



Prepared for

ABC Company Retirement
Plan

Your Financial Partner

Dollars and Sense Advisors,
LLC

Your Plan Administrator

BPAS

Your BPAS Plan Consultant

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*Is your retirement plan
helping employees
accumulate wealth for
retirement?*

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*Please email us at
TrustSales@bpas.com
with your feedback and
suggestions about this
report.*

Retirement Plan Committees, as part of their fiduciary duties, should meet periodically to assess the overall health of their Plan and review the investment alternatives available to participants. To assist Committees with their reviews, the information in this Quarterly Plan Review Report may be used to gauge various aspects of a Plan's overall health, such as:

- Participation rates
- Retirement readiness
- How the Plan's assets are allocated
- Long-term trends
- Other key Plan metrics and data points

Notes and comments regarding the Committee's assessment may be placed on the last page of the Report and filed away for future reference.

You may find additional reports on assets, demographics, and utilization trends in Plan Portal Library. We welcome your feedback and suggestions for future enhancements to this report. Please send an email to TrustSales@bpas.com.



Important industry
news and BPAS updates

Annual Sponsor/Employer Satisfaction Survey

We recently released our 2024 Sponsor/Employer survey and would appreciate a few minutes of your time to let us know how we are doing – as client feedback helps drive our platform, technology, and service initiatives for the coming years. For access to the survey, navigate to <https://www.surveymonkey.com/r/G37NSHL> or scan the QR Code to the right. If you have already completed the survey, we sincerely appreciate your feedback.



Additional Educational Resources for Participants

BPAS is pleased to offer additional, complimentary educational resources for your employees. Through our partnership with **Balance**, a leading financial education organization, your employees now have free access to a wide range of resources for every step of their financial journey - including **monthly webinars!** To learn more about the webinar schedule, or to access prior recorded webinars, please visit <https://u.bpas.com/webinars/> or scan the QR Code to the right.



More good news! We've enhanced BPAS University to make it easier for our Spanish-speaking participants to find online educational tools and resources. Our newly added *Español* tab on the home page of BPAS University, <https://u.bpas.com/>, provides a drop-down menu with all of the Spanish content in one convenient location.

Enhancements to our Plan Portal Continue!

As part of our ongoing efforts to enhance the online experience for our clients and partners, we are excited to introduce a new feature to the BPAS Plan Portal. We have created a tab in the Library section specifically for historical plan information*. Over the next few months, we will populate this tab with the relevant documents. You can access this information by navigating to *Library > Forms and Notices > Agreements*.

We are confident that this improvement will make it easier for you to access important plan information and will further enhance your overall experience with our services. Should you have any questions, please contact your dedicated Plan Consultant.

**This may not apply to all plans*

As of 10/31/2024



A high-level overview of your Plan's averages, including some commonly discussed success metrics

Total Plan Assets		\$	2,852,065.65
Active Participants Assets	\$	2,118,390.88	74.28%
Terminated Participants Assets	\$	730,527.50	25.61%
Unallocated Plan Assets	\$	3,147.27	0.11%
Total Participants with a Balance			47
Active/Suspended Participants with a Balance			37
Terminated Participants with a Balance			10
Average Account Balance		\$	60,615.28
Active/Suspended Participants Average Account Balance	\$	57,253.81	
Terminated Participants Average Account Balance	\$	73,052.75	
Number of Eligible Employees as of Report period			41
Participation Rate (<i>eligible employees contributing within the last 60 days</i>)			82.93%
Eligible Employees with a Balance			90.24%
Average Annual Compensation (<i>most recent full plan year</i>)		\$	47,758.73
Average Retirement Savings Multiple (<i>based on active participants with a balance</i>)			1.20
Total Number of Loans Outstanding			7
Percentage of Participants with Outstanding Loans			14.9%
Loan Balances		\$	34,054.55
Traditional Loans (<i># of participants with loans - 0</i>)	\$	0.00	
MyPlanLoan (<i># of participants with loans - 7</i>)	\$	34,054.55	
Percentage of plan balance on loan			1.19%
Average Loan Balance		\$	4,864.94

As of 10/31/2024



A comparison of your Plan's health metrics to relative national statistics



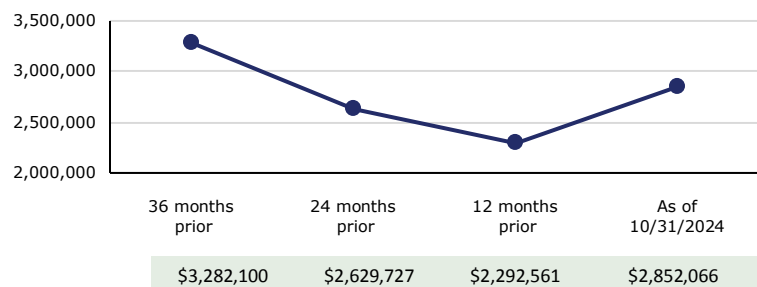
Features	Your Plan	National Averages*
% of Eligible Employees Contributing	82.93%	85.60%
% of Eligible Employees with a Balance	90.24%	87.60%
Average Participant Contribution %	3.83%	7.40%
Average Participant Balance	\$60,615.28	\$121,313
Number of Investment Funds	30	21
Plans using Auto Enrollment	Yes	64.00%
Auto Enrollment Default Deferral	3%	87.90% of plans have default rates between 3%-6%
% of Participants with Active Loans	14.9%	11.40%

Special Note: The average employer contribution as a percentage of payroll was 4.7% in 2022.

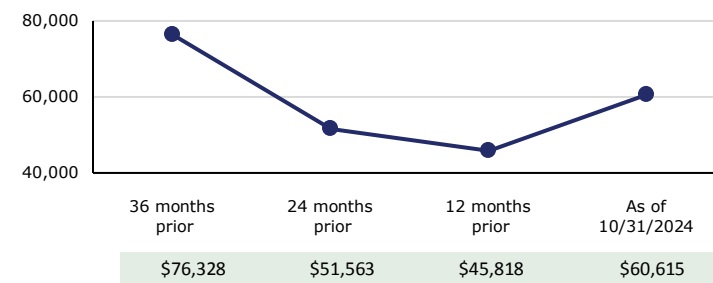
*National average statistics for Average Participant Balance and % of Participants with Active Loans were derived from the 2023 PLANSPONSOR Defined Contribution Survey. All other national average benchmark data was derived from the Profit Sharing Council of America survey reflecting the 2022 Plan Experience.

