



Plan Review

Washoe County OBRA

01/01/2022 through 03/31/2022

For sponsor use only.
Not for distribution to plan participants

PLAN | INVEST | PROTECT



CONTACT INFORMATION

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Plan Sponsor web site

www.voyaretirementplans.com/sponsor

Use the Plan Sponsor web site to help better manage your retirement plan. The site provides access to an education library, fiduciary information, and legislative/industry updates. In addition, it includes the ability to:

- View plan and participant-level account balances
- View plan level transaction history
- View year-to-date contribution amounts
- Review and manage plan investment options

* Entities listed above may or may not be affiliated with Voya.

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Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency

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Voya Update

At Voya, we are making strides toward being America's Retirement Company® by helping individuals become financially independent – one person, one family, one institution at a time. Within the Voya Update section, we explain why a growing number of people are choosing Voya to meet their financial and retirement planning needs.

Your plan is full of possibilities

See what's possible with **Voya Financial®**

Voya® at-a-glance

Company profile: Voya.com

Voya Financial, Inc. (NYSE: VOYA), helps Americans plan, invest and protect their savings – to get ready to retire better. With a clear mission to help make a secure financial future possible – one person, one family, one institution at a time – Voya's vision is to be America's Retirement Company®.

Through its Retirement & Investment Solutions and Insurance Solutions businesses, Voya serves:



13.8 million
customers



49,400
plan sponsors with
5.1 million plan
participants¹



\$547 billion
in total assets under
management and
administration²

Awards and Recognition

Client Relations Managers
average **19 years** of
industry experience and
11 years of tenure with
Voya³

Named a **2019 World's
Most Ethical Company®**
by Ethisphere Institute
for the fifth
consecutive year



1 of only 4 providers to
win more than 50 **Best
in Class** awards in 2018
PLANSPONSOR Defined
Contribution Survey



Ranked as a **top five defined contribution
provider** based on number of plans and
participants by *Pensions & Investments*
Defined Contribution Record Keepers Survey,
April 2018.

Four separate **2018 DALBAR Seals
of Communications Excellence:**
Retirement Mobile App,
Participant Website, Web Enrollment
Experience and Mobile Website⁶.



¹As of 12/31/18

²As of 3/31/19

³Voya Internal Data, May 2014

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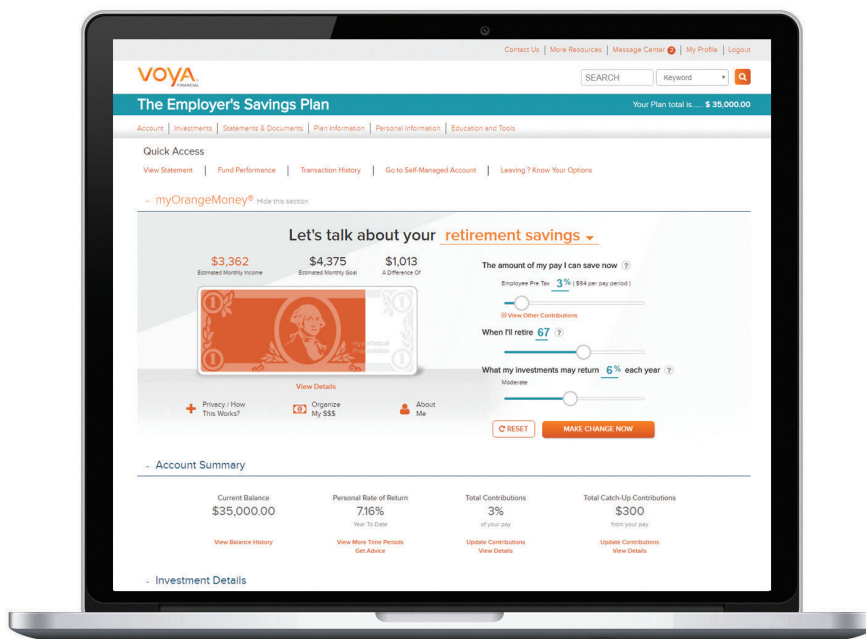
Inspiring income thinking

We believe every working American should have the tools and information to help build a secure retirement, regardless of income, age or life stage. We can help you achieve the business goals you have for your retirement plan, and educate and inspire employees to create real impact on retirement income.

Will your employees be ready for retirement? More importantly, how will they know? Understanding their future financial needs in real, everyday terms – what income they may want each and every month from their retirement resources – is key to determining if they will be ready.

Voya's award-winning online myOrangeMoney® interactive educational experience, also available through the Voya Retire mobile app, shows participants how their current retirement savings may translate into future monthly retirement income. It shows participants where they stand today, highlights areas that they may want to improve and enables them to take immediate action to help improve their readiness if they wish. Social Security benefit modeling and healthcare cost sliders can help participants see a more holistic retirement readiness picture.

See [myOrangeMoney](https://voyacd.com/myOrangeMoney) in action – watch an overview video of the website at <http://voyacd.com/myOrangeMoney> or the mobile app at <https://demos.voyacd.com/pwebmobileparticipant>.



Be ready employee experience

Voya's focused approach to employee communication and education is designed to make available for your employees the personalized, holistic and actionable information and tools they need to be ready.

- Customized, targeted employee communications
- Award-winning participant website centered around monthly retirement income and planning
- Web-based Personal Financial Dashboard tool to help employees organize, integrate and manage all of their financial information on one digital platform
- Online enrollment experience⁴
- Multi-tiered in-plan and out-of-plan financial strategies supported by phone or on-site⁵
- National enrollment and education support
- Spanish communications with bilingual Retirement Education Specialists⁶
- Multi-lingual language line available in 100 languages
- Participant financial education webinars

⁴Not available on all platforms.

⁵Financial advisors are Investment Advisor Representatives of and offer securities and investment advisory services through Voya Financial Advisors, Inc., member SIPC.

⁶Retirement Education Specialists are Registered Representatives of and offer securities through Voya Financial Partners, LLC, member SIPC.



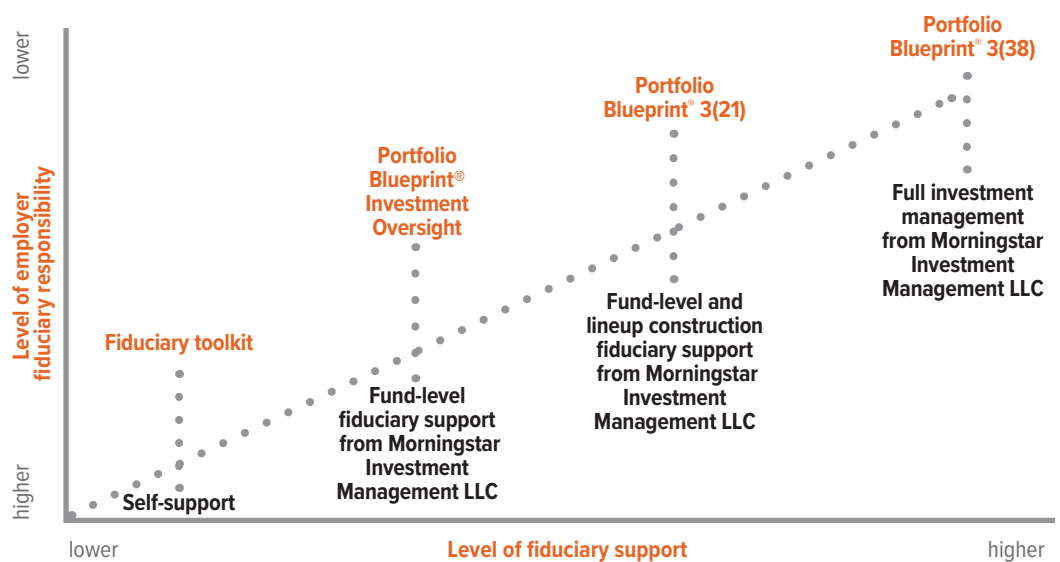
Flexible investment platform

Voya's flexibility offers you more choice in designing an investment menu that suits the unique needs of your plan and participants.

- No proprietary fund requirements above \$1M
- Options available to suit every type of investor
- Fixed Account and Stable Value alternatives
- Multi-manager platform
- Custom risk-based portfolios; target date funds
- In-plan retirement income solution
- Managed Accounts from Morningstar Investment Management LLC

Forward-thinking fiduciary solutions

From self-service to full investment management, Voya makes available a continuum of solutions designed to help you meet your fiduciary responsibilities in today's increasingly demanding regulatory landscape. Through a relationship with Morningstar Investment Management LLC, Voya offers investment solutions and fiduciary support services for plan sponsors.



Dedicated sponsor support and services


Voya's local resources, coupled with our robust plan administration capabilities and integrated technology, help make it easier for you to administer your plan and educate your employees while increasing plan health and employee readiness.

- Dedicated Client Relationship Manager and Plan Manager assigned to each plan
- Plan sponsor website
- Quarterly sponsor newsletter
- Plan review with plan insight reports to monitor plan health
- Plan benchmarking through Benchmark Wizard
- Automated online payroll administration with integrated payroll capabilities
- Automatic enrollment and rebalancing
- Contribution Rate Change
- and Escalator service⁷
- Loan modeling and monitoring⁷
- Eligibility tracking⁷
- Hardship suspension reinstatement⁷
- Online beneficiary maintenance⁷
- Expense Account for Service Expenditures (EASE)⁷
- Plan notice fulfillment service, Planotify
- Flexible on-demand reporting capabilities
- 401(k) Info center helps you keep your plan compliant

⁷Platform specific

The projections or other information generated by Morningstar® Retirement Manager™ regarding the likelihood of various retirement income and/or investment outcomes are hypothetical in nature, do not reflect actual results (including investment results) and are not guarantees of future results. Results may vary with each use and over time.

Morningstar® Retirement ManagerSM is offered by Morningstar, Inc. and is intended for citizens or legal residents of the United States or its territories. The investment advice delivered through Morningstar Retirement Manager is provided by Morningstar Investment Management LLC, a registered investment adviser and subsidiary of Morningstar, Inc. Morningstar Investment Management's advisory service relates solely to the investment options offered under the plan. Retirement plan funding products offered through Voya Financial Partners, LLC (member SIPC) or other broker dealers with which it has selling agreements. Voya Financial provides Morningstar Investment Management with the plan's investment options and information about participants but the decisions regarding the advice provided are made by Morningstar Investment Management. Voya and its companies are not affiliated with Morningstar Investment Management, LLC or its affiliates, and receive no fee or other direct financial benefits from Morningstar Investment Management in connection with the use of its services. The Morningstar name and logo are registered marks of Morningstar, Inc.



We are ready to help Americans build a secure financial future. We are ready to make a difference – to deliver financial solutions to help all Americans be ready.

Are you ready?

For more information, contact your financial professional or your local Voya representative.



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Not all services may be available for all plans.

Through a relationship with Morningstar Investment Management LLC, a registered investment advisor and wholly owned subsidiary of Morningstar, Inc., Voya makes available Portfolio Blueprint® and Portfolio Blueprint® Investment Oversight, services offering investment solutions and fiduciary support from Morningstar Investment Management LLC for plan sponsors. Morningstar Investment Management LLC makes its fund selections from the fund platform that is available under the applicable Voya product, which is a subset of the broad fund universe, and which consists of Voya proprietary funds and unaffiliated funds that may have agreed to pay Voya compensation in connection with sales of those funds and/or payments for services provided by Voya or its affiliates on behalf of the funds. Voya may at times request that Morningstar Investment Management LLC review specific fund selections but the final decision on which funds are selected for Portfolio Blueprint is Morningstar Investment Management LLC's. Morningstar Investment Management LLC has no ability to choose the funds that are made available under Voya's products and contracts. The services are either performed by Morningstar Investment Management or an affiliate. The Morningstar name and logo are registered marks of Morningstar, Inc. All other logos and marks are the property of their respective owners. Voya and its companies are not affiliated with the Morningstar family of companies.

