plans with 100 or more participants. Please note that this subset of plans is largely composed of plans filing Schedule H, but also includes a small number of plans filing the less detailed Schedule I.

### **AST21**

AST21 is set equal to Total Assets End of Year (TOT\_ASSETS\_EOY\_AMT) and assigned a format which displays output in ranges, e.g., “\$1-24K,” “25-49K,” ... “2.5B or more.”

### **BS\_SOURCE**

#### **UNSPEC\_INVEST\_EOY\_AMT**

#### **UNSPEC\_DIST\_BNFT\_AMT**

BS\_SOURCE indicates the source of balance sheet information: “H” if Schedule H, “I” if Schedule I, and “N” if neither (or none). For Schedule I plans, Schedule I variables (with prefix “SMALL\_”) are copied and given the variable names of their Schedule H counterparts (e.g., JOINT\_VENTURE\_EOY\_AMT = SMALL\_JOINT\_VENTURE\_EOY\_AMT). In the process, the variables “Unspecified Investments” (UNSPEC\_INVEST\_EOY\_AMT) and “Unspecified Benefits Paid” (UNSPEC\_DIST\_BNFT\_AMT) are created. Unspecified Investments is the small plan Total Assets amount, less the sum of the small plan assets line items (partnership/joint venture, employer real property, real estate, employer securities, participant loans, and loans other than to participants). Note that “Tangible personal property” (SMALL\_PERSONAL\_PROP\_EOY\_AMT) is **not** subtracted from total assets; it has no Schedule H analogue and is thus included in “unspecified investments” for the *PPP Research File*. Unspecified Benefits is the small plan Benefits Paid (line 2e)—Schedule I does not specify any benefit payment detail.

### **NET\_TRANSFERS**

If the balance sheet source is Schedule I, then NET\_TRANSFERS is the small plan total transfers amount (SMALL\_TOT\_PLAN\_TRANSFERS\_AMT). Otherwise, NET\_TRANSFERS is the amount of assets transferred to the plan

(TOT\_TRANSFERS\_TO\_AMT), less the amount of assets transferred from the plan (TOT\_TRANSFERS\_FROM\_AMT).

### ***IB\_NINC***

Imputed Net Income equals the Total Income (TOT\_INCOME\_AMT) less the Total Expenses (TOT\_EXPENSES\_AMT).

### ***IOB\_\****

IOB\_\* variables are “imputed other” amounts to be used when tabulating both Schedule H and Schedule I filers. They are computed by subtracting the sum of line items common to both the Schedule H and I for a particular category from the reported total for that category. For example, IOB\_ASST (imputed other assets) equals total assets (TOT\_ASSETS\_EOY\_AMT) less the sum of assets in partnerships/joint ventures, employer property, real estate, employer securities, participant loans, and loans other than to participants. Note that these six asset line items are the only items found on both Schedule H and Schedule I.

### ***IOH\_\****

IOH\_\* variables are “imputed other” amounts to be used when tabulating only Schedule H filers. They are computed by subtracting the sum of line items on Schedule H for a particular category from the reported total for that category. For example, IOH\_INT (imputed other interest earnings) equals total interest (TOTAL\_INTEREST\_AMT) less the sum of interest earnings from interest-bearing cash, U.S. Government securities, corporate debt instruments, loans (other than to participants), and participant loans. Note that these five interest earnings items are found only on Schedule H.

### ***ITB\_LIAB***

Imputed Total Liabilities equals Total Assets (TOT\_ASSETS\_EOY\_AMT) less Net Assets (NET\_ASSETS\_EOY\_AMT).

### ***IOH\_CONT\_C12***

IOH\_CONT\_C12 is the variable underlying “Other or unspecified contributions” on Bulletin Tables C12 “Percentage Distribution of Income of Defined Benefit Plans with 100 or more Participants” and C13 “Percentage Distribution of Income of Defined Contribution Plans with 100 or more Participants.” It is the reported Total Contributions less the sum of employer contributions and participant contributions. In other words, it is an imputed “other contributions” variable that also includes noncash contributions.

### ***IOH\_INC\_C12***

IOH\_INC\_C12 is the variable underlying “Other or unspecified income” on Bulletin Tables C12 and C13. It is the reported Total Income less the sum of the following “income” line items on Schedule H:

- Total contributions (TOT\_CONTRIB\_AMT)
- Total interest earnings (TOTAL\_INTEREST\_AMT)
- Total dividends (TOTAL\_DIVIDENDS\_AMT)
- Gain (loss) on sale of assets (TOT\_GAIN\_LOSS\_SALE\_AST\_AMT)

- Unrealized appreciation (depreciation) of assets (TOT\_UNREALZD\_APPRCTN\_AMT)
- Net investment gain (loss) from common/collective trusts (GAIN\_LOSS\_COM\_TRUST\_AMT)
- Net investment gain (loss) from pooled separate accounts (GAIN\_LOSS\_POOL\_SEP\_AMT)
- Net investment gain (loss) from master trust investment accounts (GAIN\_LOSS\_MASTER\_TR\_AMT)
- Net investment gain (loss) from 103-12 investment entities (GAIN\_LOSS\_103\_12\_INVST\_AMT)
- Net investment gain (loss) from registered investment companies (GAIN\_LOSS\_REG\_INVST\_AMT)

In other words, IOH\_INC\_C12 is an imputed “other income” variable that also includes earnings from rents (Schedule H line 2b, item (3), TOTAL\_RENTS\_AMT).

#### ***SRDB\_\****

SRDB\_\* variables are “sum of reported detail” variables to be used when tabulating both Schedule H and Schedule I plans. They are computed by summing the reported line items common to both Schedules H and I for a particular category, plus the “Other” line item (if any) for that category. For example, SRDB\_ASST (sum of reported assets detail) is the sum of assets in partnerships/joint ventures, employer property, real estate, employer securities, participant loans, loans other than to participants, and tangible personal property (SMALL\_PERSONAL\_PROP\_EOY\_AMT). Note that personal property, an asset line item on Schedule I but not on Schedule H, is considered an “other” asset.

#### ***SRDH\_\****

SRDH\_\* variables are “sum of reported detail” variables to be used when tabulating Schedule H plans. They are computed by summing the reported line items on Schedule H for a particular category, plus the “Other” line item (if any) for that category. For example, SRDH\_EXP (sum of reported expenses detail) is the sum of total benefit payments (TOT\_DISTRIB\_BNFT\_AMT), corrective distributions (TOT\_CORRECTIVE\_DISTRIB\_AMT), deemed distributions of participant loans (TOT\_DM\_DISTRIB\_PTCP\_LNS\_A), interest expense (TOT\_INT\_EXPENSE\_AMT), and total administrative expenses (TOT\_ADMIN\_EXPENSES\_AMT). There is no “Other expenses” line on Schedule H.

