PLAN PERFORMANCE INSIGHTS

As of 9/30/2025

524867-01

Hospitality Industry 401(k) Plan

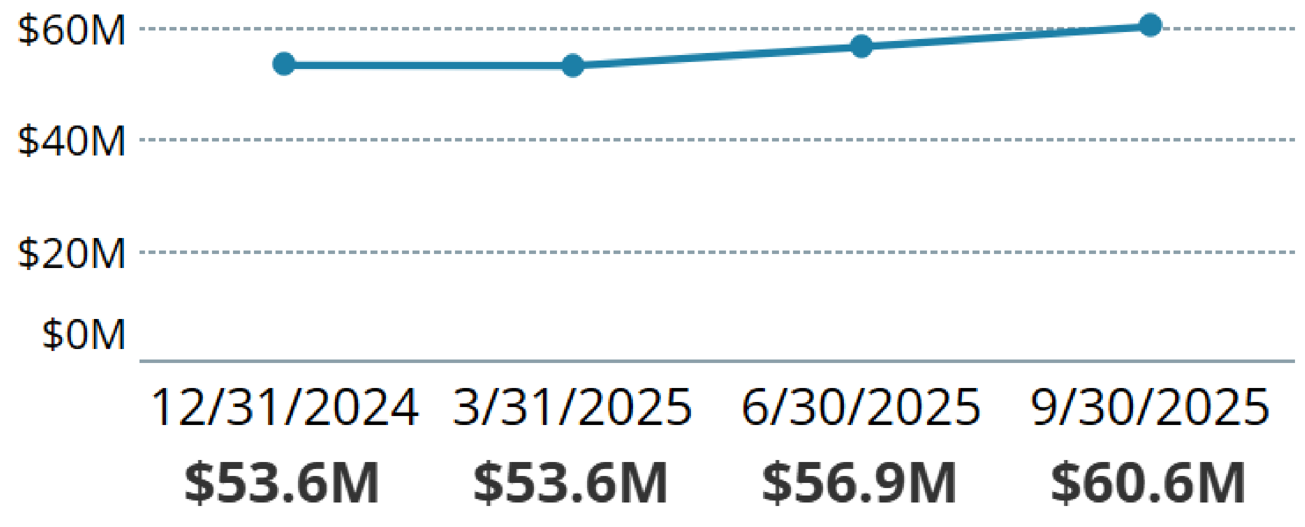
Assets and participants

As of 9/30/2025

Participant assets

$60,608,780

Trending



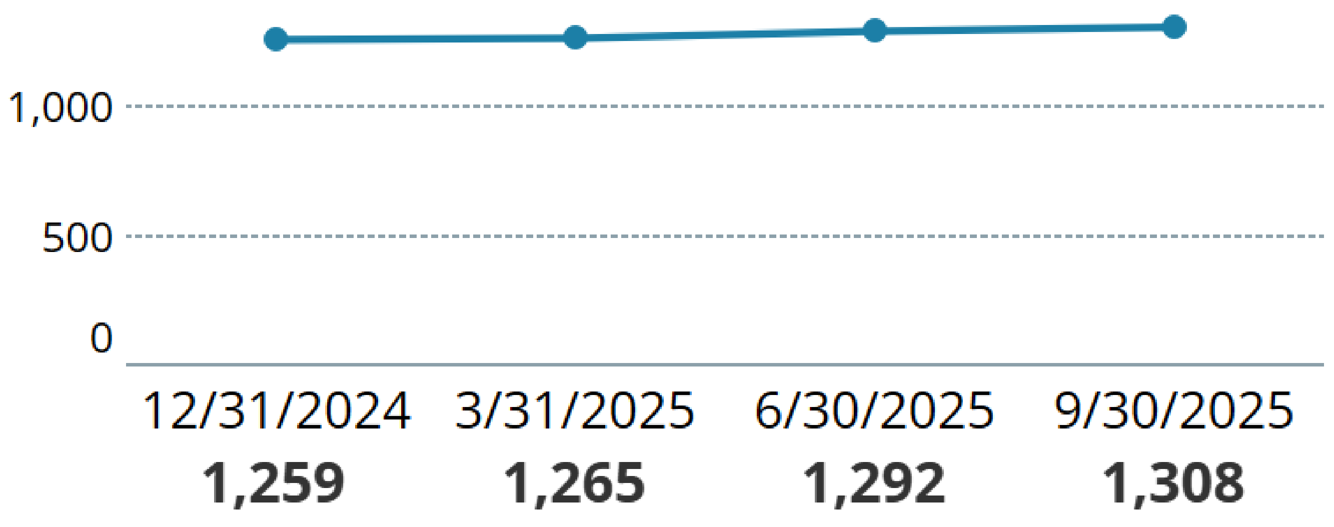
Plan-level assets **$23,196**

Total assets **$60,631,976**

Participants with a balance

1,308

Trending



Active participants with a balance **1,113**

Separated from service participants with a balance **195**

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 9/30/2025

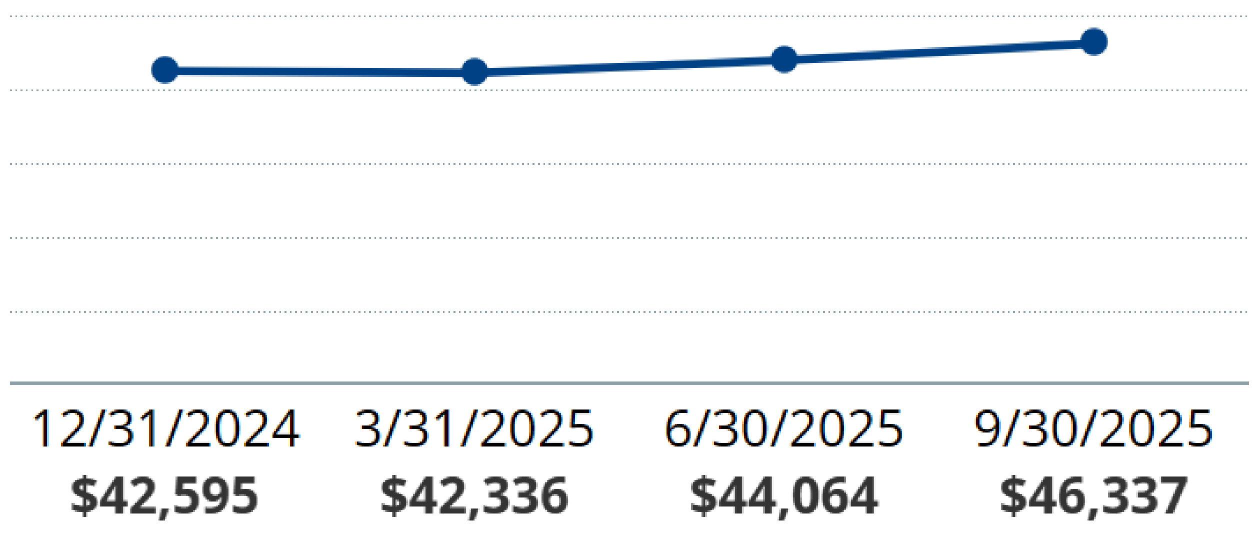
Average balance

$46,337

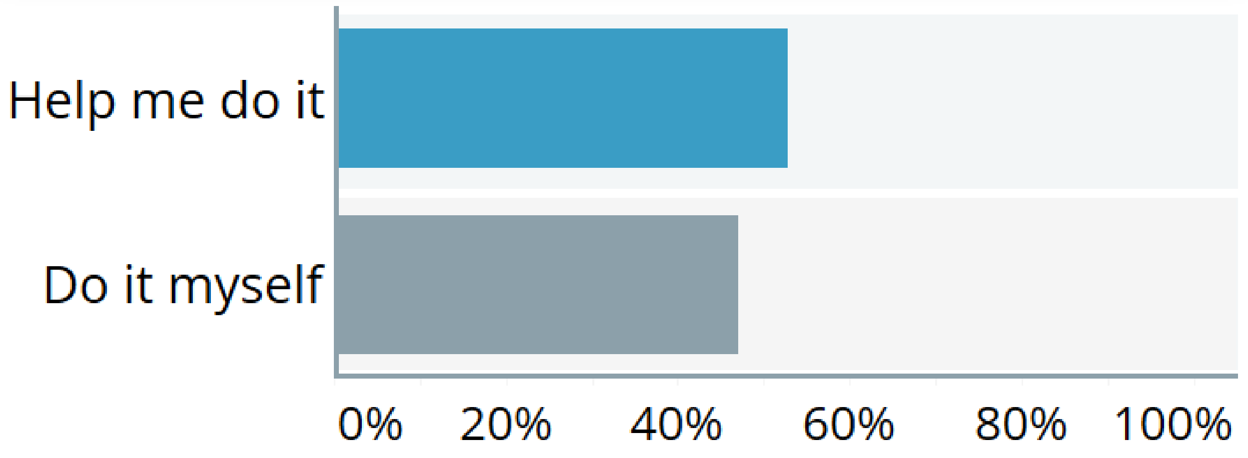
Benchmark	Top 10%
$109,134	$268,130

$46,337 is the average account balance for all participants that have a balance as of month end. This is below the benchmark by **$62,797** and is below the top 10% of peers by **$221,793**.