Any insurance products, annuities and funding agreements that you may have purchased are sold as securities and are issued by Voya Retirement Insurance and Annuity Company ("VRIAC"). Fixed annuities are issued by VRIAC. VRIAC is solely responsible for meeting its obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services, LLC ("VIPS"). Neither VRIAC nor VIPS engage in the sale or solicitation of securities. If custodial or trust agreements are part of this arrangement, they may be provided by Voya Institutional Trust Company. All companies are members of the Voya® family of companies. **Securities distributed by Voya Financial Partners, LLC (member SIPC) or other broker-dealers with which it has a selling agreement.**

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Client Health Review

Capture the pulse of your plan with the Client Health Review. This section provides an overview of plan performance through an intuitive analysis of key elements, including participation, deferrals, participant engagement, and more.

PLAN PULSE

Gauge the direction and health of your plan by reviewing how key plan statistics have increased, decreased or stayed the same over time.

01/01/2021 - 03/31/2021 vs. 01/01/2022 - 03/31/2022

	Change since prior period	Impact of change
	 Increase  Decrease  No Change	 Positive impact  Negative impact  No impact
Plan assets		
Participant accounts		
Employee contributions*		
Employer contributions*		
Overall distributions		
Loan requests*		

* If applicable to your plan.

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Plan statistics for: Washoe County OBRA

PLAN STATEMENT

Here's a summary of your plan's current and prior period assets. In addition, total assets are graphed in the chart below for the 5 most recent periods. Please note, in some cases there may be differences between amounts noted here and in other reports or statements you receive. Differences may be due to timing and reporting methods. For this reason, we suggest you do not rely solely on the Plan Review for audit purposes.

Plan summary

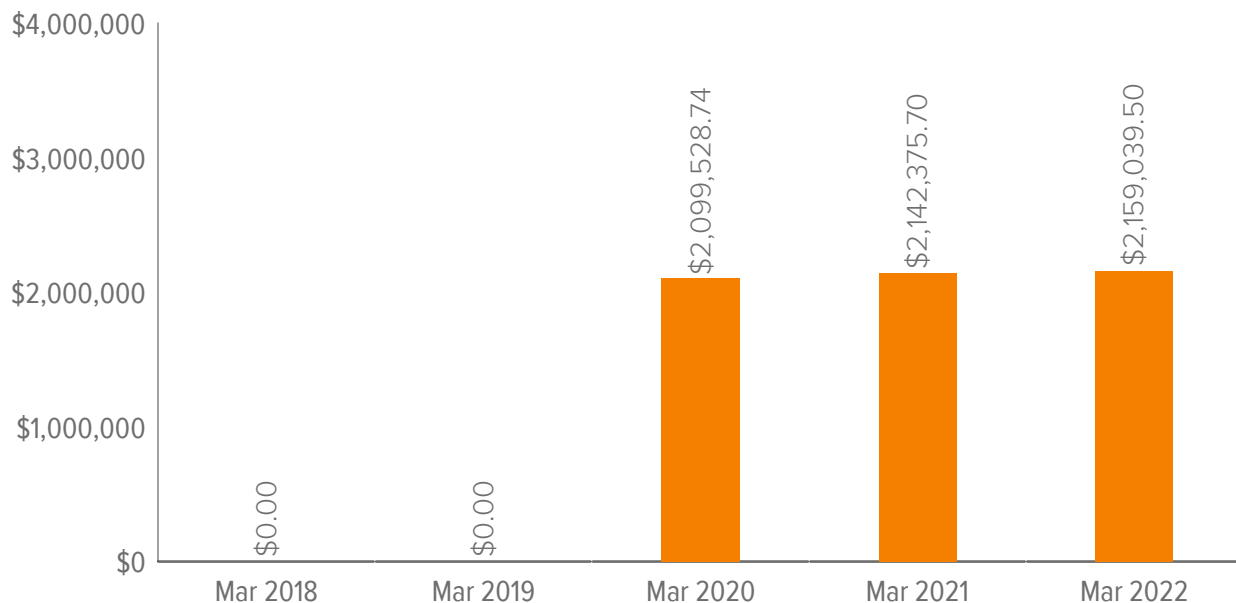
Compare by period

	(01/01/2021 - 03/31/2021)	(01/01/2022 - 03/31/2022)
Beginning of Period Plan Assets	\$2,148,624.55	\$2,120,670.18
Contributions	\$49,134.59	\$49,247.14
Distributions	-\$64,598.24	-\$17,228.88
Other Activity	-\$2,781.01	-\$211.46
Appreciation/Depreciation	\$11,995.81	\$6,562.52
End of Period Plan Assets	\$2,142,375.70	\$2,159,039.50

Appreciation/Depreciation reflects the investment gains/losses during the period reported excluding assets held outside Voya. If applicable, Dividends may represent dividends earned on assets held in NAV Funds or Self Directed Brokerage Option accounts.

Total plan assets

Compare by period end



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Plan statistics for: Washoe County OBRA

PARTICIPATION

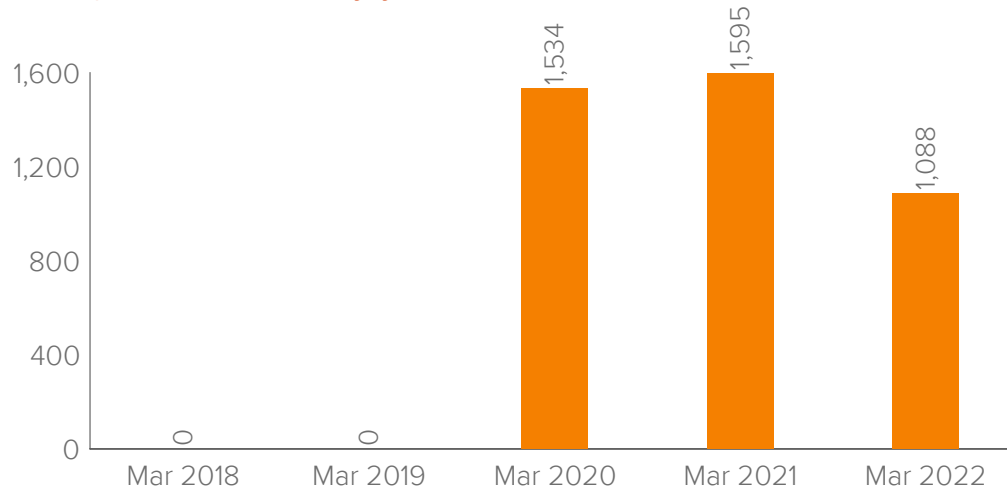
Participation is a key indicator of the success of your plan. Check out your progress. We can help you devise a plan to boost participation among employees as well as increase the deferral rates of existing participants.

Participant account reconciliation

01/01/2022 - 03/31/2022

Beginning of Period	1,065
New Accounts	36
Closed Accounts	-13
End of Period	1,088
Terminated Employees with an account balance	258
Terminated Employees with an account balance < \$5,000	219

Participant accounts by year



Participant accounts by age group

	Mar 2018		Mar 2019		Mar 2020		Mar 2021		Mar 2022	
<30	0	0.00%	0	0.00%	478	31.16%	450	28.21%	348	31.99%
30 - 39	0	0.00%	0	0.00%	459	29.92%	494	30.97%	312	28.68%
40 - 49	0	0.00%	0	0.00%	216	14.08%	237	14.86%	148	13.60%
50 - 59	0	0.00%	0	0.00%	178	11.60%	194	12.16%	136	12.50%
60+	0	0.00%	0	0.00%	202	13.17%	218	13.67%	141	12.96%
Unknown	0	0.00%	0	0.00%	1	0.07%	2	0.13%	3	0.28%

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Plan statistics for: Washoe County OBRA

