EMPOWER Invest well. Live a little.™

Plan performance insights

Alameda Contra Costa Transit District Dcp

As of 3/31/2026

743183-01

Introduction

This Plan Performance Insights report provides directional insights into your plan by presenting key measures of plan health along with overviews of participant activity. The below are important background details to understand as you review this report.

How we capture data

Every month a comprehensive month-end “snapshot” of your plan’s data is taken. The snapshot is a point-in-time capture of what is on the recordkeeping systems at the time that it is taken. Each month-end snapshot is then saved and stored so that it can be used to report on your plan’s activity and performance over time.

These snapshots do not change after they are taken. Therefore, they may not reconcile with other reporting that accounts for adjustments or corrections applied after the snapshot was taken.

Data quality is key

Good data drives good analytics. Several topics and metrics in this report rely on participant data that is provided by the plan sponsor or those who work on behalf of the plan. Providing and maintaining high quality data for your entire participant population ensures the accuracy of the insights presented.

When the required data for a topic is completely unavailable, the topic will be excluded from this report.

Benchmarking

Your peer group is comprised of 161 457 plans with assets in the $50M - $500M range.

You’ll find benchmarking insights throughout this report. Benchmarks show how your plan compares to a peer group of other similar retirement plans that are on the same recordkeeping platform. The peer group used is based on your retirement plan’s type and assets. The “Benchmark” represents the median (50^{th} percentile) of the results that each plan in the peer group had for the metric that is being benchmarked. The “Top 10%” represents the 90^{th} percentile for the same peer group.

Data quality review

As of 3/31/2026

The data elements below are used when calculating some of your plan's analytics. Reviewing these for accuracy and completeness will help you gauge the quality of the insights being provided for the topics mentioned. When we have not been provided with the data needed for an insight's calculation, it may be excluded from this report.

Number of eligible participants

Your plan has
1,850
participants listed as eligible to participate

Want to see the participant data?

Download the participant data report from the Data Library section of the Plan Service Center. First click the "Details" link for any of the plan statistics and then click the "Download" link.

Have a valid age provided	**100%** of eligibles	**A valid date of birth is required for Lifetime Income Score**	A valid date birth is also needed for plan compliance
Have a deferral election on file	**91%** of eligibles	**Deferral elections are required for**: • Participation rate • Contribution rates These insights are removed when there is no payroll activity	Deferral elections also help improve Lifetime Income Score calculations
Have a plan provided salary	**99%** of eligibles	**Salary is required for Lifetime Income Score** Participants may supply their own salary on the participant website	A plan-provided salary is required for contribution rates when participants elect flat-dollar deferrals

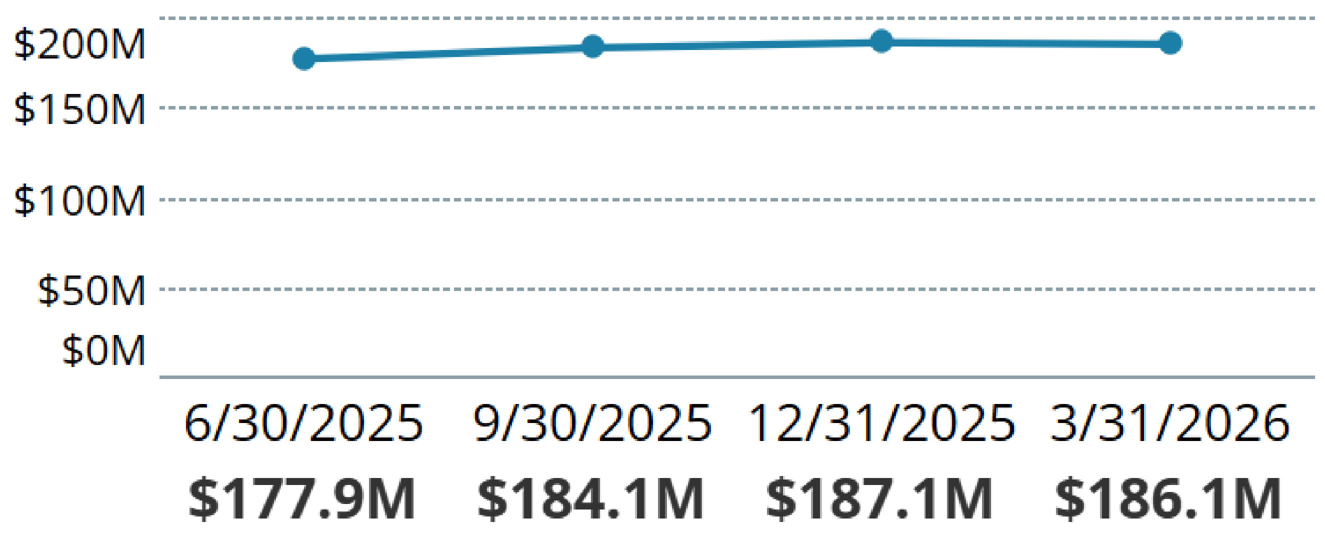
Assets and participants

As of 3/31/2026

Participant assets

$186,083,554

Trending



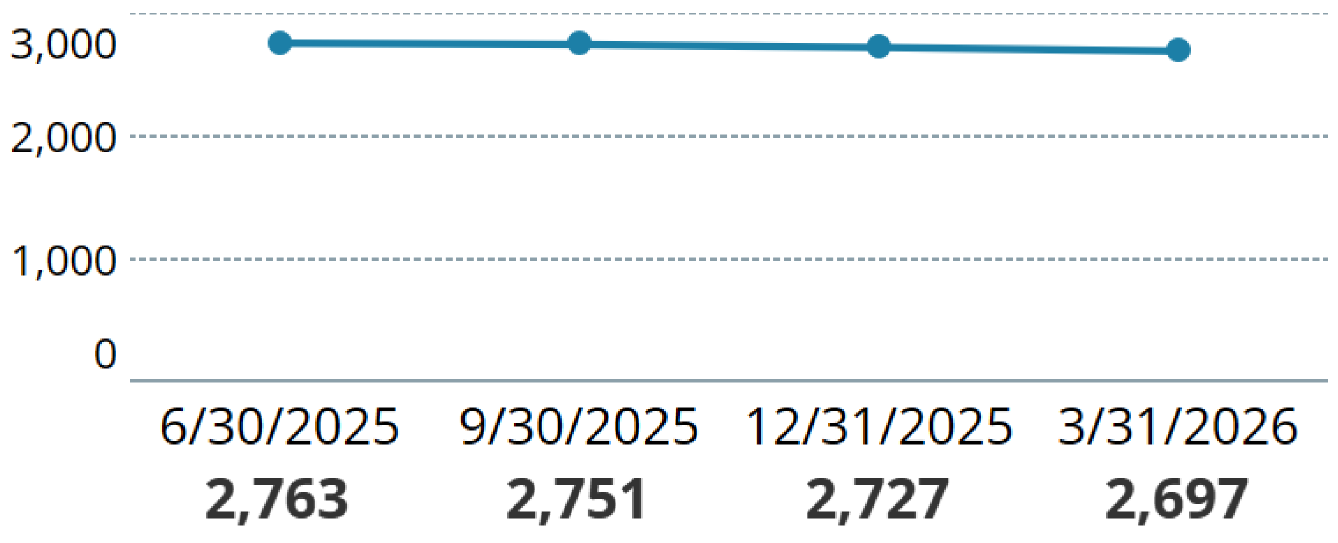
Plan-level assets **$3,517**

Total assets **$186,087,071**

Participants with a balance

2,697

Trending



Active participants with a balance **1,784**

Separated from service participants with a balance **913**

Overview

The assets and participant counts presented are effective as of period end. The assets do not reflect any adjustments, dividends, corrections, or similar that are processed after period end.

Executive summary

As of 3/31/2026

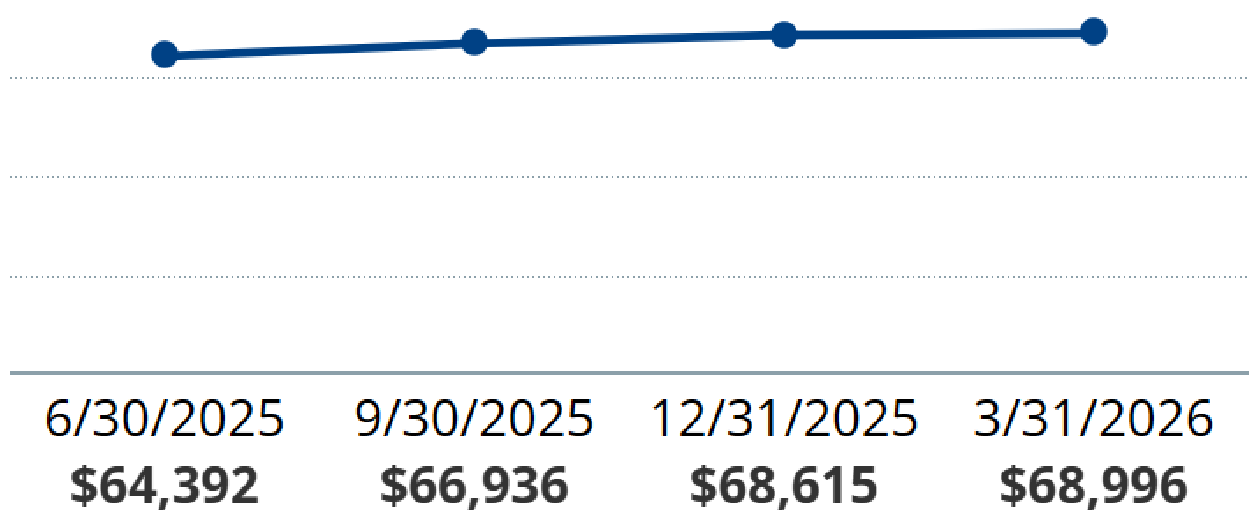
Average balance

$68,996

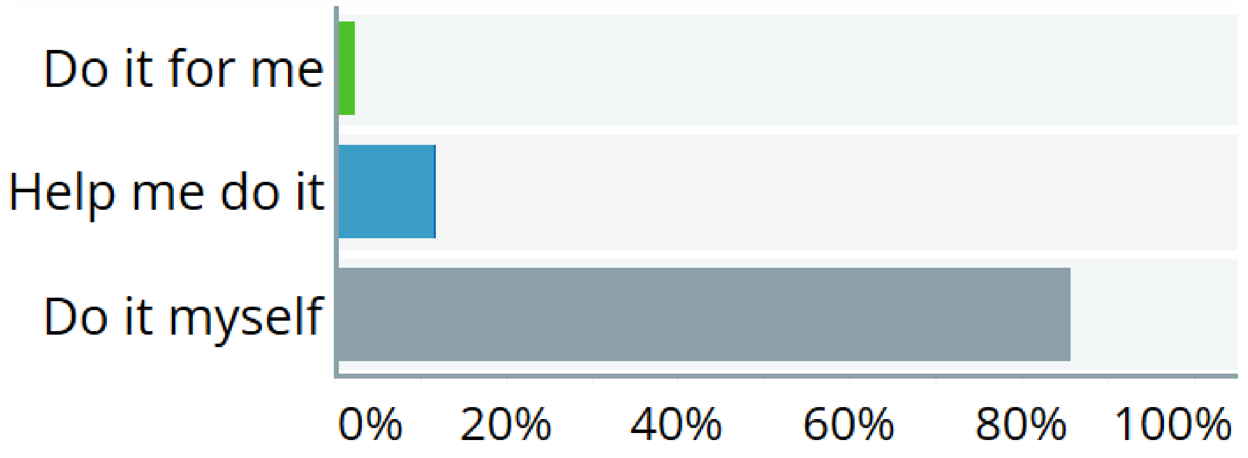
Benchmark	Top 10%
$90,386	$166,695

$68,996 is the average account balance for all participants that have a balance as of month end. This is below the benchmark by **$21,390** and is below the top 10% of peers by **$97,699**.

Trending



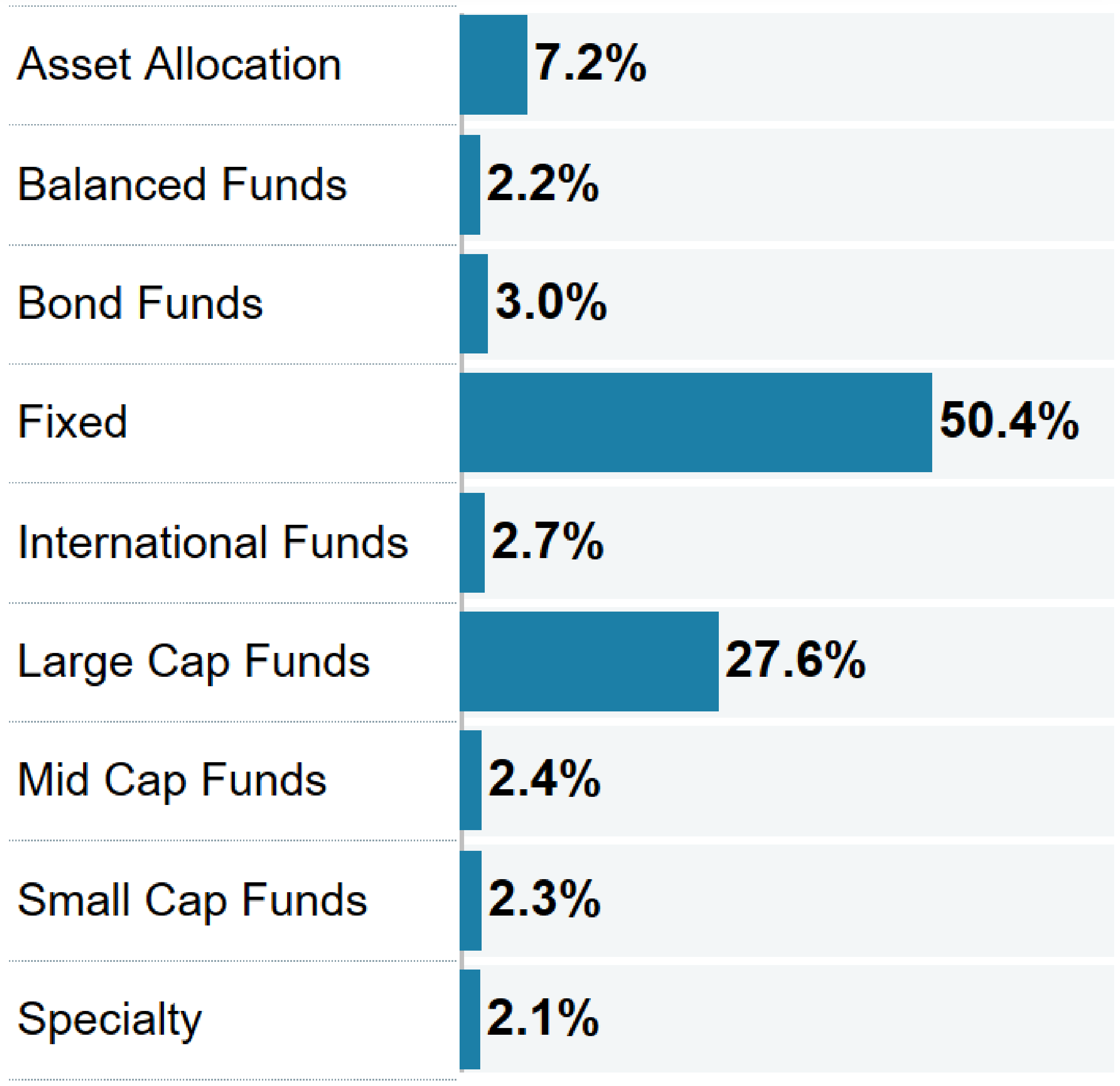
Investment strategy utilization



Do-it-yourself strategy is the investment strategy utilized by the most participants with **85.8%** of participants classified as using this strategy.

