Knowa
Powered by PSCA

The PSCA surveys and your plan's benchmarks, inside Knowa

Three years of the Plan Sponsor Council of America's annual survey, Knowa Q to answer your questions from the report, and a dashboard that sets your own plan beside plans like it. Here's how it all works, screen by screen.

1 Get in
2 Read the surveys
3 Ask Knowa Q
4 Search and bookmark
5 See your benchmarks
6 Unlock the full set

1 Get in

PSCA Survey lives inside Knowa: you'll find it in the Knowa sidebar, alongside your other Knowa tools. How you get there the first time depends on whether you already use Knowa.

YOU ALREADY USE KNOWA

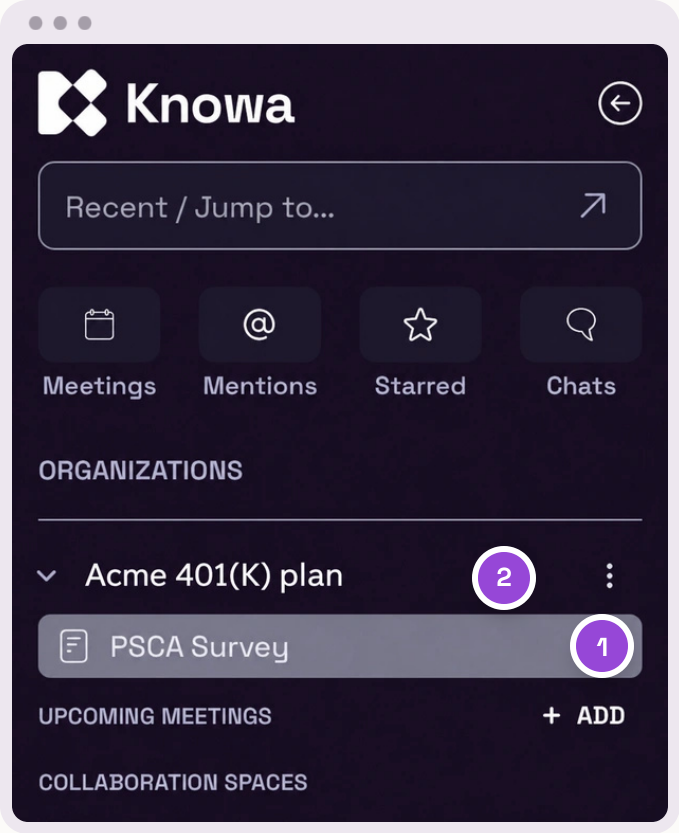
Click PSCA Survey in the Knowa sidebar

You'll find it under your organization's name. You're signed in already, with no extra password, and you see your own organization's plan.

YOU'RE NEW TO KNOWA

Start from Knowa's invitation

Use the link Knowa sent you to get set up. After that, **PSCA Survey** is always in your Knowa sidebar.



1. **PSCA Survey:** click to open it.
2. **Your organization:** PSCA Survey sits under its name.

A short welcome video

The first time you visit, a short video shows what's inside. When it ends, the two ways in open: **Open Your dashboard** and **Read the full report**. Next time, they're open right away.

Two views, one tab row

Survey results is your plan's dashboard. **Full report** is the complete survey, page by page. Switch between them at the top left of the page.

2 Three years of PSCA surveys

Every year PSCA surveys 401(k) and profit-sharing plans across the US. Each edition reports on the plan year before it. The 2024, 2025 and 2026 editions are all here, page for page, as published.