PLAN HEALTH INSIGHTS

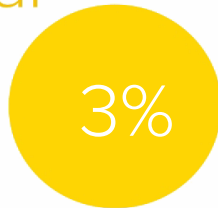
As of 03/31/2022

 **132**
Participants
included in analysis


9%
are on track
to exceed 70% of their
income in retirement.
Benchmark: 14%

The average
deferral
rate

Benchmark: 7%



Income replacement %

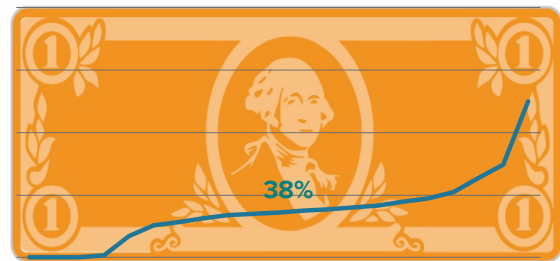
200%

150%

100%

50%

0%



1

132

Participants Included in Analysis

Average plan
income replacement

Benchmark: 40%

38%

30%

Social
Security

2%

DC

2%

Other

5%

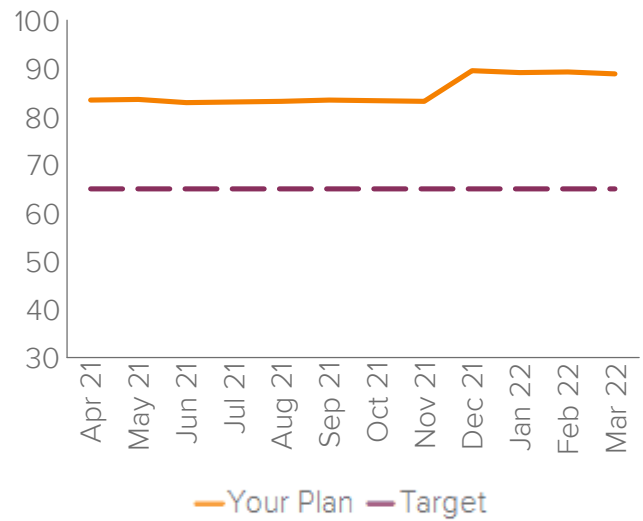
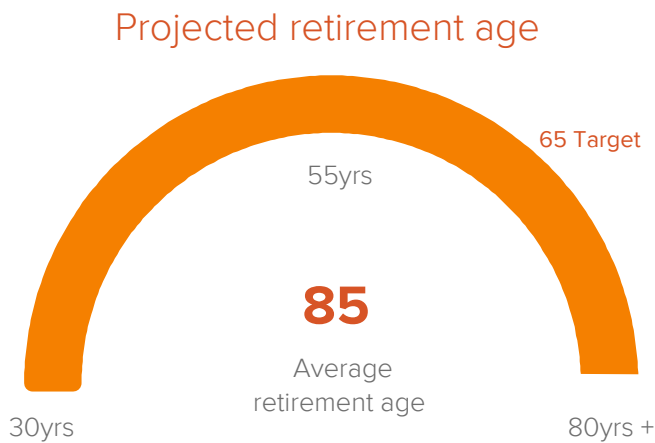
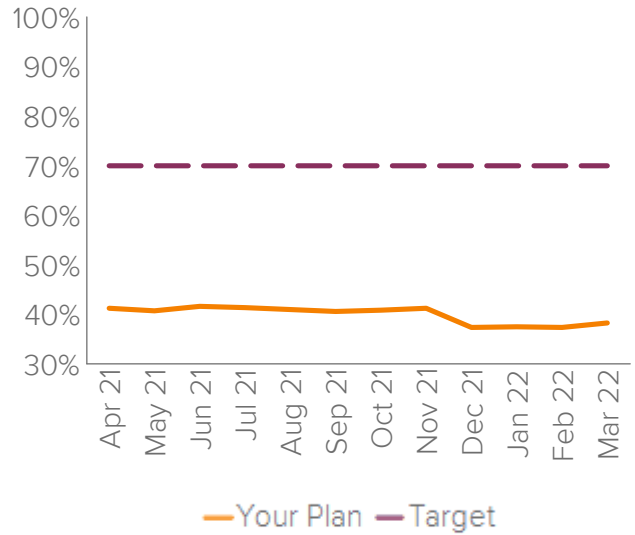
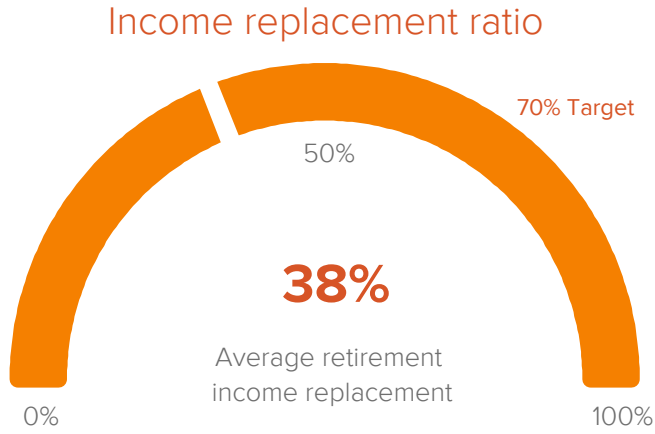
Pension

Benchmark data derived from Voya book of business statistics
Source of Data: Voya Retirement Readiness Data Mart

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Plan statistics for: WASHOE COUNTY OBRA DEFERRED COMP

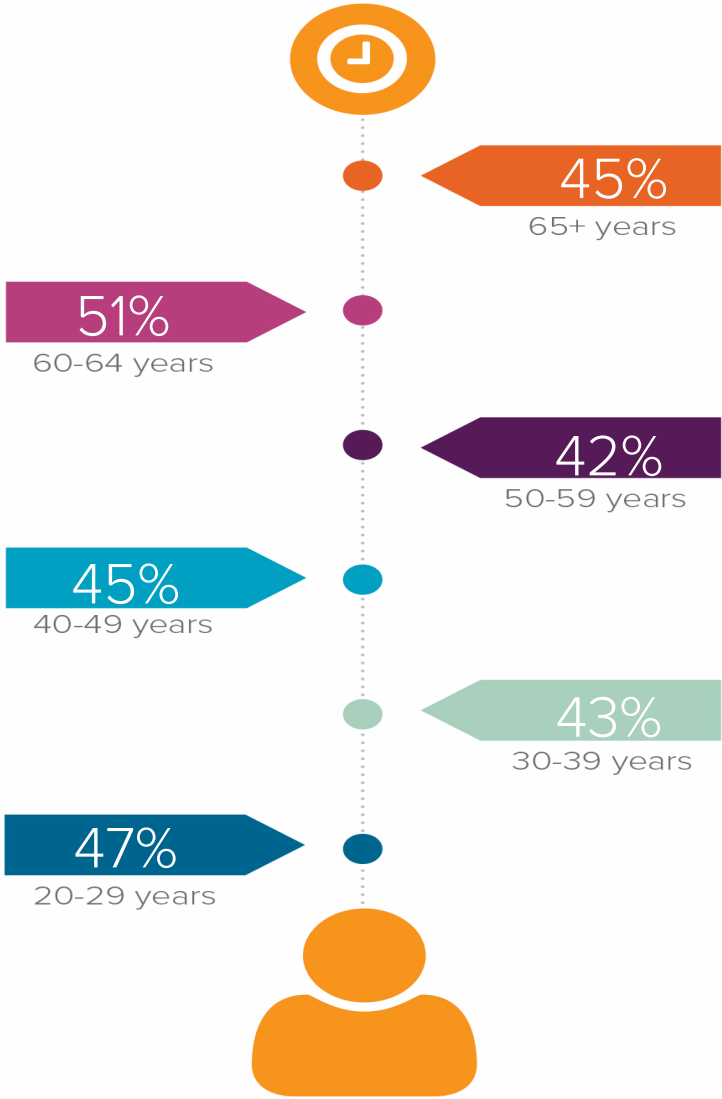
PLAN HEALTH TRENDING

As of 03/31/2022



Source of Data: Voya Retirement Readiness Data Mart

Income replacement ratio by age



Source of Data: Voya Retirement Readiness Data Mart
CN0428-33960-0519D

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Plan statistics for: WASHOE COUNTY OBRA DEFERRED COMP

PARTICIPANT ENGAGEMENT

Offering a variety of services helps create a more engaging experience for participants, which encourages action and drives results. The Participant Engagement report provides an overview of participant activity with central services, such as the toll-free Customer Service Center, Internet, Mobile, and the Voice Response line. Use this report to gain key insight into the actions and engagement levels of plan participants.

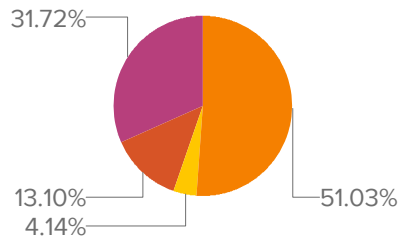
Participant access statistics

01/01/2022 - 03/31/2022

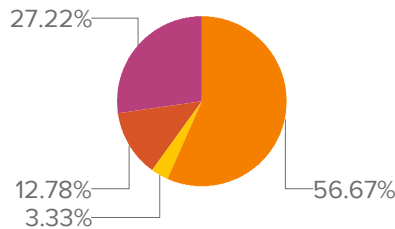
	Internet	Mobile	VRU	CSA*
Inquiries by type				
Total participants (unique)	88	4	25	36
Total inquiries	929	9	37	52

Unique participant inquiries by type

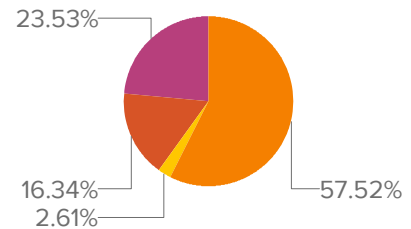
■ Internet
 ■ Mobile
 ■ VRU
 ■ CSA*



01/01/2020 - 03/31/2020



01/01/2021 - 03/31/2021



01/01/2022 - 03/31/2022

	Internet	Mobile	VRU	CSA*
Actions by type				
Catch up contribution elections	0	0	0	0
Contribution rate escalations	0	0	0	0
Deferral updates	0	0	0	0
Fund transfers	0	0	0	0
In-service/partial withdrawals	0	N/A	N/A	0
Investment election changes	0	0	0	0
Investment reallocations	0	0	0	0
Loan requests	0	N/A	N/A	0
Lump sum withdrawals	1	N/A	N/A	9
Rebalance elections	0	0	0	0
Total	1	0	0	9

* CSA - Customer Service Associate

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Plan statistics for: Washoe County OBRA

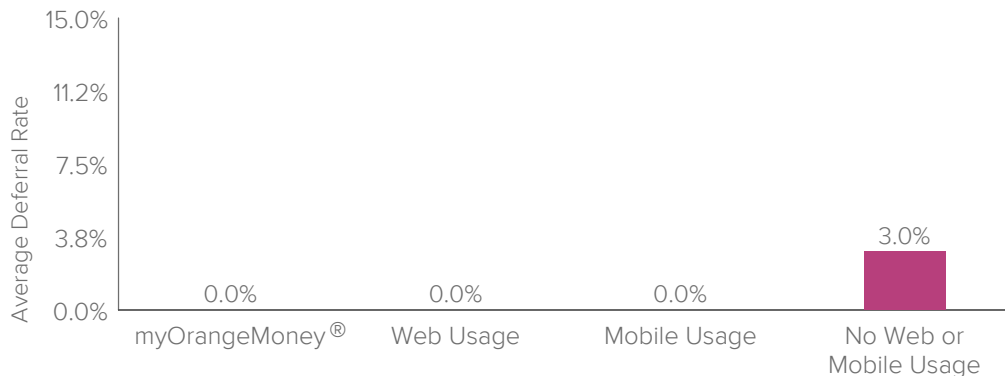
Engagement

myOrangeMoney®	5
Personal Financial Dashboard	1
Total participants (unique)	6

Web engagement impact on deferral rates

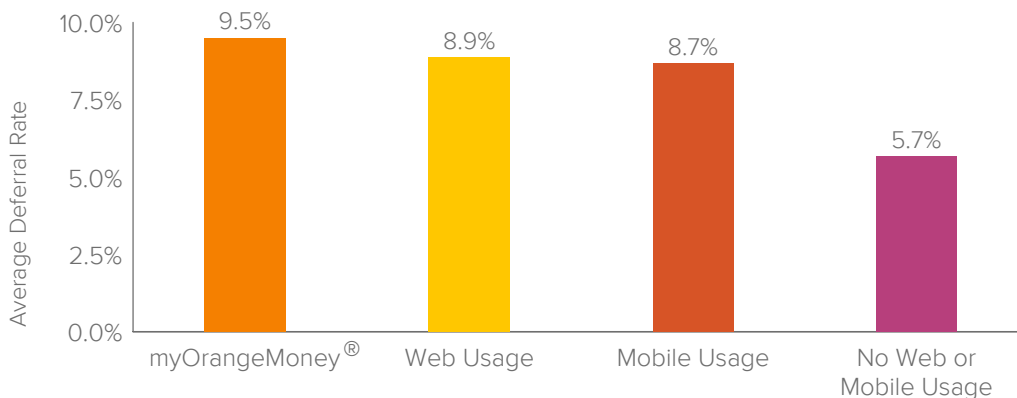
01/01/2022 - 03/31/2022

Your plan



Important Note - Your plan's rates are calculated based on the information provided to Voya.

All Voya plans



Rates derived from Voya Retirement Readiness Data Mart as of February 2022

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Plan statistics for: Washoe County OBRA



Plan Activity

The Plan Activity is designed to lighten your burden and provide you with several easy-to-read analysis tools. These tools will empower you to actively analyze plan performance and objectively make recommendations for optimizations.