Trending



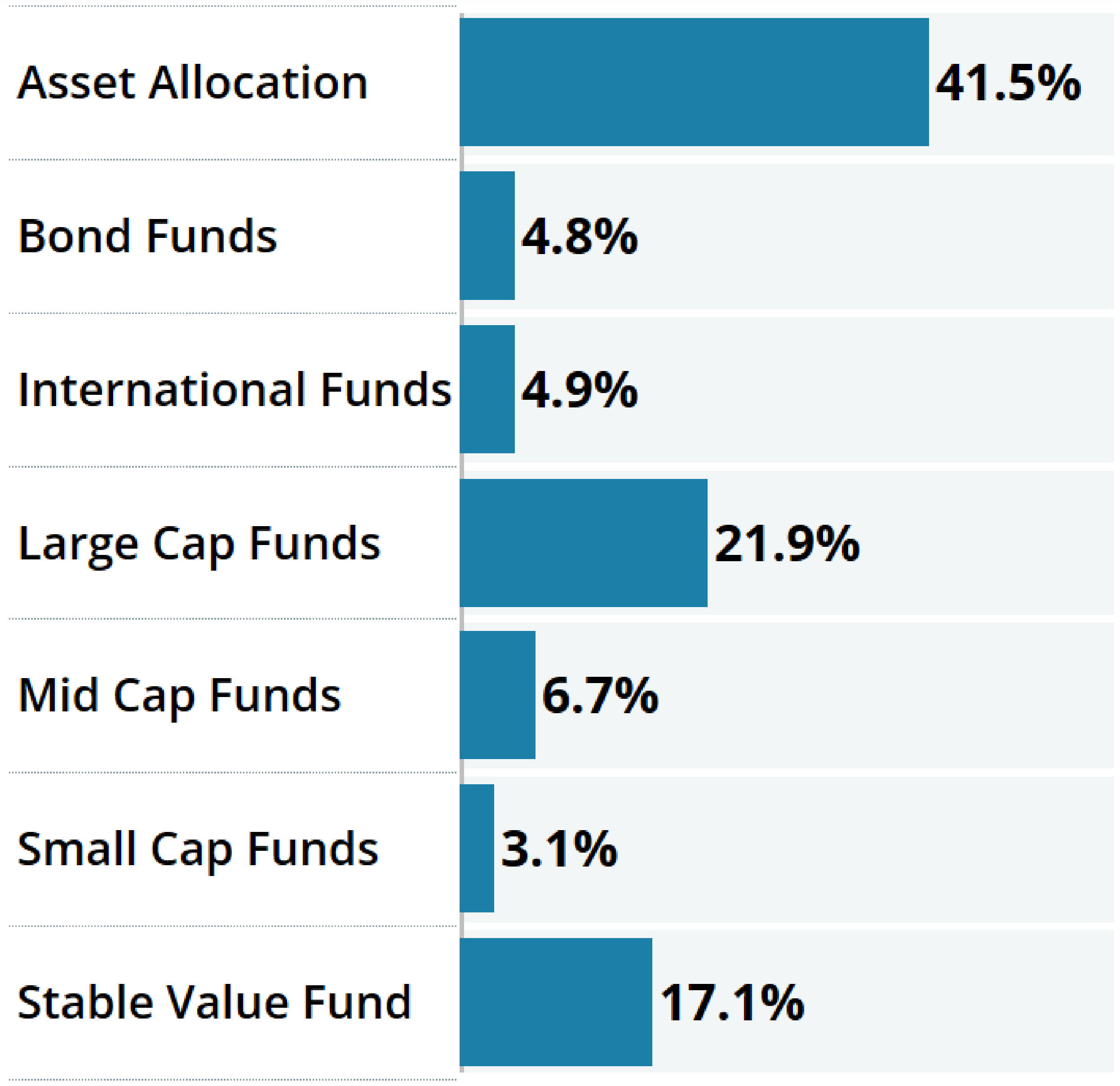
Investment strategy utilization



Target-date strategy is the investment strategy utilized by the most participants with **52.9%** of participants classified as using this strategy.

Investment strategy	% of Participants
Target-date strategy	52.9%
Do-it-yourself strategy	47.1%

Allocations by asset class



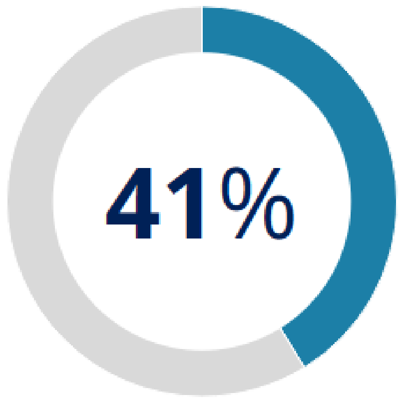
Asset Allocation holds the largest share of participant assets. **$25,135,529** is invested in **Asset Allocation** which represents **41.5%** of participant assets.

Account registration and protection

As of 9/30/2025

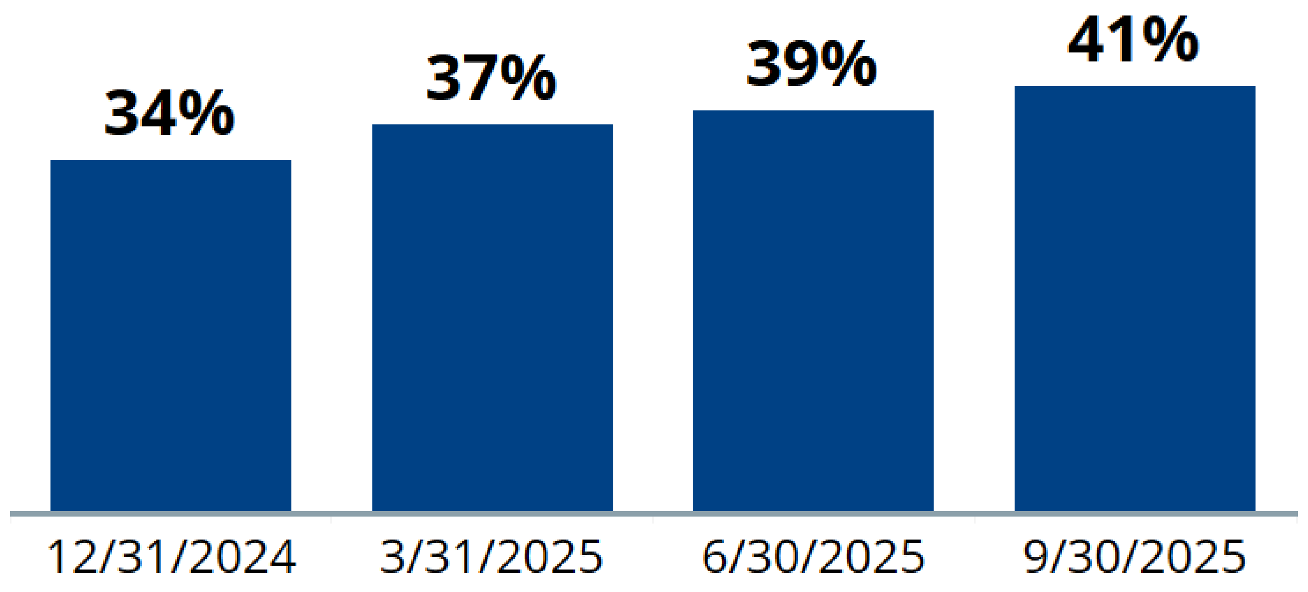
The insights below are based on all participants with a balance, regardless of their eligibility and employment status. The account registration and login activity is inclusive of both the website and the mobile app.

Percent of registered accounts



539 out of **1,308** participants with a balance have registered their online account

Trending



Participants missing contact information

Participants with missing contact information by registration status

	Registered participants	Not registered participants
! No phone and no email[1]	1 (0.2%)	267 (34.7%)
No personal email	17 (3.2%)	563 (73.2%)
No work email	447 (82.9%)	726 (94.4%)
No mobile phone	5 (0.9%)	632 (82.2%)
No home phone	136 (25.2%)	344 (44.7%)

Login activity

Most recent login

	Participants with a balance
! Never logged in	769 (58.8%)
Within past month	243 (18.6%)
1-6 months ago	152 (11.6%)
7-12 months ago	78 (6.0%)
More than 12 months ago	66 (5.0%)

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

Cash flow

As of 9/30/2025

Year-to-date participant activity summary[1]

Total contributions	Disbursements	Net Activity
$4,968,929	-$3,810,169	$1,158,760

Impact on balances

	10/1/2024 - 12/31/2024	1/1/2025 - 3/31/2025	4/1/2025 - 6/30/2025	7/1/2025 - 9/30/2025
Beginning balance	$53,015,253	$53,627,062	$53,555,619	$56,930,095
Contributions	$1,715,078	$1,470,607	$1,670,935	$1,827,387
Disbursements	-$823,054	-$1,042,129	-$1,740,791	-$1,027,249
Fees[2]	-$71,396	-$75,478	-$76,211	-$73,086
Loans issued	$0	$0	$0	$0
Loan payments	$0	$0	$0	$0
Other[3]	$0	$0	$0	$0
Change in value	-$208,819	-$424,443	$3,520,543	$2,951,634
Ending Balance	**$53,627,062**	**$53,555,619**	**$56,930,095**	**$60,608,780**

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'

Contribution activity

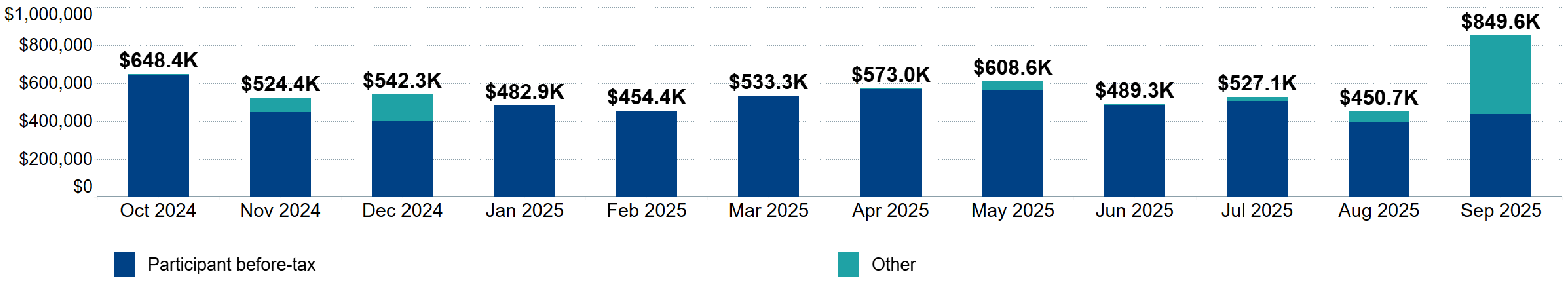
As of 9/30/2025

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	Other	Total
Year to date	$4,425,009	$543,920	$4,968,929
Rolling 12 months	$5,922,474	$761,533	$6,684,007