## V. Codebook

| <u>SAS Variable Name</u> | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>                                                                                                                          | <u>Values</u>                                                                                                             |
|--------------------------|---------------|---------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| ACK_ID                   |               |                                 | 30-digit Filing identifying number in use for data taken from EFAST2 system.                                                                         |                                                                                                                           |
| ACQUIS_INDBT_BOY_AMT     | Schedule H    | Part I, 1i                      | Acquisition indebtedness, beginning of year amount                                                                                                   |                                                                                                                           |
| ACQUIS_INDBT_EOY_AMT     | Schedule H    | Part I, 1i                      | Acquisition indebtedness, end of year amount                                                                                                         |                                                                                                                           |
| ADJ_ACTIVE               |               |                                 | Active Participants, equal to the variable TOT_ACTIVE_PARTTCP_CNT                                                                                    |                                                                                                                           |
| AGGREGATE_COSTS_AMT      | Schedule H    | Part II, 2b(4)(B)               | Aggregate carrying amount                                                                                                                            |                                                                                                                           |
| AGGREGATE_PROCEEDS_AMT   | Schedule H    | Part II, 2b(4)(A)               | Aggregate proceeds on sale of assets                                                                                                                 |                                                                                                                           |
| ALL_PLAN_AST_DISTRIB_IND | Schedule H    | Part IV, 4k                     | Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | 1 = Yes                                                                                                                   |
| AMENDED_IND              | Form 5500     | Part I, B                       | This return/report is an amended return/report                                                                                                       | 1=Yes                                                                                                                     |
| AST21                    |               |                                 | Total Assets EOY, formatted with commas.                                                                                                             |                                                                                                                           |
| BENEF_RCVG_BNFT_CNT      | Form 5500     | Part II, 6e                     | Number of deceased participants whose beneficiaries are receiving or are entitled to receive benefits                                                | Integer                                                                                                                   |
| BENEFIT_ARRANGE          |               |                                 | Funding arrangement for payment of benefits.                                                                                                         | 1 = Insurance, 2 = Section 412(i) insurance contracts, 3 = Trust, 4 = General assets of the sponsor, 5 = Not determinable |
| BENEFIT_GEN_ASSET_IND    | Form 5500     | Part I, 9(b)(4)                 | Plan benefit arrangement – General assets of the sponsor                                                                                             | ‘1’=yes, ‘=no                                                                                                             |
| BENEFIT_INSURANCE_IND    | Form 5500     | Part I, 9(b)(1)                 | Plan benefit arrangement – Insurance                                                                                                                 | ‘1’=yes, ‘=no                                                                                                             |
| BENEFIT_SEC412_IND       | Form 5500     | Part I, 9(b)(2)                 | Plan benefit arrangement – Section 412(e)(3) insurance contracts                                                                                     | ‘1’=yes, ‘=no                                                                                                             |
| BENEFIT_TRUST_IND        | Form 5500     | Part I, 9(b)(3)                 | Plan benefit arrangement – Trust                                                                                                                     | ‘1’=yes, ‘=no                                                                                                             |
| BEST_FOR_PLAN            |               |                                 | Filing is considered "best" for its combination of EIN, PN, and plan year ending date.                                                               | 1 = Yes, 0 = No                                                                                                           |
| BIZCODE                  |               |                                 | Business code.                                                                                                                                       |                                                                                                                           |
| BLDGS_USED_BOY_AMT       | Schedule H    | Part I, 1e                      | Buildings & other property used in plan operation BOY                                                                                                |                                                                                                                           |
| BLDGS_USED_EOY_AMT       | Schedule H    | Part I, 1e                      | Buildings & other property used in plan operation EOY                                                                                                |                                                                                                                           |
| BNFTS_PAYABLE_BOY_AMT    | Schedule H    | Part I, 1g                      | Benefit claims payable BOY                                                                                                                           |                                                                                                                           |
| BNFTS_PAYABLE_EOY_AMT    | Schedule H    | Part I, 1g                      | Benefit claims payable EOY                                                                                                                           |                                                                                                                           |

| <u>SAS Variable Name</u>    | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>                                                           | <u>Values</u>                                                                                   |
|-----------------------------|---------------|---------------------------------|---------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| BS_SOURCE                   |               |                                 | Source of Balance Sheet items (replaces 1999 variable FORM).                          | H = Schedule H; I = Schedule I; N = None                                                        |
| COLLECTIVE_BARGAIN_IND      | Form 5500     | Part I, C                       | Plan is a collectively bargained plan                                                 | 1 = Yes                                                                                         |
| COMMON_STOCK_BOY_AMT        | Schedule H    | Part I, 1c(4)(B)                | Corporate stocks - Common BOY                                                         |                                                                                                 |
| COMMON_STOCK_EOY_AMT        | Schedule H    | Part I, 1c(4)(B)                | Corporate stocks - Common EOY                                                         |                                                                                                 |
| CONTRACT_ADMIN_FEES_AMT     | Schedule H    | Part II, 2i(2)                  | Administrative expenses -- Contract administrator fees                                |                                                                                                 |
| CORP_DEBT_OTHER_BOY_AMT     | Schedule H    | Part I, 1c(3)(B)                | Corporate debt instruments - All Other, BOY                                           |                                                                                                 |
| CORP_DEBT_OTHER_EOY_AMT     | Schedule H    | Part I, 1c(3)(B)                | Corporate debt instruments - All Other, EOY                                           |                                                                                                 |
| CORP_DEBT_PREFERRED_BOY_AMT | Schedule H    | Part I, 1c(3)(A)                | Corporate debt instruments - Preferred, BOY                                           |                                                                                                 |
| CORP_DEBT_PREFERRED_EOY_AMT | Schedule H    | Part I, 1c(3)(A)                | Corporate debt instruments - Preferred, EOY                                           |                                                                                                 |
| DB                          |               |                                 | Plan is Defined Benefit                                                               | 1 = Yes                                                                                         |
| DC                          |               |                                 | Plan is Defined Contribution                                                          | 1 = Yes                                                                                         |
| DISTRIB_DRT_PARTCP_AMT      | Schedule H    | Part II, 2e(1)                  | Benefit payments directly to participants & beneficiaries, including direct rollovers |                                                                                                 |
| DC6                         |               |                                 | Identifier for 401(k)/ESOP status                                                     | 1='401(k), not ESOP'<br>2='ESOP, not 401(k)'<br>3='401(k) and ESOP'<br>4='Not 401(k), not ESOP' |
| DIVND_COMMON_STOCK_AMT      | Schedule H    | 2b(2)(B)                        | Dividends -- Common stock                                                             |                                                                                                 |
| DIVND_PREF_STOCK_AMT        | Schedule H    | 2b(2)(A)                        | Dividends -- Preferred stock                                                          |                                                                                                 |
| EFF_DATE                    |               |                                 | Effective date of plan.                                                               |                                                                                                 |
| EINPN                       |               |                                 | Concatenation of OPR_EIN and OPR_PN.                                                  |                                                                                                 |
| EMPLR_CONTRIB_BOY_AMT       | Schedule H    | 1b(1)                           | Receivables - employer contributions, BOY                                             |                                                                                                 |
| EMPLR_CONTRIB_EOY_AMT       | Schedule H    | 1b(1)                           | Receivables - employer contributions, EOY                                             |                                                                                                 |
| EMPLR_CONTRIB_INCOME_AMT    | Schedule H    | 2a(1)(A)                        | Contributions - received or receivable in cash from employers                         |                                                                                                 |
| EMPLR_PROP_BOY_AMT          | Schedule H    | 1d(2)                           | Employer real property, BOY                                                           |                                                                                                 |
| EMPLR_PROP_EOY_AMT          | Schedule H    | 1d(2)                           | Employer real property, EOY                                                           |                                                                                                 |
| EMPLR_SEC_BOY_AMT           | Schedule H    | 1d(1)                           | Employer securities, BOY                                                              |                                                                                                 |
| EMPLR_SEC_EOY_AMT           | Schedule H    | 1d(1)                           | Employer securities, EOY                                                              |                                                                                                 |
| ENT2                        |               |                                 | Plan entity type.                                                                     | 1 = Single Employer, 2 = Multiemployer                                                          |
| ESOPCODE                    |               |                                 | ESOP, leveraged or not leveraged.                                                     | 1 = Leveraged, 2 = Nonleveraged                                                                 |