TRANSACTION ACTIVITY DETAIL

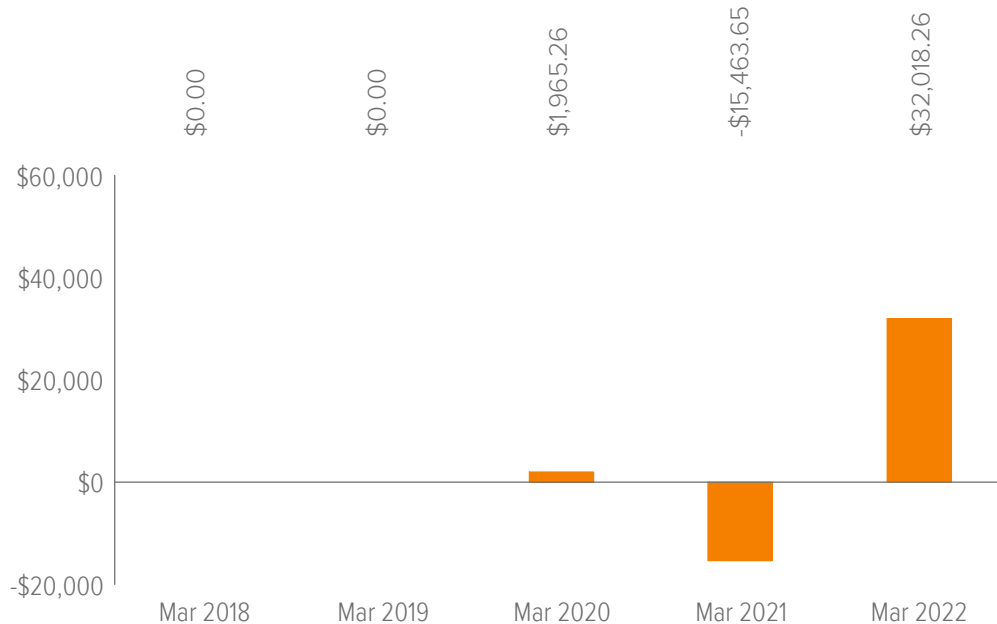
Below is a summary of your plan's transaction activity and net cash flow, along with highlights of the more notable transactions for the current period and prior periods. Monitor this data over time to ensure contribution levels are satisfactory and that distributions haven't risen unexpectedly, possibly indicating a need for further employee education.

Summary activity

	Prior Period 01/01/2021 - 03/31/2021		Current Period 01/01/2022 - 03/31/2022	
	Amount	Participants	Amount	Participants
Contributions	\$49,134.59	191	\$49,247.14	202
Distributions	-\$64,598.24	37	-\$17,228.88	14
Other Activity	-\$2,781.01	1,628	-\$211.46	987

The Summary Activity section does not include daily valuations of investment options; thus it does not reflect market appreciation or depreciation. Net Cash Flow below is determined by subtracting the total Distributions from the total Contributions for the period.

Net cash flow by period end (contributions vs. distributions)



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Plan statistics for: Washoe County OBRA

Activity Highlights

	Prior Period 01/01/2021 - 03/31/2021		Current Period 01/01/2022 - 03/31/2022		Change Over Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
Contributions						
414H Pickup	\$49,134.59	191	\$49,247.14	202	0.23%	11
Total	\$49,134.59		\$49,247.14		0.23%	
Distributions						
Death Claim	-\$9,734.31	4	\$0.00	0	-100.00%	-4
Excess Contribution	\$0.00	0	-\$723.18	1	0.00%	1
Minimum Distribution	-\$375.80	3	-\$403.46	2	7.36%	-1
Withdrawal	-\$54,488.13	30	-\$16,102.24	11	-70.45%	-19
Total	-\$64,598.24		-\$17,228.88		-73.33%	
Other Activity						
Asset Transfer	-\$2,620.74	1	\$0.00	0		
Fee	-\$160.24	1,327	-\$211.32	986		
Miscellaneous	-\$0.03	1	-\$0.14	1		
Total	-\$2,781.01		-\$211.46			

If applicable, "Asset Transfer" may refer to internal or external transfers of assets as a result of various transactions including, but not limited to, 90-24 transfers, 1035 exchanges, rollover contributions, mergers or product conversions. If applicable, "Fee," aside from "TPA Fee Deduction" and "Maintenance Fee," may refer to asset based administration, service or loan fees. If applicable, "Dividends" may represent dividends earned on assets held in NAV Funds or Self Directed Brokerage Option accounts.

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Plan statistics for: Washoe County OBRA

CONTRIBUTION SUMMARY

Examine contribution levels in a simple year-over-year format. Find out if your employees' contribution levels increased or decreased over the last five years.

Contributions by source and participants

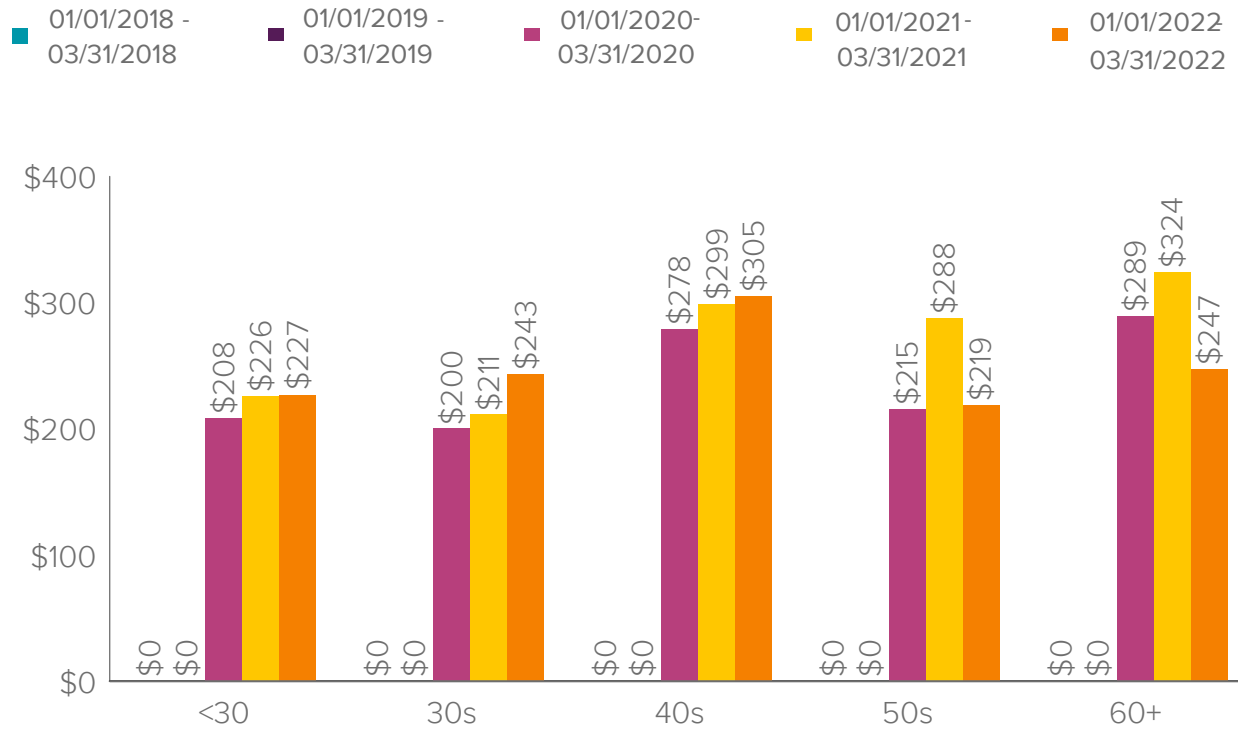
	01/01/2018 - 03/31/2018	01/01/2019 - 03/31/2019	01/01/2020 - 03/31/2020	01/01/2021 - 03/31/2021	01/01/2022 - 03/31/2022
Employee					
414H Pickup	\$0.00 (0)	\$0.00 (0)	\$47,232.37 (207)	\$49,134.59 (191)	\$49,247.14 (202)
Total	\$0.00	\$0.00	\$47,232.37	\$49,134.59	\$49,247.14
Grand Total	\$0.00	\$0.00	\$47,232.37	\$49,134.59	\$49,247.14

(Numbers) represent number of participants

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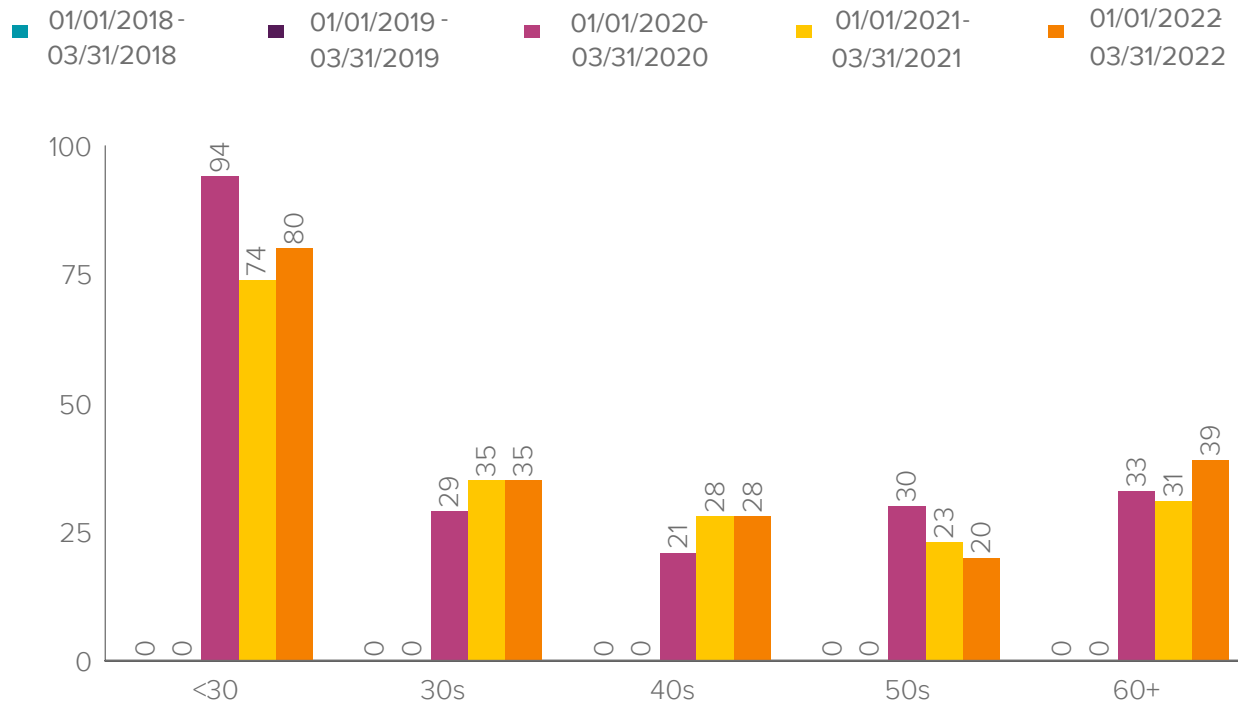
Plan statistics for: Washoe County OBRA

Average participant contributions by age group



Average participant contributions include employee sources only

Contributing participant counts by age group



Contributing participant counts include employee sources only

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Plan statistics for: Washoe County OBRA

CURRENT PARTICIPATION AND ENROLLMENT STATISTICS

Review key plan enrollment statistics at a glance including participation, deferrals, auto enrollment, and more. Use this report to spot trends and understand the overall activity and enrollment health of the plan.