As of 10/31/2024

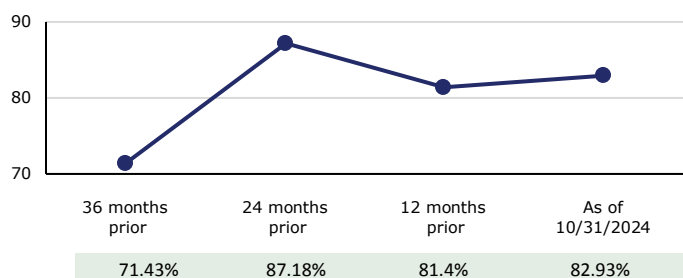
Total Plan Balance (\$)



Average Participant Balance (\$)

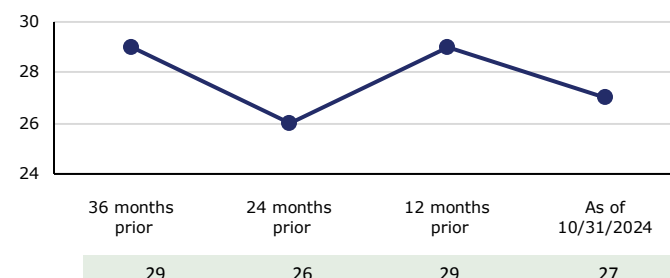


Participation Rate (%)

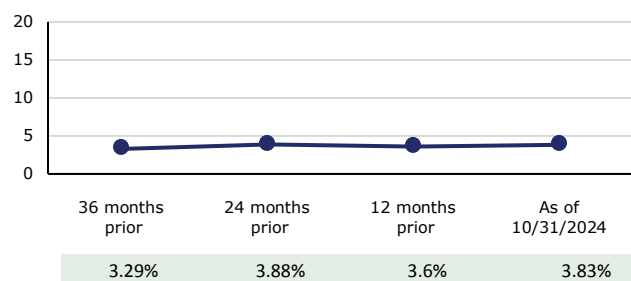


0% is returned in case of missing/unavailable data

Participants Contributing less than 3%

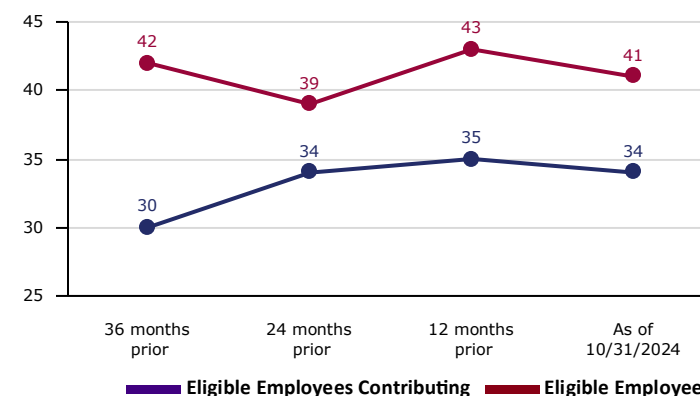


Average Deferral Rate (%)



For actual ADP/ACP testing results, please visit the Plan Portal Library.

Participation Trends



Eligible Employees Contributing Eligible Employees

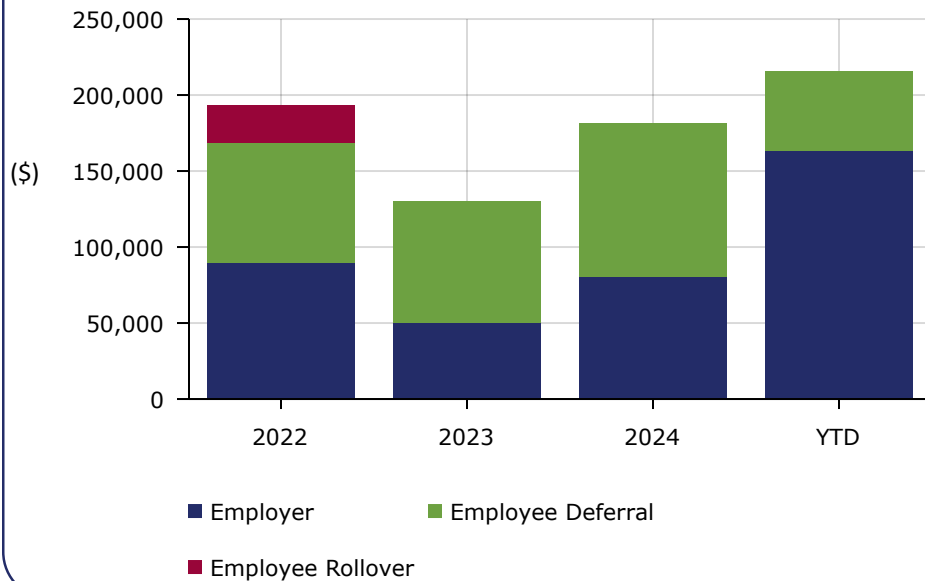
Activity by Plan Year End



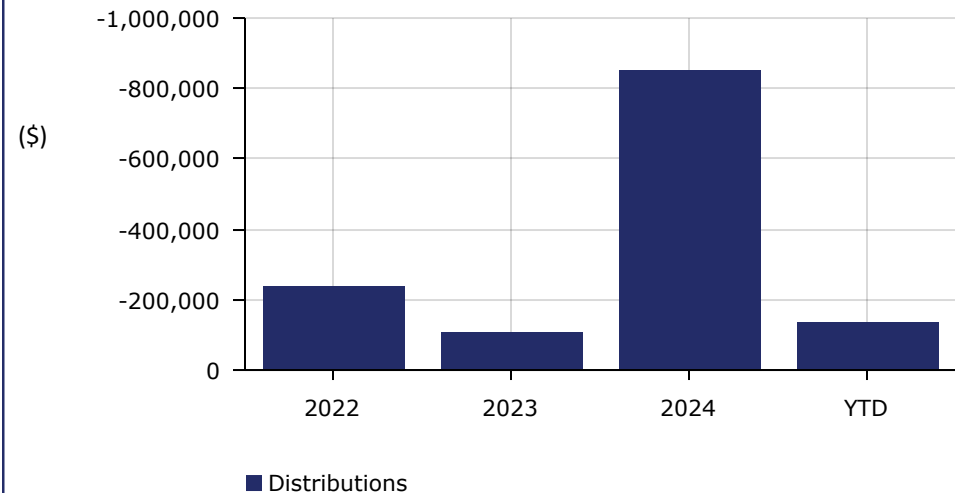
A review of cash flow and earnings for the Plan over the past several years

	2022	2023	2024	Plan YTD
Contributions	\$194,293.71	\$133,500.42	\$181,691.17	\$214,716.35
Earnings	(\$259,358.46)	\$45,766.19	\$343,538.86	\$250,472.53
Distributions	(\$240,245.65)	(\$107,291.32)	(\$851,278.49)	(\$136,362.05)
Fees/Expenses	(\$29,605.00)	(\$25,057.58)	(\$23,894.85)	(\$13,281.09)

Contribution Trends



Withdrawal Trends



As of 10/31/2024



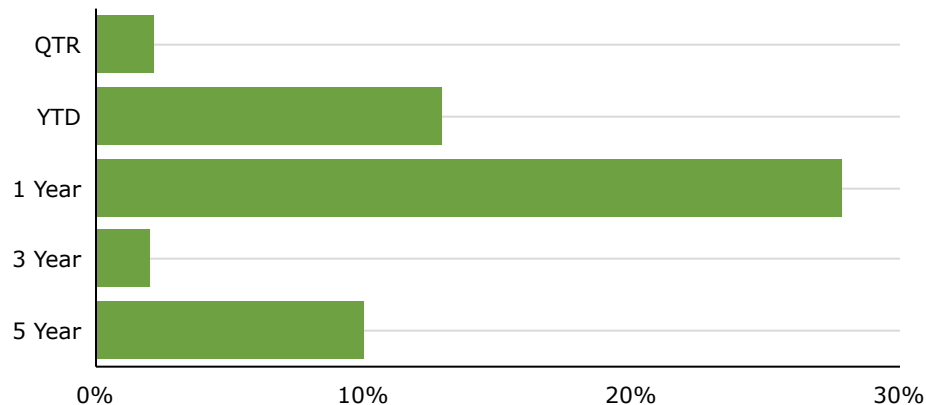
Please see the YTD Rate of Return Report - Participant Level in the Plan Portal Library for a more detailed breakdown

Your Plan's YTD Rate of Return as of 10/31/2024

12.89 %

As fiduciaries oversee a retirement plan, they monitor the plan-wide rate of return - to understand how the investment decisions of participants are driving outcomes. This report (updated quarterly) shows the average rate of return for the entire plan, along with a breakdown of the rate of return for one year, three years, and five years. For a detailed report showing the YTD rate of return per participant, please see the YTD Rate of Return Report, located in the Library section within the Plan Portal.