| <u>SAS Variable Name</u>   | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>                                                                                                                                          | <u>Values</u>                                                                                                             |
|----------------------------|---------------|---------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| F_WGT                      |               |                                 | Plan weight used for computation of "flow" quantities, e.g., contributions, benefits, income, and expenses.                                                          | = WGT                                                                                                                     |
| FINAL_FILING_IND           | Form 5500     | Part I, B                       | This return/report is the final return/report                                                                                                                        | 1=Yes                                                                                                                     |
| FORM_PLAN_YEAR_BEGIN_DATE  | Form 5500     | Part I                          | Calendar plan year of fiscal plan year beginning date                                                                                                                |                                                                                                                           |
| FORM_TAX_PRD               | Form 5500     | Part I                          | Calendar plan year of fiscal plan year ending date                                                                                                                   |                                                                                                                           |
| FROZ_ACTIVES               | Form 5500     | Part II, 6a                     | Active Participants in a frozen plan, equal to the variable TOT_ACTIVE_PARTCP_CN E                                                                                   |                                                                                                                           |
| FROZ_ASSETS                | Schedule H    | Part II, 1f                     | Total Assets in a frozen plan, End of Year amount                                                                                                                    |                                                                                                                           |
| FROZEN                     | Form 5500     | PartII 8a                       | Frozen Plan indicator from TYPE_PLAN_BENEFIT_CODE "1I"                                                                                                               | 1= Frozen<br>0=Not frozen                                                                                                 |
| FSOURCE                    |               |                                 | Source of filing (replaces 1999 variable SOURCE).                                                                                                                    | 1 = Filing is on a Short Form<br>2 = Filing is on the main Form 5500                                                      |
| FUND_SF                    |               |                                 | 1 for Short Form filers, 0 otherwise. Used to do tabulations of funding and benefit arrangements, since Short Form filers do not have to complete a funding section. |                                                                                                                           |
| FUNDING_ARRANGE            |               |                                 | Funding arrangement for investment of assets.                                                                                                                        | 1 = Insurance, 2 = Section 412(i) insurance contracts, 3 = Trust, 4 = General assets of the sponsor, 5 = Not determinable |
| FUNDING_GEN_ASSET_IND      | Form 5500     | Part I, 9(a)(4)                 | Plan funding arrangement – General assets of the sponsor                                                                                                             | '1'=yes,<br>' '=no                                                                                                        |
| FUNDING_INSURANCE_IND      | Form 5500     | Part I, 9(a)(1)                 | Plan funding arrangement – Insurance                                                                                                                                 | '1'=yes,<br>' '=no                                                                                                        |
| FUNDING_SEC412_IND         | Form 5500     | Part I, 9(a)(2)                 | Plan funding arrangement – Section 412(e)(3) insurance contracts                                                                                                     | '1'=yes,<br>' '=no                                                                                                        |
| FUNDING_TRUST_IND          | Form 5500     | Part I, 9(a)(3)                 | Plan funding arrangement – Trust                                                                                                                                     | '1'=yes,<br>' '=no                                                                                                        |
| GAIN_LOSS_103_12_INVST_AMT | Schedule H    | 2b(9)                           | Net gain from 103-IEs                                                                                                                                                |                                                                                                                           |
| GAIN_LOSS_COM_TRUST_AMT    | Schedule H    | 2b(6)                           | Net gain from CCTs                                                                                                                                                   |                                                                                                                           |
| GAIN_LOSS_MASTER_TR_AMT    | Schedule H    | 2b(8)                           | Net gain from MTIAs                                                                                                                                                  |                                                                                                                           |
| GAIN_LOSS_POOL_SEP_AMT     | Schedule H    | 2b(7)                           | Net gain from PSAs                                                                                                                                                   |                                                                                                                           |

| <u>SAS Variable Name</u>  | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>                                                      | <u>Values</u> |
|---------------------------|---------------|---------------------------------|----------------------------------------------------------------------------------|---------------|
| GAIN_LOSS_REG_INVST_AMT   | Schedule H    | 2b(10)                          | Net gain from registered investment companies                                    |               |
| GOVT_SEC_BOY_AMT          | Schedule H    | 1c(2)                           | U.S. government securities, BOY                                                  |               |
| GOVT_SEC_EOY_AMT          | Schedule H    | 1c(2)                           | U.S. government securities, EOY                                                  |               |
| GTPART                    |               |                                 | Grand total participants. Equal to TOT_ACT_RTD_SEP_BENEF_CNE                     |               |
| IB_NINC                   |               |                                 | Net income (Sch. H and I).                                                       |               |
| INITIAL_FILING_IND        | Form 5500     | Part I, B                       | This return/report is the first return/report                                    | 1=Yes         |
| INS_CARRIER_BNFTS_AMT     | Schedule H    | 2e(2)                           | Payments to insurance carriers for provision of benefits                         |               |
| INS_CO_GEN_ACCT_BOY_AMT   | Schedule H    | 1c(14)                          | Value of funds in insurance company general account (unallocated contracts), BOY |               |
| INS_CO_GEN_ACCT_EOY_AMT   | Schedule H    | 1c(14)                          | Value of funds in insurance company general account (unallocated contracts), EOY |               |
| INT_103_12_INVST_BOY_AMT  | Schedule H    | 1c(12)                          | Value of interest in 103-12 investment entities (103-12 IEs), BOY                |               |
| INT_103_12_INVST_EOY_AMT  | Schedule H    | 1c(12)                          | Value of interest in 103-12 investment entities (103-12 IEs), EOY                |               |
| INT_BEAR_CASH_AMT         | Schedule H    | 2b(1)(A)                        | Interest earnings on interest-bearing cash                                       |               |
| INT_BEAR_CASH_BOY_AMT     | Schedule H    | 1c(1)                           | Interest bearing cash, BOY                                                       |               |
| INT_BEAR_CASH_EOY_AMT     | Schedule H    | 1c(1)                           | Interest bearing cash, EOY                                                       |               |
| INT_COMMON_TR_BOY_AMT     | Schedule H    | 1c(9)                           | Value of interest in common/collective trusts (CCTs), BOY                        |               |
| INT_COMMON_TR_EOY_AMT     | Schedule H    | 1c(9)                           | Value of interest in common/collective trusts (CCTs), EOY                        |               |
| INT_MASTER_TR_BOY_AMT     | Schedule H    | 1c(11)                          | Value of interest in master trust investment accounts (MTIAs), BOY               |               |
| INT_MASTER_TR_EOY_AMT     | Schedule H    | 1c(11)                          | Value of interest in master trust investment accounts (MTIAs), EOY               |               |
| INT_ON_CORP_DEBT_AMT      | Schedule H    | 2b(1)(C)                        | Interest Earnings -- Corporate debt instruments                                  |               |
| INT_ON_GOVST_SEC_AMT      | Schedule H    | 2b(1)(B)                        | Interest Earnings - U.S. Govt securities                                         |               |
| INT_ON_OTH_INVST_AMT      | Schedule H    | 2b(1)(F)                        | Interest Earnings - Other                                                        |               |
| INT_ON_OTH_LOANS_AMT      | Schedule H    | 2b(1)(D)                        | Interest Earnings - Loans (other than to participants)                           |               |
| INT_ON_PARTCP_LOANS_AMT   | Schedule H    | 2b(1)(E)                        | Interest Earnings - Participant loans                                            |               |
| INT_POOL_SEP_ACCT_BOY_AMT | Schedule H    | 1c(10)                          | Value of interest in pooled separate accounts (PSAs), BOY                        |               |
| INT_POOL_SEP_ACCT_EOY_AMT | Schedule H    | 1c(10)                          | Value of interest in pooled separate accounts (PSAs), EOY                        |               |
| INT_REG_INVST_CO_BOY_AMT  | Schedule H    | 1c(13)                          | Value of interest in registered investment companies (e.g. mutual funds), BOY    |               |