Current participation

	Year End 2018	Year End 2019	Year End 2020	Year End 2021	Q1 2022
Participant accounts	0	1,529	1,610	1,065	1,088
Deferral summary			Eligibility tracking		
As of			As of 03/31/2022		
Average deferral rate for all participants			%	Total eligible employees	1,509
Average deferral rate for HCE participants			%	Eligible employees not enrolled	0
Average deferral rate for NHCE participants			%	Plan participation	
Participants included in deferral rate calculation				As of	
Participants who changed deferral rate to 0 in the last 3 months			N/A	Participation rate	%
Contribution summary			Terminated employees		
As of 03/31/2022			As of 04/27/2022		
Total participants actively deferring in last 4 months			149	With an account balance	258
				With an account balance < \$5,000	219

Enrollment summary

01/01/2022 - 03/31/2022

New enrollments	39
Participants who opted for auto-escalation	0

Auto enrollment

01/01/2022 - 03/31/2022

Average deferral rate of auto-enrollers (0)	0.0%
Average deferral rate of self-enrollers (0)	0.0%
Average deferral amount of self-enrollers (0)	\$0
Opted out	0

Your plan's data is calculated based on information provided to Voya. Participants actively deferring in last 4 months excludes those who've been suspended or currently have an inactive account status.

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Plan statistics for: Washoe County OBRA

PARTICIPANT BALANCE

Monitoring your participants' account balances and comparing them to benchmark data helps you encourage employees to remain on track with their retirement.

Your average participant account balance compared to benchmark data

↑ Your balance is above the benchmark
 ↓ Your balance is below the benchmark
 ✖ No change

	Mar 2018	Mar 2019	Mar 2020	Mar 2021	Mar 2022
Your Plan	\$0	\$0	\$1,369	\$1,343	\$1,984
Benchmark	\$35,773 ¹	\$40,381 ²	\$46,823 ³	\$52,286 ⁴	
			↓	↓	

¹ Voya Universe of Government Plans as of December 2018

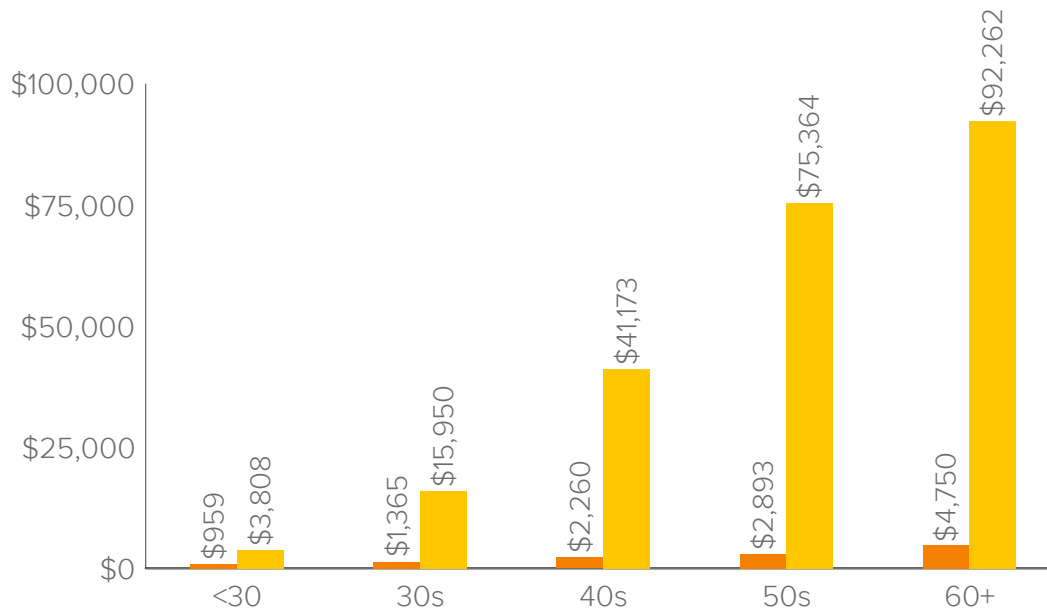
² Voya Universe of Government Plans as of December 2019

³ Voya Universe of Government Plans as of December 2020

⁴ Voya Universe of Government Plans as of December 2021

Your average participant account balance by age group

● Your Plan
 ● Benchmark



Voya Universe of Government Plans as of December 2021

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Plan statistics for: Washoe County OBRA

DISTRIBUTION SUMMARY

Compare your plan's total distribution dollars over a five year span. See how these dollars change according to type of distribution, in addition to your number of transactions.

Distributions by type and participants

	01/01/2018 - 03/31/2018	01/01/2019 - 03/31/2019	01/01/2020 - 03/31/2020	01/01/2021 - 03/31/2021	01/01/2022 - 03/31/2022
Death Claim	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$9,734.31 (4)	\$0.00 (0)
Excess Contribution	\$0.00 (0)	\$0.00 (0)	-\$1,220.61 (1)	\$0.00 (0)	-\$723.18 (1)
Minimum Distribution	\$0.00 (0)	\$0.00 (0)	-\$433.59 (11)	-\$375.80 (3)	-\$403.46 (2)
Withdrawal	\$0.00 (0)	\$0.00 (0)	-\$43,612.91 (30)	-\$54,488.13 (30)	-\$16,102.24 (11)
Total	\$0.00	\$0.00	-\$45,267.11	-\$64,598.24	-\$17,228.88

(Numbers) represent number of participants

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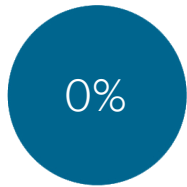
Plan statistics for: Washoe County OBRA

DIVERSIFICATION

It's sensible for each participant to hold a well-diversified retirement portfolio. Doing so reduces each investor's exposure to risk while optimizing his/her potential for return. The information that follows provides some insight as to how your participants are diversifying their investments.

Investment diversification

As of 04/27/2022



Voya views a person as diversified if their investment mix is made up of at least one fixed fund, one U.S. fund, and one Non U.S. fund and less than 20% in company stock, as applicable. Alternately they are considered diversified if they are invested in an asset allocation fund.

Diversification of participant assets by number of participants

As of 03/31/2022



Average number of investment options utilized per participant

	Mar 2019	Mar 2020	Mar 2021	Mar 2022
With Asset Allocation Funds	0.0	1.0	1.0	1.0
Without Asset Allocation Funds	0.0	1.0	1.0	1.0



Benchmark*

The average number of investment options utilized per participant without asset allocation funds excludes those participants who are invested solely in an asset allocation fund.

Please remember, using diversification as part of an investment strategy neither assures nor guarantees better performance and cannot protect against loss in declining markets.

* Voya Universe of Government Plans as of Dec. 2021; includes ppts invested solely in an asset allocation fund

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Plan statistics for: Washoe County OBRA

Diversification detail of participants utilizing one investment option

Investment Option/Fund Name (by Asset Class)	Participants Invested	
Asset Allocation	Total:	0
		0
Stability of Principal	Total:	1,088
Voya Fixed Account - 457/401 II		1,088
Bonds	Total:	0
Balanced	Total:	0
Large Cap Value/Blend	Total:	0
Large Cap Growth	Total:	0
Small/Mid/Specialty	Total:	0
Global / International	Total:	0
Grand total of participants utilizing one investment option		1,088

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Plan statistics for: Washoe County OBRA



Plan Investment Review

The Plan Investment Review provides a comprehensive overview of all of the investment options under your plan. It highlights multiple investment analysis tools, employee diversification, and several key facets to help you determine if the plan is on track to achieve the desired performance goals.

TOTAL PLAN ASSETS AND CONTRIBUTIONS BY INVESTMENT OPTION

Compare the allocation of existing assets with that of the current period. Do you see a dramatic change where assets are currently being allocated? Does that shift make sense given current market conditions...or your employees? Are the participants well diversified across the asset classes?

Diversification of Participant Assets and Contributions

Investment Option/Fund Name (by Asset Class)	Assets as of 03/31/2022	% of Total Assets	Participants Invested	Contributions 01/01/2022 - 03/31/2022	% of Total Contributions	Participants Contributing
Asset Allocation						
Total	\$0.00	0.00%		\$0.00	0.00%	
Stability of Principal						
Voya Fixed Account - 457/401 II	\$2,159,039.50	100.00%	1,089	\$49,247.14	100.00%	202
Total	\$2,159,039.50	100.00%		\$49,247.14	100.00%	
Bonds						
Total	\$0.00	0.00%		\$0.00	0.00%	
Balanced						
Total	\$0.00	0.00%		\$0.00	0.00%	
Large Cap Value/Blend						
Total	\$0.00	0.00%		\$0.00	0.00%	
Large Cap Growth						
Total	\$0.00	0.00%		\$0.00	0.00%	
Small/Mid/Specialty						
Total	\$0.00	0.00%		\$0.00	0.00%	
Global / International						
Total	\$0.00	0.00%		\$0.00	0.00%	
Grand Total	\$2,159,039.50			\$49,247.14		

For sponsor use only. Not for distribution to plan participants.

Plan statistics for: Washoe County OBRA

Voya Fixed Account – 457/401 II

The Voya Fixed Account – 457/401 II is available through a group annuity or other type of contract issued by Voya Retirement Insurance and Annuity Company (“VRIAC” or the “Company”). The Voya Fixed Account – 457/401 II is an obligation of VRIAC’s general account which supports all of the Company’s insurance and annuity commitments. All guarantees are based on the financial strength and claims-paying ability of VRIAC, which is solely responsible for all obligations under its contracts.

Asset Class: **Stability of Principal**

Important Information

This information should be read in conjunction with your contract prospectus, contract prospectus summary or disclosure booklet, as applicable. Please read them carefully before investing.

Voya Retirement Insurance and Annuity Company

One Orange Way
Windsor, CT 06095-4774
www.voyaretirementplans.com

Objective

Stability of principal is the primary objective of this investment option. The Voya Fixed Account – 457/401 II guarantees minimum rates of interest and may credit interest that exceeds the guaranteed minimum rates. Daily credited interest becomes part of principal and the investment increases through compound interest. All amounts invested by your plan in the Voya Fixed Account – 457/401 II receive the same credited rate. This is known as a portfolio method of interest rate crediting.

Key Features

The Voya Fixed Account – 457/401 II is intended to be a long-term investment for participants seeking stability of principal. The assets supporting it are invested by VRIAC with this goal in mind. Therefore, VRIAC may impose restrictions on transfers and withdrawals involving the Voya Fixed Account – 457/401 II if Competing Investment Options (as defined below) are offered, or if you have a choice between multiple service providers. These restrictions help VRIAC to provide stable credited interest rates which historically have not varied significantly from month to month despite the general market’s volatility in new money interest rates.

Restrictions on Transfers from the Voya Fixed Account – 457/401 II

Transfers from the Voya Fixed Account – 457/401 II will be subject to the equity wash restrictions shown below.

Equity Wash Restrictions on Transfers

Transfers between investment options are allowed at any time, subject to the following provisions:

- (a) Direct transfers from the Voya Fixed Account – 457/401 II cannot be made to a Competing Investment Option;
- (b) A transfer from the Voya Fixed Account – 457/401 II to other investment options under the contract cannot be made if a transfer to a Competing Investment Option has taken place within 90 days;
- (c) A transfer from the Voya Fixed Account – 457/401 II to other investment options under the contract cannot be made if a non-benefit withdrawal from a non-Competing Investment Option has taken place within 90 days; and
- (d) A transfer from a non-Competing Investment Option to a Competing Investment Option cannot be made if a transfer from the Voya Fixed Account – 457/401 II has taken place within 90 days.