2026

69th Annual Survey

2025 plan-year data

Current edition

2025

68th Annual Survey

2024 plan-year data

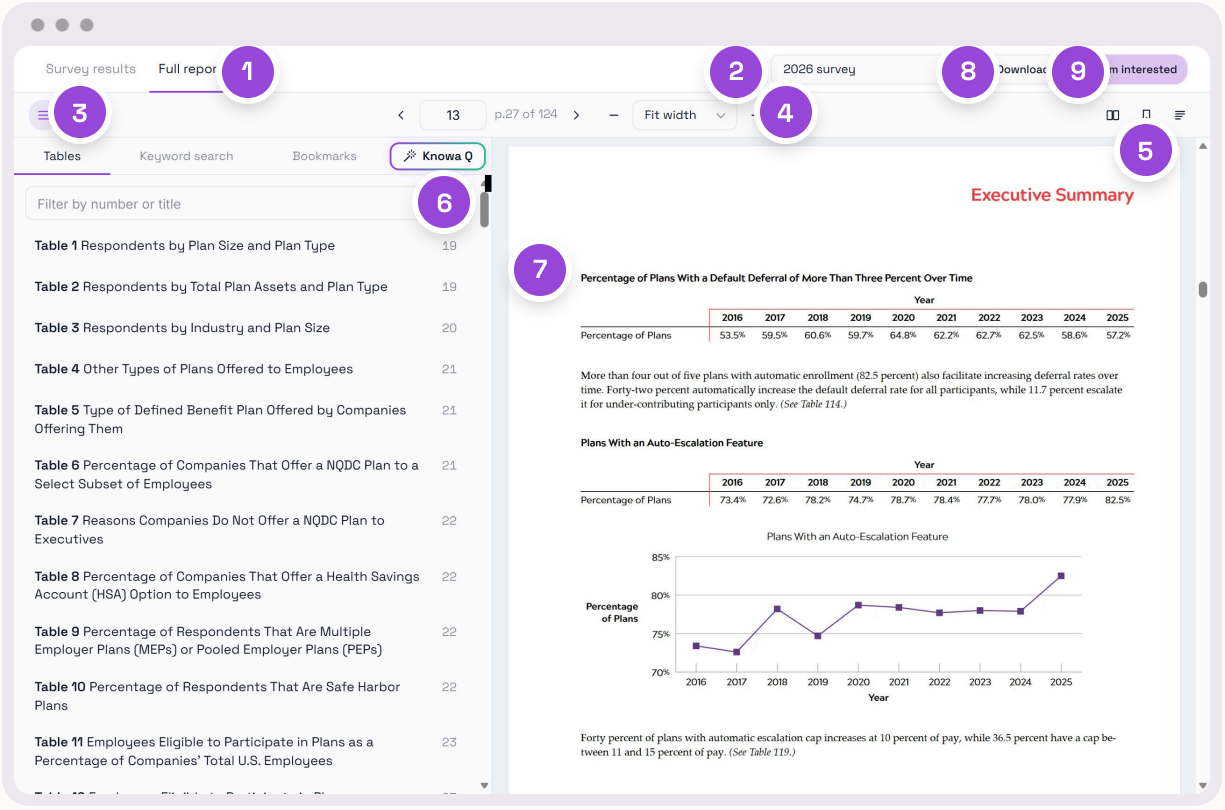
Reference

2024

67th Annual Survey

2023 plan-year data

Reference

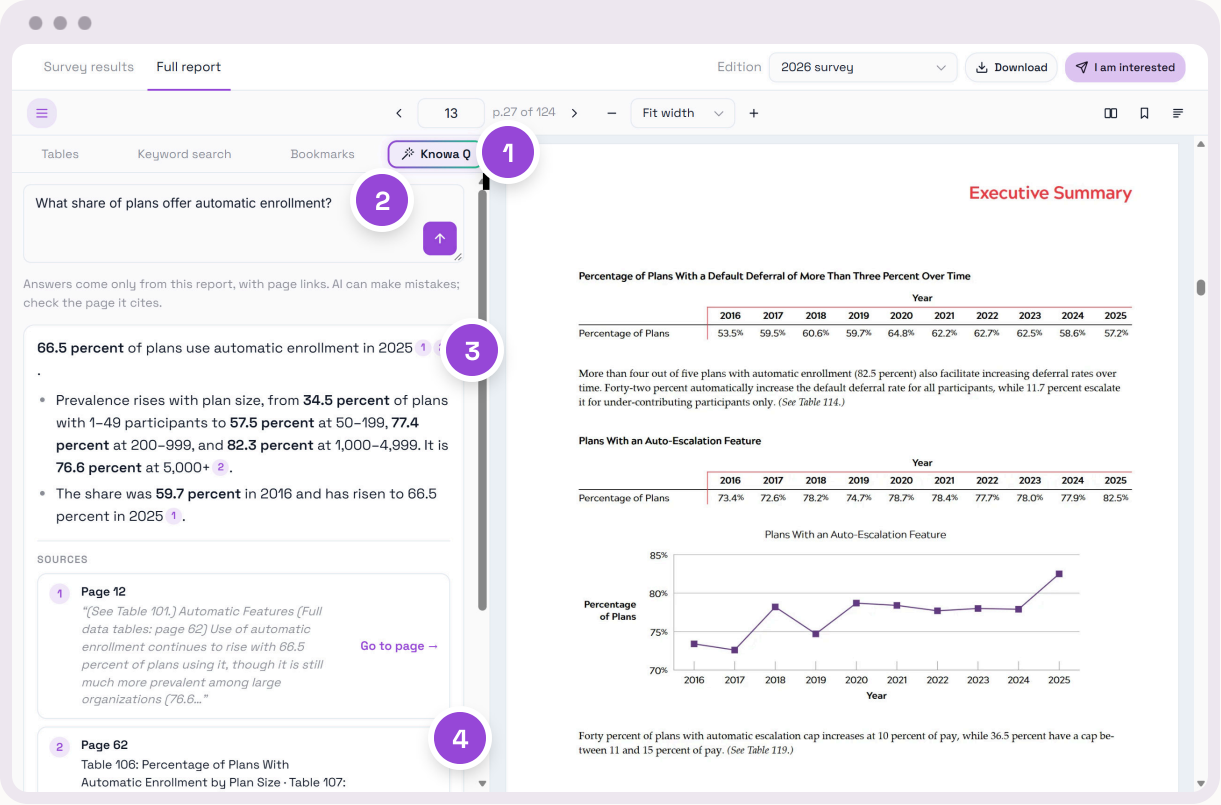


1. **Survey results / Full report:** switch between your dashboard and the report.
2. **Edition:** pick the 2026, 2025 or 2024 survey.
3. **Side panel:** show or hide it.
4. **Page and zoom:** type a page number, step through pages, fit to width or zoom.
5. **Bookmark** the page you're on.
6. **Tables:** every numbered table, by title. Click one to open its page.
7. **The report** itself, exactly as PSCA published it.
8. **Download:** PSCA's PDF of this edition, to save or print.
9. **I am interested:** a short form to hear more about Knowa.

Your benchmarks always use the current edition. The earlier two are there to read and compare.

3 Ask Knowa Q in plain English

Knowa Q is the AI search built into the report. Ask a question the way you'd ask a colleague, and it answers from the survey's own pages, with a link to every page it used.