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 9/30/2025

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	Other	Total[1]
October 2024	Amount	$648,237	$157	$648,393
	# of participants	808	74	812
November 2024	Amount	$448,843	$75,581	$524,424
	# of participants	810	1	810
December 2024	Amount	$400,386	$141,876	$542,261
	# of participants	802	1	802
January 2025	Amount	$482,923		$482,923
	# of participants	836		836
February 2025	Amount	$454,241	$112	$454,353
	# of participants	837	89	846
March 2025	Amount	$533,272	$59	$533,331
	# of participants	819	56	825
April 2025	Amount	$570,150	$2,842	$572,992
	# of participants	835	1	835
May 2025	Amount	$564,375	$44,247	$608,622
	# of participants	833	84	839
June 2025	Amount	$480,647	$8,673	$489,320
	# of participants	838	152	870
July 2025	Amount	$503,862	$23,217	$527,079
	# of participants	833	120	844
August 2025	Amount	$397,213	$53,476	$450,689
	# of participants	795	1	795
September 2025	Amount	$438,326	$411,293	$849,619
	# of participants	837	1,295	1,307

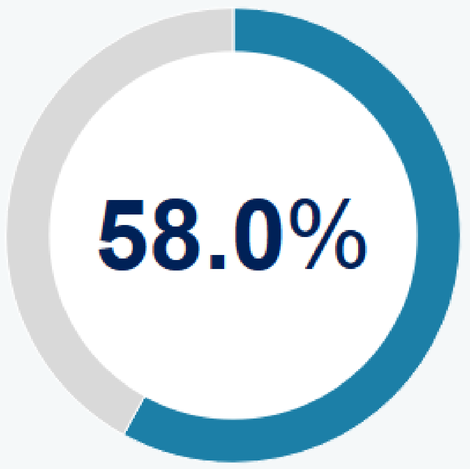
[1]Total participants are the total number of unique participants across sources

Contribution insights

As of 9/30/2025

Participants that were eligible on 9/30/2025 and that had a regular or catch-up contribution in September 2025

Percent of population

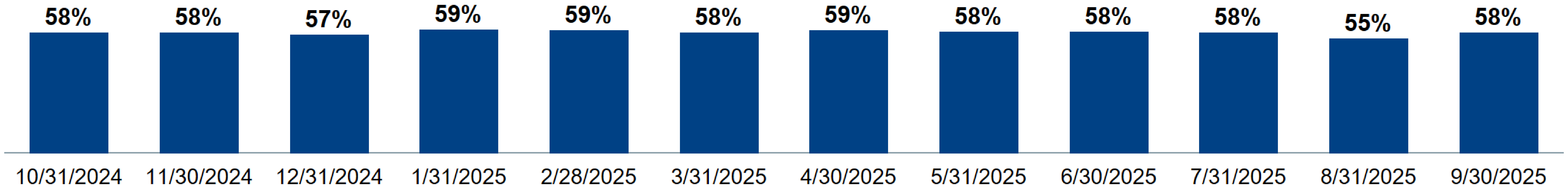


824 out of the **1,420** participants that were eligible on 9/30/2025 had a regular or catch-up contribution during the month

Contribution amounts

All ages	Average contribution	**$518**
	Median contribution	**$323**
Age 50 and older	Average contribution	**$554**
	Median contribution	**$357**

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

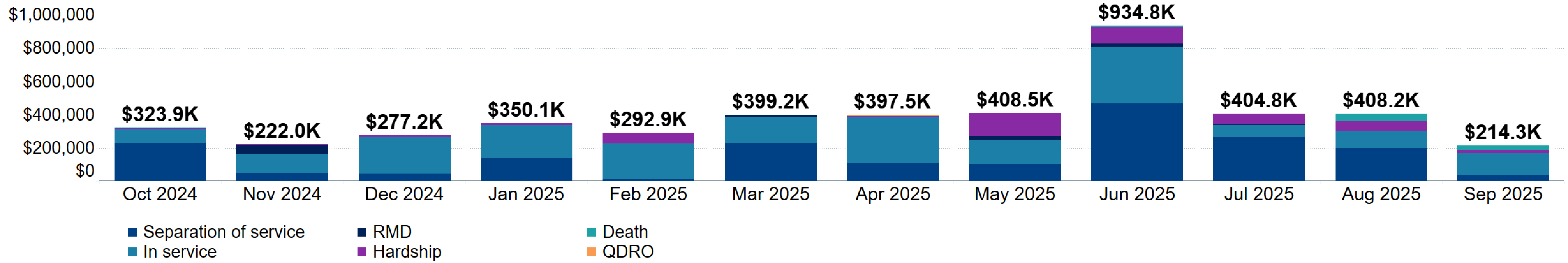
As of 9/30/2025

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	**$1.6M**	**$59.3K**	**$1.6M**	**$466.7K**	**$6.4K**	**$72.9K**	**$3.8M**
	Transactions	42	10	110	40	1	6	209
Rolling 12 months	Amount	**$1.9M**	**$117.0K**	**$2.1M**	**$489.9K**	**$6.4K**	**$73.0K**	**$4.6M**
	Transactions	50	34	142	44	1	7	278

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 9/30/2025

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
October 2024	Amount	$229,848			$82,820	$11,050	$149
	# Transactions	4			11	1	1
November 2024	Amount	$48,751	$57,717		$113,772	$1,716	
	# Transactions	1	24		8	1	
December 2024	Amount	$45,706			$221,026	$10,498	
	# Transactions	3			13	2	
January 2025	Amount	$139,563			$196,104	$14,386	
	# Transactions	6			15	2	
February 2025	Amount	$11,816			$216,297	$64,788	
	# Transactions	2			10	5	
March 2025	Amount	$228,173	$11,913		$159,089		
	# Transactions	5	5		9		
April 2025	Amount	$107,230		$6,387	$281,266	$2,605	
	# Transactions	8		1	12	2	
May 2025	Amount	$103,717	$23,326		$144,008	$137,408	
	# Transactions	4	2		10	7	
June 2025	Amount	$467,840	$22,166		$336,850	$102,329	$5,658
	# Transactions	2	2		19	5	2
July 2025	Amount	$265,000	$1,896		$74,614	$63,303	
	# Transactions	3	1		9	9	
August 2025	Amount	$200,096			$104,181	$61,386	$42,490
	# Transactions	9			13	5	2
September 2025	Amount	$36,816			$132,305	$20,455	$24,709
	# Transactions	3			13	5	2
Total	Amount	$1,884,556	$117,019	$6,387	$2,062,333	$489,922	$73,005
	# Transactions	50	34	1	142	44	7

Participant balances

As of 9/30/2025

Account balances comparison

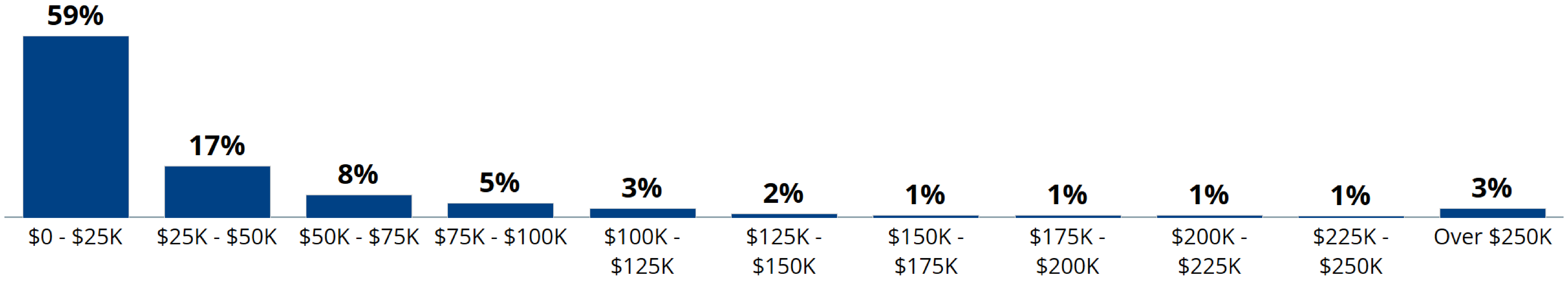
Average	Benchmark
$46,337	$109,134
Median	**Top 10%**
$16,252	$268,130

The average and median account balance for your plan is based on **1,308** participants

Account balances by employment status

Active	Average balance	**$43,909**
	Median balance	**$15,980**
	# of participants	**1,113**
Separated from service	Average balance	**$60,197**
	Median balance	**$19,818**
	# of participants	**195**