Competing Investment Option

As used throughout this document, a Competing Investment Option is defined as any investment option that:

- (a) Provides a direct or indirect investment performance guarantee;
- (b) Is, or may be, invested primarily in assets other than common or preferred stock;
- (c) Is, or may be, invested primarily in financial vehicles (such as mutual funds, trusts or insurance company contracts) which are invested in assets other than common or preferred stock;
- (d) Is available through an account with a brokerage firm designated by the Company and made available by the Contract Holder (as defined in the contract) as an additional investment under the plan;
- (e) Is a self-directed brokerage arrangement;
- (f) Is any fund with similar characteristics to the above as reasonably determined by the Company; or
- (g) Is any fund with a targeted duration of less than three years (e.g. money market funds).

For more information regarding Competing Investment Options in your plan, please contact the Customer Contact Center at (800) 584-6001.

Requests for Full Withdrawals

If the contract is surrendered completely, or if you surrender your account to transfer to another carrier within the plan, a Market Value Adjustment (“MVA”) may be applied to the Voya Fixed Account – 457/401 II portion of your account (or the Contract Holder may elect to have the surrendered amount paid out over a period of 60 months, with interest paid). This MVA would not apply to any distribution made to you as a benefit payment. Please refer to your contract prospectus, contract prospectus summary or disclosure booklet, as applicable, for more information.

Interest Rate Structure

The Voya Fixed Account – 457/401 II guarantees principal and a guaranteed minimum interest rate (“GMIR”) for the life of the contract, as well as featuring two declared interest rates: a current rate, determined at least monthly, and a guaranteed minimum floor rate declared for a defined period – currently one calendar year. The guaranteed minimum floor rate may change after a defined period, but it will never be lower than the GMIR that applies for the life of the contract. The current rate, the guaranteed minimum floor rate and the GMIR are expressed as annual effective yields. Taking the effect of compounding into account, the interest credited to your account daily yields the then current credited rate.

VRIAC’s determination of credited interest rates reflects a number of factors, which may include mortality and expense risks, interest rate guarantees, the investment income earned on invested assets and the amortization of any capital gains and/or losses realized on the sale of invested assets. Under this option, VRIAC assumes the risk of investment gain or loss by guaranteeing the principal amount you allocate to this option and promising a minimum interest rate during the accumulation period and also throughout the annuity payout period, if applicable.

Currently, the guaranteed minimum floor rate equals the GMIR. The current rate to be credited under a contract may be higher than the GMIR/guaranteed minimum floor rate and may be changed at any time, except that VRIAC will not apply a decrease to the current rate following a rate change initiated solely by us prior to the last day of the three-month period measured from the first day of the month in which such change was effective. The current rate for a plan’s initial investment in the Voya Fixed Account – 457/401 II may be in effect for less than a full three-month period.

Any insurance products, annuities and funding agreements that you may have purchased are issued by Voya Retirement Insurance and Annuity Company ("VRIAC"). VRIAC is solely responsible for meeting its obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services, LLC ("VIPS"). Neither VRIAC nor VIPS engage in the sale or solicitation of securities. If custodial or trust agreements are part of this arrangement, they may be provided by Voya Institutional Trust Company. All companies are members of the Voya® family of companies. Securities distributed by Voya Financial Partners, LLC (member SIPC) or other broker-dealers with which it has a selling agreement. All products or services may not be available in all states.

War, inflation and hawkish policy pressure the financial markets

The world and markets continuously change, but over the first three months of 2022 there have been shocking shifts in the landscape and asset prices. Russia's invasion of Ukraine caught many off-guard. Beyond the terrible hardships this war has already caused for those directly involved, the distressing circumstances have cast a dark shadow of uncertainty over Europe and exacerbated existing risks. Geopolitical tensions between the West and the rest are as strained as they have been in decades. Stresses have been felt most acutely in the energy arena, as Russia produces about 10% of global oil and provides Europe with more than 40% of its natural gas. This disruption makes it more difficult for policy makers to quell inflation, which the Federal Reserve now admits is not transitory. Even stripping out food and energy, core CPI and personal consumption expenditures (PCE) are up 6.4% and 5.4% year-over-year (YoY), respectively. Labor markets are extremely tight: job openings now exceed estimates of unemployed workers by nearly 2:1 (Figure 1). As a result, the Fed has set a more hawkish tone in recent communications and left investors wondering how aggressive it will be.

The situation has not been favorable for stocks. Except for Latin America, a commodity-centric region, most major markets sold off during the quarter. In the United States, larger-capitalization, more value-oriented stocks outperformed smaller, growth-oriented stocks. Overseas, countries most exposed to the war, either geographically or economically, struggled. What made this a particularly painful period, however, was the lack of safety generally offered by bonds. The move-up in yields was astounding, not only for the size of the move — the 157 basis point increase in the two-year U.S. Treasury yield was a five-standard-deviation move — but also for the speed at which it occurred. Rising rates, along with wider yield spreads across the quality and product spectrum, caused core bonds to underperform stocks during a risk-off period, which is highly unusual.

Tactical indicators



Economic growth (positive)

U.S. real GDP growth was 6.9% in 4Q21. We expect it will slow in 2022, with full-year GDP growing about 3%



Fundamentals (positive)

U.S. earnings appear most resilient to rising prices and economic instability, but their pace of growth is likely to slow from past quarters and current expectations



Valuations (negative)

Stocks still look more attractively valued than bonds, but the spread has narrowed and is less appealing with each successive interest rate hike

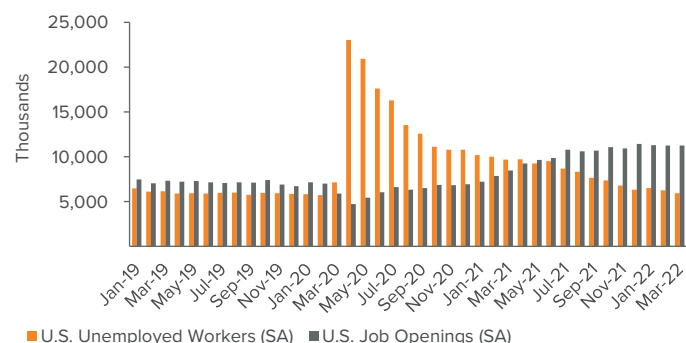


Sentiment (neutral)

Market sentiment is mixed but generally bearish. Consumer sentiment is highly negative

Figure 1. U.S. job openings exceed the estimate of unemployed workers by nearly 2:1

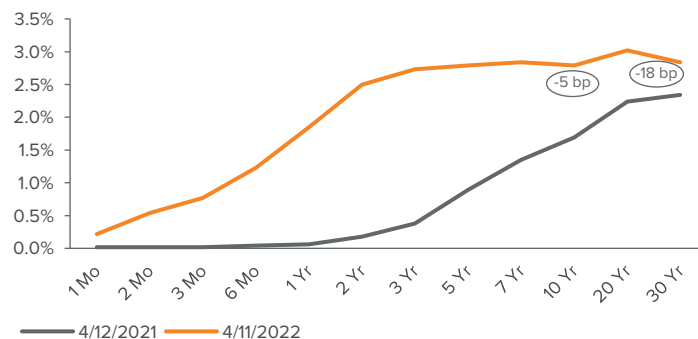
Unemployment versus job openings



Source: Bloomberg, as of 3/31/22.

Figure 2. The long end of the yield curve has slightly inverted. The short end is still steep, but expected to flatten

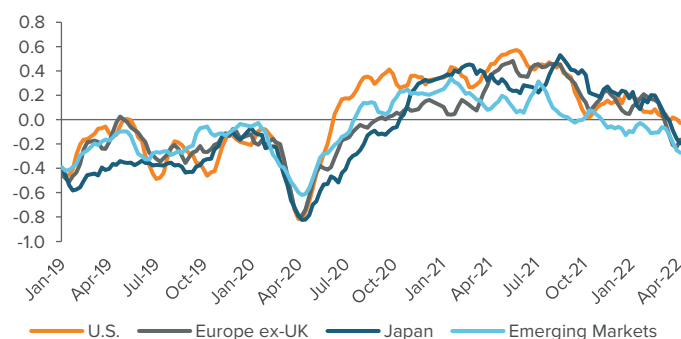
U.S. Treasury par yield curve rates



Source: U.S. Department of the Treasury, Voya Investment Management, as of 4/11/22.

Figure 3. Global earnings revisions are rolling over in every region of the world

Citi Earnings Revisions index, four-week moving average



Source: Bloomberg, Voya Investment Management, as of 4/8/22.

Portfolio positioning

Equities	Neutral	
U.S. Large Cap		Larger companies are better situated to absorb high wages, pass inflation through to consumers and maintain margins in an environment where multiples are likely to be pressured.
U.S. Small Cap		Valuation spreads to small caps are wide, which may present opportunities, but we prefer larger U.S. companies for their greater pricing power.
International		Europe is likely to enter recession as it contends with energy supply issues and heightened geopolitical risks.
Emerging Markets		Outlook mixed by region. Covid driven lockdowns across China have disrupted economic activity. They and EM Europe are adversely exposed to Russia–Ukraine conflict.
REITs		Rising rate environment likely to be a headwind for REITs.
Fixed Income	Underweight	
U.S. Core		Favor credit given yield pickup over sovereign bonds and generally healthy corporate balance sheets, but expectation for higher rates keeps us underweight the asset class.
Inflation (TIPS)		Break-evens look expensive as inflation has come in at 40-year highs and we believe core inflation is in the process of peaking.
Non-Investment Grade		Tight high-yield spreads imply limited room for compression, especially considering our less sanguine view of the macro environment. We believe risk budget is better deployed through equities.
International		Low relative yields and scope for stronger U.S. dollar keep us favoring U.S. bonds.

Underweight Neutral Overweight

Investment outlook

We know growth is slowing, but is a U.S. recession on the horizon? The probability has risen but we don't think a recession is imminent or inevitable over the next twelve months. As the effects from the pandemic continue to fade, mobility has picked up and formerly left-behind sectors — travel, leisure and lodging — should become recipients of an increased amount of consumer spending in the spring and summer months. Demand for labor remains strong — the unemployment rate fell to 3.6% in March and could go lower. The labor force participation rate has increased recently, and we think higher wages will increase participation more, at some point softening an extremely tight labor market. We do, however, acknowledge our later stage position in the business cycle and are aware that policymakers need to take action to reel in prices. This involves cutting aggregate demand in a manner that results in a soft landing. The war and sanctions on Russia have made that task more difficult; particularly in Europe, which imports significant energy resources from Russia, making it probable Europe will experience a recession. The U.S. is essentially energy independent and thus more insulated against prolonged disruption in Russian oil and gas supplies. What's more, the winding down of Covid will provide inflation relief on consumer prices for autos and shipping costs. We also realize the yield curve has inverted in spots (Figure 2) on several occasions, most notably in the long end, and has a concerning track record of forecasting future recessions. Not all yield curve segments have the same predictive ability, however; the Fed has published research suggesting the short end of the curve is a better indicator. The short end doesn't incorporate a term premium and is currently significantly negative. Moreover, the current level of policy accommodation needs to be considered. A good measure of this is the difference between the real Fed funds rate and the estimate of the neutral rate (R^*), which is still clearly negative. In

our view, the key to maintaining positive U.S. growth this year will be a transition from accommodative fiscal and monetary policies to a period of increased private sector investment that leads to productivity enhancing technologies such as robotics and automation, the adoption of which already were accelerated by the pandemic.