| <u>SAS Variable Name</u> | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>                                                   | <u>Values</u> |
|--------------------------|---------------|---------------------------------|-------------------------------------------------------------------------------|---------------|
| INT_REG_INVST_CO_EOY_AMT | Schedule H    | 1c(13)                          | Value of interest in registered investment companies (e.g. mutual funds), EOY |               |
| INVST_MGMT_FEES_AMT      | Schedule H    | 2i(3)                           | Administrative Expenses -- Investment advisory & management fees              |               |
| IOB_ASST                 |               |                                 | Other or unspecified assets (Sch. H and I and SF).                            |               |
| IOB_ASST2                |               |                                 | Other or unspecified assets (Sch. H and I). Zero for SF filers.               |               |
| IOB_EXP                  |               |                                 | Other or unspecified expenses (Sch. H and I).                                 |               |
| IOB_INC                  |               |                                 | Other or unspecified income (Sch. H and I).                                   |               |
| IOH_AEXP                 |               |                                 | Other or unspecified administrative expenses (Sch. H only).                   |               |
| IOH_APP                  |               |                                 | Unspecified appreciation (Sch. H only).                                       |               |
| IOH_ASST                 |               |                                 | Other or unspecified assets (Sch. H only).                                    |               |
| IOH_ASST_C7              |               |                                 | Other or unspecified assets (Table C7) (Sch. H only).                         |               |
| IOH_BEN                  |               |                                 | Other or unspecified benefits (Sch. H only).                                  |               |
| IOH_CONT                 |               |                                 | Unspecified contributions (Sch. H only).                                      |               |
| IOH_CONT_C12             |               |                                 | Unspecified contributions (Table C12) (Sch. H only).                          |               |
| IOH_DIV                  |               |                                 | Unspecified dividends (Sch. H only).                                          |               |
| IOH_EXP                  |               |                                 | Unspecified expenses (Sch. H only).                                           |               |
| IOH_INC                  |               |                                 | Other or unspecified income (Sch. H only).                                    |               |
| IOH_INC_C12              |               |                                 | Other or unspecified income (Table C12) (Sch. H only).                        |               |
| IOH_INT                  |               |                                 | Other or unspecified interest (Sch. H only).                                  |               |
| IOH_LIAB                 |               |                                 | Other liabilities (Sch. H only).                                              |               |
| ITB_LIAB                 |               |                                 | Total liabilities (Sch. H and I).                                             |               |
| JOINT_VENTURE_BOY_AMT    | Schedule H    | 1c(5)                           | Partnership/Joint Venture interests, BOY                                      |               |
| JOINT_VENTURE_EOY_AMT    | Schedule H    | 1c(5)                           | Partnership/Joint Venture interests, EOY                                      |               |

| <u>SAS Variable Name</u>  | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>                                                 | <u>Values</u>                                                                                                                                                                                                                                                                                                              |
|---------------------------|---------------|---------------------------------|-----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| KSOP_TYPE9                |               |                                 | Plan type (18 values).                                                      | STAND-ALONE<br>ESOPS:<br>1 = Defined<br>Benefit (total), 2<br>= Profit-sharing<br>(including thrift-<br>savings), 3 =<br>Stock bonus, 4 =<br>Target benefit, 5<br>= Money<br>purchase, 7 =<br>403(b)(1), 8 =<br>403(b)(7), 9 =<br>Code 408, 6 =<br>Other defined<br>contribution<br>KSOPS:<br>same categories<br>for 10-18 |
| K401                      |               |                                 | Plan is a defined contribution<br>plan with Code section 401(k)<br>feature. | 1 = Yes, 0 = No                                                                                                                                                                                                                                                                                                            |
| KSOPCODE                  |               |                                 | ESOP, Stand-Alone or KSOP                                                   | 1=Stand-Alone<br>ESOP, 2=KSOP                                                                                                                                                                                                                                                                                              |
| LARGE                     |               |                                 | Plan is a "large" plan, i.e., 100<br>or more total participants.            | 1 = Yes, 0 = No                                                                                                                                                                                                                                                                                                            |
| LAST_RPT_PLAN_NUM         | Form 5500     | Part II, 4c                     | Plan number from last<br>return/report                                      |                                                                                                                                                                                                                                                                                                                            |
| LAST_RPT_SPONS_EIN        | Form 5500     | Part II, 4b                     | EIN from last return/report                                                 |                                                                                                                                                                                                                                                                                                                            |
| LAST_RPT_SPONS_NAME       | Form 5500     | Part II, 4a                     | Sponsor's name from last<br>return/report                                   |                                                                                                                                                                                                                                                                                                                            |
| NET_ASSETS_BOY_AMT        | Schedule H    | 1l                              | Net Assets, BOY                                                             |                                                                                                                                                                                                                                                                                                                            |
| NET_ASSETS_EOY_AMT        | Schedule H    | 1l                              | Net Assets, EOY                                                             |                                                                                                                                                                                                                                                                                                                            |
| NET_INCOME_AMT            | Schedule H    | 2k                              | Net Income                                                                  |                                                                                                                                                                                                                                                                                                                            |
| NET_TRANSFERS             |               |                                 | Net transfers.                                                              |                                                                                                                                                                                                                                                                                                                            |
| NON_CASH_CONTRIB_BS_AMT   | Schedule H    | 2a(2)                           | Noncash contributions                                                       |                                                                                                                                                                                                                                                                                                                            |
| NON_INT_BEAR_CASH_BOY_AMT | Schedule H    | 1a                              | Total non-interest bearing<br>cash, BOY                                     |                                                                                                                                                                                                                                                                                                                            |
| NON_INT_BEAR_CASH_EOY_AMT | Schedule H    | 1a                              | Total non-interest bearing<br>cash, EOY                                     |                                                                                                                                                                                                                                                                                                                            |
| OPR_EIN                   |               |                                 | Office of Policy Research<br>assigned Employer<br>Identification Number     | 9 digits                                                                                                                                                                                                                                                                                                                   |
| OPR_PN                    |               |                                 | Office of Policy Research<br>assigned Employer Plan<br>Number               | 4 digits                                                                                                                                                                                                                                                                                                                   |
| OPRTNG_PAYABLE_BOY_AMT    | Schedule H    | 1h                              | Operating payables, BOY                                                     |                                                                                                                                                                                                                                                                                                                            |
| OPRTNG_PAYABLE_EOY_AMT    | Schedule H    | 1h                              | Operating payables, EOY                                                     |                                                                                                                                                                                                                                                                                                                            |
| OTH_BNFT_PAYMENT_AMT      | Schedule H    | 2e(3)                           | Other benefit payment amount                                                |                                                                                                                                                                                                                                                                                                                            |
| OTH_CONTRIB_RCVD_AMT      | Schedule H    | 2a(1)(C)                        | Other cash contributions                                                    |                                                                                                                                                                                                                                                                                                                            |
| OTH_INVST_BOY_AMT         | Schedule H    | 1c(15)                          | Other general investments,<br>BOY                                           |                                                                                                                                                                                                                                                                                                                            |
| OTH_INVST_EOY_AMT         | Schedule H    | 1c(15)                          | Other general investments,<br>EOY                                           |                                                                                                                                                                                                                                                                                                                            |
| OTHER_ADMIN_FEES_AMT      | Schedule H    | 2i(4)                           | Administrative Expenses --<br>Other                                         |                                                                                                                                                                                                                                                                                                                            |
| OTHER_EXPENSES_AMT        |               |                                 | Other expenses.                                                             |                                                                                                                                                                                                                                                                                                                            |