Investment strategy	% of Participants
My Total Retirement	2.4%
Online Advice	0.2%
Target-date strategy	11.1%
Risk-based strategy	0.4%
Do-it-yourself strategy	85.8%

Allocations by asset class



Fixed holds the largest share of participant assets. **$93,818,176** is invested in **Fixed** which represents **50.4%** of participant assets.

Executive summary

As of 3/31/2026

Participation rate

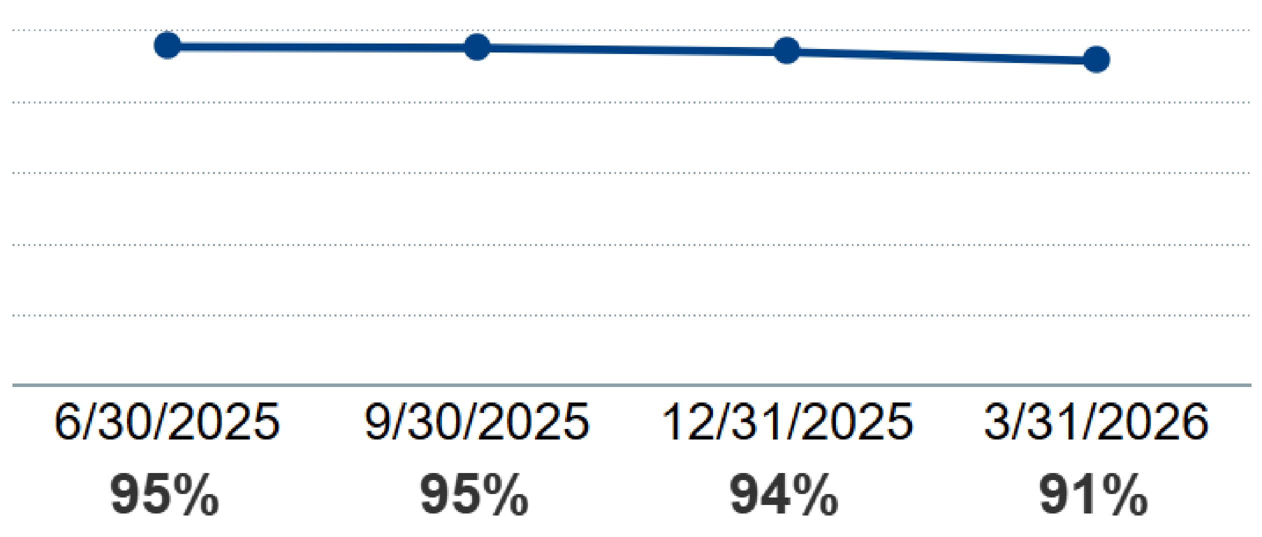
91%

Benchmark 60%

Top 10% 90%

91% of eligible participants have a contribution election on file that is greater than 0% or $0. This is above the benchmark by **31%** and is above the top 10% of peers by **1%**.

Trending



Contribution rate

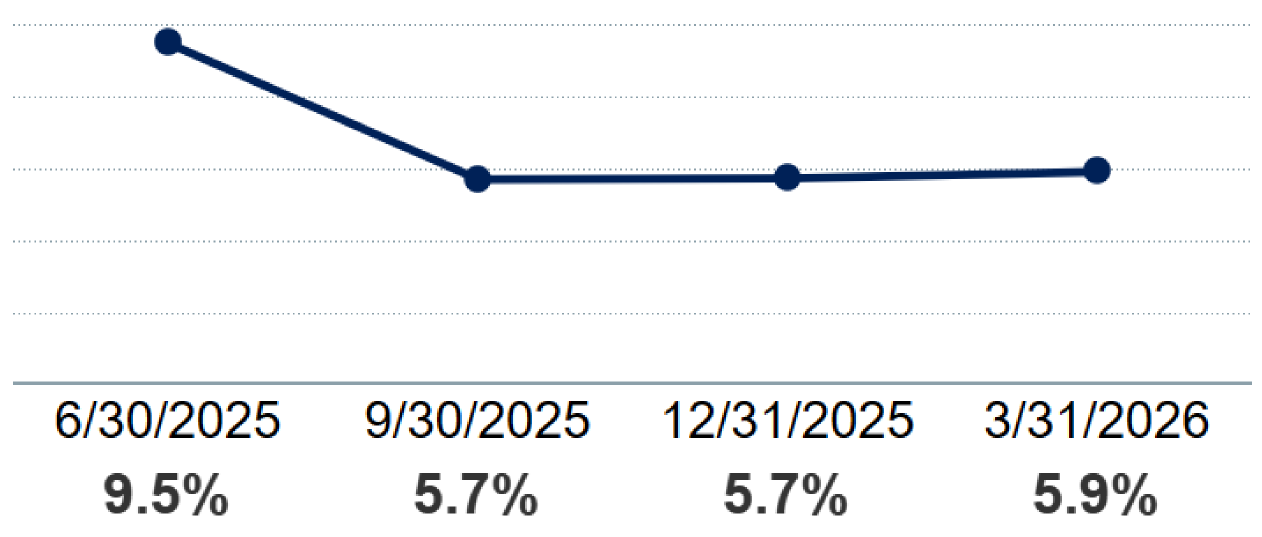
5.9%

Benchmark 7.3%

Top 10% 12.1%

5.9% is the average contribution rate for participants that have a contribution rate set up as of month end. This is below the benchmark by **1.4%** and is below the top 10% of peers by **6.2%**.

Trending



Contributing over 10%

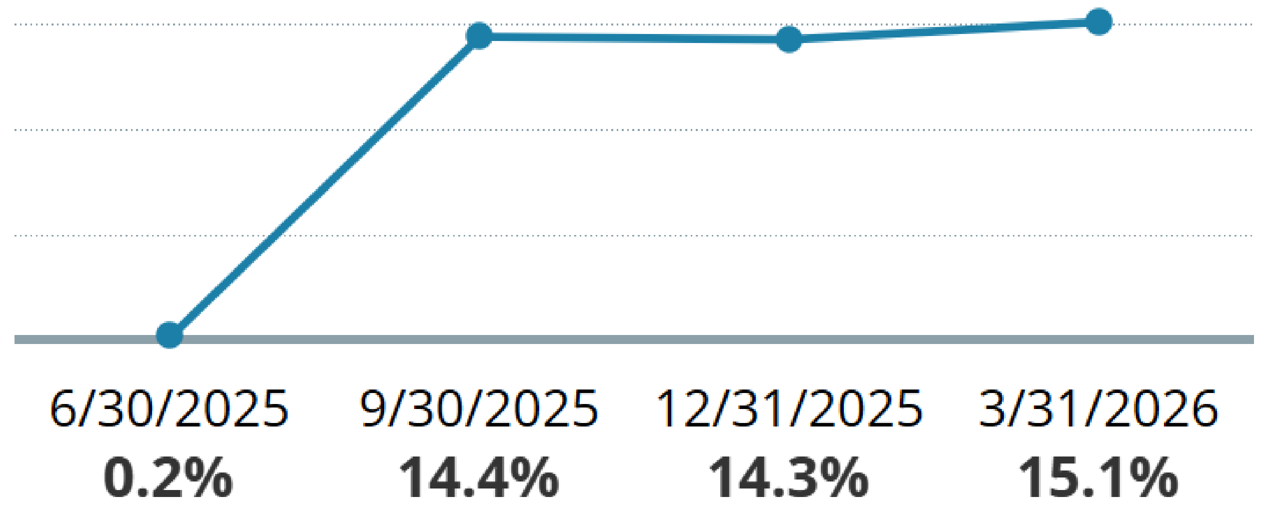
15.1%

Benchmark 16.6%

Top 10% 30.5%

15.1% of participants are contributing over 10%. This is below the benchmark by **1.5%** and is below the top 10% of peers by **15.4%**. This is based on the population of participants that have a contribution rate set up as of month end.

Trending

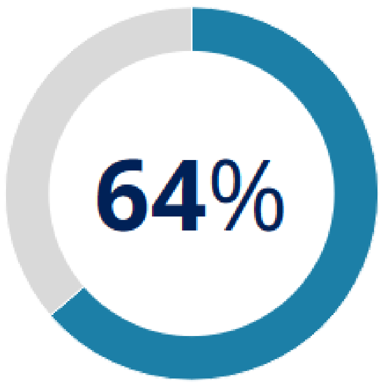


Account registration and protection

As of 3/31/2026

The insights below are based on all participants with a balance, regardless of their eligibility and employment status. The account registration and login activity is inclusive of both the website and the mobile app.

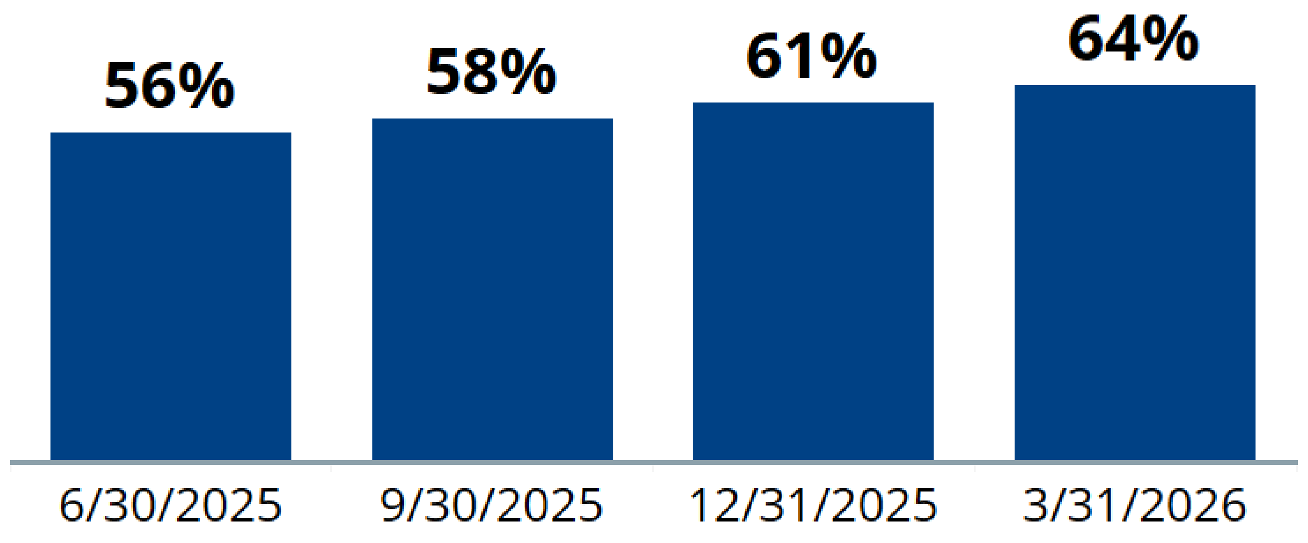
Percent of registered accounts



1,350 out of **1,784** active participants

367 out of **913** separated from service participants

Trending



Participants missing contact information

Participants with missing contact information by registration status

	Registered participants	Not registered participants
! No phone and no email[1]	2 (0.1%)	323 (33.0%)
No personal email	60 (3.5%)	601 (61.3%)
No work email	565 (32.9%)	719 (73.4%)
No mobile phone	41 (2.4%)	919 (93.8%)
No home phone	305 (17.8%)	447 (45.6%)

Login activity

Most recent login

	Participants with a balance
! Never logged in	980 (36.3%)
Within past month	728 (27.0%)
1-6 months ago	554 (20.5%)
7-12 months ago	169 (6.3%)
More than 12 months ago	266 (9.9%)

[1]Phone and email considers mobile and home phone, international phone numbers, and work and personal email

Lifetime Income Score

As of 3/31/2026

The below is based on a standard income replacement goal of 75%

Comparison of Lifetime Income Score summary statistics

The average and median scores for your plan are based on **1,839** eligible participants that have a calculated Lifetime Income Score

Benchmark
64%

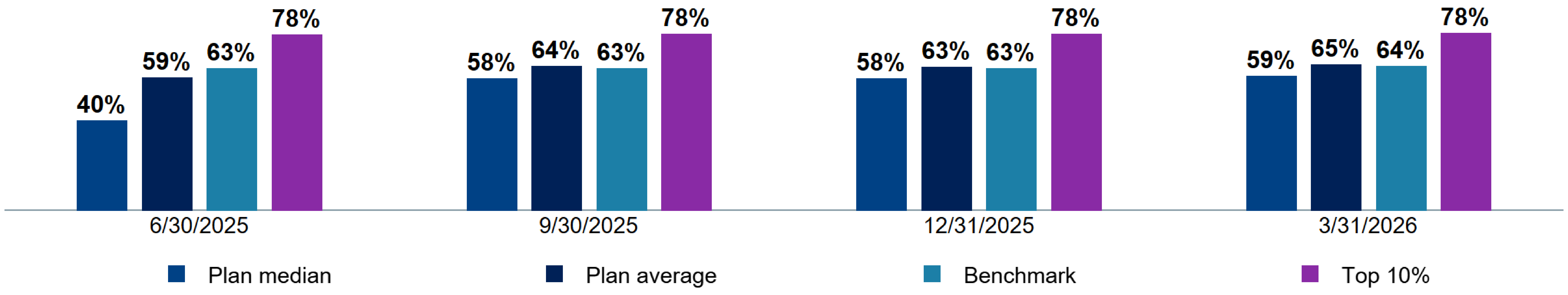
Top 10%
78%

Retirement income sources

A participant's estimated retirement income is based on 5 sources of potential income. This breakdown shows the percentage of total income by source for the plan.

Source	
Current balance	13%
Future savings	15%
Employer contributions	0%
Social security	60%
Other assets	12%

Lifetime Income Score comparison over time



Overview

This Lifetime Income Score summary is based on all actively employed and eligible individuals for which both a date of birth and a salary have been provided. A standard salary replacement goal is used for all the included individuals.

Did you know?

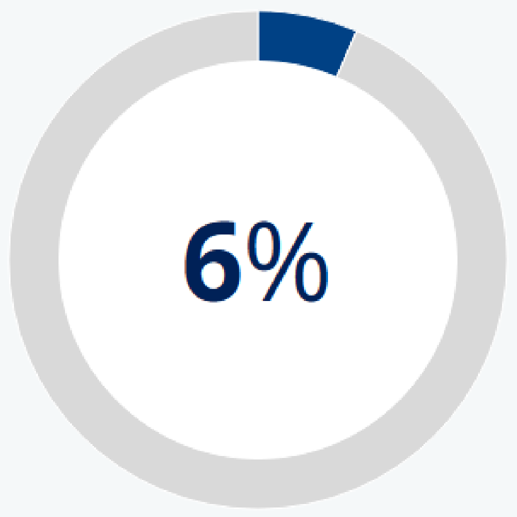
The Empower Personal Dashboard gives employees an opportunity to model changes that can increase their Lifetime Income Score and includes a suite of planning tools that can provide them with a more complete financial picture.