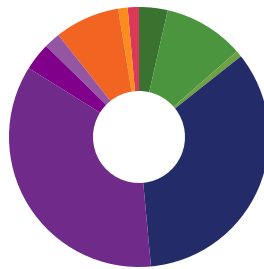
Your Plan's Historical Rate of Return



	Qtr	YTD	1 Year	3 Year	5 Year
Rate of Return	2.13 %	12.89 %	27.81 %	1.99 %	9.98 %

Performance calculations performed using the Modified Dietz method. The Modified Dietz method calculates a portfolio's (the Plan's) historical return based on a weighted calculation of its cash flow and the timing of those cash flows. The method assumes that there is a constant rate of return over the noted time period.

As of 10/31/2024



Cash Equivalents	\$101,319.28
Fixed Income	\$285,346.13
Specialty Fixed Income	\$22,524.21
Target Date	\$974,997.23
Large Cap	\$1,008,145.62
Mid-Cap	\$98,177.50
Small Cap	\$57,802.62
International/Global	\$230,226.13
Specialty/Sector	\$33,697.17
Other	\$39,829.76

Fund Name	Ticker	Investment Category	Market Value	Pct of Total Assets	Ppt Count	Share Price	Share Balance
LINCOLN NY SVF 0	YGX3A	Cash Equivalents	\$ 101,319.28	3.55%	11	\$ 1.33	76,430.1755
COLUMBIA HIGH YIELD BOND ADV	CYLRX	Fixed Income	\$ 8,348.95	0.29%	2	\$ 11.06	754.8773
DODGE & COX INCOME X	DOXIX	Fixed Income	\$ 147,133.93	5.16%	15	\$ 12.61	11,668.0360
PGIM GLBL TOTAL RETURN Z	PZTRX	Fixed Income	\$ 96,607.57	3.39%	10	\$ 5.23	18,471.8095
ISHARES US AGGR BOND INDEX K	WFBIX	Fixed Income	\$ 33,255.68	1.17%	3	\$ 9.01	3,690.9751
GUGGENHEIM MACRO OPPORTUN I	GIOIX	Specialty Fixed Income	\$ 22,524.21	0.79%	1	\$ 24.72	911.1737
BLACKROCK LIFEPATH INDX 2025 K	LIBKX	Target Date	\$ 0.00	0.00%	0	\$ 15.87	0.0000
BLACKROCK LIFEPATH INDX 2045 K	LIHKX	Target Date	\$ 294,238.58	10.32%	5	\$ 22.57	13,036.7112
BLACKROCK LIFEPATH INDX 2035 K	LIJKX	Target Date	\$ 103,052.61	3.61%	3	\$ 19.30	5,339.5136
BLACKROCK LIFEPATH INDX 2040 K	LIKXK	Target Date	\$ 72,041.37	2.53%	3	\$ 20.87	3,451.9100
BLACKROCK LIFEPATH INDX 2030 K	LINKX	Target Date	\$ 16,159.88	0.57%	2	\$ 17.52	922.3672
BLACKROCK LIFEPATH INDX 2050 K	LIPKX	Target Date	\$ 29,657.60	1.04%	2	\$ 23.60	1,256.6780
BLACKROCK LIFEPATH INDEX RET K	LIRKX	Target Date	\$ 327,090.95	11.47%	13	\$ 13.89	23,548.6648
BLACKROCK LIFEPATH INDX 2055 K	LIVKX	Target Date	\$ 69,609.10	2.44%	7	\$ 24.40	2,852.8315
BLACKROCK LIFEPATH INDX 2065 K	LIWKX	Target Date	\$ 15,646.11	0.55%	4	\$ 15.31	1,021.9538
BLACKROCK LIFEPATH INDX 2060 K	LIZKX	Target Date	\$ 47,501.03	1.67%	4	\$ 21.78	2,180.9471
AB LARGE CAP GROWTH Z	APGZX	Large Cap	\$ 391,170.27	13.72%	9	\$ 111.47	3,509.1977
VANGUARD EQUITY INCOME ADMIRAL	VEIRX	Large Cap	\$ 0.00	0.00%	0	\$ 95.01	0.0000
ISHARES S&P 500 INDEX K	WFSPX	Large Cap	\$ 616,975.35	21.63%	16	\$ 668.79	922.5187
ISHARES RUSSELL MD-CAP INDEX K	BRMKX	Mid-Cap	\$ 20,321.20	0.71%	3	\$ 15.43	1,316.9926
DELAWARE IVY MID CAP GROWTH I	IYMIK	Mid-Cap	\$ 30,823.95	1.08%	2	\$ 31.31	984.4763
VICTORY SYCAMORE EST VAL R6	VEVRX	Mid-Cap	\$ 47,032.35	1.65%	2	\$ 51.37	915.5608
ISHARES RUSSELL 2000 SC IDX K	BDBKX	Small Cap	\$ 10,299.71	0.36%	2	\$ 25.08	410.6741
NEUBERGER BERMAN SC GR R6	NSRSX	Small Cap	\$ 23,376.31	0.82%	2	\$ 50.69	461.1623
PIMCO RAE FUND'TL US SM	PMJIX	Small Cap	\$ 24,126.60	0.85%	1	\$ 11.28	2,138.8835
DFA EMERGING MKTS CORE EQUITY	DFCEX	International/Global	\$ 24,697.34	0.87%	1	\$ 24.31	1,015.9332

As of 10/31/2024

(continued)

Fund Name	Ticker	Investment Category	Market Value	Pct of Total Assets	Ppt Count	Share Price	Share Balance
PRINCIPAL DIVERS INT'L INST'L	PIIIX	International/Global	\$ 21,203.16	0.74%	2	\$ 14.14	1,499.5164
AMERICAN FUNDS EUROPACIFIC R6	REGX	International/Global	\$ 184,325.63	6.46%	10	\$ 57.91	3,182.9671
DFA REAL ESTATE SECURITIES I	DFREX	Specialty/Sector	\$ 33,697.17	1.18%	1	\$ 42.80	787.3172
DEEMED LOANS	DLOAN	Other	\$ 5,775.21	0.20%	3	\$ 1.00	0.0000
MYPLANLOAN TRADITIONAL	MPLTR	Other	\$ 34,054.55	1.19%	7	\$ 1.00	0.0000
			\$ 2,852,065.65				