Distribution of account balances



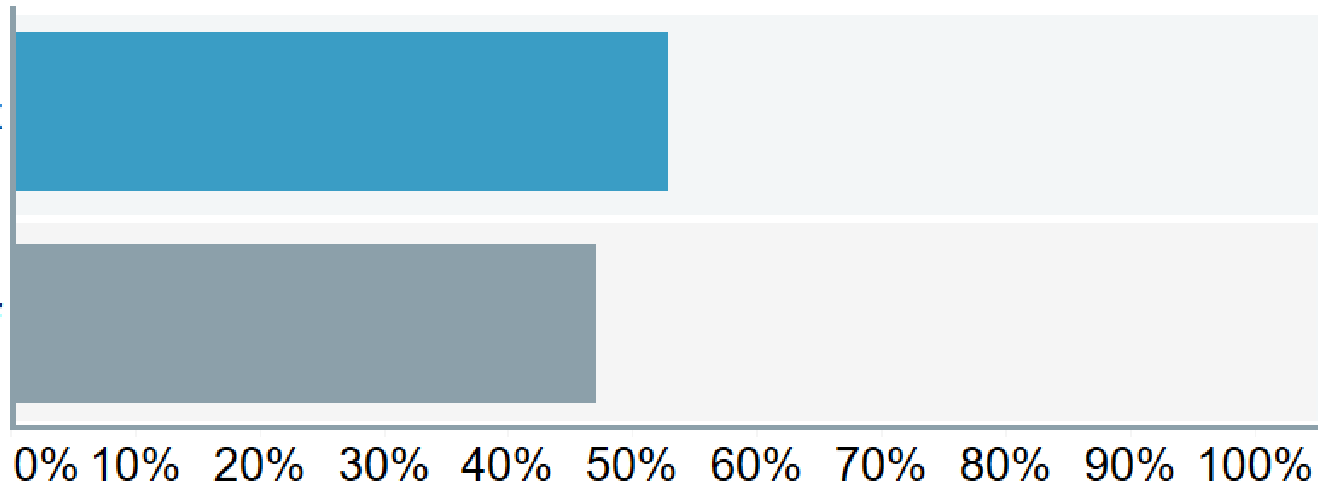
Overview

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

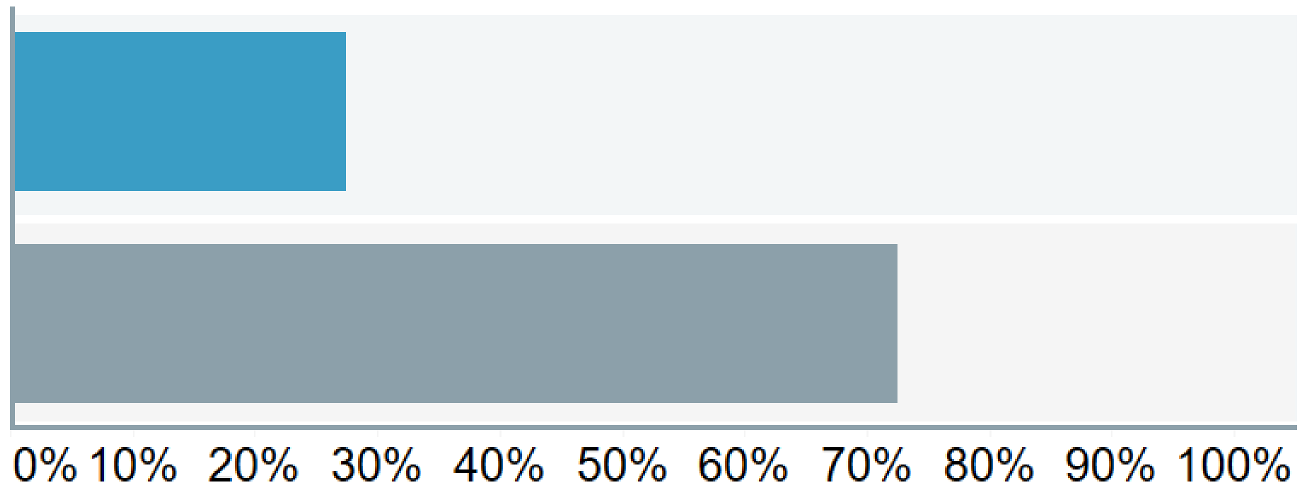
As of 9/30/2025

Participants by strategy



Investment strategy	% of participants	# of participants
Target-date strategy	52.9%	692
Do-it-yourself strategy	47.1%	616

Participant assets by strategy



Investment strategy	% of assets	Assets	Average balance
Target-date strategy	27.5%	$16,684,315	$24,110
Do-it-yourself strategy	72.5%	$43,924,465	$71,306

Target-date strategy is the investment strategy utilized by the most participants with **52.9%** of participants using this strategy. However, this strategy holds a smaller share of assets with only **27.5%** 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 9/30/2025

Investment strategy utilization by employment status

Active participants

Investment strategy	# of participants	% of participants	Assets	% of assets	Average balance
Target-date strategy	621	47.5%	$15,002,479	24.8%	$24,159
Do-it-yourself strategy	492	37.6%	$33,867,974	55.9%	$68,837

Separated from service participants

Investment strategy	# of participants	% of participants	Assets	% of assets	Average balance
Target-date strategy	71	5.4%	$1,681,836	2.8%	$23,688
Do-it-yourself strategy	124	9.5%	$10,056,491	16.6%	$81,101

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.

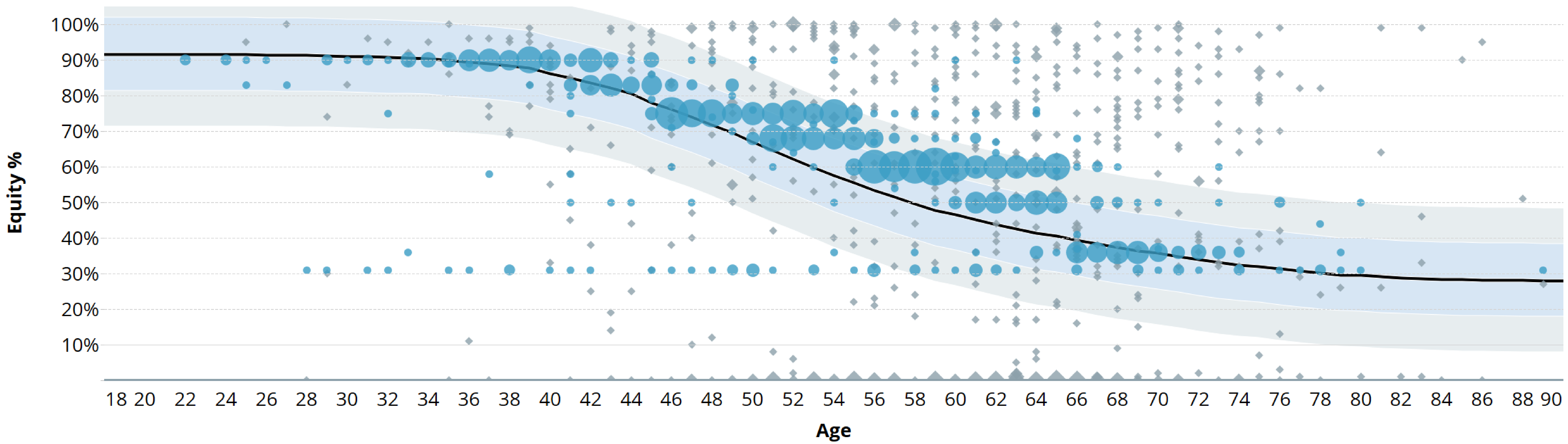
When a participant is assigned a strategy, 100% of their balance is grouped within that strategy even if they have a diverse investment mix. Additionally, each participants' strategy is reevaluated and assigned every month so a participant may move in and out of the different strategies from month to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

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

Equity exposure

As of 9/30/2025

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	Target-date strategy	Do-it-yourself strategy
Within 10% of glide path	61.0%	20.9%
Within 20% of glide path	90.9%	34.1%

Overview

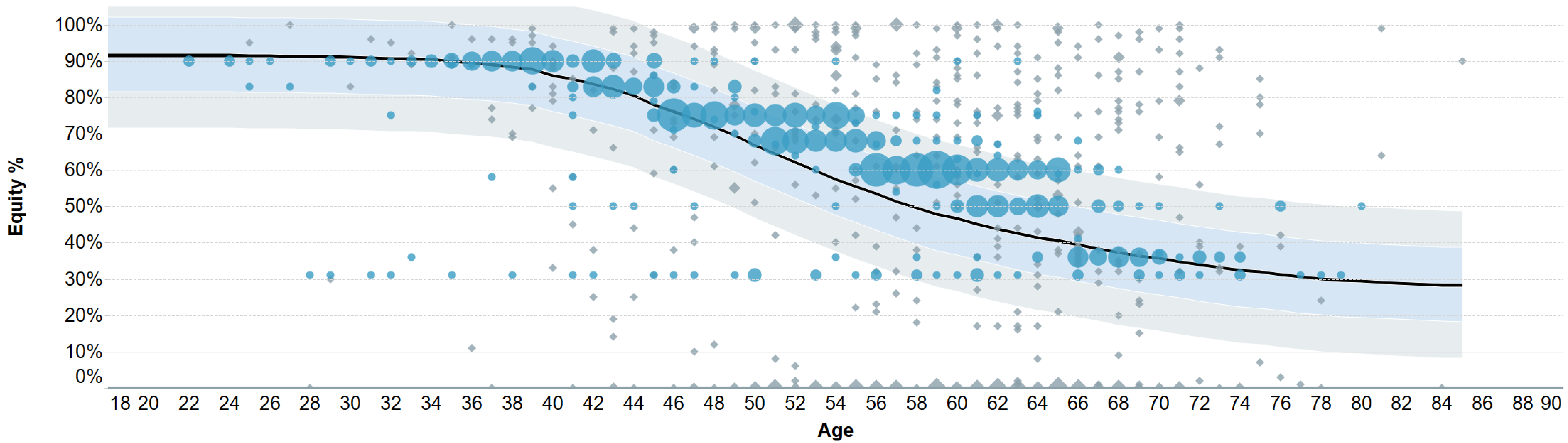
Each shape on the graph represents participants of a certain age that are at a certain level of total equity exposure from all of their funds. The size of the shape indicates the number of participants.