Percent reaching goal

As of 3/31/2026

The below is based on a standard income replacement goal of 75%

Participants reaching goal

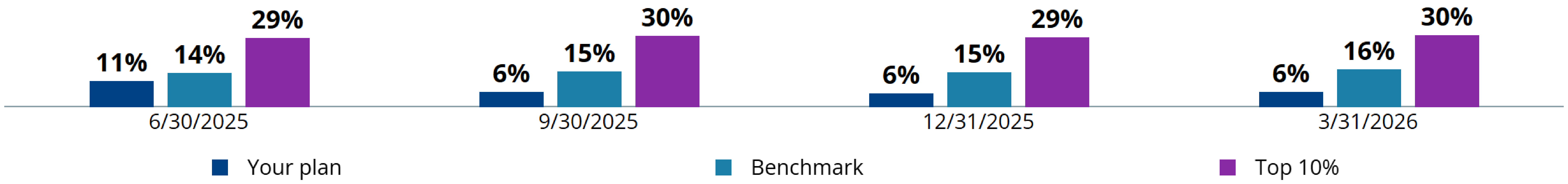


Benchmark
16%

Top 10%
30%

119 out of the **1,839** eligible participants that have a calculated Lifetime Income Score are projected to receive an estimated retirement income that is greater than or equal to 75% of their current salary

Percent reaching goal over time



Overview

This percent reaching goal summary is based on all actively employed and eligible individuals for which both a date of birth and salary have been provided. A standard salary replacement goal is used for all the included individuals.

Cash flow

As of 3/31/2026

Year-to-date participant activity summary[1]

Total contributions
$3,405,628

Disbursements
-$2,753,881

Net Activity
$651,748

Impact on balances

	4/1/2025 - 6/30/2025	7/1/2025 - 9/30/2025	10/1/2025 - 12/31/2025	1/1/2026 - 3/31/2026
Beginning balance	$169,899,840	$177,914,289	$184,141,905	$187,113,315
Contributions	$2,212,618	$2,547,054	$2,600,247	$3,405,628
Disbursements	-$1,854,124	-$2,341,078	-$2,845,248	-$2,753,881
Fees[2]	-$7,807	-$8,179	-$20,644	-$19,167
Loans issued	-$646,717	-$719,055	-$709,186	-$473,016
Loan payments	$482,363	$621,076	$612,639	$623,577
Other[3]	$0	$0	$0	$0
Change in value	$7,828,116	$6,127,798	$3,333,603	-$1,812,904
Ending Balance	**$177,914,289**	**$184,141,905**	**$187,113,315**	**$186,083,554**

Overview

Cash flow illustrates the inflows and outflows of dollars from participant accounts along with the impact that those flows have on participant balances. All actively employed and separated from service participants are included.

[1]The year-to-date period begins when the plan is loaded onto the recordkeeping system. Therefore, the year-to-date period may not include all months for plans that were recently added.

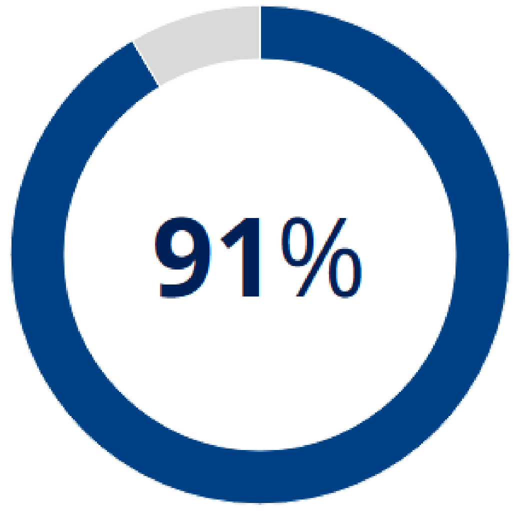
[2]Fees may include but are not limited to: transactional and plan administrative fees.

[3]Other includes 'Transfer In', 'Transfer Out', 'Adjustments'

Participation rate

As of 3/31/2026

Participation rate comparison



Benchmark
60%

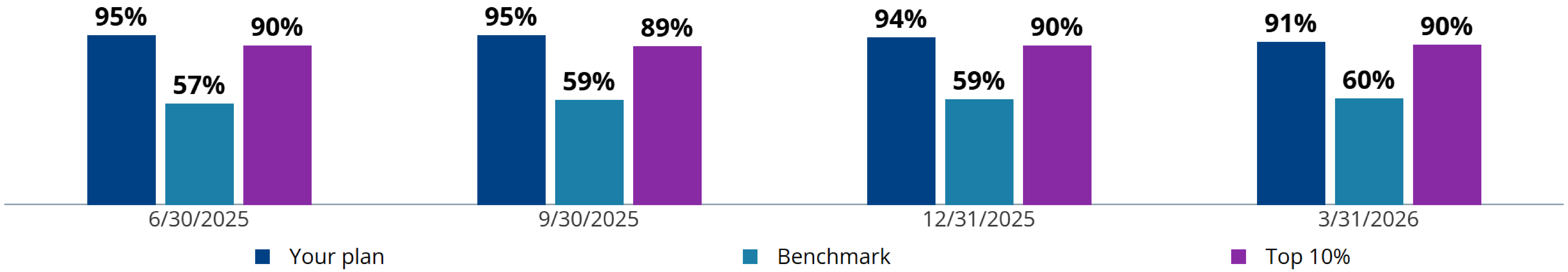
Top 10%
90%

- **1,692** eligible participants have a contribution election on file that is greater than 0% or $0
- **158** eligible participants are not participating

Overview of those who are not participating

- **40** have never participated and are without a balance
- **26** have never participated but have a balance
- **92** have participated previously but are not currently participating in this plan

Participation rate comparison over time



Overview

The participation rate represents the ratio of participants that are actively participating in the plan compared to the total population of actively employed participants that are eligible to contribute. Actively participating is defined as having a regular deferral election on the recordkeeping system that is greater than 0%/$0.

Did you know?

You can use the plan analytics section of the Data Library on the Plan Service Center to identify groups of participants, including those not participating, for targeted education efforts.

Contribution rate

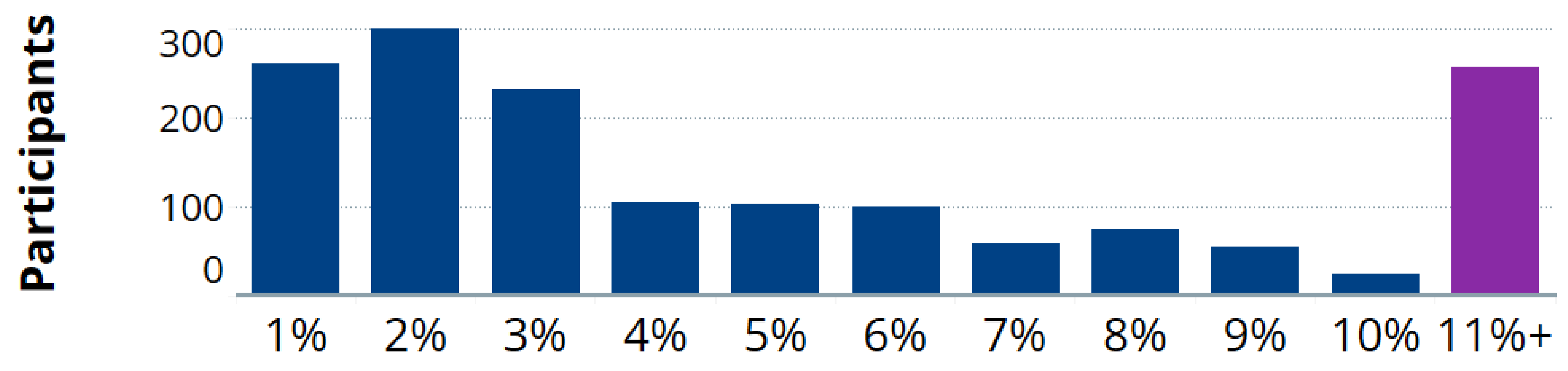
As of 3/31/2026

Contribution rate comparison

Average	Median	Benchmark
5.9%	**3.2%**	7.3%
		Top 10%
		12.1%

The average and median contribution rates for your plan are based on **1,675** participants.

Distribution of contribution rates



15.1% (256) of participants are contributing over 10%. This compares to the benchmark which is **16.6%** and the top 10% which is **30.5%**.

Number of participants by contribution rate over time

	1%	2%	3%	4%	5%	6%	7%	8%	9%	10%	11%+
3/31/2026	261	299	232	106	104	100	59	75	55	25	256
12/31/2025	281	323	253	100	105	100	62	68	52	23	251
9/30/2025	288	323	247	94	110	105	54	72	45	24	254
6/30/2025	3	1	2	0	0	1	0	1	0	0	3

Overview

The contribution rates presented are based on all actively employed and eligible participants that have a regular deferral election on the recordkeeping system that is greater than 0%/$0.

Percentage deferral elections are always included. Flat dollar deferral elections are included when a salary has been provided as a participant's salary is used to convert their flat dollar deferral election to a percentage election.

Did you know?

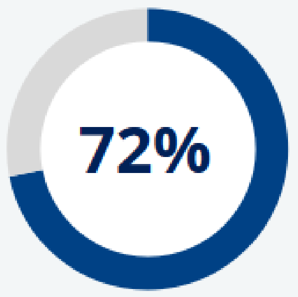
The Empower Personal Dashboard models the impact of contribution changes to future savings and today's paycheck.

Money type utilization

As of 3/31/2026

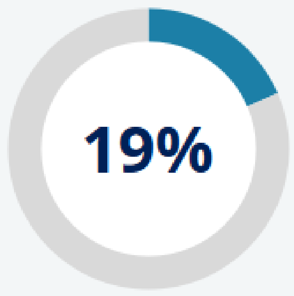
Population of participants by their money type strategy for deferral elections

Before-tax only



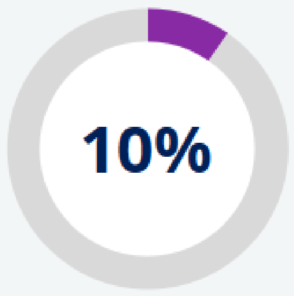
1,204 participants have elected before-tax contributions only

Roth only



310 participants have elected roth contributions only

Multiple types[1]



161 participants have elected contributions to multiple money types

Insights into the above populations of participants

	Before-tax only	Roth only	Multiple types[1]
Average age	**50**	**43**	**46**
Average / Median Contribution rate (Multiple types: Total contribution rate)	**6.4% / 3.3%**	**3.4% / 1.9%**	**7.5% / 5.3%**
Average balance	**$73,478**	**$14,767**	**$59,711**
Median Lifetime Income Score	**58.6%**	**65.1%**	**64.5%**

[1]The average/median contribution rates by source for these participants are: **Before-tax-** 4.5% / 2.8% **Roth-** 3.0% / 1.9%

Overview

Money types are the different kinds of regular contributions that can be made which differ from each other in how they are taxed. Money type utilization illustrates the different approaches that participants are using for managing the tax treatment of their future contributions.

Did you know?

Empower's learning center is an educational resource that provides insights, interactive tools, and calculators, including a Before-tax vs. Roth contribution analyzer.

Contribution activity

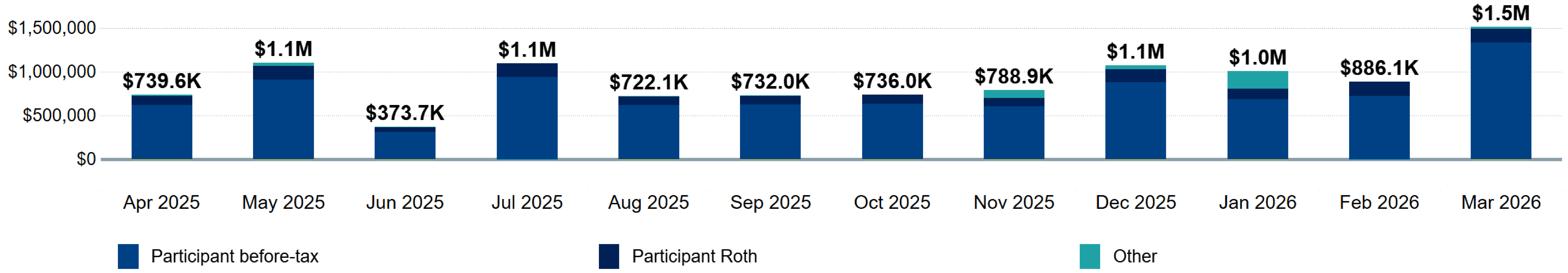
As of 3/31/2026

The contribution activity details show the total of all contributions into participant accounts, excluding loan payments. Participant payroll contributions are categorized by their money type. Any employer contributions and any non-payroll contributions are separated into their own categories. Non-payroll contributions are reflected in the *Other* category and include rollovers, transfers, and other miscellaneous contributions.

Total contributions at-a-glance[1]

	Participant before-tax	Participant Roth	Other	Total
Year to date	$2,735,943	$447,178	$222,508	$3,405,628
Rolling 12 months	$8,869,153	$1,470,983	$425,412	$10,765,548

Total contribution amounts by month



[1]The year-to-date and rolling 12 month periods begin when the plan is loaded onto the recordkeeping system. Therefore, the periods may be less than indicated for plans that were recently added.

Contribution activity

As of 3/31/2026

The contribution activity details show the total of all contributions into participant accounts, excluding loan payments. Participant payroll contributions are categorized by their money type. Any employer contributions and any non-payroll contributions are separated into their own categories. Non-payroll contributions are reflected in the *Other* category and include rollovers, transfers, and other miscellaneous contributions.

		Participant before-tax	Participant Roth	Other	Total[1]
April 2025	Amount	$616,332	$103,276	$19,946	$739,554
	# of participants	1,235	405	1	1,511
May 2025	Amount	$911,516	$156,156	$31,642	$1,099,315
	# of participants	1,265	436	2	1,562
June 2025	Amount	$311,706	$52,122	$9,920	$373,749
	# of participants	1,278	437	1	1,579
July 2025	Amount	$939,358	$153,646	($40)	$1,092,964
	# of participants	1,318	444	1	1,616
August 2025	Amount	$615,740	$104,045	$2,334	$722,118
	# of participants	1,276	440	1	1,571
September 2025	Amount	$622,240	$105,118	$4,614	$731,972
	# of participants	1,300	444	1	1,595
October 2025	Amount	$634,525	$101,467		$735,992
	# of participants	1,243	425		1,531
November 2025	Amount	$603,553	$99,133	$86,179	$788,866
	# of participants	1,247	415	1	1,526
December 2025	Amount	$878,239	$148,841	$48,310	$1,075,390
	# of participants	1,298	445	1	1,589
January 2026	Amount	$683,097	$123,646	$201,550	$1,008,293
	# of participants	1,308	454	3	1,602
February 2026	Amount	$719,859	$167,196	($977)	$886,078
	# of participants	1,298	460	1,418	1,634
March 2026	Amount	$1,332,986	$156,336	$21,934	$1,511,257
	# of participants	1,283	451	1	1,585

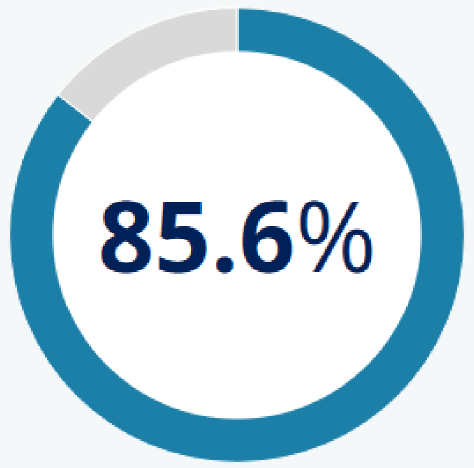
[1]Total participants are the total number of unique participants across sources

Contribution insights

As of 3/31/2026

Participants that were eligible on 3/31/2026 and that had a regular or catch-up contribution in March 2026

Percent of population

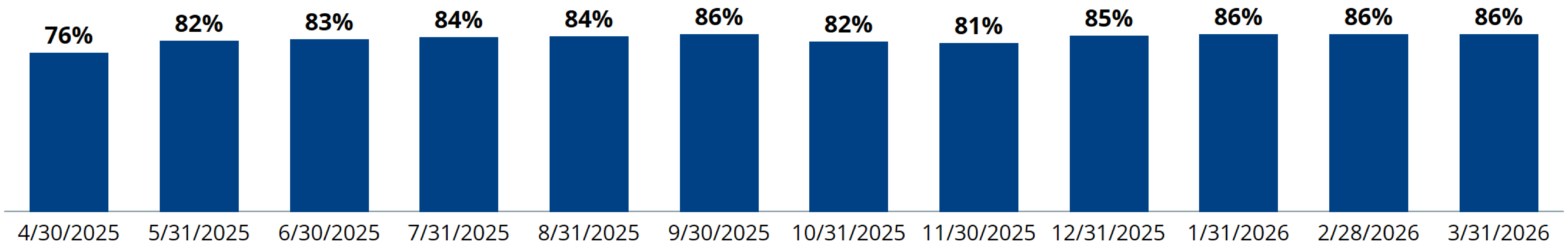


1,584 out of the **1,850** participants that were eligible on 3/31/2026 had a regular or catch-up contribution during the month

Contribution amounts

All ages	Average contribution	**$940**
	Median contribution	**$292**
Age 50 and older	Average contribution	**$1,187**
	Median contribution	**$400**

Percent of participants that were eligible at month-end with a regular or catch-up contribution by month



Overview

Contribution insights show the percentage of participants that were eligible as of the stated month-end and that made a regular or catch-up payroll contribution during the associated month. Employer contributions, loan repayments, and any non-payroll contributions such as rollovers, transfers, and other miscellaneous contributions are not considered.