As of 10/31/2024

Fund Name	Beginning Balance	Contributions	Earnings Gain/Loss	Withdrawals	Loan Activity	Transfers/Other	Fees/Expenses	Ending Balance
AB LARGE CAP GROWTH Z	\$ 378,995.06	\$ 1,933.47	\$ 13,801.46	\$ -3,854.36	\$ 0.00	\$ 1,203.80	\$ -909.16	\$ 391,170.27
AMERICAN FUNDS EUROPACIFIC R6	\$ 181,501.26	\$ 1,966.76	\$ -129.37	\$ 0.00	\$ 0.00	\$ 1,420.48	\$ -433.50	\$ 184,325.63
BLACKROCK LIFEPATH INDEX RET K	\$ 105,280.78	\$ 1,120.93	\$ -2,524.82	\$ 0.00	\$ 0.00	\$ 223,629.06	\$ -415.00	\$ 327,090.95
BLACKROCK LIFEPATH INDX 2025 K	\$ 220,528.02	\$ 819.88	\$ 6,086.80	\$ -4,897.05	\$ 0.00	\$ -222,175.04	\$ -362.61	\$ 0.00
BLACKROCK LIFEPATH INDX 2030 K	\$ 15,434.60	\$ 552.97	\$ 208.35	\$ 0.00	\$ 0.00	\$ 0.00	\$ -36.04	\$ 16,159.88
BLACKROCK LIFEPATH INDX 2035 K	\$ 101,645.51	\$ 332.84	\$ 1,720.05	\$ -330.33	\$ 0.00	\$ 0.00	\$ -315.46	\$ 103,052.61
BLACKROCK LIFEPATH INDX 2040 K	\$ 71,927.07	\$ 923.63	\$ 1,386.37	\$ 0.00	\$ 0.00	\$ -2,026.00	\$ -169.70	\$ 72,041.37
BLACKROCK LIFEPATH INDX 2045 K	\$ 285,012.50	\$ 3,715.87	\$ 6,208.59	\$ 0.00	\$ 0.00	\$ 0.00	\$ -698.38	\$ 294,238.58
BLACKROCK LIFEPATH INDX 2050 K	\$ 28,513.49	\$ 558.83	\$ 651.75	\$ 0.00	\$ 0.00	\$ 0.00	\$ -66.47	\$ 29,657.60
BLACKROCK LIFEPATH INDX 2055 K	\$ 67,626.67	\$ 1,759.42	\$ 1,648.47	\$ -1,600.00	\$ 0.00	\$ 432.00	\$ -257.46	\$ 69,609.10
BLACKROCK LIFEPATH INDX 2060 K	\$ 45,622.50	\$ 685.22	\$ 1,092.13	\$ 0.00	\$ 0.00	\$ 219.00	\$ -117.82	\$ 47,501.03
BLACKROCK LIFEPATH INDX 2065 K	\$ 16,089.24	\$ 730.94	\$ 440.53	\$ -22.94	\$ 0.00	\$ -1,476.88	\$ -114.78	\$ 15,646.11
COLUMBIA HIGH YIELD BOND ADV	\$ 8,131.45	\$ 101.44	\$ 169.97	\$ 0.00	\$ 0.00	\$ -40.47	\$ -13.44	\$ 8,348.95
DEEMED LOANS	\$ 5,741.66	\$ 0.00	\$ 33.55	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,775.21
DELAWARE IVY MID CAP GROWTH I	\$ 30,025.65	\$ 420.00	\$ 430.46	\$ 0.00	\$ 0.00	\$ 0.00	\$ -52.16	\$ 30,823.95
DFA EMERGING MKTS CORE EQUITY	\$ 23,937.06	\$ 420.00	\$ 395.59	\$ 0.00	\$ 0.00	\$ 0.00	\$ -55.31	\$ 24,697.34
DFA REAL ESTATE SECURITIES I	\$ 31,595.64	\$ 588.00	\$ 1,590.03	\$ 0.00	\$ 0.00	\$ 0.00	\$ -76.50	\$ 33,697.17
DODGE & COX INCOME X	\$ 147,315.66	\$ 1,824.75	\$ 522.78	\$ 0.00	\$ 0.00	\$ -2,181.57	\$ -347.69	\$ 147,133.93
GUGGENHEIM MACRO OPPORTUN I	\$ 21,700.16	\$ 420.00	\$ 448.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ -44.45	\$ 22,524.21
ISHARES RUSSELL 2000 SC IDX K	\$ 10,386.37	\$ 121.71	\$ -231.93	\$ 0.00	\$ 0.00	\$ 46.65	\$ -23.09	\$ 10,299.71
ISHARES RUSSELL MD-CAP INDEX K	\$ 19,233.15	\$ 182.57	\$ 731.58	\$ 0.00	\$ 0.00	\$ 221.49	\$ -47.59	\$ 20,321.20
ISHARES S&P 500 INDEX K	\$ 599,389.33	\$ 3,643.05	\$ 21,855.57	\$ -7,062.84	\$ 0.00	\$ 588.27	\$ -1,438.03	\$ 616,975.35
ISHARES US AGGR BOND INDEX K	\$ 32,706.32	\$ 902.87	\$ 67.25	\$ 0.00	\$ 0.00	\$ -345.73	\$ -75.03	\$ 33,255.68
LINCOLN NY SVF 0	\$ 97,642.12	\$ 1,569.70	\$ 736.45	\$ -1,107.13	\$ 0.00	\$ 2,711.09	\$ -232.95	\$ 101,319.28
MYPLANLOAN TRADITIONAL	\$ 38,121.43	\$ 0.00	\$ 680.27	\$ 0.00	\$ 0.00	\$ -4,637.15	\$ -110.00	\$ 34,054.55
NEUBERGER BERMAN SC GR R6	\$ 22,588.60	\$ 252.00	\$ 590.33	\$ 0.00	\$ 0.00	\$ 0.00	\$ -54.62	\$ 23,376.31
PGIM GLBL TOTAL RETURN Z	\$ 96,388.82	\$ 1,031.18	\$ 828.66	\$ -3,078.62	\$ 0.00	\$ 1,644.58	\$ -207.05	\$ 96,607.57
PIMCO RAE FUND'TL US SM	\$ 24,071.29	\$ 336.00	\$ -227.09	\$ 0.00	\$ 0.00	\$ 0.00	\$ -53.60	\$ 24,126.60
PRINCIPAL DIVERS INT'L INST'L	\$ 20,607.59	\$ 263.72	\$ -391.18	\$ 0.00	\$ 0.00	\$ 766.42	\$ -43.39	\$ 21,203.16
VANGUARD EQUITY INCOME ADMIRAL	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
VICTORY SYCAMORE EST VAL R6	\$ 46,138.27	\$ 504.00	\$ 499.29	\$ 0.00	\$ 0.00	\$ 0.00	\$ -109.21	\$ 47,032.35
	\$ 2,793,897.27	\$ 27,681.75	\$ 59,320.39	\$ -21,953.27	\$ 0.00	\$ 0.00	\$ -6,880.49	\$ 2,852,065.65