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 9/30/2025

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	Target-date strategy ●	Do-it-yourself strategy ◆
Within 10% of glide path	60.3%	21.3%
Within 20% of glide path	91.3%	35.0%

Overview

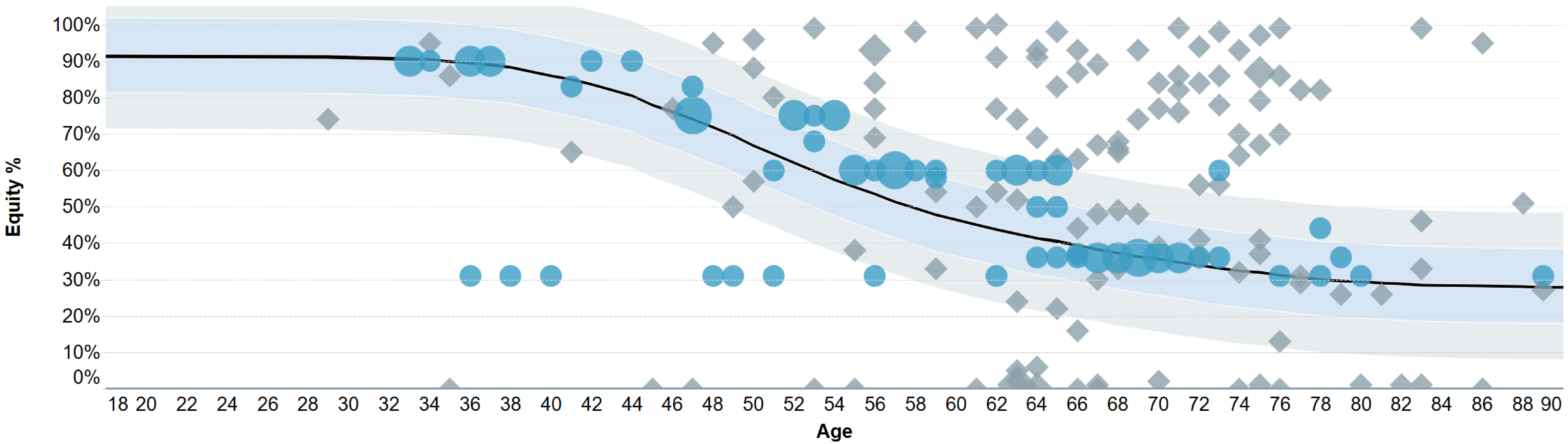
Each shape on the graph represents participants of a certain age that are at a certain level of total equity exposure from all of their funds. The size of the shape indicates the number of participants.

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.

Equity exposure

As of 9/30/2025

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	Target-date strategy	Do-it-yourself strategy
Within 10% of glide path	67.6%	19.4%
Within 20% of glide path	87.3%	30.6%

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.

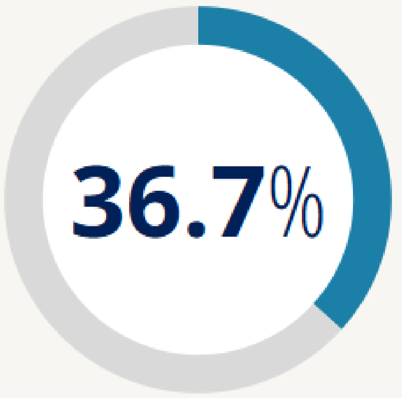
Do-it-yourself (DIY) participants with high equity exposure

As of 9/30/2025

Pre-retirees and retirees that are age 50 or over

Overall insights

Your plan has
504
Do-it-yourself participants that are age 50+

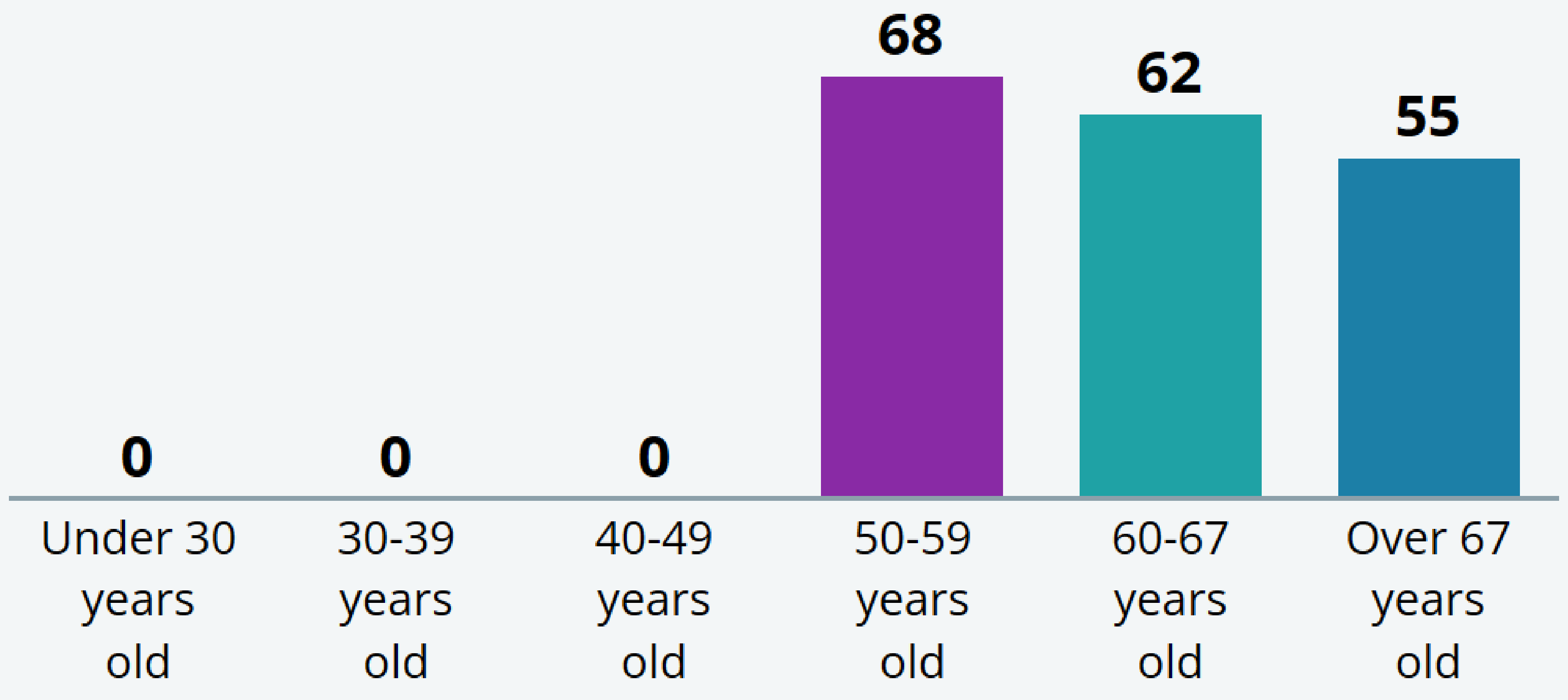


of those participants have
75% OR MORE
of their balance exposed to equities
(185 participants)

This is
+2.3%
higher than the percent of participants on 12/31/2024

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



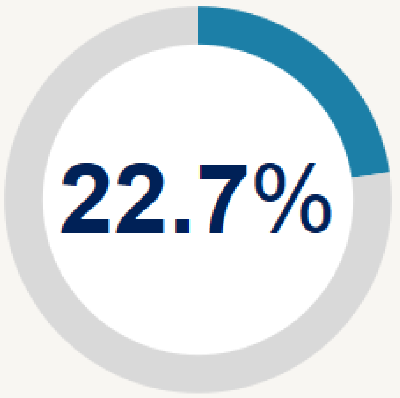
	Under 30 years old	30-39 years old	40-49 years old	50-59 years old	60-67 years old	Over 67 years old
Average equity exposure	NA	NA	NA	91.4%	88.5%	87.8%

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

As of 9/30/2025

Overall insights

Your plan has
616
Do-it-yourself participants

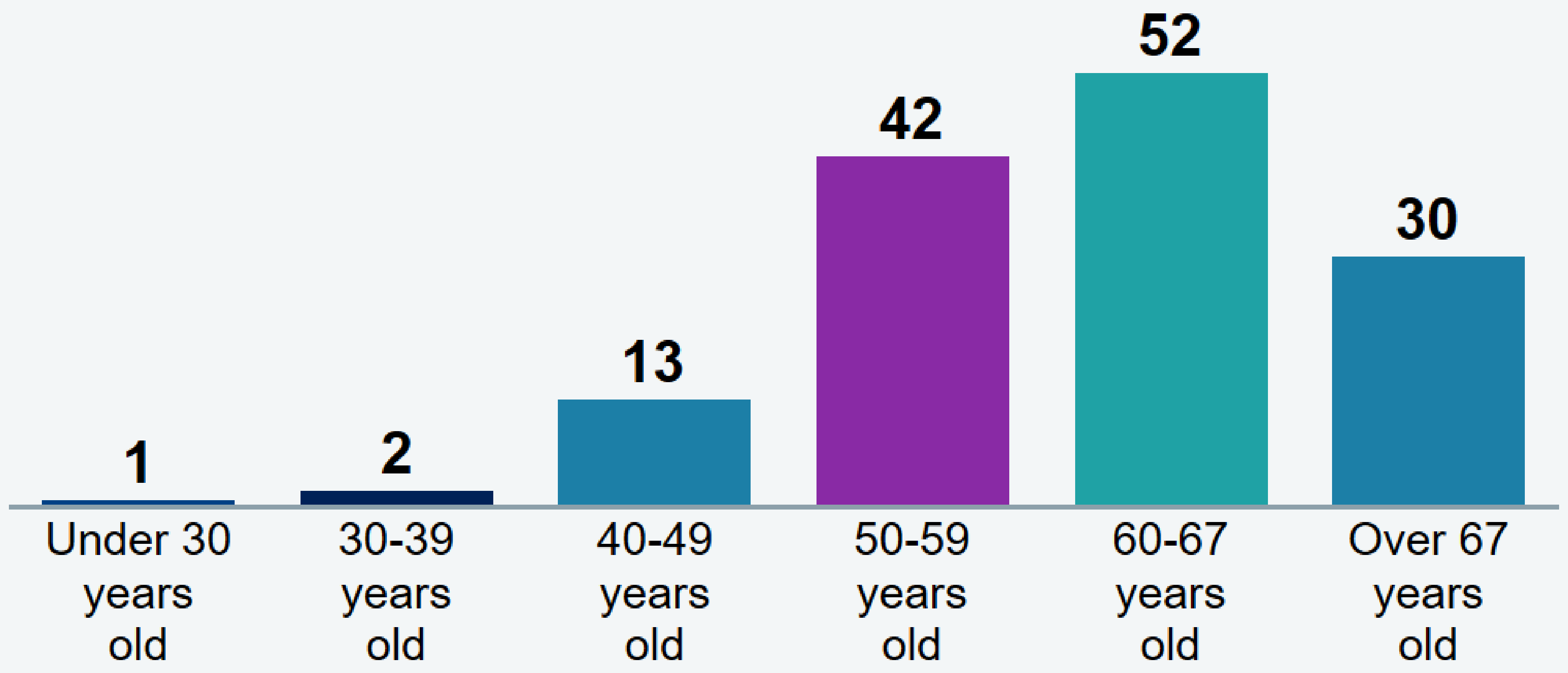


of those participants have
10% OR LESS
of their balance exposed to equities
(140 participants)