Distribution activity

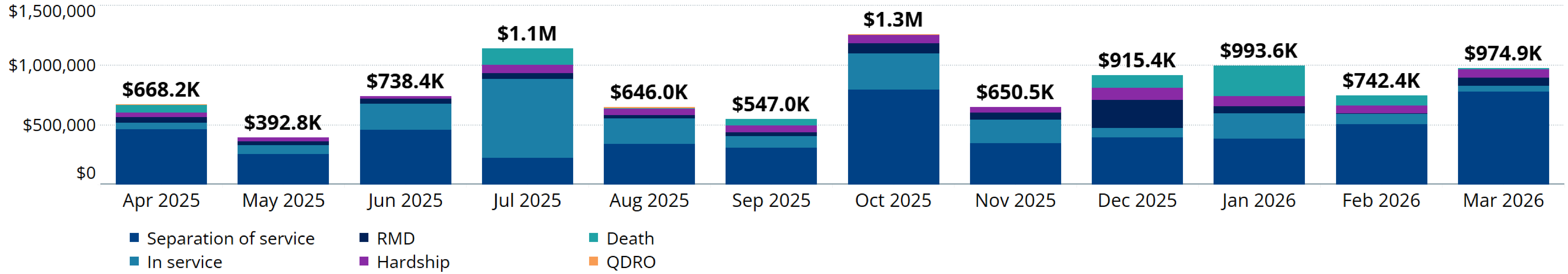
As of 3/31/2026

The distribution activity details below show the activity for all actively employed and separated from service participants

Distribution activity at-a-glance[1]

		Separation of service	RMD	In service	Hardship	QDRO	Death	Total
Year to date	Amount	**$1.7M**	**$134.7K**	**$346.5K**	**$218.2K**	**$0**	**$349.3K**	**$2.7M**
	Transactions	146	28	38	45	0	7	264
Rolling 12 months	Amount	**$5.2M**	**$737.1K**	**$2.2M**	**$727.3K**	**$7.5K**	**$717.8K**	**$9.7M**
	Transactions	570	143	167	173	3	22	1,078

Total distribution amounts by month



[1]The year-to-date and rolling 12 month periods begin when the plan is loaded onto the recordkeeping system. Therefore, the periods may be less than indicated for plans that were recently added.

Distribution activity

As of 3/31/2026

The monthly distribution activity shows the total amount and number of transactions for each distribution reason. All actively employed and separated from service participants are included.

		Separation of service	RMD	QDRO	In service	Hardship	Death
April 2025	Amount	$459,950	$48,253	$165	$53,475	$41,380	$64,995
	# Transactions	51	9	1	12	11	3
May 2025	Amount	$252,987	$28,790		$77,100	$33,877	
	# Transactions	41	11		7	14	
June 2025	Amount	$459,658	$40,552		$216,340	$21,807	
	# Transactions	39	7		18	10	
July 2025	Amount	$223,073	$49,498		$657,067	$71,179	$138,047
	# Transactions	51	7		17	17	2
August 2025	Amount	$340,179	$23,282	$6,052	$214,080	$60,784	$1,621
	# Transactions	40	10	1	18	13	1
September 2025	Amount	$308,595	$32,747		$95,173	$56,104	$54,375
	# Transactions	52	10		11	13	4
October 2025	Amount	$791,020	$88,633	$1,265	$302,756	$71,498	
	# Transactions	53	17	1	15	22	
November 2025	Amount	$348,064	$57,358		$192,802	$52,287	
	# Transactions	47	13		13	10	
December 2025	Amount	$393,159	$233,238		$79,371	$100,183	$109,437
	# Transactions	50	31		18	18	5
January 2026	Amount	$381,339	$55,857		$214,485	$88,361	$253,598
	# Transactions	51	12		14	17	3
February 2026	Amount	$505,813	$9,526		$81,683	$61,674	$83,716
	# Transactions	50	7		11	12	3
March 2026	Amount	$775,092	$69,321		$50,381	$68,119	$11,979
	# Transactions	45	9		13	16	1
Total	Amount	$5,238,928	$737,055	$7,481	$2,234,713	$727,253	$717,768
	# Transactions	570	143	3	167	173	22

Loans

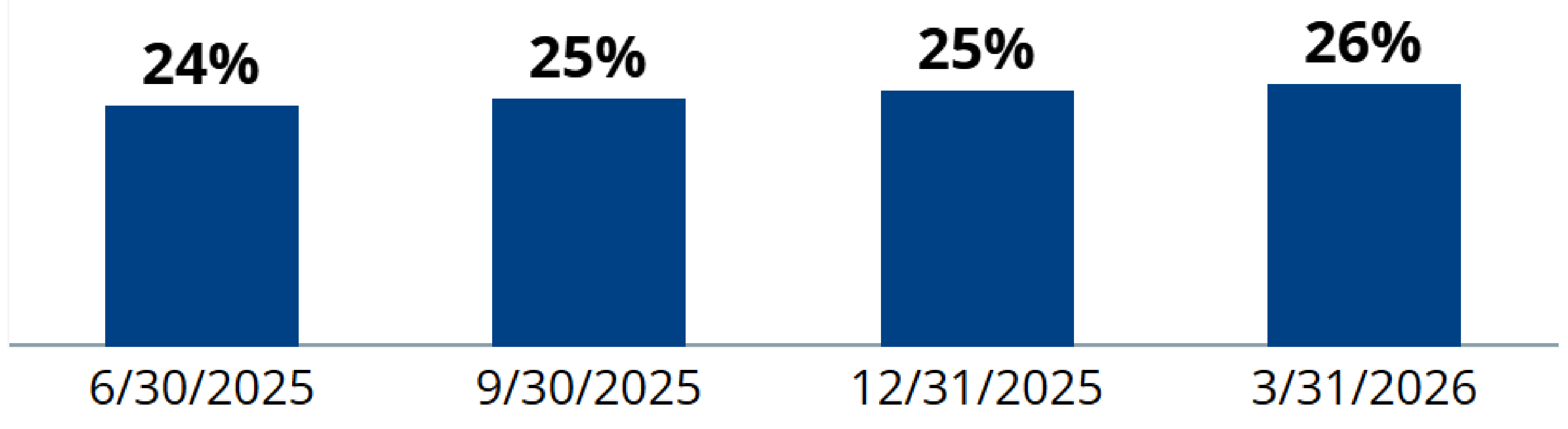
As of 3/31/2026

Population of participants with a loan

Percent of participants	Benchmark	Top 10%
26.1%	10.3%	4.8%

The percent of participants with a loan for your plan is based on the **2,697** participants with a balance as of month end.

Population of participants with a loan over time



Loans at-a-glance

	6/30/2025	9/30/2025	12/31/2025	3/31/2026
Average loan balance	$7,403	$7,389	$7,516	$7,338
# of outstanding loans	660	677	692	703
# of participants with a loan	659	676	692	703
Total amount of outstanding loans	$4,886,069	$5,002,634	$5,201,177	$5,158,689
# of outstanding standard loans	647	663	677	689
# of outstanding residential loans	13	14	15	14
# of participants with multiple loans	1	1	0	0

Overview

The loan information reflects all outstanding loans for actively employed and separated from service participants. Outstanding loan amounts include new loans issued for the given time period. Loans that have been categorized as a distribution are not included.

Did you know?

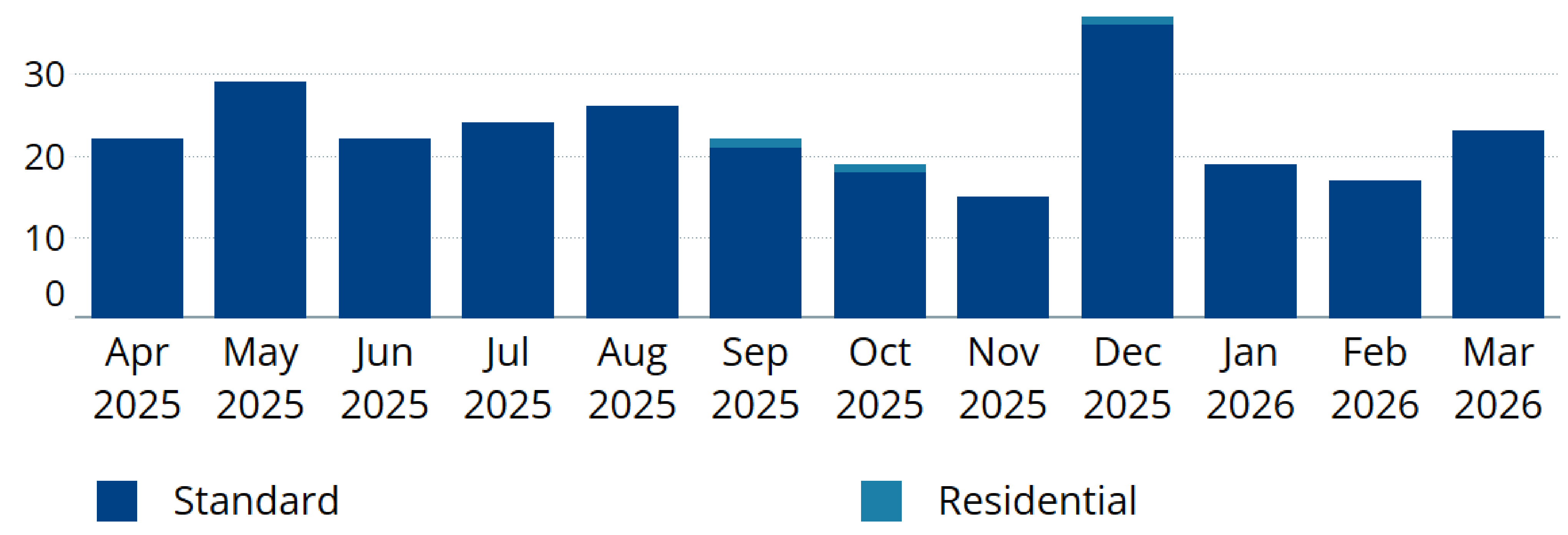
The Empower Personal Dashboard includes resources to help balance financial priorities, including budgeting and creating an emergency fund.

Loan activity

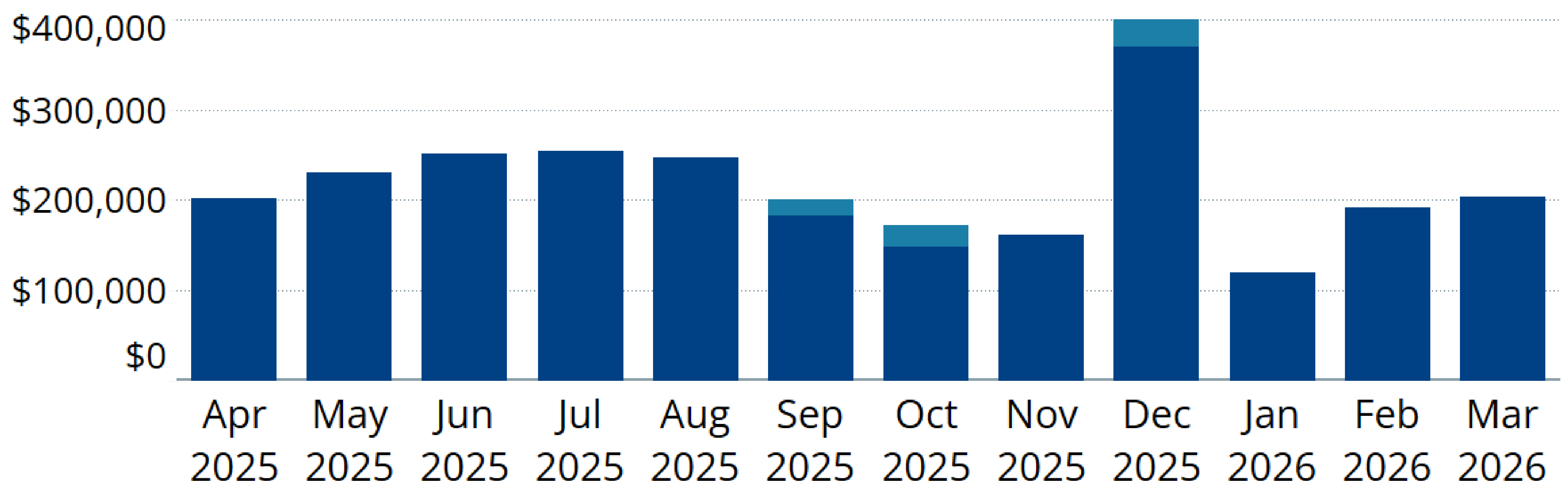
As of 3/31/2026

The loan activity reflects all new loans issued for the given time period. When loans are refinanced, the loans issued amount will include the refinanced amount and the prior outstanding balance.

of new loans



$ of new loans



New loan activity details

	Apr 2025	May 2025	Jun 2025	Jul 2025	Aug 2025	Sep 2025	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026
Total # of new loans issued	22	29	22	24	26	22	19	15	37	19	17	23
Total $ of new loans issued	$201,373	$230,285	$251,896	$253,865	$247,334	$199,878	$172,342	$161,986	$399,035	$119,356	$191,856	$203,230
# of new standard loans issued	22	29	22	24	26	21	18	15	36	19	17	23
$ of new standard loans issued	$201,373	$230,285	$251,896	$253,865	$247,334	$182,828	$148,500	$161,986	$369,850	$119,356	$191,856	$203,230
# of new residential loans issued	0	0	0	0	0	1	1	0	1	0	0	0
$ of new residential loans issued	$0	$0	$0	$0	$0	$17,050	$23,842	$0	$29,185	$0	$0	$0