Despite our view that a U.S. economic contraction is avoidable in the near term, the outlook for equities has deteriorated since the beginning of the year and we think this sour spot is likely to last as monetary policy becomes tighter. If the Fed can anchor long-term inflation expectations, there could be room for equities to outperform, but global earnings revisions reflect the slower growth future and are rolling over in every region of the world — most meaningfully in the emerging markets (Figure 3). There are also several tail risks that appear uncomfortably fat; and in light of a smaller equity risk premium and other not particularly appealing valuation measures, we have reduced our allocation to stocks and now hold a neutral to slight overweight in most portfolios. We continue to prefer U.S. assets over the rest of the world, as its relative geographic and economic insulation provides a layer of defense against some of the most material risks. Within the U.S., large cap stocks remain our favorite asset class. Larger companies are in a better position to absorb high wages, pass through inflation to consumers and maintain margins in an environment where earnings multiples are likely to be pressured. Although earnings growth is coming down, our models forecast mid-teen earnings growth in 2022. This butts against the Fed tightening financial conditions and the likely countervailing force of contracting multiples. Taken together, we think U.S. large caps can deliver positive, albeit modest returns over the balance of 2022.



Paul Zemsky, CFA
Chief Investment Officer,
Multi-Asset Strategies



Barbara Reinhard, CFA
Head of Asset Allocation,
Multi-Asset Strategies

Multi-Asset Strategies and Solutions Team

Voya Investment Management's Multi-Asset Strategies and Solutions (MASS) team, led by Chief Investment Officer Paul Zemsky, manages the firm's suite of multi-asset solutions designed to help investors achieve their long term objectives. The team consists of 25 investment professionals who have deep expertise in asset allocation, manager selection and research, quantitative research, portfolio implementation and actuarial sciences. Within MASS, the asset allocation team, led by Barbara Reinhard, is responsible for constructing strategic asset allocations based on their long term views. The team also employs a tactical asset allocation approach, driven by market fundamentals, valuation and sentiment, which is designed to capture market anomalies and/or reduce portfolio risk.

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The U.S. Federal Reserve’s U-Turn



Douglas Coté, CFA
Head of
Global Perspectives

Executive Summary

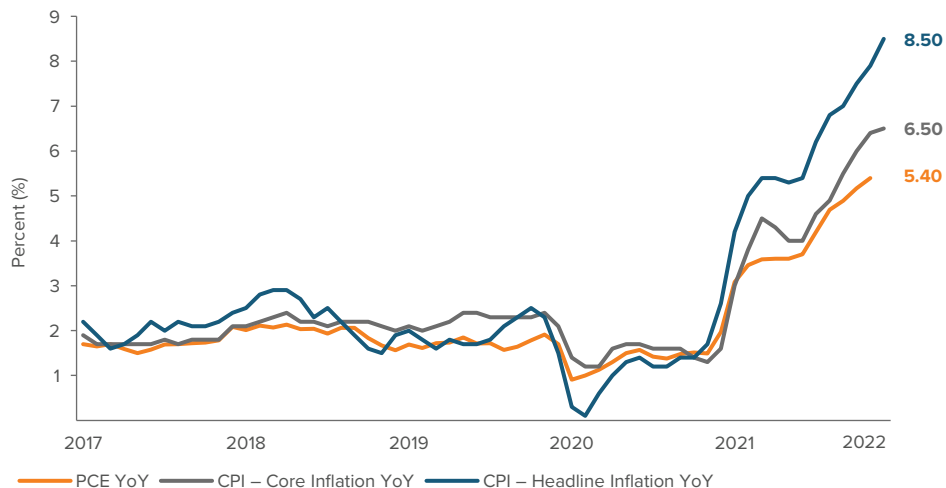
- The inflation genie is out of the bottle; the Fed let inflation run a little hot, now its scorching due to macro factors and the heat will be felt for some time to come.
- Through all the gloom, don’t forget the economic boom, which is only now downshifting from great to good.
- Manufacturing is beginning to strain under weight of inflation, but the game-changing Consumer continues to deliver.
- The Fed’s policy shift, if it goes ahead, represents a historical and intentionally aggressive U-turn.

The Inflation Genie

If you don’t turn on the TV, things can feel quite good. In America, we are at full employment, businesses are making record profits, and the value of our homes are going up like meme stocks and NFTs. What could go wrong?

Unfortunately, a lot. Costs for gas, food, and cars are all increasing, as are interest rates on mortgages and consumer credit, just to name a few. But price increases are good, right? Not so fast: These rising prices are key contributors to inflation, which at first is good – until it’s not. Indeed, inflation is a systemic risk to the markets. And what this all means is that the proverbial “inflation genie” is now out of the bottle, and it takes a long time to coax the genie back in.

Figure 1. The inflation genie is out of the bottle



Source: FactSet, as of 3/31/2022

So, how did this happen? The reasons are many, but it was truly codified on August 27th, 2020 when the U.S. Federal Reserve's Federal Open Market Committee instituted the "Federal Reserve Average Inflation Targeting" initiative. Basically, the FOMC decided to let inflation run "just a little hot" and they would know when it's time to cool it down. They failed. Sure, there are other contributing factors including the Russia-Ukraine war, which exacerbated a budding energy crisis, a nascent food crisis - not to say anything about China – and so on. But, to paraphrase Shakespeare, "inflation by any other name is still inflation". Inflation is bad for markets – both stock and bonds – because it is a discounting mechanism that hits long duration assets, like long maturity bonds and growth stocks, especially hard.

First quarter 2022 Review

It was a rough first quarter: Stocks and bonds were negative, with bonds underperforming equities; rampant inflation was the biggest concern as it hit an 8%-handle in March; and the Russia-Ukraine war worsened an already strained energy market, with Europe hit especially hard.

Global REITs and the S&P 500 were the best equity performers but were still negative. Indeed, growth stocks were slammed across all market capitalizations. Emerging Markets – dominated by China shares – performed the worst, losing 6.9% due in part to China's support and aid of Russia in its war against Ukraine. From a sector perspective, Energy dominated with a 39% return while Technology stocks faltered to an 8.4% loss. Commodities gushed across the spectrum, dominated by energy, and the CBOE Volatility Index (VIX) rose 19.4% to 20.56.

Meanwhile, U.S. Treasury 20+-year bonds were hit the hardest by surging inflation and interest rates, losing 11% in the quarter.

Figure 2. Markets in the First Quarter of 2022

Index	Q1 2022	2021	2020
Equity			
S&P 500	-4.6	28.7	18.4
S&P Midcap	-4.9	24.8	13.7
S&P Smallcap	-5.6	26.8	11.3
Global REITs	-3.8	27.2	-8.2
EAFE	-5.8	11.8	8.3
Emerging Mkts	-6.9	-2.2	18.7
Average	-5.3	19.5	10.4
Fixed Income			
Corporate	-7.7	-1.0	9.9
U.S. Treasury 20+	-11.0	-4.4	18.1
Global Aggregate	-6.2	-4.7	9.2
High Yield	-4.8	5.3	7.1
Average	-7.4	-1.2	11.1
Overall Average	-6.1	11.2	10.6

Figure 3. Equity Markets

Index	Q1 2022	2021	3 years	5 years
Broad Market				
Dow Industrial	-4.1	20.9	18.5	15.5
S&P 500	-4.6	28.7	26.1	18.5
S&P 100 (OEX)	-4.6	29.4	27.6	19.5
Nasdaq Composite	-8.9	22.2	34.3	25.0
Large-Cap				
Russell 1000	-5.1	26.5	26.2	18.4
Russell 1000 Value	-0.7	25.2	17.6	11.2
Russell 1000 Growth	-9.0	27.6	34.1	25.3
Mid-Cap				
Russell Mid-Cap	-5.7	22.6	23.3	15.1
Russell Mid-Cap Value	-1.8	28.3	19.6	11.2
Russell Mid-Cap Growth	-12.6	12.7	27.5	19.8
Small-Cap				
Russell 2000	-7.5	14.8	20.0	12.0
Russell 2000 Value	-2.4	28.3	18.0	9.1
Russell 2000 Growth	-12.6	2.8	21.2	14.5

Source: FactSet, FTSE NAREIT, Voya Investment Management. The Overall Average model allocation includes 10 asset classes, equally weighted: S&P 500, S&P 400 Midcap, S&P 600 Smallcap, MSCI U.S. REIT Index/FTSE EPRA REIT Index, MSCI EAFE Index, MSCI BRIC Index, Bloomberg Barclays U.S. Corporate Bonds, Bloomberg Barclays U.S. Treasury Bonds, Bloomberg Barclays Global Aggregate Bonds, Bloomberg Barclays U.S. High Yield Bonds. Returns are annualized for periods longer than one year. **Past performance is no guarantee of future results. An investment cannot be made in an index.**

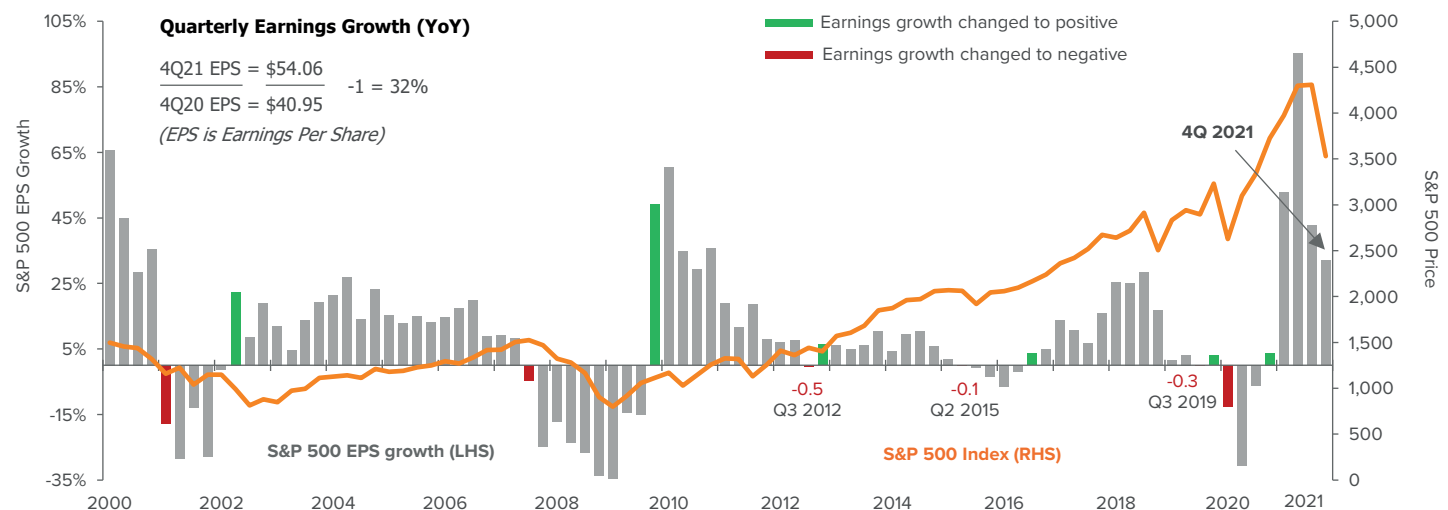
Advancing Corporate Earnings

The most recently reported quarterly results for the S&P 500 were for the fourth quarter of 2021, and it was big: Earnings grew 32% overall, with topline revenue growth at 15.1%, which was led by the Energy sector's 91.3% growth. Gross domestic product (GDP) notched a blistering 6.9% pace, led by a buildup in inventories, especially autos. Key components of fourth quarter GDP growth include:

- Consumption grew 2.5%, most notable was the durables component's 2.5% increase after dropping 24.6% in Q3; services continued their run at 3.3% growth
- Business fixed investment increased 2.8% after falling 2.3% in Q3
- Residential construction rebounded 2.2% after two quarters of losses

The nearly 7% GDP growth signals that the economic boom continued through year-end, though expectations are for a weak first quarter, due in part to difficult comparisons to a big fourth quarter.