1 **Knowa Q** tab in the side panel. On your dashboard it's called **Ask the report**.

2 **Your question**, in plain English.

3 **The answer**, with key figures in bold and a small number after each one: the page it came from.

4 **Sources:** click **Go to page** to check the figure in the report.

IT DOES

Answer from the report, with page links. Compare years too: try *"How has automatic enrollment changed since last year?"*

IT WON'T ADVISE

Ask *"Should my plan add automatic enrollment?"* and it shares the report's relevant data points instead of a recommendation.

IT STAYS ON TOPIC

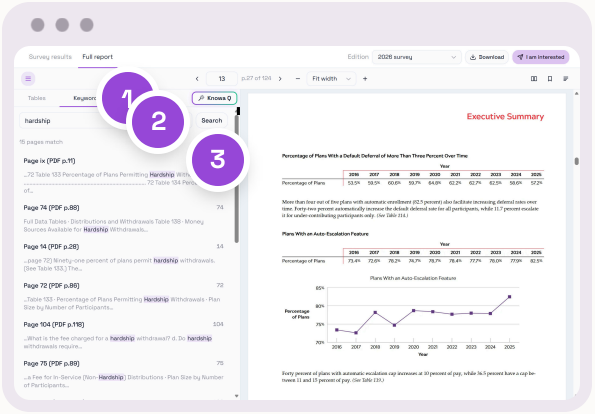
Questions about anything other than the survey get a polite pointer back to the report. If the report doesn't cover it, Knowa Q says so.

Like any AI, Knowa Q can make mistakes, so use the page links to check the source.

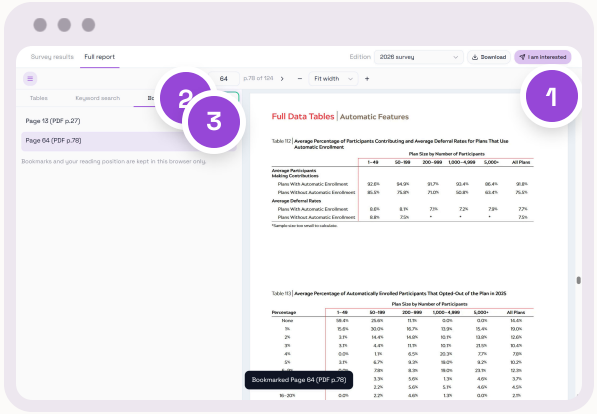
4

Find your way, and keep your place

Two more tabs in the side panel help you move around the report.