Participant balances

As of 3/31/2026

Account balances comparison

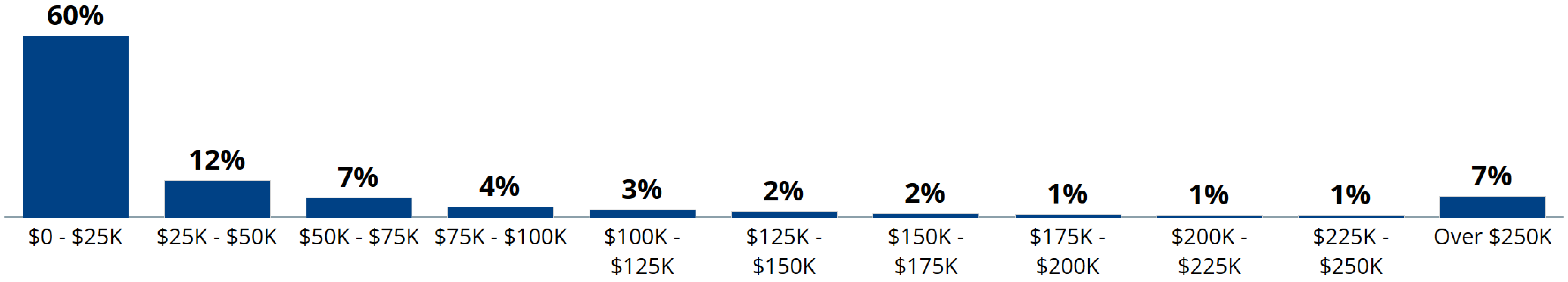
Average	Benchmark
$68,996	$90,386
Median	Top 10%
$14,024	$166,695

The average and median account balance for your plan is based on **2,697** participants

Account balances by employment status

Active	Average balance	**$61,292**
	Median balance	**$16,758**
	# of participants	**1,784**
Separated from service	Average balance	**$84,051**
	Median balance	**$6,258**
	# of participants	**913**

Distribution of account balances



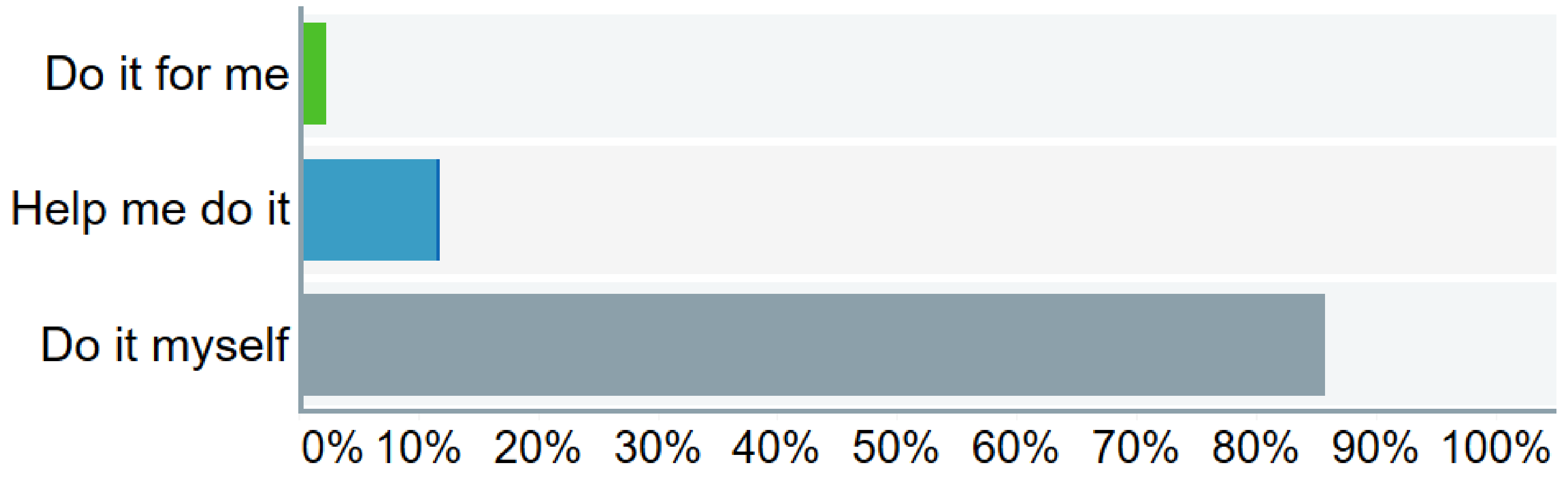
Overview

The account balance insights presented are based on all participants that have a balance greater than $0. When applicable, any outstanding loan amounts are not included as part of a participant's account balance.

Investment strategy utilization

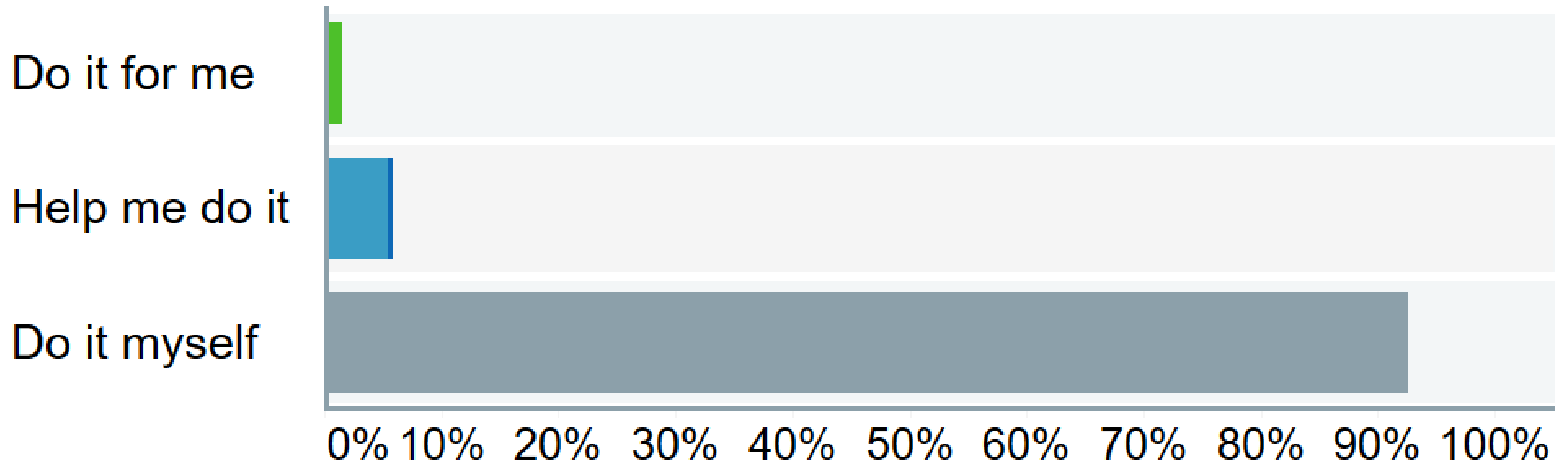
As of 3/31/2026

Participants by strategy



	Investment strategy	% of participants	# of participants
	My Total Retirement	2.4%	64
	Online Advice	0.2%	6
	Target-date strategy	11.1%	300
	Risk-based strategy	0.4%	12
	Do-it-yourself strategy	85.8%	2,315

Participant assets by strategy



	Investment strategy	% of assets	Assets	Average balance
	My Total Retirement	1.6%	$2,891,896	$45,186
	Online Advice	0.4%	$701,432	$116,905
	Target-date strategy	5.2%	$9,704,539	$32,348
	Risk-based strategy	0.3%	$501,492	$41,791
	Do-it-yourself strategy	92.6%	$172,284,196	$74,421

Do-it-yourself strategy is the investment strategy utilized by the most participants with **85.8%** of participants using this strategy.
However, this strategy holds a larger share of assets with **92.6%** of assets.

Overview

The investment strategy utilization is based on all participants that have a balance greater than $0. Each participant is assigned a single investment strategy to provide insights on how investment options, features, and services are being utilized.

When a participant is assigned a strategy, 100% of their balance is grouped within that strategy even if they have a diverse investment mix. Additionally, each participants' strategy is reevaluated and assigned every month so a participant may move in and out of the different strategies from month to month.

For the full list of investment strategies and their definitions, please refer to the glossary.

Investment strategy utilization

As of 3/31/2026

Investment strategy utilization by employment status

Active participants

Investment strategy	# of participants	% of participants	Assets	% of assets	Average balance
My Total Retirement	63	2.3%	$2,886,475	1.6%	$45,817
Online Advice	6	0.2%	$701,432	0.4%	$116,905
Target-date strategy	231	8.6%	$8,801,806	4.7%	$38,103
Risk-based strategy	6	0.2%	$310,406	0.2%	$51,734
Do-it-yourself strategy	1,478	54.8%	$96,644,925	51.9%	$65,389

Separated from service participants

Investment strategy	# of participants	% of participants	Assets	% of assets	Average balance
My Total Retirement	1	0.0%	$5,421	0.0%	$5,421
Target-date strategy	69	2.6%	$902,732	0.5%	$13,083
Risk-based strategy	6	0.2%	$191,087	0.1%	$31,848
Do-it-yourself strategy	837	31.0%	$75,639,271	40.6%	$90,369

Overview

The investment strategy utilization is based on all participants that have a balance greater than $0. Each participant is assigned a single investment strategy to provide insights on how investment options, features, and services are being utilized.

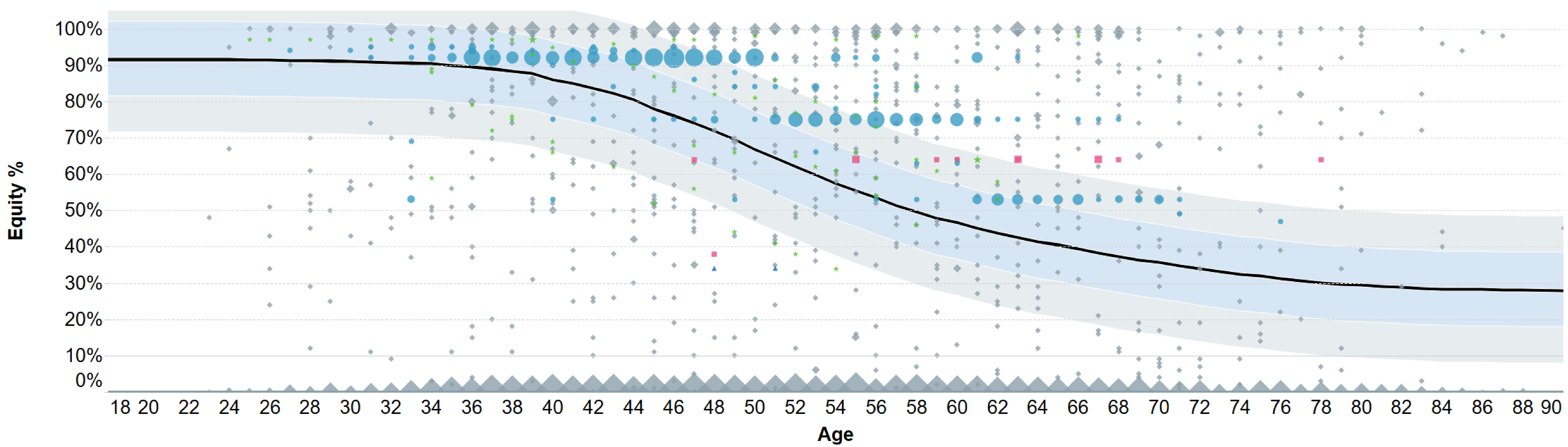
When a participant is assigned a strategy, 100% of their balance is grouped within that strategy even if they have a diverse investment mix. Additionally, each participants’ strategy is reevaluated and assigned every month so a participant may move in and out of the different strategies from month to month.

For the full list of investment strategies and their definitions, please refer to the glossary.

Equity exposure

As of 3/31/2026

Participant total equity exposure compared to the equity allocation of a representative target date glide path
└►All participants with a balance across all investment strategies



Equity exposure insights	My Total Retirement ★	Online Advice ▲	Target-date strategy ●	Risk-based strategy ■	Do-it-yourself strategy ◆
Within 10% of glide path	43.8%	0.0%	33.7%	16.7%	6.7%
Within 20% of glide path	70.3%	0.0%	74.3%	41.7%	13.4%

Overview

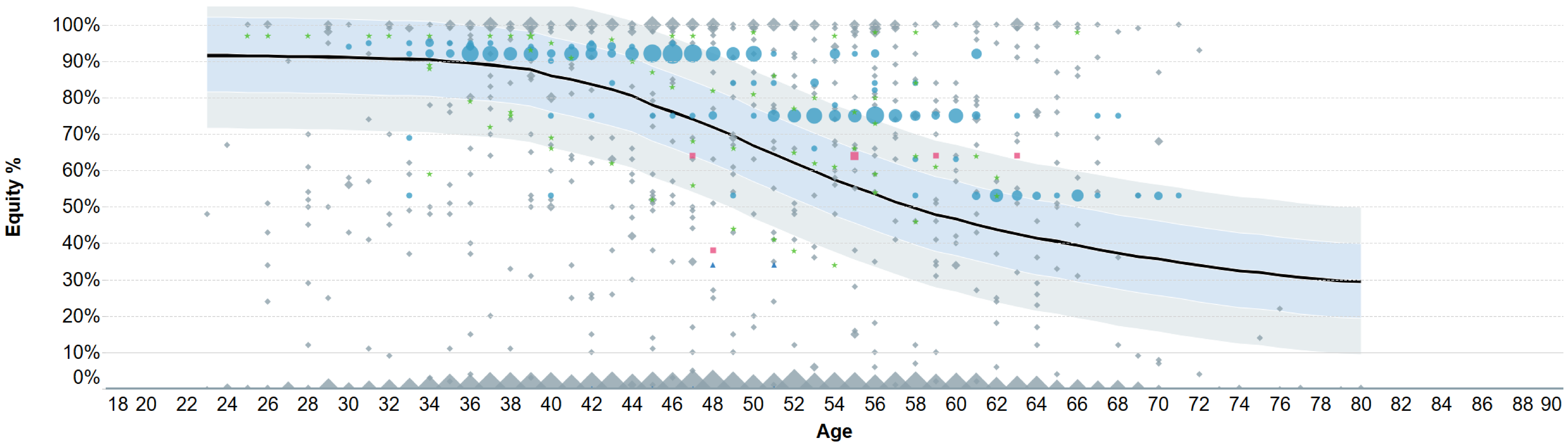
Each shape on the graph represents participants of a certain age that are at a certain level of total equity exposure from all of their funds. The size of the shape indicates the number of participants.

The black line displays the equity exposure, by age, for a representative target date glide path. The glide path was derived in conjunction with Morningstar Investment Management LLC and is for illustrative purposes only.

Equity exposure

As of 3/31/2026

Participant total equity exposure compared to the equity allocation of a representative target date glide path
└► Active participants with a balance across all investment strategies



Equity exposure insights	My Total Retirement ★	Online Advice ▲	Target-date strategy ●	Risk-based strategy ■	Do-it-yourself strategy ◆
Within 10% of glide path	44.4%	0.0%	33.8%	33.3%	7.0%
Within 20% of glide path	69.8%	0.0%	73.6%	66.7%	14.7%

Overview

Each shape on the graph represents participants of a certain age that are at a certain level of total equity exposure from all of their funds. The size of the shape indicates the number of participants.