As of 10/31/2024

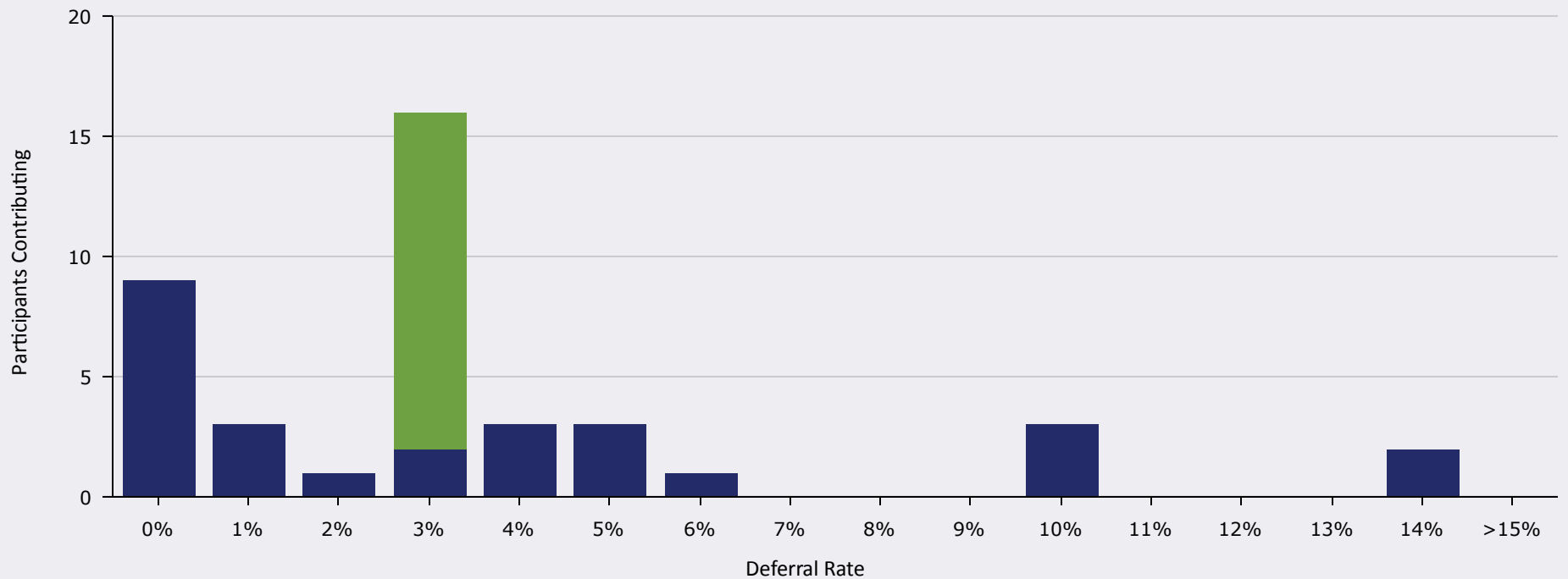
Source	Beginning Balance	Contributions	Earnings Gain /Loss	Withdrawals	Loan Activity	Transfers / Other	Ending Balance
EMPLOYEE POSTTAX	\$ 3.61	\$ 0.00	\$ 0.06	\$ 0.00	\$ 0.00	\$ 0.00	3.67
EMPLOYEE PRETAX	\$ 934,262.69	\$ 17,027.20	\$ 17,828.01	\$ -6,910.22	\$ 0.00	\$ 0.00	962,207.68
EMPLOYEE ROLLOVER	\$ 422,282.48	\$ 0.00	\$ 8,552.08	\$ -3,603.17	\$ 0.00	\$ 0.00	427,231.39
EMPLOYER PROFIT SHARING	\$ 1,292,988.44	\$ 0.00	\$ 23,636.71	\$ -11,331.49	\$ 0.00	\$ 0.00	1,305,293.66
EXTRA SOURCE FOR AUTO ENROLL	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	0
ROTH CONTRIBUTIONS	\$ 144,360.05	\$ 10,654.55	\$ 2,423.04	\$ -108.39	\$ 0.00	\$ 0.00	157,329.25
ROTH ROLLOVER	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	0
	\$ 2,793,897.27	\$ 27,681.75	\$ 52,439.90	\$ -21,953.27	\$ 0.00	\$ 0.00	2,852,065.65

Note: Plan fees deducted from plan assets are reflected in the Earnings Gain/Loss column.

Contribution Rate Breakdown

As of 10/31/2024

	0%	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	11%	12%	13%	14%	>15%
■ Elective Deferral	9	3	1	2	3	3	1	0	0	0	3	0	0	0	2	0
■ Auto Enrolled	0	0	0	14	0	0	0	0	0	0	0	0	0	0	0	0



Auto Enrolled With No Change	Elected Deferral Equal to or Higher Than Auto Rate	Elected Deferral Lower Than Auto Rate	Opted Out	Eligible Not Yet Subject to Auto Enroll	Total	Auto Enrolled and Requested Reversal
14	14	9	0	4	41	0

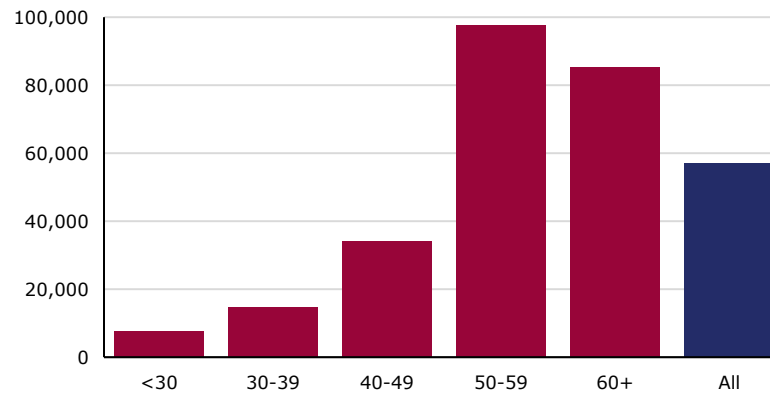
As of 10/31/2024



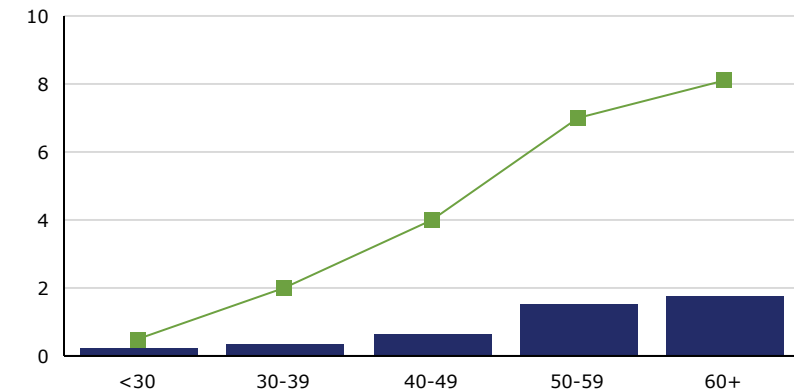
*This page examines average balances, the number of participants contributing, and the Retirement Savings Multiple by age bracket for **active** participants within your plan.*

**Retirement Savings Multiple, or RSM, is derived by dividing retirement balance by current annual compensation.*

Average Balance by Age Range (\$)