Keyword search: (1) open the tab, (2) type a word such as *hardship*, (3) click a result to jump to that page. Shortcut: `/`



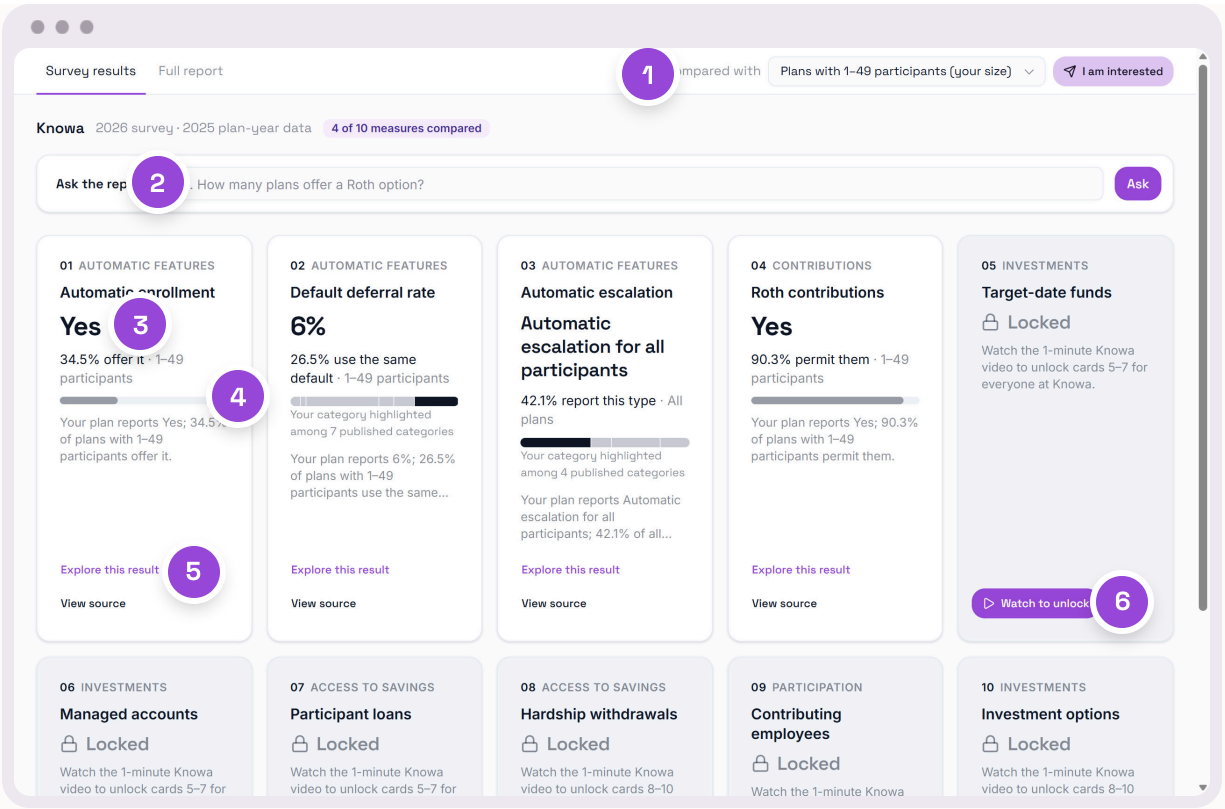
Bookmarks: (1) click the bookmark button or press `B`, then (2) open the Bookmarks tab to (3) jump back to any saved page.

The report also remembers the page you were reading in each edition. Bookmarks and your place are kept in this browser.

5

Your plan, benchmarked

Survey results sets your plan's answers beside the survey. Ten cards cover the measures sponsors ask about most, always in the same order.



1 **Compared with:** all plans, or plans of a given size. Your own size is marked.

2 **Ask the report:** Knowa Q, right on your dashboard.

3 **Your plan's answer**, for example Yes, 6% or a plan feature.

4 **The survey's figure** for the plans you're compared with, with a bar to show where you sit.

5 **Explore this result** explains the comparison; **View source** opens the report at the table it comes from.

6 **Locked cards** open after a short video (step 6).

Shown with a test plan. Your dashboard shows your own plan's answers.

01 Automatic enrollment	02 Default deferral rate	03 Automatic escalation	04 Roth contributions	05 Target-date funds
06 Managed accounts	07 Participant loans	08 Hardship withdrawals	09 Contributing employees	10 Investment options