This is
+0.2%
higher than the percent of participants on 12/31/2024

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



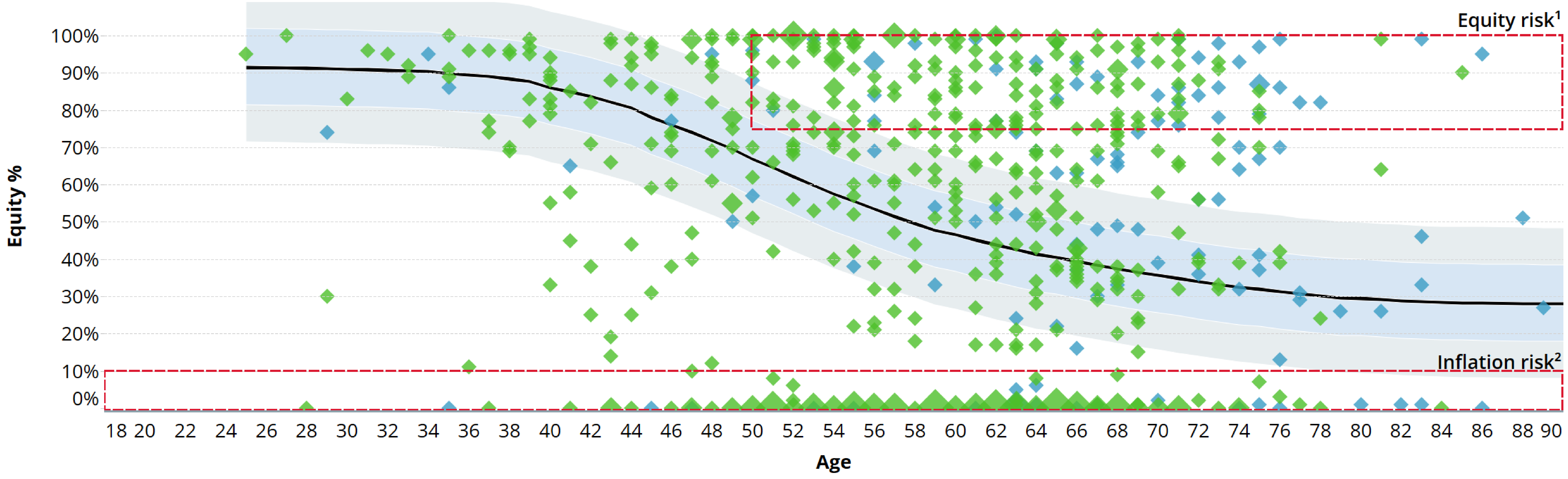
	Under 30 years old	30-39 years old	40-49 years old	50-59 years old	60-67 years old	Over 67 years old
Average equity exposure	0.0%	0.0%	0.8%	0.4%	0.5%	0.9%

Do-it-yourself strategy equity exposure

As of 9/30/2025

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	21.3%	19.4%	20.9%
Within 20% of glide path	35.0%	30.6%	34.1%
Participants with equity risk	142	43	185
Participants with inflation risk	115	25	140

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

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 9/30/2024			As of 9/30/2025		
Asset class	**Investment option**	**Total balance**	**% of total**	**Participants**	**Total balance**	**% of total**	**Participants**
Asset Allocation	Vanguard Target Retirement 2020 Inv	$3,861,202	7.28%	165	$3,951,119	6.52%	159
	Vanguard Target Retirement 2025 Inv	$942,622	1.78%	90	$1,299,310	2.14%	100
	Vanguard Target Retirement 2030 Inv	$6,574,444	12.40%	352	$7,577,482	12.50%	356
	Vanguard Target Retirement 2035 Inv	$928,709	1.75%	113	$1,451,146	2.39%	127
	Vanguard Target Retirement 2040 Inv	$4,052,215	7.64%	182	$5,440,099	8.98%	199
	Vanguard Target Retirement 2045 Inv	$330,231	0.62%	77	$526,996	0.87%	85
	Vanguard Target Retirement 2050 Inv	$1,293,505	2.44%	99	$1,732,847	2.86%	113
	Vanguard Target Retirement 2055 Inv	$211,142	0.40%	30	$312,138	0.52%	34
	Vanguard Target Retirement 2060 Inv	$510,031	0.96%	39	$633,897	1.05%	40
	Vanguard Target Retirement 2065 Inv	$125,804	0.24%	31	$242,376	0.40%	40
	Vanguard Target Retirement Income Inv	$1,895,961	3.58%	247	$1,968,119	3.25%	246
Bond Funds	Baird Core Plus Bond Inst	$1,660,354	3.13%	151	$1,885,021	3.11%	143
	Columbia High Yield Bond Instl 3	$833,670	1.57%	81	$877,183	1.45%	81
	Vanguard Inflation-Protected Secs Adm	$80,366	0.15%	39	$85,279	0.14%	36
	Vanguard Total Bond Market Index Admiral	$93,372	0.18%	18	$87,906	0.15%	19
International Funds	American Funds Eupac R6	$369,236	0.70%	73	$443,720	0.73%	74
	DFA International Small Cap Value I	$1,476,462	2.78%	128	$2,329,626	3.84%	124
	Vanguard Total Intl Stock Index Admiral	$147,355	0.28%	20	$194,097	0.32%	25
Large Cap Funds	Vanguard 500 Index Admiral	$11,863,535	22.38%	366	$12,535,597	20.68%	366
	Vanguard Equity-Income Adm	$594,489	1.12%	69	$747,208	1.23%	68

Page 1 of 2

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.

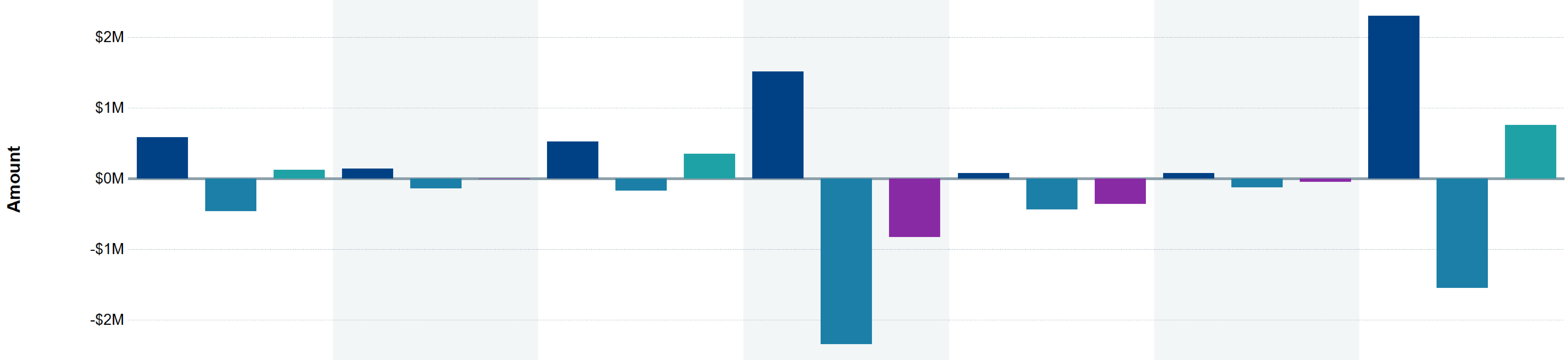
		As of 9/30/2024			As of 9/30/2025		
Asset class	**Investment option**	**Total balance**	**% of total**	**Participants**	**Total balance**	**% of total**	**Participants**
Mid Cap Funds	Boston Trust SMID Cap Fund	$2,981,311	5.62%	233	$2,607,584	4.30%	218
	Vanguard Mid Cap Index Fund - Admiral	$1,292,820	2.44%	138	$1,478,506	2.44%	139
Small Cap Funds	Vanguard Small Cap Index Adm	$1,710,921	3.23%	141	$1,856,525	3.06%	138
Stable Value Fund	Guaranteed Income Fund	$9,185,495	17.33%	426	$10,344,998	17.07%	412

Page 2 of 2

Net transfer activity by asset class

As of 9/30/2025

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



	Asset Allocation	Bond Funds	International Funds	Large Cap Funds	Mid Cap Funds	Small Cap Funds	Stable Value Fund
Transfers in	$587,174	$140,399	$521,531	$1,515,777	$82,043	$81,868	$2,303,500
Transfers out	-$464,034	-$142,816	-$169,728	-$2,342,231	-$437,679	-$127,666	-$1,548,137
Net transfers	$123,140	-$2,417	$351,802	-$826,453	-$355,637	-$45,798	$755,363

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

EMPOWER®

Taft-Hartley Thought Leadership

Helping Members Pursue a More Secure Retirement – Third Edition

FOR PLAN SPONSOR OR FINANCIAL PROFESSIONAL USE ONLY.

Sources that provide a comprehensive quantitative and qualitative perspective

Survey of

~1K

union members

Assets

$93.1B

Union members

1M

Clients

250+

Empower data as of June 30, 2025.