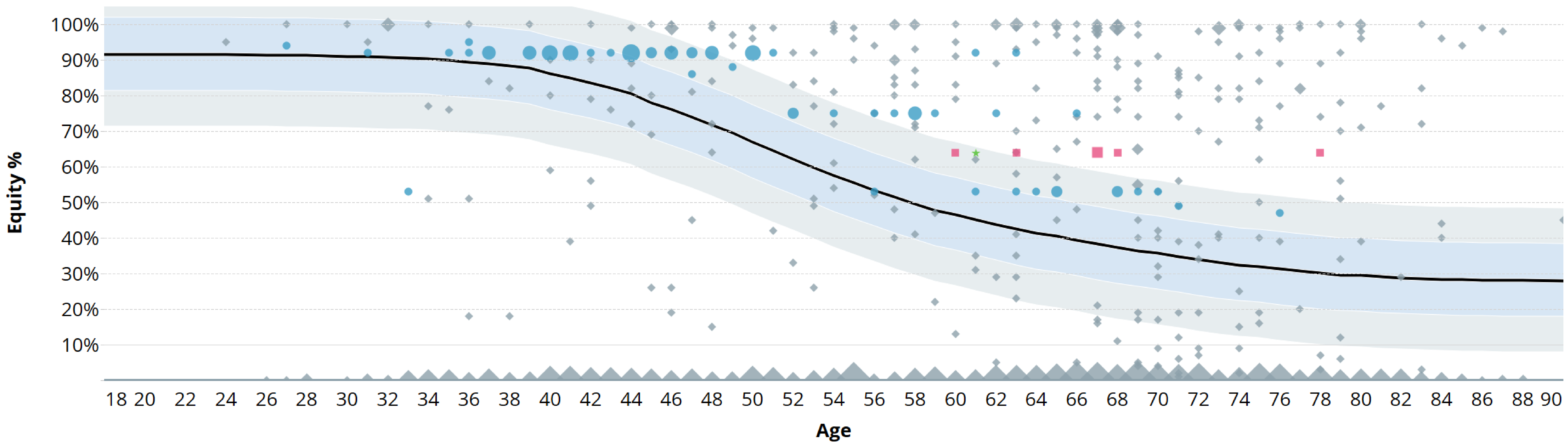
The black line displays the equity exposure, by age, for a representative target date glide path. The glide path was derived in conjunction with Morningstar Investment Management LLC and is for illustrative purposes only.

Equity exposure

As of 3/31/2026

Participant total equity exposure compared to the equity allocation of a representative target date glide path

└▶Separated from service participants with a balance across all investment strategies



Equity exposure insights	My Total Retirement ★	Target-date strategy ●	Risk-based strategy ■	Do-it-yourself strategy ◆
Within 10% of glide path	0.0%	33.3%	0.0%	6.2%
Within 20% of glide path	100.0%	76.8%	16.7%	11.0%

Overview

Each shape on the graph represents participants of a certain age that are at a certain level of total equity exposure from all of their funds. The size of the shape indicates the number of participants.

The black line displays the equity exposure, by age, for a representative target date glide path. The glide path was derived in conjunction with Morningstar Investment Management LLC and is for illustrative purposes only.

Do-it-yourself (DIY) participants with high equity exposure

As of 3/31/2026

Pre-retirees and retirees that are age 50 or over

Overall insights

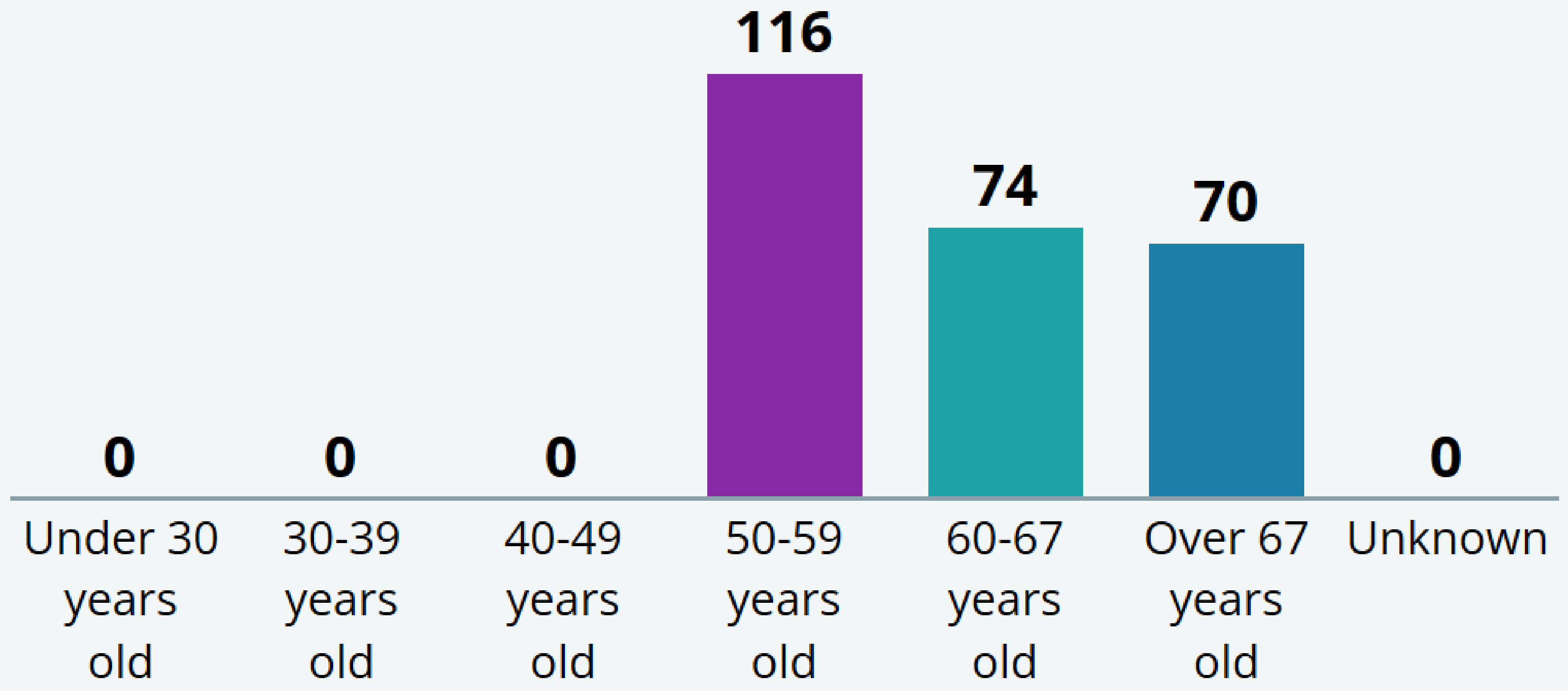
Your plan has
1,332
Do-it-yourself participants that are age 50+

19.5%
of those participants have
75% OR MORE
of their balance exposed to equities
(260 participants)

This is
+0.2%
higher than the percent of participants on 12/31/2025

Do-it-yourself participants may be over-exposing themselves to equities which can make them vulnerable during market downturns or times of general volatility. This risk is particularly harmful to those nearest retirement.

Number of Do-it-yourself participants, age 50+, with high equity exposure



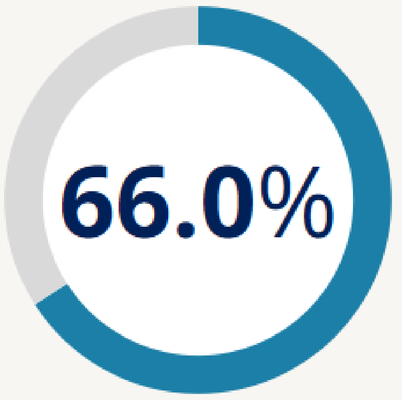
	Under 30 years old	30-39 years old	40-49 years old	50-59 years old	60-67 years old	Over 67 years old	Unknown
Average equity exposure	NA	NA	NA	92.2%	92.8%	91.9%	NA

Do-it-yourself (DIY) participants with low equity exposure

As of 3/31/2026

Overall insights

Your plan has
2,315
Do-it-yourself participants

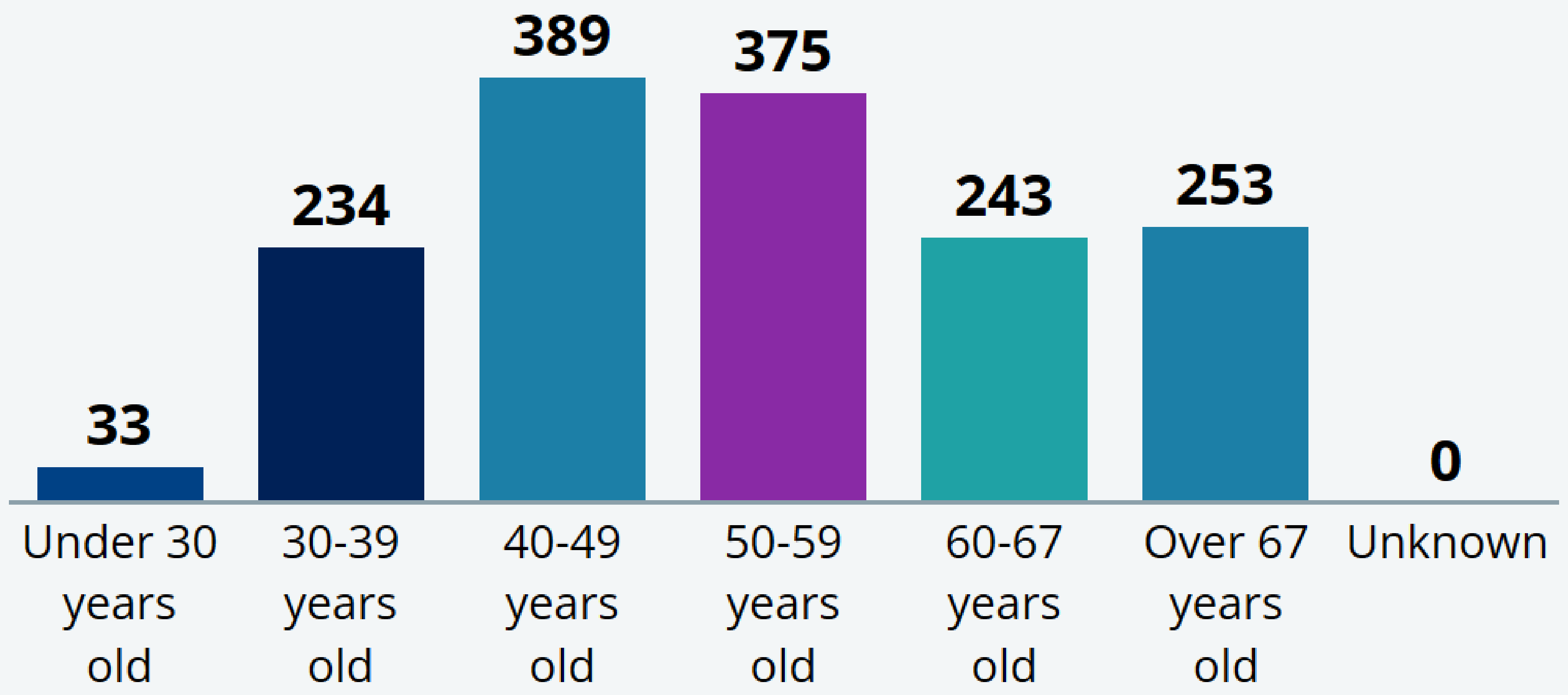


of those participants have
10% OR LESS
of their balance exposed to equities
(1,527 participants)

This is
-0.7%
lower than the percent of participants on 12/31/2025

Do-it-yourself participants may be too removed from the market. While having too much exposure to equities can be detrimental to participant outcomes, the inverse can also be true. Participants under-exposed to equities can miss out on potential investment returns that can bolster their account balance growth.

Number of Do-it-yourself participants with low equity exposure



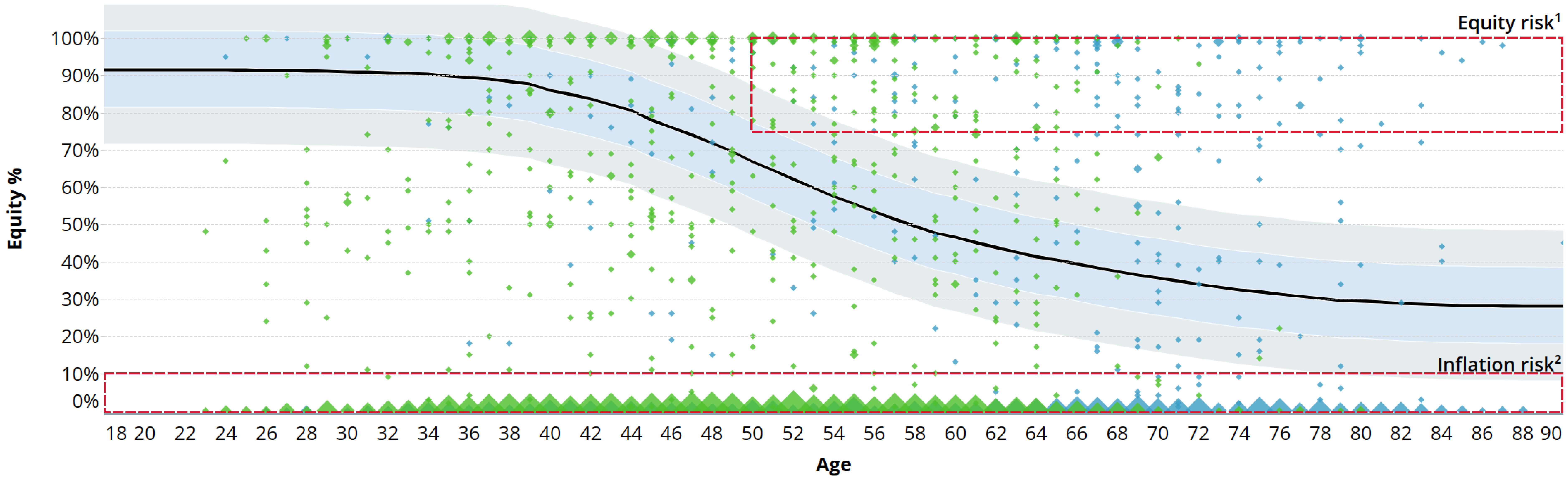
	Under 30 years old	30-39 years old	40-49 years old	50-59 years old	60-67 years old	Over 67 years old	Unknown
Average equity exposure	0.0%	0.1%	0.1%	0.1%	0.1%	0.4%	NA

Do-it-yourself strategy equity exposure

As of 3/31/2026

Participant total equity exposure compared to the equity allocation of a representative target date glide path

└▶ Do-it-yourself strategy participants with a balance, by employment status



Equity exposure insights	Active participants	Separated from service participants	All participants
Within 10% of glide path	7.0%	6.2%	6.7%
Within 20% of glide path	14.7%	11.0%	13.4%
Participants with equity risk	132	128	260
Participants with inflation risk	966	561	1,527

Overview

Each shape on the graph represents participants of a certain age that are at a certain level of total equity exposure from all of their funds. The size of the shape indicates the number of participants.

The black line displays the equity exposure, by age, for a representative target date glide path. The glide path was derived in conjunction with Morningstar Investment Management LLC and is for illustrative purposes only.

The red outlined boxes are areas of market exposure extremes.