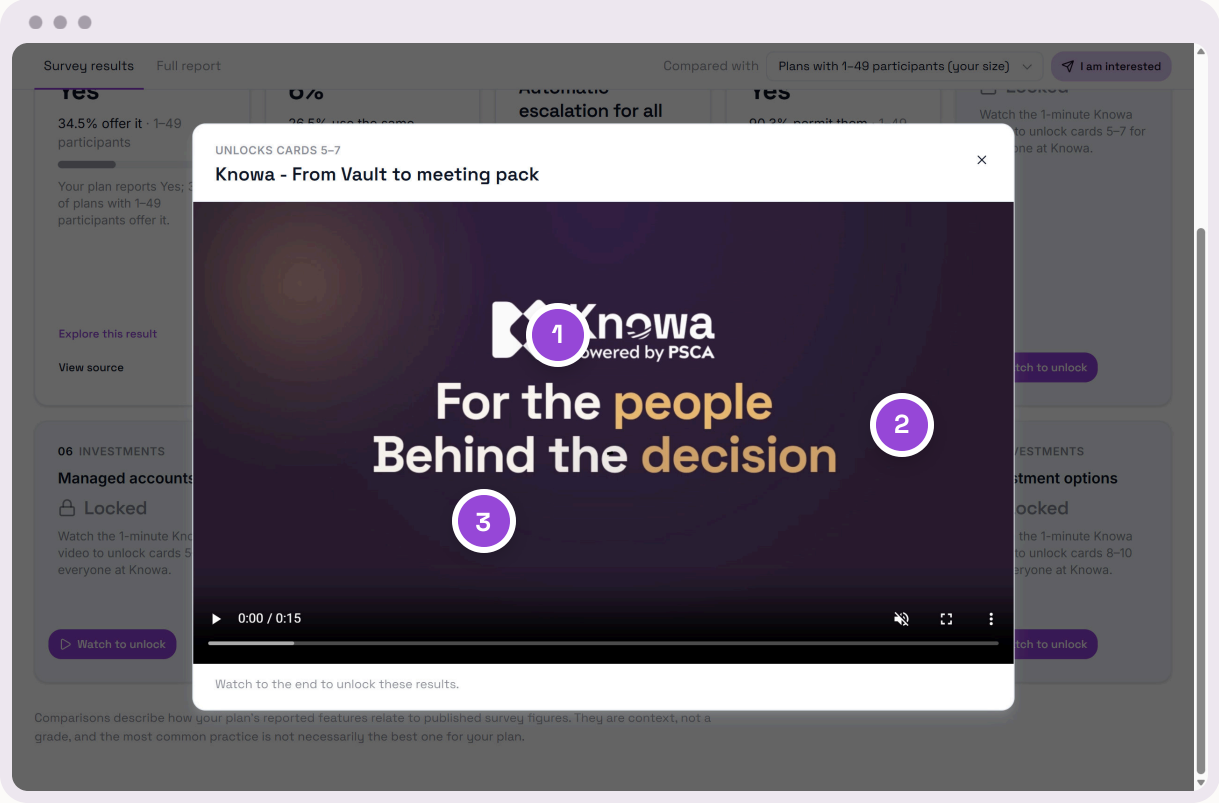
Cards 1–4: always open · Cards 5–7: open after video 1

Cards 8–10: open after video 2

6

Unlock the full set by watching two short videos

Cards 1 to 4 are open from the start. The other six open in two groups, each after a short Knowa video.



1 **Which cards it unlocks**, and the video's title.

2 **Sound is off** at first: click the speaker to turn it on.

3 **Watch to the end** and the cards open.

1

Press Watch to unlock

Each locked card shows how long its video runs, and the video opens right on the dashboard.

2

Watch to the end

Skipping ahead doesn't count. If you close it early, start again whenever you like.

3

The cards open for everyone

Once one person at your organization has watched a video, its cards stay open for all your colleagues.

The full report and Knowa Q are never locked: the survey's own figures for every measure are always there to read.

Quick answers

Who can see my plan's figures?

Only people in your organization, through Knowa. Other organizations never see your answers, and your plan's figures are never sent to the AI. Knowa Q only reads the published survey pages.

Why does a card say there's no comparison?

Some measures have no published figure for a group, or your plan's answer is missing. The card stays in place and **Why no comparison?** explains the reason.

Can Knowa Q tell me what my plan should do?

No. Knowa does not provide advice. For questions like that, Knowa Q shares the report's data points that relate to your question, each with its page.

Can I keep a copy of the survey?

Yes. In the Full report, click **Download** at the top right for PSCA's PDF of that edition.

Where did my bookmarks go?

Bookmarks and your reading position are saved in the browser you used. On another computer or browser, or after clearing your browser data, they start fresh.

I'd like to talk to someone about Knowa

Use the **I am interested** button at the top right of the page to tell PSCA, and they'll be in touch.

Knowa, powered by PSCA. Screens from PSCA's 69th Annual Survey (2025 plan-year data); the dashboard is shown with a test plan.