RO4918063-1025

Modernization accelerates

Plan sponsors are adding a range of features to help balance long-term savings growth with members' short-term financial needs by offering controlled access to funds

54%
allow hardship withdrawals (up from 50%)

43%
offer loans (up from 37%)

Less reliance on employer-only contributions*

44%
permit member contributions (up from 40%)

30%
offer Roth contributions (up from 24%)**

32%
offer managed accounts or advice (up from 25%)

* Empower recordkeeping data for Taft-Hartley DC plans as of June 30, 2025.

** This number is expected to grow as a result of the SECURE 2.0 ruling to maintain catch-up contributions.

Advice and education continue to be elemental to a successful plan experience

Advice insights

Nearly one in two members who visit the website use at least one planning tool, indicating an appetite for guidance when it's easily accessible.

Where members would like to be able to access advice (in plans that don't offer it)

#1 Retirement plan provider

Most helpful financial guidance/support

63% Investment understanding

50% Retirement planning

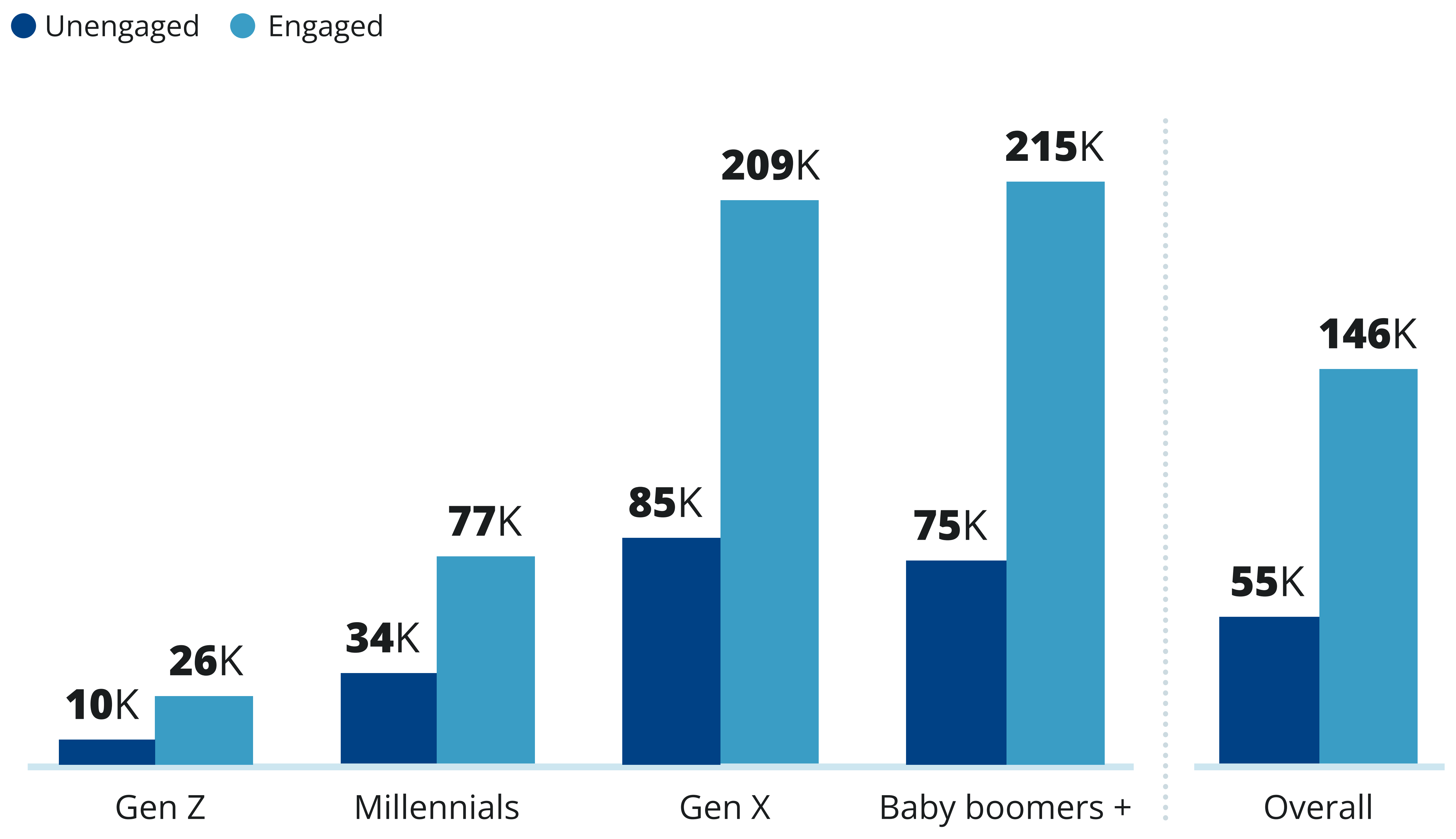
Empower data as of June 30, 2025.

Empower member survey 2025.

Engagement drives action

Engagement insights

- Engaged members tend to have dramatically higher account balances than unengaged members across all generations.
- While older generations typically have higher balances due to time, engaged millennials have higher balances than unengaged baby boomers and nearly the same as unengaged Gen Xers.
- Engagement efforts might usefully target segments with low engagement and low balances.



Note: "Engaged" indicates the member had at least one interaction (digital, call center, or in person) in the past 12 months (as of June 30, 2025); "unengaged" indicates no interactions. Data for active 401(k)-eligible members.

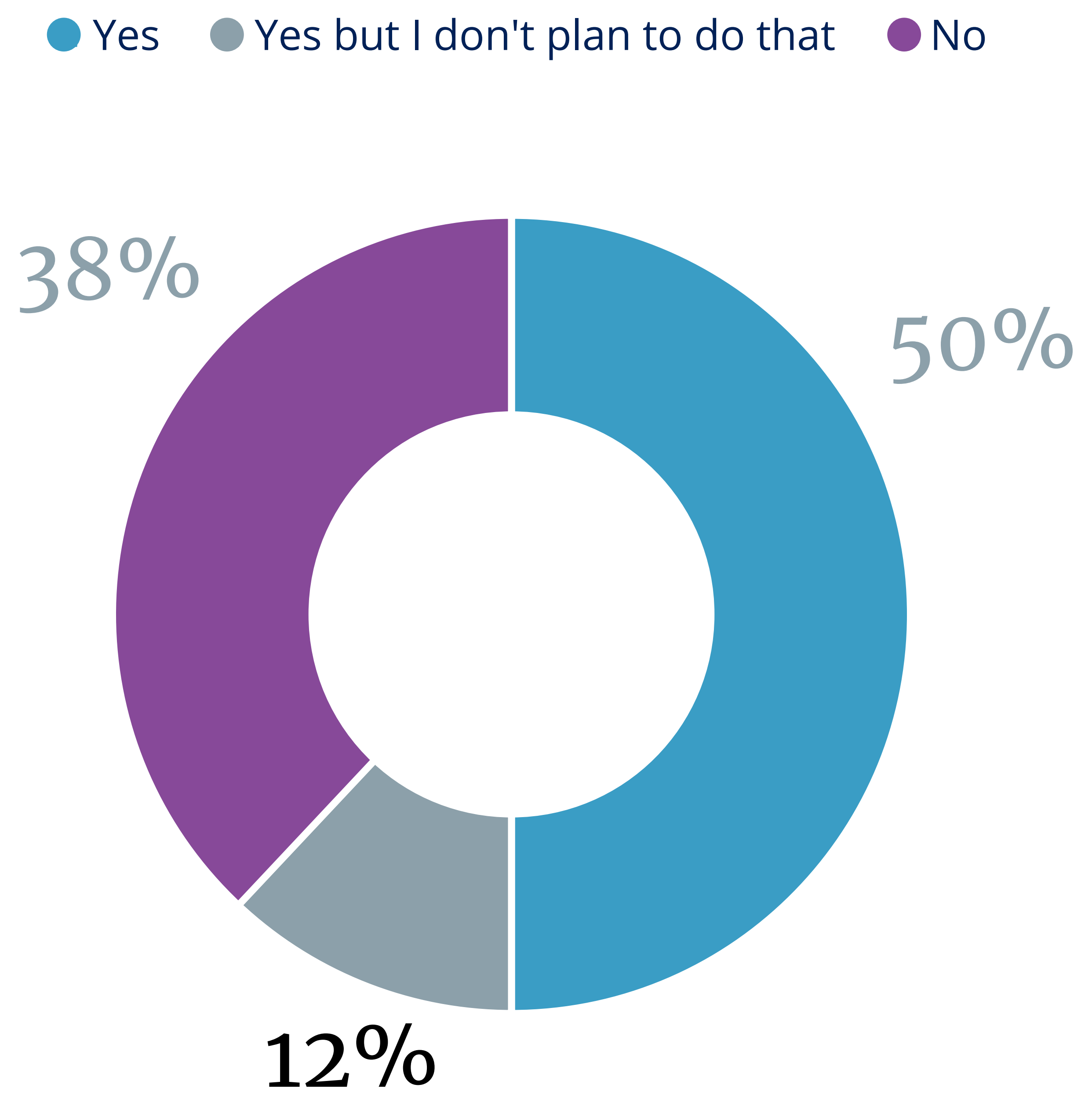
Empower data as of June 30, 2025.

Keeping money in the plan

Insights from our clients

- More than 75% of the assets that left Empower plans were rolled over to another qualified plan or to an IRA.
- More than 60% of those rollover assets went to advisory services organizations.
- This highlights members' desire to access for help with their financial needs.

Did you know that you may be able to keep your retirement savings in the plan after you retire?



38%

of **members are unaware** they can leave their balances in their plan at retirement

Empower data as of June 30, 2025.

Empower member survey 2025.