| <u>SAS Variable Name</u>  | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>                                                                              | <u>Values</u>                                                                            |
|---------------------------|---------------|---------------------------------|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| OTHER_INCOME_AMT          | Schedule H    | 2c                              | Other income                                                                                             |                                                                                          |
| OTHER_LIAB_BOY_AMT        | Schedule H    | 1j                              | Other liabilities, BOY                                                                                   |                                                                                          |
| OTHER_LIAB_EOY_AMT        | Schedule H    | 1j                              | Other liabilities, EOY                                                                                   |                                                                                          |
| OTHER_LOANS_BOY_AMT       | Schedule H    | 1c(7)                           | Loans (other than to participants), BOY                                                                  |                                                                                          |
| OTHER_LOANS_EOY_AMT       | Schedule H    | 1c(7)                           | Loans (other than to participants), EOY                                                                  |                                                                                          |
| OTHER_RECEIVABLES_BOY_AMT | Schedule H    | 1b(3)                           | Receivables - other receivables, BOY                                                                     |                                                                                          |
| OTHER_RECEIVABLES_EOY_AMT | Schedule H    | 1b(3)                           | Receivables - other receivables, EOY                                                                     |                                                                                          |
| PART13                    |               |                                 | Total participants, formatted.                                                                           |                                                                                          |
| PART14                    |               |                                 | Total participants, formatted.                                                                           |                                                                                          |
| PARTCP_ACCOUNT_BAL_CNT    | Form 5500     | Part II, 6g                     | Number of participants with account balances as of the end of the year (defined contribution plans only) |                                                                                          |
| PARTCP_CONTRIB_BOY_AMT    | Schedule H    | 1b(2)                           | Receivables - participant contributions, BOY                                                             |                                                                                          |
| PARTCP_CONTRIB_EOY_AMT    | Schedule H    | 1b(2)                           | Receivables - participant contributions, EOY                                                             |                                                                                          |
| PARTCP_LOANS_BOY_AMT      | Schedule H    | 1c(8)                           | Participant loans, BOY                                                                                   |                                                                                          |
| PARTCP_LOANS_EOY_AMT      | Schedule H    | 1c(8)                           | Participant loans, EOY                                                                                   |                                                                                          |
| PARTICIPANT_CONTRIB_AMT   | Schedule H    | 2a(1)(B)                        | Cash contributions from participants                                                                     |                                                                                          |
| PDIR                      |               |                                 | Participant-direction flag.                                                                              | 0 = None; 1 = Partial; 2 = Total                                                         |
| PLAN_NAME                 | Form 5500     | Part II, 1a                     | Name of plan                                                                                             |                                                                                          |
| PREF_STOCK_BOY_AMT        | Schedule H    | 1c(4)(A)                        | Corporate stocks - Preferred, BOY                                                                        |                                                                                          |
| PREF_STOCK_EOY_AMT        | Schedule H    | 1c(4)(A)                        | Corporate stocks - Preferred, EOY                                                                        |                                                                                          |
| PRI_SUP_CODE              |               |                                 | Primary/Supplemental plan indicator.                                                                     | There are 25 different possible values for this item – see Table following this codebook |
| PROFESSIONAL_FEES_AMT     | Schedule H    | 2i(1)                           | Administrative expenses -- Professional fees                                                             |                                                                                          |
| PYB                       |               |                                 | Plan year begin date                                                                                     |                                                                                          |
| PYE                       |               |                                 | Plan year end date                                                                                       |                                                                                          |
| REAL_ESTATE_BOY_AMT       | Schedule H    | 1c(6)                           | Real estate (other than employer real property), BOY                                                     |                                                                                          |
| REAL_ESTATE_EOY_AMT       | Schedule H    | 1c(6)                           | Real estate (other than employer real property), EOY                                                     |                                                                                          |
| REGISTERED_INVST_AMT      | Schedule H    | Part II, 2(2)(c)                | Registered investment company shares (e.g. mutual funds)                                                 |                                                                                          |
| RES_TERM_PLAN_ADPT_IND    | Schedule H    | Part II, 5a                     | Was a resolution to terminate the plan adopted?                                                          | 1 = Yes                                                                                  |
| RTD_SEP_PARTCP_FUT_CNT    | Form 5500     | Part II, 6c                     | Number of other retired or separated participants entitled to future benefits                            |                                                                                          |
| RTD_SEP_PARTCP_RCVG_CNT   | Form 5500     | Part II, 6b                     | Number of retired or separated participants receiving benefits                                           |                                                                                          |

| <u>SAS Variable Name</u>       | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>                                                                                                  | <u>Values</u>                |
|--------------------------------|---------------|---------------------------------|------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| S_WGT                          |               |                                 | Plan weight used for computing stock quantities, such as assets, liabilities, and participation.                             | = WGT *<br>BEST_FOR_PL<br>AN |
| SEP_PARTCP_PARTL_VSTD_CNT      | Form 5500     | Part II, 6h                     | Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested |                              |
| SF_ADMIN_SRVC_PROVIDERS_AMT    | Form 5500-SF  | Part III, 8f                    | Expenses paid to administrative service providers                                                                            |                              |
| SF_CORRECTIVE_DEEMED_DISTR_AMT | Form 5500-SF  | Part III, 8e                    | Certain deemed and/or corrective distributions                                                                               |                              |
| SF_EMPLR_CONTRIB_INCOME_AMT    | Form 5500-SF  | Part III, 8a(1)                 | Employer contributions                                                                                                       |                              |
| SF_NET_ASSETS_BOY_AMT          | Form 5500-SF  | Part III, 7a                    | Net assets as of the beginning of the plan year                                                                              |                              |
| SF_NET_ASSETS_EOY_AMT          | Form 5500-SF  | Part III, 7a                    | Net assets as of the end of the plan year                                                                                    |                              |
| SF_NET_INCOME_AMT              | Form 5500-SF  | Part III, 8i                    | Net income                                                                                                                   |                              |
| SF_OTH_CONTRIB_RCVD_AMT        | Form 5500-SF  | Part III, 8a(3)                 | Other contributions                                                                                                          |                              |
| SF_OTH_EXPENSES_AMT            | Form 5500-SF  | Part III, 8g                    | Other expenses                                                                                                               |                              |
| SF_OTHER_INCOME_AMT            | Form 5500-SF  | Part III, 8b                    | Other income                                                                                                                 |                              |
| SF_PARTICIP_CONTRIB_INCOME_AMT | Form 5500-SF  | Part III, 8a(2)                 | Participant contributions                                                                                                    |                              |
| SF_TOT_ASSETS_BOY_AMT          | Form 5500-SF  | Part III, 7c                    | Total assets as of the beginning of the plan year                                                                            |                              |
| SF_TOT_ASSETS_EOY_AMT          | Form 5500-SF  | Part III, 7c                    | Total assets as of the end of the plan year                                                                                  |                              |
| SF_TOT_DISTRIB_BNFT_AMT        | Form 5500-SF  | Part III, 8d                    | Benefits paid                                                                                                                |                              |
| SF_TOT_EXPENSES_AMT            | Form 5500-SF  | Part III, 8h                    | Total expenses                                                                                                               |                              |
| SF_TOT_INCOME_AMT              | Form 5500-SF  | Part III, 8c                    | Total income                                                                                                                 |                              |
| SF_TOT_LIABILITIES_BOY_AMT     | Form 5500-SF  | Part III, 7b                    | Total liabilities as of the beginning of the plan year                                                                       |                              |
| SF_TOT_LIABILITIES_EOY_AMT     | Form 5500-SF  | Part III, 7b                    | Total liabilities as of the end of the plan year                                                                             |                              |
| SF_TOT_PLAN_TRANSFERS_AMT      | Form 5500-SF  | Part III, 8j                    | Transfers to (from) the plan                                                                                                 |                              |
| SHORT_PLAN_YR_IND              | Form 5500     | Part I, B                       | This return/report is a short plan year return/report (less than 12 months)                                                  |                              |
| SMALL_ADMIN_SRVC_PROVIDERS_AMT | Schedule I    | Part I, 2h                      |                                                                                                                              |                              |
| SMALL_CORRECTIVE_DISTRIB_AMT   | Schedule I    | Part I, 2f                      | Corrective distributions                                                                                                     |                              |
| SMALL_DM_DSTRB_PTCP_LN_E       | Schedule I    | Part I, 2g                      | Certain deemed distributions of participant loans                                                                            |                              |
| SMALL_EMPLR_CONTRIB_INCOME_AMT | Schedule I    | Part I, 2a1                     | Employer contributions                                                                                                       |                              |
| SMALL_EMPLR_PROP_EOY_AMT       | Schedule I    | Part I, 3b                      | Employer property                                                                                                            |                              |
| SMALL_EMPLR_SEC_EOY_AMT        | Schedule I    | Part I, 3d                      | Employer securities                                                                                                          |                              |
| SMALL_INVST_REAL_EST_EOY_A     | Schedule I    | Part I, 3c                      | Real estate investments                                                                                                      |                              |

