



# Plan Review

Washoe County (664391)

04/01/2024 through 06/30/2024

For sponsor use only.  
Not for distribution to plan participants

PLAN | INVEST | PROTECT



---

## CONTACT INFORMATION

---

Bishop Bastien  
Voya Financial\*



### Plan Sponsor web site [www.voyaretirementplans.com/sponsor](http://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.

Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value  
Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency

---

## TABLE OF CONTENTS

---

Voya Update Section.....	4
Client Health Review Section.....	9
Plan Activity Section.....	18
Investment Review Section.....	29
Communication & Education Section.....	49



## 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.



# Voya Financial Fact Sheet

Fourth-Quarter 2023



Our aspirational vision:

Clearing your path to financial confidence and a more fulfilling life

Voya Financial, Inc. (NYSE: VOYA), is a leading health, wealth and investment company offering products, solutions and technologies that help its individual, workplace and institutional clients become well planned, well invested and well protected. Voya also is purpose-driven and committed to conducting business in a way that is economically, ethically, socially and environmentally responsible. Voya has earned recognition as: one of the World's Most Ethical Companies® by Ethisphere; a member of the Bloomberg Gender-Equality Index; and a "Best Place to Work for Disability Inclusion" on the Disability Equality Index.

## Fast Facts



15.2 million

Customers



9,000

Employees



\$814 billion

Total assets under management and administration\*



Top 5

Provider of retirement plans\*\*



One of the 50

Largest managers of assets globally\*\*\*\*



Top 5

Group provider of supplemental health insurance\*\*\*

\*As of Dec. 31, 2023

\*\*Pensions & Investments magazine, Defined Contribution Record Keepers Directory, April 2023

\*\*\*LIMRA 2Q 2023 Workplace Supplemental Health In Force Final Report; Marketshare-Total Group Based Supp. Health. Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN) and ReliaStar Life Insurance Company of New York (Woodbury, NY), members of the Voya® family of companies.

\*\*\*\*Pensions & Investments magazine, "The Largest Money Managers," 2023 Survey based on assets as of 12/31/22

PLAN  
INVEST  
PROTECT

**VOYA**  
FINANCIAL



## Workplace Solutions

Voya provides workplace benefits and savings products, technologies and solutions through its Wealth Solutions and Health Solutions businesses. Voya offers innovative digital capabilities that focus on customer needs and enhance the participant education and user experience through all life stages. Examples include: myVoyage, a first-of-its-kind personalized financial-guidance and connected workplace-benefits digital platform, and Voya Claims 360, an integrated and intuitive model designed to simplify the claims process for supplemental health insurance products.

### - Wealth Solutions

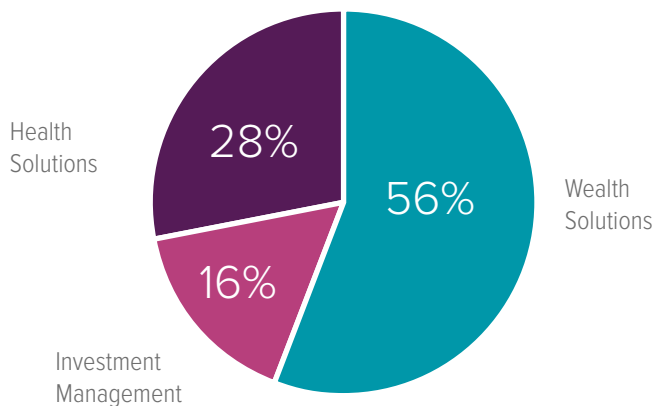
Voya is a leading provider of retirement products and services in the U.S., serving more than 54,000 institutional clients and over 6 million individual retirement plan participants. Voya also has approximately 600 financial professionals serving retail and workplace clients. Voya is focused on guiding Americans to greater retirement readiness and financial wellness through employer-sponsored savings plans and holistic retirement and income guidance.

### - Health Solutions

Through its insurance companies, Voya is a leading provider of supplemental health insurance in the U.S. and offers a comprehensive and highly flexible portfolio of stop loss, life, disability, and voluntary insurance products to businesses covering more than 6.6 million individuals through the workplace. Voya also offers health savings and spending accounts through our health accounts solutions business. Benefitfocus, a Voya company and a leading benefits administration provider, extends the reach of Voya's workplace benefits and savings offerings by engaging directly with over 12 million employees in the U.S.

## Percentage of adjusted operating earnings by segment\*

Before income taxes and for the year ended Dec. 31, 2023.  
Excludes Corporate.