Average RSM Target RSM

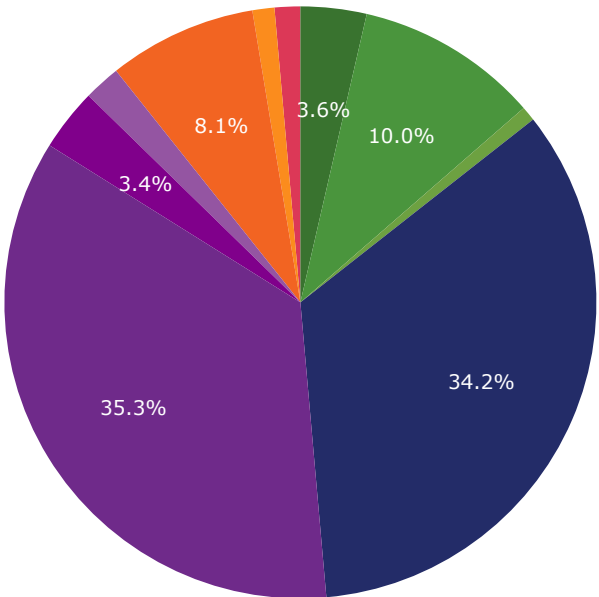


	<30	30-39	40-49	50-59	60+	All
Active with a Balance	4	8	6	12	7	37
Active Contributing	4	8	5	10	7	34
Total Balance	\$ 29,899	\$ 116,808	\$ 205,387	\$ 1,171,088	\$ 595,210	\$ 2,118,391
Active Average Balance	\$ 7,475	\$ 14,601	\$ 34,231	\$ 97,591	\$ 85,030	\$ 57,254
Active Average BPAS Balance	\$ 8,617	\$ 36,616	\$ 68,301	\$ 113,241	\$ 91,113	\$ 59,354
Average RSM*	0.22	0.34	0.67	1.55	1.76	1.20
Target RSM	0.5	2.0	4.0	7.0	8.10	

Note: "Active Contributing" reflects the number of employees who have made an employee contribution during the current plan year.

The Asset Allocation breakdown by age excludes assets for participants with missing dates of birth. Loans, insurance, self-directed brokerage assets, as well as any assets not held in custody by BPAS are also excluded from calculations.

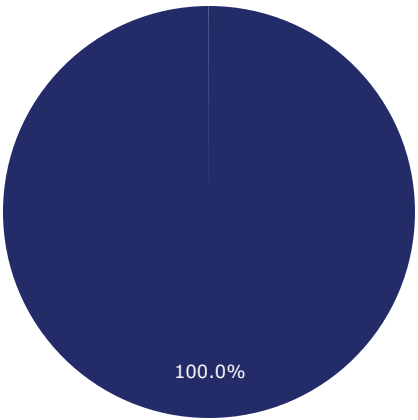
Total Plan Assets: \$2,852,065.65



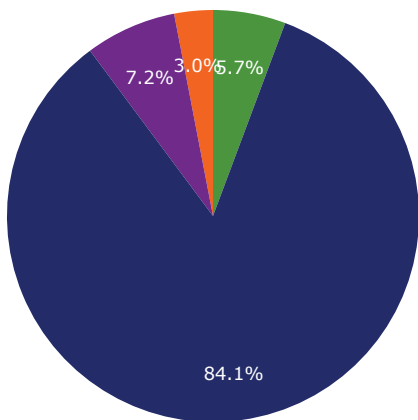
Participants: 47

Cash Equivalents	3.6%	CDs	0.0%
Fixed Income	10.0%	Special Fixed Income	0.8%
Target Date	34.2%	Target Risk	0.0%
Diversified Portfolio	0.0%	Large Cap	35.3%
Mid Cap	3.4%	Small Cap	2.0%
International/Global	8.1%	Special Sector	1.2%
Company Stock	0.0%	Other	1.4%

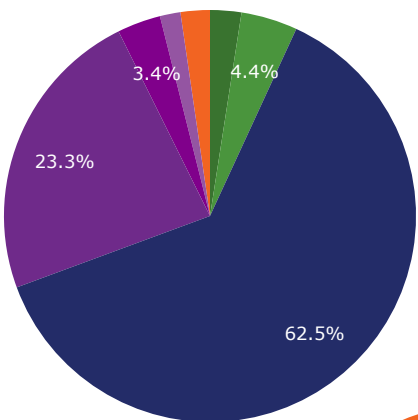
<35



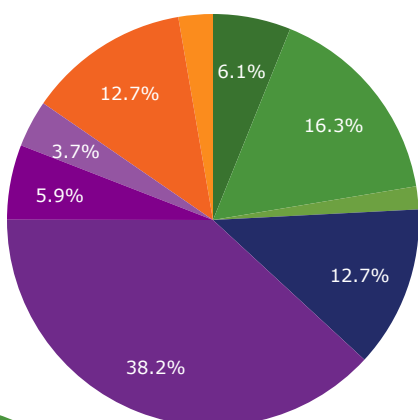
36-45



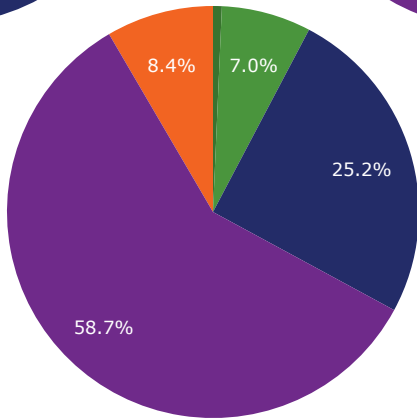
46-55



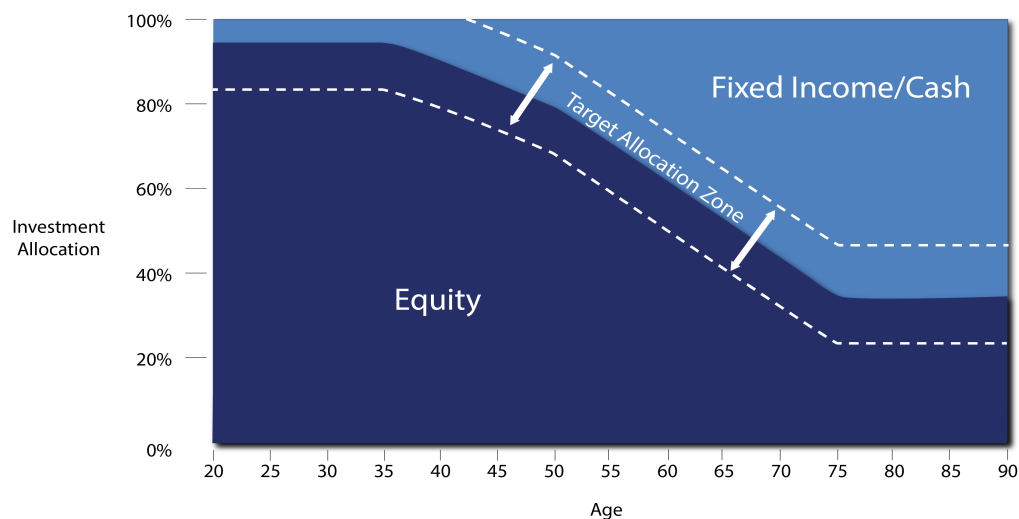
56-65



65+



This analysis helps identify participants whose investment allocations are more aggressive or conservative than the Target Allocation Zone on the sample age-based glide path below.