| <u>SAS Variable Name</u>      | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>                                | <u>Values</u> |
|-------------------------------|---------------|---------------------------------|------------------------------------------------------------|---------------|
| SMALL_JOINT_VENTURE_EOY_AMT   | Schedule I    | Part I, 3a                      | Joint ventures / partnerships                              |               |
| SMALL_MORTG_PARTCP_EOY_AMT    | Schedule I    | Part I, 3e                      | Participant loans                                          |               |
| SMALL_NET_ASSETS_BOY_AMT      | Schedule I    | Part I, 1c                      | Net Assets (BOY)                                           |               |
| SMALL_NET_ASSETS_EOY_AMT      | Schedule I    | Part I, 1c                      | Net Assets                                                 |               |
| SMALL_NET_INCOME_AMT          | Schedule I    | Part I, 2k                      | Net Income                                                 |               |
| SMALL_NON_CASH_CONTRIB_BS_AMT | Schedule I    | Part I, 2b                      | Non-cash contributions                                     |               |
| SMALL_OTHER_INCOME_AMT        | Schedule I    | Part I, 2c                      | Other Income                                               |               |
| SMALL_OTH_CONTRIB_RCVD_AMT    | Schedule I    | Part I, 2a3                     | Other contributions received/receivable                    |               |
| SMALL_OTH_EXPENSES_AMT        | Schedule I    | Part I, 2i                      | Other expenses                                             |               |
| SMALL_OTH_LNS_PARTCP_EOY_AMT  | Schedule I    | Part I, 3f                      | Loans (other than to participants)                         |               |
| SMALL_PARTICIPANT_CONTRIB_AMT | Schedule I    | Part I, 2a2                     | Participant contributions                                  |               |
| SMALL_PERSONAL_PROP_EOY_AMT   | Schedule I    | Part I, 3g                      | Personal property                                          |               |
| SMALL_TOT_ASSETS_BOY_AMT      | Schedule I    | Part I, 1a                      | Total assets (BOY)                                         |               |
| SMALL_TOT_ASSETS_EOY_AMT      | Schedule I    | Part I, 1a                      | Total assets                                               |               |
| SMALL_TOT_DISTRI_BNFT_AMT     | Schedule I    | Part I, 2e                      | Total Benefits paid                                        |               |
| SMALL_TOT_EXPENSES_AMT        | Schedule I    | Part I, 2j                      | Total expenses                                             |               |
| SMALL_TOT_INCOME_AMT          | Schedule I    | Part I, 2d                      | Total income                                               |               |
| SMALL_TOT_LIABILITIES_BOY_AMT | Schedule I    | Part I, 1b                      | Total liabilities (BOY)                                    |               |
| SMALL_TOT_LIABILITIES_EOY_AMT | Schedule I    | Part I, 1b                      | Total liabilities                                          |               |
| SMALL_TOT_PLAN_TRANSFERS_AMT  | Schedule I    | Part I, 2l                      | Transfers to (from) the plan                               |               |
| SOLEPLAN                      |               |                                 | Plan is the sole plan offered by employer.                 | 1 = Yes       |
| SPONS_DFE_MAIL_US_CITY        | Form 5500     | Part II, 2a                     | Sponsor city                                               |               |
| SPONS_DFE_MAIL_US_STATE       | Form 5500     | Part II, 2a                     | Sponsor state                                              |               |
| SPONS_DFE_MAIL_US_ZIP         | Form 5500     | Part II, 2a                     | Sponsor zip code                                           |               |
| SPONSOR_DFE_NAME              | Form 5500     | Part II, 2a                     | Sponsor name                                               |               |
| SRDB_ASST                     |               |                                 | Sum of reported detail: Assets (Sch. H and I)              |               |
| SRDB_EXP                      |               |                                 | Sum of reported detail: Expenses (Sch. H and I)            |               |
| SRDB_INC                      |               |                                 | Sum of reported detail: Income (Sch. H and I)              |               |
| SRDH_AEXP                     |               |                                 | Sum of reported detail: Admin. Expense (Sch. H)            |               |
| SRDH_APP                      |               |                                 | Sum of reported detail: Appreciation (Sch. H)              |               |
| SRDH_ASST                     |               |                                 | Sum of reported detail: Assets (Sch. H)                    |               |
| SRDH_ASST_C7                  |               |                                 | Sum of reported detail: Assets (Sch. H), Table C7          |               |
| SRDH_BEN                      |               |                                 | Sum of reported detail: Benefits (Sch. H)                  |               |
| SRDH_CASH                     |               |                                 | Sum of reported detail: Cash (Sch. H)                      |               |
| SRDH_CONT                     |               |                                 | Sum of reported detail: Contributions (Sch. H)             |               |
| SRDH_CONT_C12                 |               |                                 | Sum of reported detail: Contributions (Sch. H) (Table C12) |               |
| SRDH_DIV                      |               |                                 | Sum of reported detail: Dividends (Sch. H)                 |               |