Figure 4. Fundamentals Drive Markets with an Explosive Q4 EPS Growth



Source: Refinitiv – Thomson Reuters and FactSet, Voya Investment Management. Earnings per share (EPS) is the portion of a company's profit allocated to each outstanding share of common stock. The S&P 500 index is a gauge of the U.S. stock market that includes 500 leading companies in major industries of the U.S. economy. Past performance is no guarantee of future results. Indices are unmanaged and not available for direct investment.

This was yet another too-low miss by the cognoscenti of Wall Street on their estimates for corporate earnings. Wall Street analysts were behind the curve; on January 1st 2022, their estimate was for 22.3% earnings growth, versus the 32.1% actual growth. This is market-positive.

Broadening Manufacturing

The U.S. Institute for Supply Management manufacturing index fell 1.5 points to 57.1 in March, more than erasing the 1-point increase to 58.6 in February from January. This is the lowest since September 2020. The index was at 63.7 last March and weakness was fairly broad-based.

Despite the pullback, March readings remain historically elevated. Producers have benefited from higher prices despite rising input costs, and the need to rebuild inventories into 2022 after stimulus-induced 2021 sales surge. However, Eurozone industrial production stagnated in January, leaving production down 1.3% year-over-year at the start of the year.

Eurozone manufacturing PMI was revised down to 14-month low. The S&P Global Eurozone manufacturing PMI came in at 56.5, down from 58.2 in February. The German industrial sector is being adversely impacted by the Russia-Ukraine war and subsequent uncertainties in its gas and energy supplies, among other factors.

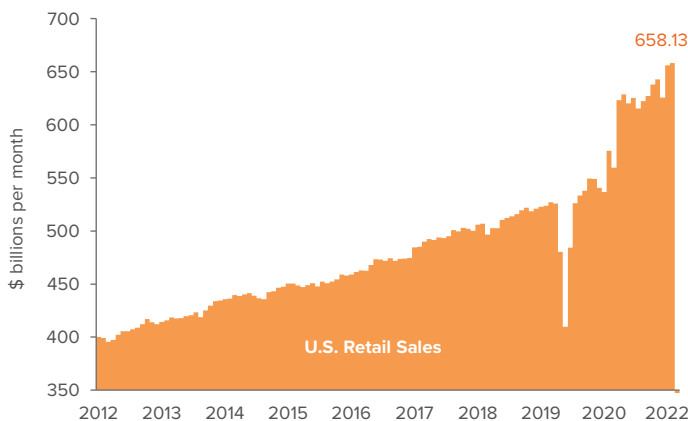
Inflation is rampant and widespread, as was evidenced by the prices-paid component, which jumped to 87.1 from 75.6, an increase not seen since December 2020. While this was the lowest recorded ISM level in 18 months, it was also the 21st consecutive month the United States has been in expansion territory.

Consumer the Gamechanger

Retail and food services sales in the U.S. for February 2022 were \$658.1 billion, an increase of 0.3% from the previous month, and 17.6% year-over-year. It is worth noting that this number is in nominal dollars and is not inflation adjusted. Consumer confidence in March rose to 107.2 versus a 16-month high of 128.9 in June of 2021 and a 6-year low of 85.7 in April of 2020.

Consumer spending is predicated on job growth, and the March nonfarm payroll report pushed the unemployment rate down to 3.6%, adding 431,000 jobs. Inflation does have an upside for homeowners as U.S. Household net worth in the fourth quarter totaled \$150.3 trillion, rising 8.2% from the previous quarter and 14.4% from a year ago.

Figure 5. Consumer as a Gamechanger



Source: FactSet. U.S. retail sales as of 2/28/22.

United States home price statistics revealed big December gains that extended the streak of outsized increases to 19 months. Statistics such as the S&P CoreLogic Case-Shiller 20-City Composite, which increased to a record high of 285.63 points in December 2021, which is an 18.6% year-over-year increase, illustrate this point. Mortgage rates are rising fast, and the expectation is that costlier financing will slow the housing market - like it always does - but it may not stop this tsunami any time soon. As good as this is for current homeowners, it is not so good for first time home buyers.

Looking Ahead: The Fed's U-turn

The Fed's policy shift represents a historical and intentionally aggressive U-turn. Indeed, it may have waited too long to start reducing the balance sheet, but it's coming at a time when the markets are vulnerable. Asset valuations are high and mortgage rates are climbing substantially. Let's hope the Fed doesn't overcompensate for lateness with overaggressive reductions. But, in the meantime keep in mind that corporate earnings are at record highs, manufacturing is booming, and U.S. household wealth is higher than ever before.

This sudden U-turn in the markets is a hurricane-force stress-test of not only a portfolio's construction but also whether the manager "sticks to the plan" when emotional, fear-based errors are most likely to occur. We recommend and integrate a rules-based investment plan for markets such as this one.

Disclosures

General Investment Risks: All investing involves risks of fluctuating prices and the uncertainties of rates of return and yield inherent in investing. All security transactions involve substantial risk of loss. Diversification does not guarantee a profit or ensure against loss. MSCI EAFE Index is a free float-adjusted market capitalization weighted index designed to measure the developed markets' equity performance, excluding the U.S. and Canada, for 21 countries. MSCI Emerging Markets Index is a free float-adjusted market capitalization index that measures emerging market equity performance of 23 countries. MSCI BRIC Equity Index is a market capitalization weighted index of about 320 companies located in Brazil, Russia, India and China. S&P MidCap 400 Index is a benchmark for mid-sized companies, which covers over 7% of the U.S. equity market and reflects the risk and return characteristics of the broad mid-cap universe. S&P SmallCap 600 Index covers approximately 3% of the domestic equities market and is designed to represent a portfolio of small companies that are investable and financially viable. MSCI U.S. REIT Index is a free float-adjusted market capitalization weighted index comprised of equity REITs that generate most of their revenue and income from real estate rental and leasing operations. The CBOE Volatility Index (VIX) is a real-time index that represents expectations for the relative strength of near-term price changes of the S&P 500 index. Bloomberg Barclays U.S. Aggregate Bond Index is composed of U.S. securities in Treasury, Government-Related, Corporate and Securitized sectors that are of investment-grade quality or better, have at least one year to maturity, and have an outstanding par value of at least \$250 million. Bloomberg Barclays U.S. Corporate Bond Index is a component of the Bloomberg Barclays U.S. Aggregate Index. Bloomberg Barclays U.S. Corporate High-Yield Bond Index tracks the performance of non-investment grade U.S. dollar-denominated, fixed rate, taxable corporate bonds including those for which the middle rating of Moody's, Fitch, and S&P is Ba1/BB+/BB+ or below, and excluding Bloomberg Barclays Global Aggregate Bond Index measures a wide spectrum of global government, government related, agencies, corporate and securitized fixed-income investments, all with maturities greater than one year. The Dow Jones Commodity Index is a broad-market commodity index comprised of liquid commodities from energy, agriculture and livestock, and metals.

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Communication & Education

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2022 Cost of Living Adjustments Announced

On November 4, 2021, the Internal Revenue Service issued Notice 2021-61, providing for the following 2022 cost of living dollar limits:

<u>LIMIT</u>	<u>2022</u>	<u>2021</u>
Defined Benefit Plans The lesser of the maximum dollar limitation for annual benefits under defined benefit plans under Internal Revenue Code (IRC) Section 415(b)(1)(A) or 100% of the participant's average compensation for his high 3 years.	\$245,000	\$230,000
Defined Contribution Plan 415 dollar limit The lesser of the dollar limitation for annual additions under defined contribution plans under IRC Section 415(c)(1)(A) or 100% of compensation.	\$61,000	\$58,000
401(k)/403(b)/Existing SARSEP Elective deferral limit All elective deferrals (including designated Roth contributions) in a tax year made by a participant to a 401(k), 403(b) tax deferred annuity, simplified employee pension, and SIMPLE retirement plan are aggregated under IRC Section 402(g).	\$20,500	\$19,500
457 Deferral Limits The lesser of the limitation on vested contributions to 457 plans under IRC Section 457(e)(15) or 100% of includible compensation.	\$20,500	\$19,500
403(b) Catch-up limit The maximum available 402(g) elective deferral limit plus the special catch-up election for employees participating in a 403(b) tax deferred annuity who have had at least 15 years of service with an educational organization, hospital, home health agency, health and welfare service agency, church or convention or association of churches. <i>Note: The additional 403(b) special catch-up of up to \$3,000 per year cannot exceed cumulatively \$15,000 over the lifetime of the 403(b) participant.</i>	\$23,500	\$22,500

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LIMIT

2022

2021

457 Catch-up limit

The special catch-up election for employees participating in an eligible 457 deferred compensation who have elected the special catch-up available in the three years prior to the year of normal retirement age.

\$41,000

\$39,000

Note: The participant in a governmental 457(b) plan may make catch-up contributions in a year equal to the greater of (a) the amount permitted under the age 50+ catch-up, or (b) the amount permitted under the 457 catch-up.

Age 50+ Catch-up Limits

The special catch-up available under IRC Section 414(v) for individuals at least 50 years old in 2022 and make eligible pre-tax contributions to 401(k), 403(b), and governmental 457 plans.

\$6,500

\$6,500

The special catch-up is available for individuals who are at least 50 years old in 2022 and make eligible pre-tax contributions to a SIMPLE plan.

\$3,000

\$3,000

Definition of Key Employee

The compensation threshold used for determining key employees under IRC Section 416(i)(1)(A)(i).

\$200,000

\$185,000

Definition of Highly Compensated Employees

The compensation threshold used for determining highly compensated employees under IRC Section 414(q)(1)(B).

\$135,000

\$130,000

Compensation Limit

The annual limit of compensation that may be taken into account for contribution purposes in accordance with IRC Section 401(a)(17).

\$305,000

\$290,000

The annual limit of compensation that may be taken into account for contribution purposes in accordance with IRC Section 401(a)(17) (certain governmental plan participants who first became participants in that governmental plan before the 1996 plan year).

\$450,000

\$430,000

Adjusted Gross Income Limit for Saver's Credit

The highest adjusted gross income (based on federal income tax filing status) taken into account for eligibility for the Saver's Credit under IRC Section 25B.

\$68,000 (joint)

\$66,000 (joint)

\$34,000 (single)

\$33,000 (single)

\$51,000 (head of household)

\$49,500 (head of household)

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LIMIT

2022

2021

SIMPLE Retirement Accounts

Compensation taken into account that an employee may elect to defer under a SIMPLE retirement plan described in IRC Section 408(p)(2).

\$14,000

\$13,500

Compensation for SEPs

Compensation taken into account to determine eligibility for simplified employee pensions (SEPs).

\$650

\$650

On October 13, 2021, the Social Security Administration released its cost of living information for 2022:

Taxable Wage Base

2022

2021

Maximum amount of earnings subject to payroll tax.

\$147,000

\$142,800

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> Investment Information > Fund Performance

Investment Option Descriptions

> Investment Information > Investment Option Descriptions



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