[1]Participants with equity risk are age 50 or older with 75% or more of their balance allocated to equities

[2]Participants with inflation risk have 10% or less of their balance allocated to equities, regardless of their age

Assets by fund by investment strategy

As of 3/31/2026

The below shows the amount of assets that participants within each investment strategy have allocated to each investment option

Asset category	Investment option	Managed accounts	Online advice	Target date strategy	Risk based strategy	Do-it-yourself strategy
Bond	Empower Infl-Protd Secs Instl	$111,569	$68,044			$484,304
	Empower US Govt Securities Fund Inst	$228,988	$109,524			$785,653
	General Account	$86,314	$195,880	$231	$1	$93,535,751
	Hartford Total Return Bond HLS IA	$209,958	$102,130			$2,187,837
	Putnam High Yield A	$30,013	$17,018	$2,604		$1,296,863
Equity	American Century Small Cap Value Inv	$960	$5,972			$1,020,508
	American Century Ultra(R) Inv	$62,547	$5,332			$5,870,432
	American Funds Fundamental Invs R3					$9,532,734
	American Funds New World R3	$350,846	$29,759			$1,162,794
	Baron Small Cap Retail	$30,862				$968,554
	Empower Large Cap Growth Instl	$65,131				$3,353,930
	Empower T. Rowe Price Mid Cap Gr Inst	$115,275	$10,742			$2,400,933
	Hartford Disciplined Equity HLS IA	$109,557				$8,243,430
	Hartford Dividend and Growth R6	$200,636	$5,861			$3,124,384
	Hartford Healthcare HLS IA					$2,152,139
	Hartford International Opp HLS IA	$240,469	$25,005			$1,596,574
	Invesco Real Estate A	$63,291	$11,501			$577,475
	JPMorgan Equity Income A	$3,643				$3,192,078
	MFS International Intrinsic Value R3	$167,892	$17,664			$786,246
	MFS International New Discovery A					$649,740

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Assets by fund by investment strategy

As of 3/31/2026

The below shows the amount of assets that participants within each investment strategy have allocated to each investment option

Asset category	Investment option	Managed accounts	Online advice	Target date strategy	Risk based strategy	Do-it-yourself strategy
Equity	MFS Utilities A					$1,175,852
	Neuberger Berman Quality Equity Trust					$382,405
	State St Russell Sm Cap(R) Indx SL Cl I	$51,638				$1,538,432
	State St S&P 500(R) Indx SL Cl I	$582,605	$53,487			$16,651,386
	State St S&P MidCap(R) Indx NL Cl A	$135,318	$23,816			$1,698,393
	Victory Sycamore Established Value I	$15,414	$5,867			$691,806
Risk-Based	Invesco Equity and Income A	$28,970	$5,887	$2,788	$459,800	$3,611,129
	T. Rowe Price Retirement Balanced SA M				$41,692	$74,657
Target Date	T. Rowe Price Retirement 2005 SA M					$75
	T. Rowe Price Retirement 2010 SA M					$30,643
	T. Rowe Price Retirement 2015 SA M			$30		$8,325
	T. Rowe Price Retirement 2020 SA M			$98		
	T. Rowe Price Retirement 2025 SA M			$1,064,801		$936,322
	T. Rowe Price Retirement 2030 SA M			$3,239		$310,405
	T. Rowe Price Retirement 2035 SA M			$3,293,188		$1,056,891
	T. Rowe Price Retirement 2040 SA M			$70,479		$239,876
	T. Rowe Price Retirement 2045 SA M		$7,943	$4,932,479		$818,455
	T. Rowe Price Retirement 2050 SA M			$77,777		$88,372
	T. Rowe Price Retirement 2055 SA M			$236,722		$24,062
	T. Rowe Price Retirement 2060 SA M			$20,102		$23,923

Page 2 of 3

Assets by fund by investment strategy

As of 3/31/2026

The below shows the amount of assets that participants within each investment strategy have allocated to each investment option

Asset category	Investment option	Managed accounts	Online advice	Target date strategy	Risk based strategy	Do-it-yourself strategy
Target Date	T. Rowe Price Retirement 2065 SA M					$426

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Asset allocation by fund

The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

		As of 3/31/2025			As of 3/31/2026		
Asset class	**Investment option**	**Total balance**	**% of total**	**Participants**	**Total balance**	**% of total**	**Participants**
Asset Allocation	T. Rowe Price Retirement 2005 SA M	$30	0.00%	1	$0	0.00%	0
	T. Rowe Price Retirement 2005 SA M	$0	0.00%	0	$75	0.00%	1
	T. Rowe Price Retirement 2010 SA M	$0	0.00%	0	$30,643	0.02%	1
	T. Rowe Price Retirement 2015 SA M	$0	0.00%	0	$8,355	0.00%	4
	T. Rowe Price Retirement 2015 SA M	$4,412	0.00%	2	$0	0.00%	0
	T. Rowe Price Retirement 2020 SA M	$0	0.00%	0	$98	0.00%	1
	T. Rowe Price Retirement 2025 SA	$1,859,314	1.09%	79	$0	0.00%	0
	T. Rowe Price Retirement 2025 SA M	$0	0.00%	0	$2,001,123	1.08%	75
	T. Rowe Price Retirement 2030 SA	$222,021	0.13%	14	$0	0.00%	0
	T. Rowe Price Retirement 2030 SA M	$0	0.00%	0	$313,645	0.17%	13
	T. Rowe Price Retirement 2035 SA	$3,781,552	2.23%	136	$0	0.00%	0
	T. Rowe Price Retirement 2035 SA M	$0	0.00%	0	$4,350,079	2.34%	126
	T. Rowe Price Retirement 2040 SA	$184,728	0.11%	26	$0	0.00%	0
	T. Rowe Price Retirement 2040 SA M	$0	0.00%	0	$310,355	0.17%	31
	T. Rowe Price Retirement 2045 SA	$4,649,497	2.74%	214	$0	0.00%	0
	T. Rowe Price Retirement 2045 SA M	$0	0.00%	0	$5,758,877	3.09%	217
	T. Rowe Price Retirement 2050 SA	$45,666	0.03%	14	$0	0.00%	0
	T. Rowe Price Retirement 2050 SA M	$0	0.00%	0	$166,149	0.09%	22
	T. Rowe Price Retirement 2055 SA	$171,661	0.10%	13	$0	0.00%	0
	T. Rowe Price Retirement 2055 SA M	$0	0.00%	0	$260,784	0.14%	19

Page 1 of 3

Asset allocation by fund

The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

		As of 3/31/2025			As of 3/31/2026		
Asset class	**Investment option**	**Total balance**	**% of total**	**Participants**	**Total balance**	**% of total**	**Participants**
Asset Allocation	T. Rowe Price Retirement 2060 SA	$13,189	0.01%	18	$0	0.00%	0
	T. Rowe Price Retirement 2060 SA M	$0	0.00%	0	$44,025	0.02%	24
	T. Rowe Price Retirement 2065 SA M	$0	0.00%	0	$426	0.00%	2
	T. Rowe Price Retirement Balanced SA	$124,290	0.07%	21	$0	0.00%	0
	T. Rowe Price Retirement Balanced SA M	$0	0.00%	0	$116,349	0.06%	17
Balanced Funds	Invesco Equity and Income A	$3,739,868	2.20%	151	$4,108,574	2.21%	212
Bond Funds	Empower Infl-Protd Secs Instl	$0	0.00%	0	$663,917	0.36%	96
	Empower US Govt Securities Fund Inst	$0	0.00%	0	$1,124,166	0.60%	114
	Empower US Govt Securities Fund Inv	$514,777	0.30%	63	$0	0.00%	0
	Hartford Total Return Bond HLS IA	$2,024,203	1.19%	99	$2,499,926	1.34%	144
	PIMCO Real Return Admin	$304,664	0.18%	37	$0	0.00%	0
	Putnam High Yield A	$1,272,390	0.75%	52	$1,346,498	0.72%	93
Fixed	General Account	$91,074,114	53.60%	2,085	$93,818,176	50.42%	1,999
International Funds	American Funds New World R3	$0	0.00%	0	$1,543,399	0.83%	154
	Hartford International Opp HLS IA	$1,215,447	0.72%	72	$1,862,047	1.00%	152
	Invesco Developing Markets A	$805,622	0.47%	75	$0	0.00%	0
	MFS International Intrinsic Value R3	$607,032	0.36%	41	$971,802	0.52%	115
	MFS International New Discovery A	$600,667	0.35%	40	$649,740	0.35%	43
Large Cap Funds	American Century Ultra(R) Inv	$5,691,706	3.35%	161	$5,938,311	3.19%	220
	American Funds Fundamental Invs R3	$7,708,297	4.54%	186	$9,532,734	5.12%	188

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Asset allocation by fund

The balances reflected are based on all actively employed and separated from service plan participants. The participant balances do not include any outstanding loan amounts.

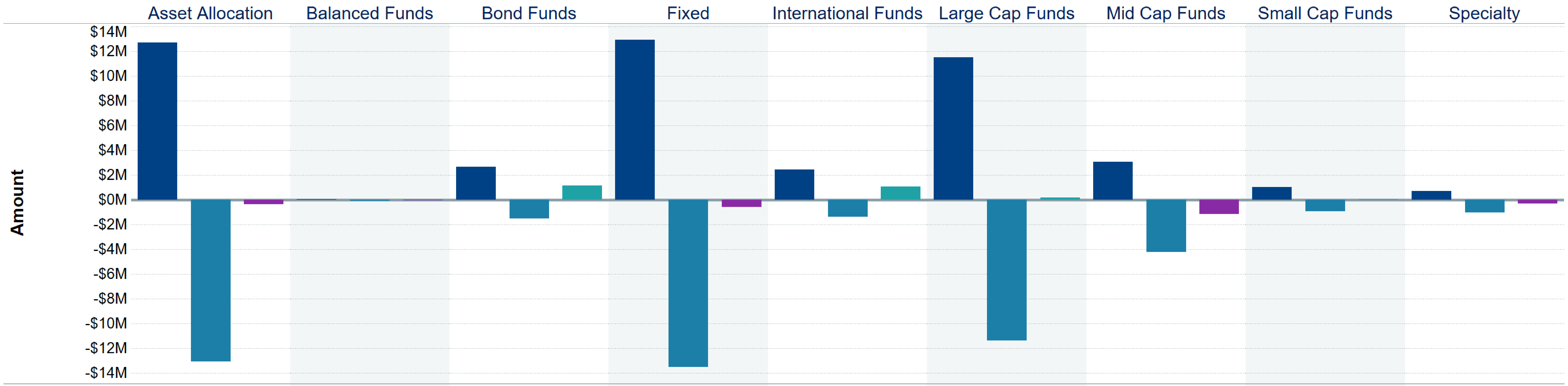
		As of 3/31/2025			As of 3/31/2026		
Asset class	**Investment option**	**Total balance**	**% of total**	**Participants**	**Total balance**	**% of total**	**Participants**
Large Cap Funds	Empower Large Cap Growth Instl	$0	0.00%	0	$3,419,061	1.84%	161
	Empower Large Cap Growth Inv	$2,947,413	1.73%	97	$0	0.00%	0
	Hartford Disciplined Equity HLS IA	$7,881,254	4.64%	218	$8,352,987	4.49%	274
	Hartford Dividend and Growth HLS IA	$2,864,470	1.69%	121	$0	0.00%	0
	Hartford Dividend and Growth R6	$0	0.00%	0	$3,330,881	1.79%	189
	JPMorgan Equity Income A	$3,013,848	1.77%	193	$3,195,721	1.72%	205
	Neuberger Berman Quality Equity Trust	$316,289	0.19%	45	$382,405	0.21%	43
	State St S&P 500(R) Indx SL Cl I	$13,879,279	8.17%	302	$17,287,478	9.29%	381
Mid Cap Funds	Empower T Rowe Price MdCp Gr Fund Inv	$1,072,315	0.63%	85	$0	0.00%	0
	Empower T. Rowe Price Mid Cap Gr Inst	$0	0.00%	0	$2,526,950	1.36%	221
	Hartford MidCap HLS IA	$1,471,507	0.87%	107	$0	0.00%	0
	State St S&P MidCap(R) Indx NL Cl A	$1,730,370	1.02%	90	$1,857,526	1.00%	153
	Victory Sycamore Established Value A	$613,062	0.36%	42	$0	0.00%	0
Small Cap Funds	American Century Small Cap Value Inv	$1,130,872	0.67%	78	$1,027,441	0.55%	75
	Baron Small Cap Retail	$1,314,365	0.77%	82	$999,417	0.54%	133
	State St Russell Sm Cap(R) Indx SL Cl I	$1,251,145	0.74%	65	$1,590,070	0.85%	129
	Victory Sycamore Established Value I	$0	0.00%	0	$713,087	0.38%	83
Specialty	Hartford Healthcare HLS IA	$2,096,984	1.23%	118	$2,152,139	1.16%	112
	Invesco Real Estate A	$448,520	0.26%	75	$652,267	0.35%	147
	MFS Utilities A	$1,253,002	0.74%	71	$1,175,852	0.63%	70

Page 3 of 3

Net transfer activity by asset class

As of 3/31/2026

The below shows the transfer activity in and out of each asset class for a rolling 12-month period.



	Asset Allocation	Balanced Funds	Bond Funds	Fixed	International Funds	Large Cap Funds	Mid Cap Funds	Small Cap Funds	Specialty
Transfers in	$12,718,412	$60,072	$2,676,550	$12,933,640	$2,457,601	$11,515,367	$3,043,837	$1,009,885	$690,242
Transfers out	-$13,081,280	-$89,648	-$1,503,201	-$13,514,533	-$1,379,416	-$11,361,199	-$4,213,411	-$955,339	-$1,007,578
Net transfers	-$362,868	-$29,575	$1,173,348	-$580,893	$1,078,185	$154,168	-$1,169,574	$54,545	-$317,336

■ Transfers in ■ Transfers out ■ Negative net transfers ■ Positive net transfers

Plan services

As of 3/31/2026

The table to the right is a list of available services for your plan and indicates which services have been activated.

Additional services may be available for your plan which are not listed. For a complete list of available services, please contact a service team representative.