Total Plan



41 Participants Use a Target Date, Risk Based or Balanced Fund



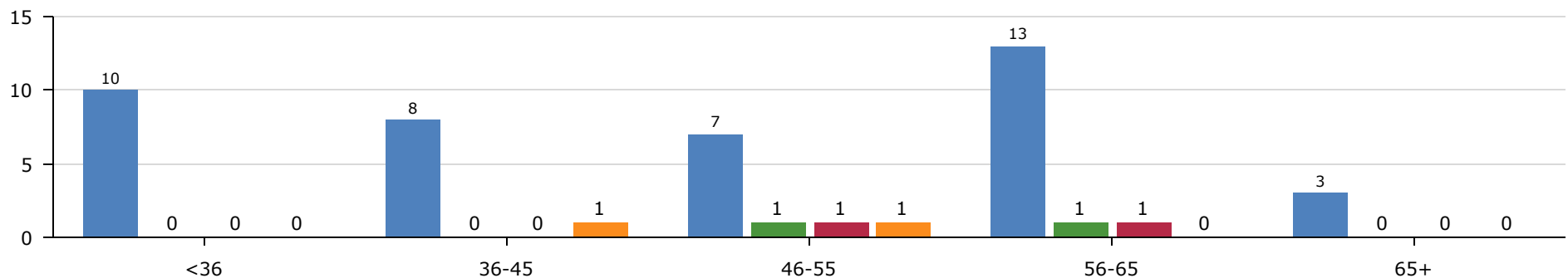
2 Participants Use a Strategy Within their Target Allocation Zone



2 Participants Use a Strategy **More Aggressive** than their Target Allocation Zone






2 Participants Use a Strategy **More Conservative** than their Target Allocation



Note: This analysis excludes loans, insurance, self-directed brokerage assets, as well as any assets not held in custody by BPAS. The analysis also excludes participants with missing dates of birth. Participant's with any exposure to Target Date, Risk Based, or Balanced funds are grouped into the Target Date, Risk Based, or Balanced Fund category noted above. For an analysis of each participant's invested balance, refer to the Participant Investment Grid found in the Plan Sponsor Portal >Library > Participant Reports > Investments. For more information, please see the Disclosures page at the end of this report.

As of 10/31/2024



	Q1 2024	Q2 2024	Q3 2024	Q4 2024
 Number of Calls	13	5	10	15
 Number of Emails	0	0	0	0
 Total	13	5	10	15



Type	Your Plan	Pct of Calls	Pct of BPAS Calls	Breakdown of Call	Type of Call	Your Plan
Verify Check	10	66.67 %	2.51 %	Check Status	Verify Check	7
Distribution Assistance	2	13.33 %	0.03 %	Stop Pay / Reissue Check	Verify Check	3
Web Assistance	1	6.67 %	0.21 %	Plan Specific Question	Distribution Assistance	1
Call Back Request	1	6.67 %	14.29 %	Termination Distribution Paperwork	Distribution Assistance	1
General Plan Assistance	1	6.67 %	0.08 %	Web - www.bpas.com	Web Assistance	1
				CallBack Call	Call Back Request	1
				General Question	General Plan Assistance	1

Note: The BPAS Participant Service Center team logs the category and sub-category of each participant interaction. The blue and orange charts above reflect key data and not total data for the inquiries from your plan participants during the current quarter. The blue chart reflect the top 10 categories and the orange chart reflects the top 5 sub-categories for the top 5 categories. The green chart reflects total inquiries from your plan participants.

As of 10/31/2024



Encourage your plan participants to join BPAS in helping the environment and **Go Green** by opting into e-delivery for statements and notices.

To select **Go Green** options in the Participant Portal, select My Profile, then the **Go Green** tab.

Participant Portal Go Green Statistics (Quarterly)

Total Participants with a balance			47
	Count	Percent	
Total unique Ppt logins to the website	11	23.40 %	
Total Ppts who have 'Gone Green' for Quarterly Statements	8	17.02 %	
Total Ppts who have 'Gone Green' for Notices and Confirmations	5	10.64 %	
Total Ppts who have provided their e-mail address	27	57.45 %	

BPAS strongly encourages participant activity through the website. It allows for more immediate communication. The "Go Green" initiative to increase participant web activity includes data for the last 3 months.

Participant Portal Activity

Web Activity	Q1 2024	Q2 2024	Q3 2024	Q4 2024
Designate Beneficiary	0	1	0	0
Distribution Ppwk Request	6	1	5	3
Deferral Amount Change	3	5	1	7

As of 10/31/2024

A review of some of the administrative options and features used by your plan. Interested in adding more features to your Plan? If so, email TrustSales@bpas.com or your BPAS Plan Consultant. We will be in touch with you to discuss these features in more detail.

Feature	Currently Utilizing
3(16) Services BPAS acts as a fiduciary in the provision of services as a partner to the plan sponsor. Thanks to our dual focus on comprehensive administration and 3(16) Fiduciary Services, BPAS will reduce the Plan Sponsor's workload dramatically and ensure your plan is always in compliance.	Yes
Participant Mailing Services BPAS Participant Mailing Service reduces your workload and assists with Plan Compliance by mailing required notices such as QDIA, Auto Enrollment, Fee and Fund Change Notices, and more.	No
Auto Enrollment Auto Enrollment is a comprehensive approach to counter the negative effects of inertia in a DC plan, producing a variety of benefits.	Yes
Online Enrollment Full Online Enrollment simplifies Plan Administration, avoiding the manual work and liability from paper enrollment forms and contribution rate change forms.	Yes
Online Beneficiary Designation The Online Beneficiary Designation feature (OBD) will allow participants to designate their beneficiaries online. This feature can easily be added to any Plan on the BPAS platform at no additional cost.	Yes

In addition to our Defined Contribution Plan Administration and Recordkeeping services, we also offer Actuarial and Pension Services, and services for Health and Welfare Plans (VEBA, Health Savings Accounts, etc). For more information about our full array of services, email TrustSales@bpas.com, or contact your Plan Consultant.



3(16) Administrator – A Section 3(16) fiduciary acts as the plan administrator. The 3(16) administrator is responsible for managing the day to day operation of the plan. The duties of the plan administrator are set by ERISA and the terms of the plan document.

A

Active Participant – Actively employed participants who are making contributions or have a balance in the Plan. Suspended Participants are considered to be Active Participants.

Asset Allocation/Investment Allocation –The distribution of an individual's retirement plan contributions across different asset classes such as stocks, bonds, and cash. This allocation reflects the participant's strategy for balancing risk and return.

Average Deferral Rate/Average Participant Contribution Percentage – The average percentage of salary that plan participants contribute to the retirement plan. It is calculated by averaging the contribution rates of all participants.

Automatic Enrollment – A feature where employees are automatically enrolled in the plan at a default deferral rate unless they actively choose to opt out, or select a different deferral rate.

Automatic Enrollment Default Rate – The deferral rate at which employees are automatically enrolled in the retirement plan if they do not make an active election or opt out. This rate is predetermined by the Plan documents.

Automatic Enrollment Opt Out – The option for employees to choose not to participate in the retirement plan, despite being automatically enrolled. Employees must actively opt out if they do not wish to contribute to the plan.

B

Benchmark – a standard against which the performance of a security, mutual fund or investment manager can be measured.

Bond/Fixed Income – An investment where an investor loans money to an entity (typically corporate or governmental) that borrows the funds for a defined period at a fixed interest rate. Bonds are generally considered less risky than stocks but usually offer lower returns. Most plans offer access to bonds through Bond mutual funds.

C

Cash/Stable Value – Refers to the portion of a retirement plan's investment kept in liquid, low-risk assets like savings accounts, money market funds, or short-term government securities. Cash investments provide stability and liquidity but generally offer lower returns.