Five ways to bolster union members' retirement security

1 **Embrace**

modern plan features

2 **Encourage**

early and continuous contributions

4 **Promote**

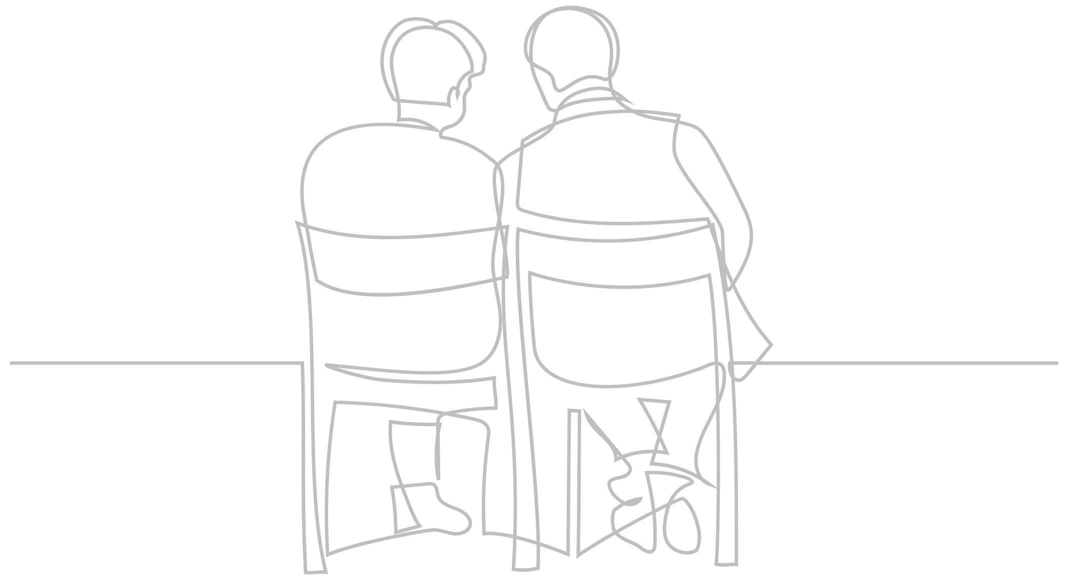
advice and education opportunities

5 **Safeguard**

retirement assets and minimize leakage.

3 Meet members where they are

to boost engagement



Plan insights

Plan details	12/31/2024	3/31/2025	6/30/2025	9/30/2025
Median Lifetime Income Score	56.4%	57.3%	57.3%	57.6%
Participant assets	$53,627,062	$53,555,619	$56,930,095	$60,608,780
Plan level assets	$22,078	$22,581	$26,277	$23,196

Participant details	12/31/2024	3/31/2025	6/30/2025	9/30/2025
Eligible participants	1,391	1,397	1,417	1,420
Participants with a balance	1,259	1,265	1,292	1,308
Average account balance	$42,595	$42,336	$44,064	$46,337
Participant email addresses captured	52.7%	54.6%	55.5%	57.2%
Participants without email address	595	574	575	560
Separated from service participants	185	189	188	195
Separated from service participants <$7,000	59	65	62	68
Separated from service participants <$1,000	32	31	31	38

Investment details	12/31/2024	3/31/2025	6/30/2025	9/30/2025
Investment options	24	24	24	24
Average funds utilized	3	3	3	3
Participants using Target-date strategy	51.1%	51.4%	52.6%	52.9%
Participants using Do-it-yourself strategy	48.9%	48.6%	47.4%	47.1%

Plan insights by age

As of 9/30/2025

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	26	91	229	399	351	210
Eligible participants	38	107	264	441	379	191
Number participating	0	0	0	0	0	0
Participant assets	$149,562	$1,983,349	$5,547,097	$17,393,536	$18,680,587	$16,854,403

Participant outcomes	Under 30 yrs	30-39 yrs	40-49 yrs	50-59 yrs	60-67 yrs	Over 67 yrs
Average account balance	$5,752	$21,795	$24,223	$43,593	$53,221	$80,259
Average equity percent	68.0%	81.2%	71.3%	61.1%	50.2%	47.8%
Participation rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average contribution rate						
Median Lifetime Income Score	64.6%	61.0%	57.6%	57.3%	53.5%	76.2%
Average Lifetime Income Score	64.9%	55.8%	55.0%	57.5%	70.7%	82.9%
Percent reaching goal	0.0%	0.0%	8.0%	2.9%	13.6%	16.7%

Plan insights by tenure

As of 9/30/2025

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	28	124	148	139	185	174	236	274
Eligible participants	25	281	186	136	180	163	205	244
Number participating	0	0	0	0	0	0	0	0
Participant assets	$206,081	$3,114,188	$2,463,360	$2,973,177	$6,440,373	$4,161,771	$15,676,260	$25,573,569

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	$7,360	$25,114	$16,644	$21,390	$34,813	$23,918	$66,425	$93,334
Average equity percent	64.8%	64.3%	63.3%	64.1%	64.4%	61.2%	55.6%	50.4%
Participation rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Average contribution rate								
Median Lifetime Income Score	63.2%	61.8%	49.8%	61.0%	55.2%	58.7%	54.6%	56.1%
Average Lifetime Income Score	54.8%	59.0%	32.4%	67.5%	58.2%	67.2%	63.8%	63.6%
Percent reaching goal	0.0%	0.0%	0.0%	8.0%	5.0%	11.1%	8.3%	11.1%

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.

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.

Glossary of terms

Subject	Description of terms
About your population Getting started	• **Eligible participants with a balance-** Based on all actively employed participants that are eligible to contribute to the plan; the percent that have a balance >$0. • **Participants with a phone number or email address-** Based on all participants that have a balance >$0; the percent that have a work email, personal email, mobile phone, home phone, or international phone number on file. • **With a registered online account-** Based on all participants that have a balance >$0; the percent that have registered online • **With a beneficiary on file[1]-** Based on all participants that have a balance >$0; the percent that have a beneficiary on file. This is only provided for plans where we are the beneficiary recordkeeper.

About your population
Saving & investing
	• **Increased their deferral election in the past year[1]**- Based on all the actively employed and eligible participants with a regular deferral election on the recordkeeping system that is greater than 0%/$0; the percent whose current deferral election is higher than their initial deferral election from the past 12 months that was greater than 0%/$0. This includes participant initiated and auto escalation increases. Participants that switched from percentage elections to flat dollar elections or vice versa are excluded from the evaluation.
	• **Using guided investment strategies**- Based on all participants that have a balance >$0; the percent using any of the following investment strategies:
	   • Managed accounts
	   • Online advice
	   • Target-date strategy
	   • Risk-based strategy
	   • Asset allocation model
	• **Enrolled in managed accounts[1]**- Based on all participants that have a balance >$0; the percent that enrolled in the managed account service. This is only provided for plans that offer managed accounts.
	• **Actively personalized their managed account profile[1]**- Based on all participants that have a balance >$0 and that are enrolled in the managed account service; the percent that have actively engaged in personalizing their managed account profile. This is only provided for plans that offer managed accounts.

About your population Planning & optimizing	• **Engaged with the website, app, or rep within the past year[1]**- Based on all actively employed participants that have a balance >$0; the percent that have engaged digitally or by phone in the past 12 months. This is only provided for plans that have had a balance for the past 12 consecutive months. • **Have set up their personal dashboard[1]**- Based on all participants that have a balance >$0 and that are registered online; the percent that have added either assets or liabilities to their dashboard. This is only provided for plans that allow account aggregation. • **Consolidated assets within your plan[1]**- Based on all participants that have a balance >$0; the percent that have a balance held in a separate money source that is designated for holding assets from incoming rollovers. This is only provided for plans that allow outside retirement accounts to be rolled into the plan.

[1]Not applicable for all plans

Glossary of terms

Subject	Description of terms
Participant activity Getting started	• **New participants with a balance**- The number of participants that started the period with a $0 balance and then later had a balance greater than $0 at any month-end during the period • **Added or updated phone number or email address**- Based on all participants that had a balance >$0 at any month-end during the period; the number that had a different phone number or email address at the end of the period compared to what they had at the beginning of the period. • **Registered their online account**- The number of participants that registered online during the period • **Added or updated their beneficiary**[1]- The number of participants that either added or last updated their beneficiary during the period. This is only provided for plans where we are the beneficiary recordkeeper.
Participant activity Saving & investing	• **Increased their deferral election**[1]- Based on all participants that had a regular deferral election on the recordkeeping system that was greater than 0%/$0 at any month-end during the period; the number whose ending deferral election was greater than their initial deferral election during the period that was greater than 0%/$0. This includes participant initiated and auto escalation increases. Participants that switched from percentage elections to flat dollar elections or vice versa are not counted. This is only provided for plans where we have deferral elections on file. • **Moved to using guided investment strategies**- Based on all participants that had a balance >$0 at any month-end during the period; the number that started the period using the Do-it-yourself or Brokerage investment strategies and then ended the period using any of the other guided investment strategies. • **Enrolled in managed accounts**[1]- The number of participants that proactively enrolled in the managed account service during the period. This is only provided for plans that offer managed accounts. • **Personalized a new category on their managed account profile**[1]- The number of managed account participants that actively engaged in personalizing a new category within their managed account profile for the first time during the period. This is only provided for plans that offer managed accounts.
Participant activity Planning & optimizing	• **Engaged with the website, app, or rep**[1]- Based on all participants that were actively employed with a balance >$0 at any month-end during the period; the number that engaged digitally or by phone during the period. This is only provided for plans that have had a balance for the past 12 consecutive months. • **Set up their personal dashboard**[1]- The number of participants that had either assets or liabilities added to their dashboard for the first time during the period. This is only provided for plans that allow account aggregation. • **Consolidated assets within your plan**[1]- The number of participants that had a deposit go into a separate money source that is designated for holding assets from incoming rollovers. This is only provided for plans that allow outside retirement accounts to be rolled into the plan.

[1]Not applicable for all plans

Disclosure

As part of providing products and services to retirement plans Empower personnel may provide information to plan representatives about available investment or pricing options. In providing this information, Empower is not undertaking to provide impartial investment advice, or to give advice in a fiduciary capacity regarding any transactions. Plan fiduciaries are responsible for the selection and monitoring of the Plan's investment options and for determining the reasonableness of all Plan fees and expenses.

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Thank you