√	Advisory services
√	Deferral recordkeeping
√	Loans allowed
√	Online enrollment
√	Participant Fiduciary Services
X	Non-QACA safe harbor
X	Self-directed brokerage

Plan insights

Plan details	6/30/2025	9/30/2025	12/31/2025	3/31/2026
Median Lifetime Income Score	40.0%	58.3%	58.3%	59.4%
Participation rate	95.4%	95.1%	94.0%	91.5%
Average contribution rate	9.5%	5.7%	5.7%	5.9%
Participant assets	$177,914,289	$184,141,905	$187,113,315	$186,083,554
Plan level assets	$0	$40	$1,148	$3,517
Loan balance	$4,886,069	$5,002,634	$5,201,177	$5,158,689
Average before-tax contribution rate	8.8%	6.0%	5.9%	6.1%
Average Roth contribution rate	1.7%	3.0%	3.2%	3.2%

Participant details	6/30/2025	9/30/2025	12/31/2025	3/31/2026
Eligible participants	1,896	1,850	1,867	1,850
Eligible participants not participating	87	90	112	158
Participants contributing 10% or less	8	1,362	1,367	1,316
Participants with a balance	2,763	2,751	2,727	2,697
Average account balance	$64,392	$66,936	$68,615	$68,996
Participants with loans	659	676	692	703
Participant email addresses captured	71.0%	80.0%	80.3%	81.5%
Participants without email address	801	550	537	500
Separated from service participants	939	966	940	913
Separated from service participants <$7,000	496	520	497	466
Separated from service participants <$1,000	381	391	367	335

Investment details	6/30/2025	9/30/2025	12/31/2025	3/31/2026
Investment options	40	41	41	41
Average funds utilized	2	2	2	2
Participants using advisory services	0%	1.3%	2.2%	2.6%
Participants using Target-date strategy	10.8%	10.5%	10.7%	11.1%
Participants using Risk-based strategy	0.5%	0.4%	0.4%	0.4%
Participants using Do-it-yourself strategy	88.7%	87.8%	86.6%	85.8%

Plan insights by age

As of 3/31/2026

Age group overview	Under 30 yrs	30-39 yrs	40-49 yrs	50-59 yrs	60-67 yrs	Over 67 yrs
Participants with a balance	65	417	704	680	433	397
Eligible participants	59	353	580	547	264	47
Number participating	55	333	534	501	228	41
Participant assets	$483,097	$6,721,293	$27,426,206	$50,059,167	$45,210,148	$56,183,119

Participant outcomes	Under 30 yrs	30-39 yrs	40-49 yrs	50-59 yrs	60-67 yrs	Over 67 yrs
Average account balance	$7,432	$16,118	$38,958	$73,616	$104,411	$141,519
Average equity percent	35.0%	35.8%	35.3%	33.7%	30.4%	24.8%
Participation rate	93.2%	94.3%	92.1%	91.6%	86.4%	87.2%
Average contribution rate	3.8%	4.0%	5.5%	6.9%	7.8%	7.6%
Median Lifetime Income Score	73.9%	65.4%	61.4%	56.2%	49.3%	59.6%
Average Lifetime Income Score	79.7%	67.6%	65.2%	62.7%	58.3%	73.8%
Percent reaching goal	13.6%	6.0%	6.1%	6.8%	4.6%	13.3%

Plan insights by tenure

As of 3/31/2026

Tenure group overview	Less than 1 year	1-2 years	3-6 years	7-9 years	10-14 years	15-19 years	20-29 years	30 years and over
Participants with a balance	547	362	340	364	408	139	377	160
Eligible participants	112	299	268	311	365	117	299	79
Number participating	91	292	256	297	331	100	255	70
Participant assets	$32,933,718	$4,031,011	$7,716,668	$16,663,469	$30,509,885	$14,339,951	$51,959,842	$27,929,010

Participant outcomes	Less than 1 year	1-2 years	3-6 years	7-9 years	10-14 years	15-19 years	20-29 years	30 years and over
Average account balance	$60,208	$11,135	$22,696	$45,779	$74,779	$103,165	$137,825	$174,556
Average equity percent	32.0%	31.6%	36.1%	37.6%	34.4%	30.2%	28.7%	25.7%
Participation rate	81.3%	97.7%	95.5%	95.5%	90.7%	85.5%	85.3%	88.6%
Average contribution rate	2.4%	4.3%	4.9%	6.0%	7.5%	6.8%	6.9%	8.2%
Median Lifetime Income Score	63.7%	65.1%	59.5%	57.8%	59.1%	55.2%	55.9%	54.2%
Average Lifetime Income Score	64.5%	68.6%	62.8%	62.6%	65.2%	59.2%	64.6%	68.7%
Percent reaching goal	2.7%	8.0%	6.0%	6.1%	5.8%	4.3%	6.8%	14.3%

Glossary of terms

Subject	Description
Balances	Participant assets is the summation of all participant balances. (Excludes any loan balances). Plan assets is the summation of all plan balances such as forfeitures. Total assets is the summation of all participant and plan balances.
Benchmarks	The benchmarks are based on the recordkeeping system book of business and are updated monthly. The benchmarks reflect the median of individual plan results for a population of similar plans based on the combination of plan type and plan assets. The plan type categories are: 401(k), 403(b), 401(a), 457, and all other plan types combined. The plan assets ranges are: <$5M, $5M - $10M, $10M - $25M, $25 - $50M, $50M - $500M, and >$500M.
Cash flow	Cash flow illustrates the inflows and outflows of dollars from the plan by all actively employed and separated from service participants. The difference in the beginning balance and the ending balance is the result of adding and subtracting the following cash flow activity events: Contributions, disbursements, participant fees, loans issued, loan payments, transfers, adjustments, dividends, and gain/loss to reflect the ending balance.
Contribution activity	Contribution activity reflects all new participant account money such as: contributions via payroll, one-time contributions, employer contributions, and rollovers. Contributions are illustrated as participant and employer funded. Participant contributions are further broken down by before-tax, Roth, and after-tax contributions when applicable. The contribution activity will match the contribution totals illustrated on the Cash Flow slide.
Distribution activity	Distributions are based on actively employed and separated from service plan participants. The distribution categories are derived from the methods in which assets are removed from the plan. The possible categories are: Deminimis, Hardship, Death, Housing allowance, In-service, QDRO, Required minimum distributions (RMD), Separation of service, Service credits, CARES Act, SECURE Act and Other*. *"Other" is a combined category for infrequently used distributions such as but not limited to: contract exchanges, disability, 1035 exchanges, defined benefit payout, dividend payment, early distribution penalty, transfer to an IRA, Roth conversions, etc. The category also includes transaction reversals.
Loans	Overall loan insights reflect both general purpose loans and principal residence loans. Loans belonging to both actively employed and separated from service plan participants are included. Active loans in default are included. The total amount of outstanding loans includes any loans that were issued during the month of the reported month-end. The average loan balance is calculated by dividing the total of all active and outstanding loan balances by the total number of active and outstanding loans. The percent of participants with a loan is calculated by dividing the number of participants with at least one active and outstanding loan by all participants with a balance greater than $0.

Glossary of terms

Subject	Description
Lifetime Income Score	The Lifetime Income Score is based on all actively employed and eligible participants that meet the following criteria: Date of birth on file, valid annual salary of at least $10,000, and assets from outside sources that are less than $5 million. The Lifetime Income Score assumes a retirement income replacement rate of 75% of current income for all participants or a different plan-chosen replacement rate when applicable. Assumptions used by the Lifetime Income Score change over time so the historical results provided may be based on assumptions that are different from the current period. For more information please see the Lifetime Income Score Important Information and Disclosure located on the Data Library dashboard in the Plan Service Center.
Participation rate	The participation rate represents the ratio of participants that are actively participating in the plan compared to the total population of actively employed participants that are eligible to contribute to the plan. Actively participating is defined as having a regular deferral election on the recordkeeping system that is greater than 0%/$0. Before-tax, Roth, after-tax, and catch-up deferral elections are included.
Contribution rates	Contribution rates are based on all actively employed and eligible participants that have a regular deferral election on the recordkeeping system that is greater than 0%/$0. Before-tax, Roth, after-tax, and catch-up deferral elections are included. The rates reflected always include percentage deferral elections. Flat dollar deferral elections are also included when a salary has been provided as a participant's salary is used to convert their flat dollar deferral election to a percentage election.
Money type utilization	Money types are the different kinds of regular contributions that can be made which differ from each other in how they are taxed. Money type utilization illustrates the different approaches that participants are using for managing the tax treatment of their future contributions. Each included participant is assigned to a single money type category and becomes part of the population of participants that their respective category's insights are based on. Refer to the contribution rates section above for details about how reporting on deferral elections is handled. The money type categories are: • **Before-tax only**: Population of participants where 100% of their deferral election is setup to make before-tax contributions. • **Roth only**: Population of participants where 100% of their deferral election is setup to make Roth contributions. • **After-tax only**: Population of participants where 100% of their deferral election is setup to make after-tax contributions. • **Multiple types**: Population of participants that have a deferral election setup to make contributions to two or more sources.

Glossary of terms

Subject	Description
Contribution insights	Contribution insights consider regular and catch-up payroll contributions that participants made to before-tax, Roth, and after-tax sources during the month associated with the stated month-end date. The population of participants that are evaluated are those that were eligible as of the stated month-end. This population of participants differs from those included in the contribution activity reporting as that reporting includes contributions for all participants regardless of their eligibility status at month-end.
Match behaviors	Match behaviors illustrates participants that are eligible for employer match and the different levels at which they are utilizing their available match benefits. It only includes match benefits where the employer chooses to make an established contribution that is based on the elective contributions that a participant makes. This excludes non-elective employer contributions that do not require the participant to make a contribution. Each participant is evaluated against the match rule that individually applies to them as a single plan can have multiple match rules that cover different populations of eligible participants. The evaluation is based on a participant's deferral elections on file. Percentage deferral elections are always included and flat dollar deferral elections are also included when a salary has been provided as a participant's salary is used to convert their flat dollar deferral election to a percentage election. Participants with flat dollar deferral elections but without a salary are excluded from the analysis. Included participants are assigned to one of the following match behaviors: • **Not contributing**: Is eligible to contribute and to receive employer matching contributions but does not have a deferral election greater than 0%/$0 on file. • **Missing out**: Has a deferral election on file but it is below the amount required to receive the full amount of their available match benefit. • **Meeting the match**: Has a deferral election on file that is the same amount that is required to receive the full amount of their available match benefit. • **Exceeding the match**: Has a deferral election on file that is higher than the amount required to receive the full amount of their available match benefit.
Rate of return	Rate of return is calculated in 1 month intervals based on the opening balance, transaction activity, and closing balance for the month. The calculation is consistent with the procedures called by the participant website for displaying a participant's rate of return for a 1 month period. Determining the 1, 3, and 5 year returns is achieved by using an aggregation of the individual monthly rates of return for that period. Only participants with a result across all of the months in the period are included.
Unique individuals reached via ECE	• **Via any channel-** Count of unique participants that received at least 1 ECE message, regardless of channel • **Via email-** Count of unique participants that received at least 1 ECE message via email • **Via other channels-** Count of unique participants that received at least 1 ECE message via a channel other than email, such as post login action (PLA)

Glossary of terms

Subject	Description
Investment strategy	Investment strategy includes all actively employed and separated from service plan participants with a balance. Each participant is assigned to a single investment strategy by evaluating the criteria for each investment strategy against the participant's fund balances and their use of investment services and features. This evaluation is done in a particular order and the investment strategy that ends up being assigned is the first one that has its criteria met. The evaluation order and criteria for each possible investment strategy is as follows: • **Managed accounts**: Assigned to any participant enrolled in an available managed account service. • **Online advice**: Assigned to any participant utilizing an available online advice service. • **Asset allocation model strategy**: Assigned to any participant enrolled in a model portfolio. • **Brokerage**: Assigned to any participant utilizing an available self-directed brokerage account for any portion of their balance. • **Target-date strategy**: Assigned to any participant with greater than 95% of their balance invested in one or two target-date funds. 5% of their remaining balance may be invested in funds in other asset classes. • **Risk-based strategy**: Assigned to any participant with greater than 95% of their balance invested in one or two risk-based funds. 5% of their remaining balance may be invested in funds from other asset classes. • **Do-it-yourself strategy:** Assigned to any participant that is not classified under any of the above investment strategies. When applicable, the number of participants and their associated total balances that are assigned to the Target-date strategy or the Risk-based strategy will not match the assets and participant counts reported elsewhere for the funds within the Target-date or Risk-based asset classes. This is because all fund reporting is based on the holdings of all participants, regardless of a participant's assigned investment strategy.
Equity exposure	A participant's total equity exposure is the ratio of the total amount of their balance (across all investment options) that is exposed to equities, compared to their overall account balance. The amount that is exposed to equities for each individual investment option is calculated by multiplying the participant's balance within the fund by the percentage of the fund's underlying holdings that are in equity asset classes. The underlying asset allocation of each investment option is sourced from Morningstar LLC. In the event that an investment option's asset allocation is unavailable, it is defaulted to having 50% allocated to equities.

Glossary of terms

Subject	Description
Concentrated investment extremes	The concentrated investment extremes insights presented are based on all actively employed and separated from service plan participants that have a balance greater than $0 and that have been classified as using the Do-it-yourself investment strategy. Concentrated investment extremes are defined as: **Equity risk**: Participants that are age 50 or older and that have 75% or more of their total balance exposed to equities. • These participants may be inadvertently over-exposing themselves to too much equity (or market) risk, causing them to be vulnerable in market downturns or times of general volatility, a risk particularly harmful to those nearest retirement. **Inflation risk:** Participants of any age, that have 10% or less of their total balance exposed to equities. • These participants may be too removed from the market. While taking on too much risk, as illustrated with the equity extreme definition, can be detrimental to participant outcomes, the inverse can also be true. Participants underexposed to equities (or the market more broadly) can suffer from lack of investment returns which would otherwise bolster their performance and account balance growth.
Advisory services	Advisory services includes all active and terminated participants with a balance. It compares the participants enrolled in the managed account service or online advice service against the participants that are not enrolled as of the last day of the reporting period. Each participant is only included in one group.
Fund exposure by investment strategy	The calculation for an individual participant's exposure to an investment option is: Participant's balance in the investment option divided by the participant's overall account balance. Participants without a balance in a fund are excluded when calculating the average for each fund. Average fund exposures are provided for the population of participants within each investment strategy to provide insights into how participants of each investment strategy are utilizing the investment lineup.
Asset allocations	Illustrates the total of participant balances within the different investment options and their associated asset class. Plan level assets and outstanding loan balances are not included. The % of total assets represents the total of participant assets within the fund divided by the total of all participant balances. The participant counts include all actively employed and separated from service plan participants with a balance greater than $0 in the fund.
Net transfer activity by asset class	Net transfer activity is the net of the transfer in and transfer out financial activity for funds within each asset class. Plan level assets and outstanding loan balances are not included.

Glossary of terms

Subject	Description of terms
Plan insights: Plan detail	• Median Lifetime Income Score: Refer to the Lifetime Income Score subject. • Contribution rates: Refer to the contribution rates subject. • Participation rate: Refer to the participation rate subject. • Participant assets: Total of all participant balances. It does not include plan level assets or outstanding loan balances. • Loan balance: Total amount of all active loans with an outstanding loan balance at month-end. • Plan level assets: Total amount of plan assets which may include forfeitures, unallocated plan assets, and a plan expense account.
Plan insights: Participant detail	• Eligible participants: Number of actively employed participants that are eligible to contribute to the plan. • Eligible individuals not participating: Number of actively employed and eligible participants that do not have a deferral election on file that is greater than 0%/$0. • Participants contributing 10% or less: Number of actively employed and eligible participants that have a deferral election on file that is greater than 0% and less than 11%. Refer to the contribution rates subject for details about how flat dollar deferral elections are handled. • Participants with a balance: Number of all the participants that have a balance >$0. • Average account balance: Average total balance of all the participants with a balance >$0. • Participants with loans: Percent of all the participants with a balance >$0 that have at least 1 active loan with an outstanding balance >$0. • Participant email addresses captured: Percent of all the participants with a balance >$0 and an email address on file. • Participants without an email address: Number of all the participants with a balance >$0 and no email address on file. • Terminated participants with a balance <$5,000: Number of separated from service participants that have an account balance that is less than $5,000. • Terminated participants with a balance <$1,000: Number of separated from service participants that have an account balance that is less than $1,000.
Plan insights: Investment detail	• Investment options: Total number of investment options offered in the plan. • Average funds utilized: Average of the total number of funds that each participant has a balance in. It is based on all the participants with a balance $>0. • Participants using advisory services: Percent of all the participants with a balance >$0 that are using an available managed account service or online advice service. • Participants using Target-date strategy: Percent of all the participants with a balance >$0 that have been classified as using the Target-date investment strategy. • Participants using Risk-based strategy: Percent of all the participants with a balance >$0 that have been classified as using the Risk-based investment strategy. • Participants using asset allocation model strategy: Percent of all the participants with a balance >$0 that have been classified as using the asset allocation model investment strategy. • Participants using Do-it-yourself strategy: Percent of all the participants with a balance >$0 that have been classified as using the Do-it-yourself investment strategy.

Disclosures

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Information concerning investment or pricing options we may provide is intended to provide you with resources for your consideration as a convenience and is not intended to be exhaustive or prescriptive for your Plan and its specific circumstances. Plan fiduciaries are not required to utilize any of the options referenced in any of our communications to you.

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