Contributions – Monies put into a retirement plan by participants (employee contributions) and/or their employer (employer contributions). Contributions can be made pre-tax, after-tax, or both, depending on the plan type and design.

D

Deferral Rate – The percentage of salary an employee elects to contribute to their retirement plan.

Distributions – Withdrawals from a retirement plan made by participants (that do not require payback), typically made after termination of employment, retirement, reaching a certain age, or meeting specific conditions set forth in the Plan document. Distributions may be subject to penalties if taken before a certain age.

E

Earnings Gain/Loss – The profit or loss generated from investments within a retirement plan.

Eligible Participant – An employee who has satisfied the age and/or service requirements to participate in the Plan.

Expense Ratio – The ratio of total expenses to net assets of mutual fund. Expenses include management fees, 12(b)(1) charges, if any, the cost of shareholder mailings and other administrative expenses.

F

Forfeitures – Funds that are left behind in the retirement plan when employees leave the company before becoming fully vested in their employer's contributions. These funds can be typically be used to reduce future employer contributions or to pay plan expenses the Plan document will dictate how they are to be handled.



I

Ineligible Employee – An employee who has not satisfied the age and/or service requirements to participate in the Plan.

Investment Category/Morningstar Category – A classification that groups funds with similar investment strategies and objectives. It helps investors compare funds with similar characteristics within their retirement plans.

Investment Funds/Investment Options/Investment Alternatives – The various funds available within the retirement plan in which participants can invest their contributions. These can include mutual funds, stocks, bonds, and other investment vehicles.

Investment Glide Path – The track of asset allocation movements over time, typically from more aggressive to conservative, as the participant approaches retirement. This approach reduces the risk of the portfolio as the time horizon to retirement shortens.

L

Loans – Amounts borrowed from a retirement plan by participants, which must be repaid with interest within a specified period. Plan loans are subject to certain restrictions and limits set by the Plan and the IRS.

M

Market Value – The current price at which an asset, investment, or collection of assets/investments is valued.

Participant – An employee who has met the eligibility requirements to participate in the Plan, and maintains a balance in the Plan.

Participation Rate – The percentage of eligible employees who are actively deferring salary into the retirement plan.

N

Net Asset Value (NAV) – The current market worth of a mutual fund share. NAV is calculated daily by taking the fund's total asset securities, cash and any accrued earnings less liabilities divided by the number of shares outstanding.

R

Rate of Return – The gain or loss on an investment over a specified period, expressed as a percentage of the investment's initial cost. It measures the performance of an investment in a retirement plan.

Retirement Savings Multiple (RSM) – the amount a Participant has accumulated in their BPAS retirement plan account as a factor of their annual compensation. Generally, a participant should have an RSM goal of 10 times compensation by normal retirement age. The RSM is calculated on the stated plan only and does not take into consideration other retirement assets that a participant may have accumulated.

S

Source/Money Source – The origin of the funds contributed to a retirement plan, which can include employee deferrals, employer matching contributions, profit-sharing, rollovers from other plans, and more.

Stock/Equity – A type of security that represents ownership in a corporation and constitutes a claim on part of the company's assets and earnings. Most plans offer access to stocks through mutual funds that invest in a variety of companies, across various market sectors or countries.

Suspended Participant – A current employee who is temporarily suspended from making contributions as required by the plan provisions (e.g., hardship).

T

Target Allocation Zone – A hypothetical representation of a mix of equities and fixed income investments, based solely on an investor's age. No other factors, other than age, are considered in determining the Target Allocation Zone. Participants and other investors should consider factors other than age (e.g. tolerance for risk, time to retirement, time in retirement, income needs, etc.) to determine their appropriate asset allocation. The Target Allocation Zone is for illustrative purposes only, and should not be construed as investment advice, or a recommendation on how a participant should invest their assets.

Terminated Participants – Participants with a termination date and no rehire date on BPAS' recordkeeping system.

Ticker – A unique series of letters assigned to a publicly traded investment for trading purposes. It is used to identify and track the performance of specific investments.

U

Unallocated Plan Assets – Assets that are part of the Plan but do not belong to any participant account. Examples of Unallocated Plan Assets are forfeitures and pre-funded contributions.

- The data contained on the **Investment Allocation Analysis page** is for illustrative purposes only, and should not be construed as investment advice, or an offer to buy or sell securities. Plan sponsors and other investors should consider a number of factors to determine their appropriate asset allocation. This material is not intended to be used as a general guide to investing, or as a source of any specific investment recommendations, and makes no implied or express recommendations concerning the manner in which any eligible plan or plan participant should or would be handled, as appropriate investment strategies depend upon the eligible plan or plan participant's investment objectives. This material is provided solely on the basis that it will not constitute investment advice and will not form a primary basis for any person's or plan's investment decisions, and BPAS and its affiliates are not a fiduciary with respect to any person or plan by reason providing the material or content herein.

Target Allocation Zone is a hypothetical representation of a mix of equities and fixed income investments, based solely on an investor's age. No other factors, other than age, are considered in determining the Target Allocation Zone. Participants and other investors should consider factors other than age (e.g. tolerance for risk, time to retirement, time in retirement, income needs, etc.) to determine their appropriate asset allocation. The Target Allocation Zone is for illustrative purposes only, and should not be construed as investment advice, or a recommendation on how a participant should invest their assets.

- **The Participants Contributing Less than 3%** shown on the **Plan Trend Analysis page** counts a participant as contributing less than 3% if their actual plan year to date contribution is less than 3% of plan year to date compensation. Year to date contributions and year to date compensation means anything reported to BPAS for the period beginning on the first day of the current plan year and ending on the date the data files for this quarterly report are prepared. The end date is typically between 7 and 14 days after the end of the current quarter. Any difference between this data point and the Participant Contribution Rate page (a page only available to plans using the BPAS Full Online Enrollment service) could be due to a number of factors - including timing of deferral rate changes, errors in reported compensation, rounding differences, or delays in updating deferral rate changes in payroll. Plan Sponsors should routinely monitor the Changes to Contribution Rates Report, the Contribution Rate Validation Report, and the Payroll and Match Verification Report found on the Plan Portal>Action Items>Contribution Changes.
- The **Contribution Rate Breakdown data** on the **Participant Contribution Rate page** reflects a participant's elected/auto-enrolled contribution rate (as noted through the Participant Portal) on the date the data files for this quarterly report are prepared (typically 7 to 14 days after the end of the current quarter). For participants who have elected to contribute a flat dollar amount per pay, a calculation is performed to arrive at a percentage. This calculation divides the actual dollar amount contributed during the current quarter by the actual dollar amount of compensation reported during the current quarter. Any difference between this data point and the Plan Trend Analysis page - Participants Contributing Less than 3% could be due to a number of factors - including timing of deferral rate changes, errors in reported compensation, rounding differences, or delays in updating deferral rate changes in payroll. Plan Sponsors should routinely monitor the Changes to Contribution Rates Report, the Contribution Rate Validation Report, and the Payroll and Match Verification Report found on the Plan Portal>Action Items>Contribution Changes.
- **Participant Contribution Rate page.** Total eligible employee counts on this page are as of the report period end. Displayed employee contribution rates (pulled from the Participant Portal) are as of report run date.
- The **Auto Enrolled With No Change data** shown on the **Participant Contribution Rate page** includes participants who have been auto-escalated, if applicable.

Notes:

Action Steps:



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