| <u>SAS Variable Name</u>   | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>                                                            | <u>Values</u> |
|----------------------------|---------------|---------------------------------|----------------------------------------------------------------------------------------|---------------|
| SRDH_EXP                   |               |                                 | Sum of reported detail:<br>Expenses (Sch. H)                                           |               |
| SRDH_INC                   |               |                                 | Sum of reported detail:<br>Income (Sch. H)                                             |               |
| SRDH_INC_C12               |               |                                 | Sum of reported detail:<br>Income (Sch. H) (Table C12)                                 |               |
| SRDH_INT                   |               |                                 | Sum of reported detail:<br>Interest (Sch. H)                                           |               |
| SRDH_LIAB                  |               |                                 | Sum of reported detail:<br>Liabilities (Sch. H)                                        |               |
| SRDH_LOANS                 |               |                                 | Sum of reported detail: Loans<br>(Sch. H)                                              |               |
| SRDH_REC                   |               |                                 | Sum of reported detail:<br>Receivables (Sch. H)                                        |               |
| SRDH_STOCK                 |               |                                 | Sum of reported detail: Stock<br>(Sch. H)                                              |               |
| SUBTL_ACT_RTD_SEP_CNT      | Form 5500     | Part II, 6d                     | Subtotal of active, retired, and<br>separated participants                             |               |
| TOT_ACT_RTD_SEP_BENEF_CNT  | Form 5500     | Part II, 6f                     | Number of active, retired,<br>separated, and beneficiaries of<br>deceased participants |               |
| TOT_ACTIVE_PARTCP_CNT      | Form 5500     | Part II, 6a                     | Number of active participants                                                          |               |
| TOT_ADMIN_EXPENSES_AMT     | Schedule H    | 2i(5)                           | Administrative Expenses --<br>Total                                                    |               |
| TOT_ASSETS_BOY_AMT         | Schedule H    | 1f                              | Total Assets, Beginning of<br>Year amount                                              |               |
| TOT_ASSETS_EOY_AMT         | Schedule H    | 1f                              | Total Assets, End of Year<br>amount                                                    |               |
| TOT_CONTRIB_AMT            | Schedule H    | 2a(3)                           | Total Contributions                                                                    |               |
| TOT_CORRECTIVE_DISTRIB_AMT | Schedule H    | 2f                              | Corrective distributions                                                               |               |
| TOT_DISTRIB_BNFT_AMT       | Schedule H    | 2e(4)                           | Total benefit payments                                                                 |               |
| TOT_DM_DISTRIB_PTCP_LNS_A  | Schedule H    | 2g                              | Certain deemed distributions<br>of participant loans                                   |               |
| TOT_EXPENSES_AMT           | Schedule H    | 2j                              | Total Expenses                                                                         |               |
| TOT_GAIN_LOSS_SALE_AST_AMT | Schedule H    | 2b(4)(C)                        | Net gain on sale of assets                                                             |               |
| TOT_INCOME_AMT             | Schedule H    | 2d                              | Total income                                                                           |               |
| TOT_INT_EXPENSE_AMT        | Schedule H    | 2h                              | Interest expense                                                                       |               |
| TOT_LIABILITIES_BOY_AMT    | Schedule H    | 1k                              | Total liabilities, beginning of<br>year amount                                         |               |
| TOT_LIABILITIES_EOY_AMT    | Schedule H    | 1k                              | Total liabilities, end of year<br>amount                                               |               |
| TOT_PARTCP_BOY_CNT         | Form 5500     | PartII, 5                       | Total participants, beginning-<br>of-year                                              |               |
| TOT_TRANSFERS_FROM_AMT     | Schedule H    | 2l(2)                           | Transfers of Assets from this<br>plan                                                  |               |
| TOT_TRANSFERS_TO_AMT       | Schedule H    | 2l(1)                           | Transfers of Assets to this<br>plan                                                    |               |
| TOT_UNREALZD_APPRCTN_AMT   | Schedule H    | 2b(5)(C)                        | Unrealized Appreciation --<br>Total                                                    |               |
| TOTAL_DIVIDENDS_AMT        | Schedule H    | 2b(2)(D)                        | Dividends -- Total                                                                     |               |
| TOTAL_INTEREST_AMT         | Schedule H    | 2b(1)(G)                        | Interest Earnings -- Total                                                             |               |
| TOTAL_RENTS_AMT            | Schedule H    | 2b(3)                           | Rents -- Total                                                                         |               |
| TPART                      |               |                                 | Total participants. Equal to<br>SUBTL_ACT_RTD_SEP_CN<br>E                              |               |

| <u>SAS Variable Name</u> | <u>Source</u> | <u>5500<br/>Item<br/>Number</u> | <u>Variable Description</u>            | <u>Values</u>                                                                                                                                                                                                   |
|--------------------------|---------------|---------------------------------|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TYPE_PENSION_BNFT_CODE   | Form 5500     | Part II, 8a                     | Pension characteristics codes          | 1A - 1H, 2A - 2P, 3A - 3H (see Form 5500 instructions for details)                                                                                                                                              |
| TYPE_PLAN_ENTITY_CD      | Form 5500     | Part I, A                       | Type of plan entity.                   | 1 = multiemployer plan, 2 = single employer plan, 3 = multiple employer plan, 4 = DFE                                                                                                                           |
| TYPE2                    |               |                                 | Plan type (2 values).                  | 1 = DB, 2 = DC                                                                                                                                                                                                  |
| TYPE3                    |               |                                 | Plan type (3 values).                  | 1 = Defined Contribution (total), 2 = Cash Balance or similar, 3 = Other defined benefit                                                                                                                        |
| TYPE9                    |               |                                 | Plan type (9 values).                  | 1 = Defined Benefit (total), 2 = Profit-sharing (including thrift-savings), 3 = Stock bonus, 4 = Target benefit, 5 = Money purchase, 6 = 403(b)(1), 8 = 403(b)(7), 9 = Code 408, X = Other defined contribution |
| UNREALZD_APPRCTN_OTH_AMT | Schedule H    | 2b(5)(B)                        | Unrealized Appreciation -- Other       |                                                                                                                                                                                                                 |
| UNREALZD_APPRCTN_RE_AMT  | Schedule H    | 2b(5)(A)                        | Unrealized Appreciation -- Real Estate |                                                                                                                                                                                                                 |
| UNSPEC_DIST_BNFT_AME     |               |                                 | Unspecified benefits distributed.      |                                                                                                                                                                                                                 |
| UNSPEC_INVEST_EOY_AME    |               |                                 | Unspecified investments.               |                                                                                                                                                                                                                 |
| WGT                      |               |                                 | Plan weight                            |                                                                                                                                                                                                                 |

## VI. List of Plan Characteristics Codes for Lines 8a and 8b

The following benefit codes are taken directly from pages 19 and 20 of the 2013 *Instructions for Form 5500* promulgated by the IRS, EBSA, and PBGC. The complete document can be accessed at <http://www.dol.gov/ebsa/pdf/2013-5500inst.pdf>.

| Code | Defined Benefit Pension Features                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1A   | Benefits are primarily pay related.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 1B   | Benefits are primarily flat dollar (includes dollars per year of service)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 1C   | Cash balance or similar plan – Plan has a “cash balance” formula. For this purpose, a “cash balance” formula is a benefit formula in a defined benefit plan by whatever name (e.g., personal cash account plan, pension equity plan, life cycle plan, cash account plan, etc.) that rather than, or in addition to, expressing the accrued benefit as a life annuity commencing at normal retirement age, defines benefits for each employee in terms more common to a defined contribution plan such as a single sum distribution amount (e.g., 10 percent of final average pay times years of service, or the amount of the employee’s hypothetical account balance). |
| 1D   | Offset arrangement – Plan benefits are subject to offset for retirement benefits provided in another plan or arrangement of the employer.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 1E   | Code section 401(h) arrangement – Plan contains separate accounts under Code section 401(h) to provide employee health benefits.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 1F   | Code section 414(k) arrangement – Benefits are based partly on the balance of the separate account of the participant (also include appropriate defined contribution pension feature codes)                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 1G   | Covered by PBGC – Plan is covered under the PBGC insurance program (see ERISA section 4021)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 1H   | Plan covered by PBGC that was terminated and closed out for PBGC purposes – Before the end of the plan year (or a prior plan year), (1) the plan terminated in a standard (or distress) termination and completed the distribution of plan assets in satisfaction of all benefit liabilities (or all ERISA Title IV benefits for distress termination); or (2) a trustee was appointed for a terminated plan pursuant to ERISA section 4042.                                                                                                                                                                                                                            |
| 1I   | Frozen Plan – As of the last day of the plan year, the plan provides that no participant will get any new benefit accrual (whether because of service or compensation).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Code | Defined Contribution Pension Features                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 2A   | Age/Service Weighted or New Comparability or Similar Plan – Age/Service Weighted Plan: Allocations are based on age, service, or age and service. New Comparability or Similar Plan: Allocations are based on participant classifications and a classification(s) consists entirely or predominantly of highly compensated employees; or the plan provides an additional allocation rate on compensation above a specified threshold, and the threshold or additional rate exceeds the maximum threshold or rate allowed under the permitted disparity rules of section 401(l).                                                                                         |
| 2B   | Target benefit plan                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 2C   | Money purchase (other than target benefit)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 2D   | Offset plan – Plan benefits are subject to offset for retirement benefits provided in another plan or arrangement of the employer.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 2E   | Profit-sharing                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 2F   | ERISA section 404(c) Plan – This plan, or any part of it is intended to meet the conditions of 29 CFR 2550.404c-1.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 2G   | Total participant-directed account plan – Participants have the opportunity to direct the investment of all the assets allocated to their individual accounts, regardless of whether 29 CFR 2550.404c-1 is intended to be met.                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 2H   | Partial participant-directed account plan – Participants have the opportunity to direct the investment of a portion of the assets allocated to their individual accounts, regardless of whether 29 CFR 2550.404c-1 is intended to be met.                                                                                                                                                                                                                                                                                                                                                                                                                               |

|      |                                                                                                                                                                                                                                                                                                                                                                                               |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2I   | Stock bonus                                                                                                                                                                                                                                                                                                                                                                                   |
| 2J   | Code section 401(k) feature – A cash or deferred arrangement described in Code section 401(k) that is part of a qualified defined contribution plan that provides for an election by employees to defer part of their compensation or receive these amounts in cash.                                                                                                                          |
| 2K   | Code section 401(m) arrangement – Employee contributions are allocated to separate accounts under the plan or employer contributions are based, in whole or in part, on employee deferrals or contributions to the plan. Not applicable if plan is 401(k) plan with only QNECs and/or QMACs. Also not applicable if Code section 403(b)(1), 403(b)(7) or 408 arrangements/accounts/annuities. |
| 2L   | Code section 403(b)(1) arrangement – See Limited Pension Plan Reporting instructions for Code section 403(b)(1) arrangements for certain exempt organizations.                                                                                                                                                                                                                                |
| 2M   | Code section 403(b)(7) accounts – See Limited Pension Plan Reporting instructions for Code section 403(b)(7) custodial accounts for regulated investment company stock for certain exempt organizations.                                                                                                                                                                                      |
| 2N   | Code section 408 accounts and annuities – See Limited Pension Plan Reporting instructions for pension plan utilizing individual Code section 408 retirement accounts or annuities as the funding vehicle for providing benefits.                                                                                                                                                              |
| 2O   | ESOP other than a leveraged ESOP – A completed Schedule E must be attached to a Form 5500 filed for an ESOP.                                                                                                                                                                                                                                                                                  |
| 2P   | Leveraged ESOP – An ESOP that acquires employer securities with borrowed money or other debt-financing techniques. A completed Schedule E must be attached to a Form 5500 filed for an ESOP.                                                                                                                                                                                                  |
| 2Q   | The employer maintaining this ESOP is an S Corporation.                                                                                                                                                                                                                                                                                                                                       |
| 2R   | Participant-directed brokerage accounts provided as an investment option under the plan.                                                                                                                                                                                                                                                                                                      |
| 2S   | 401(k) plan or 403(b) plan that provides for automatic enrollment in plan that has elective contributions deducted from payroll.                                                                                                                                                                                                                                                              |
| 2T   | Total or partial participant-directed account plan – plan uses default investment account for participants who fail to direct assets in their account.                                                                                                                                                                                                                                        |
| Code | Other Pension Benefit Features                                                                                                                                                                                                                                                                                                                                                                |
| 3B   | Plan covering Self-Employed individuals.                                                                                                                                                                                                                                                                                                                                                      |
| 3C   | Plan not intended to be qualified – A plan not intended to be qualified under Code sections 401, 403, or 408.                                                                                                                                                                                                                                                                                 |
| 3D   | Master plan – A pension plan that is made available by a sponsor for adoption by employers; that is the subject of a favorable opinion letter; and for which a single funding medium (for example, a trust or custodial account) is established for the joint use of all adopting employers.                                                                                                  |
| 3F   | Plan sponsor(s) received services of leased employees, as defined in Code section 414(n), during the plan year.                                                                                                                                                                                                                                                                               |
| 3H   | Plan sponsor(s) is (are) a member(s) of a controlled group (Code sections 414(b), (c), or (m)).                                                                                                                                                                                                                                                                                               |
| 3I   | Plan requiring that all or part of employer contributions be invested and held, at least for a limited period, in employer securities.                                                                                                                                                                                                                                                        |
| 3J   | U.S.-based plan that covers residents of Puerto Rico and is qualified under both Code section 401 and section 8565 of the Puerto Rico Code.                                                                                                                                                                                                                                                   |

## VII. Contents of the 2013 Form 5500 PPP Research File Zipped File

| File name                                                      | Type         | Contents                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BUL13.sas7bdat                                                 | SAS data set | <i>The 2013 Form 5500 Private Pension Plans Research File.</i> SAS Version 9 data set created under Windows XP Professional containing file used to create the <i>2013 Pension Plan Bulletins Abstract of Form 5500 Annual Reports</i> . Variables are from Form 5500, Schedule H, and Schedule I. See User Guide.doc. |
| A1.sas                                                         | SAS program  | Creates Bulletin table A1, and illustrates the use of weight F_WGT for variables that are flows, and S_WGT for variables that are stocks. More examples of PROC Tabulate code available upon request. Run SETUP.SAS and Format source.sas before running this program.                                                 |
| A3, A4, C4, C9, etc.                                           | SAS Program  | More examples of PROC TABULATE code used to create bulletin tables.                                                                                                                                                                                                                                                    |
| Format source.sas                                              | SAS program  | Creates the format library that must exist before any SAS programs can be run on the SAS data set above.                                                                                                                                                                                                               |
| Form 5500 Private Pension Plans Research File User Guide.pdf   | Adobe PDF    | This document                                                                                                                                                                                                                                                                                                          |
| Name-Filled Forms                                              | Adobe PDF    | Shows variable names and where they are found on the Form 5500 and various schedules                                                                                                                                                                                                                                   |
| Private Pension Plan Bulletin Historical Tables and Graphs.pdf | Adobe PDF    | <i>2013 Private Pension Plan Bulletin Historical Tables</i>                                                                                                                                                                                                                                                            |
| 2013 Private Pension Plan Bulletin v1.0.pdf                    | Adobe PDF    | <i>2013 Pension Plan Bulletins Abstract of Form 5500 Annual Reports</i>                                                                                                                                                                                                                                                |