## Investment Management

Voya Investment Management manages public and private fixed income, equities, multi-asset solutions and alternative strategies for institutions, financial intermediaries and individual investors, drawing on a 50-year legacy of active investing and the expertise of 300+ investment professionals.

Customer data for Voya's Health Solutions and Wealth Solutions customers per Voya Financial, Inc.'s 12/31/2022 10-K.

Health Account Solutions, including Health Savings Accounts, Flexible Spending Accounts, Commuter Benefits, Health Reimbursement Arrangements, and COBRA Administration offered by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC). HSA custodial services provided by Voya Institutional Trust Company. For all other products, administration services provided in part by WEX Health, Inc.

Insurance products are underwritten by ReliaStar Life Insurance Company (Minneapolis, MN) and ReliaStar Life Insurance Company of New York (Woodbury, NY). Within the State of New York, only ReliaStar Life Insurance Company of New York is admitted, and its products issued. Both are members of the Voya® family of companies. Voya Employee Benefits is a division of both companies. Product availability and specific provisions may vary by state.

## Awards and Recognitions



Third-party awards and/or rankings about entities within the Voya family of companies are given based upon various criteria and methodologies. Awards and/or rankings are not representative of actual client experiences or outcomes, and are not indicative of any future performance. For certain awards/rankings, Voya pays a fee to be considered. For material facts regarding an award, including but not limited to whether a fee was paid to be eligible for the award, please visit <https://www.voya.com/about-us/our-character/awards-and-recognition>.

“World’s Most Ethical Companies” and “Ethisphere” names and marks are registered trademarks of Ethisphere LLC.

THE INCLUSION OF VOYA FINANCIAL, INC., IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF VOYA FINANCIAL, INC., BY MSCI OR ANY OF ITS AFFILIATES. THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

## Strengthening our culture through workplace flexibility, employee well-being and diversity, equity and inclusion



# 90%

of employees have a positive sentiment toward Voya Financial.

Source: Voya Financial employee sentiment survey data, as of Nov. 2022

Voya provides a variety of benefits and services for its employees with an emphasis on physical, mental and financial well-being, including a no-cost tuition program, access to financial advisors and paid parental leave for both parents after the birth or adoption of a child.

# 32%

of Voya employees are people of color.

Source: Voya Financial 2022 Impact Report

Voya is building a workforce that better reflects the diversity of our society, including attracting and recruiting talent from underrepresented groups, and offering development programs to increase equity in career growth and mobility.

# 27%

of employees belong to one or more of Voya’s 11 employee-led councils.

Source: Voya Financial workforce data, as of Dec. 31, 2023

Each council creates a supportive community of colleagues who share similar experiences and their allies, as they learn to better understand and embrace differences and support each other. Councils are also business collaborators who help the company advance strategy through business plans, goal development and progress tracking.



# Voya's culture and values are reflected in how we serve clients and communities

Voya Foundation makes a meaningful difference in the community and empowers employees to engage in supporting causes that matter most to them, including nonprofits that serve health and human services, education and animal welfare.



Dozens of Voya leaders serve on nonprofit boards, where they can share their management skills and/or provide support for their communities.\*



Each employee receives 40 hours per year of paid time off to volunteer.



All full-time employees receive up to \$5,000 from Voya Foundation to match personal donations to any 501(c)3 organization.

\*Source: Voya Financial data, as of Dec. 31, 2023

## 2022 highlights\*\*

- Voya was ranked No. 2 in volunteer participation of more than 100 financial service companies.
- Employee donations to nonprofits, including the Voya Foundation match, totaled \$5.5 million.
- 53% of Voya employees donated their time to our communities during Voya's National Days of Service.

\*\*Source: Voya Financial 2022 Impact Report

## Voya Cares® resources, thought leadership and advocacy for disability inclusion

Voya Cares is committed to making a positive difference in the lives of people with disabilities and their caregivers from birth through aging. The program provides advocacy, educational resources and workplace solutions to help employers meet the complex needs of the aging and disabilities community in their workforce. Learn more by visiting [VoyaCares.com](https://VoyaCares.com).

Voya also received a score of 100% on the 2023 Disability Equality Index®, designating the company as one of 294 companies named as a “Best Place to Work for Disability Inclusion” for the sixth consecutive year.



Products and services offered through the Voya® family of companies. CN3353468\_0125 201713 254277\_0224

PLAN | INVEST | PROTECT

**VOYA**  
FINANCIAL





## 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.

04/01/2023 - 06/30/2023 vs. 04/01/2024 06/30/2024

	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.

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

Plan statistics for: Washoe County (664391)

## 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

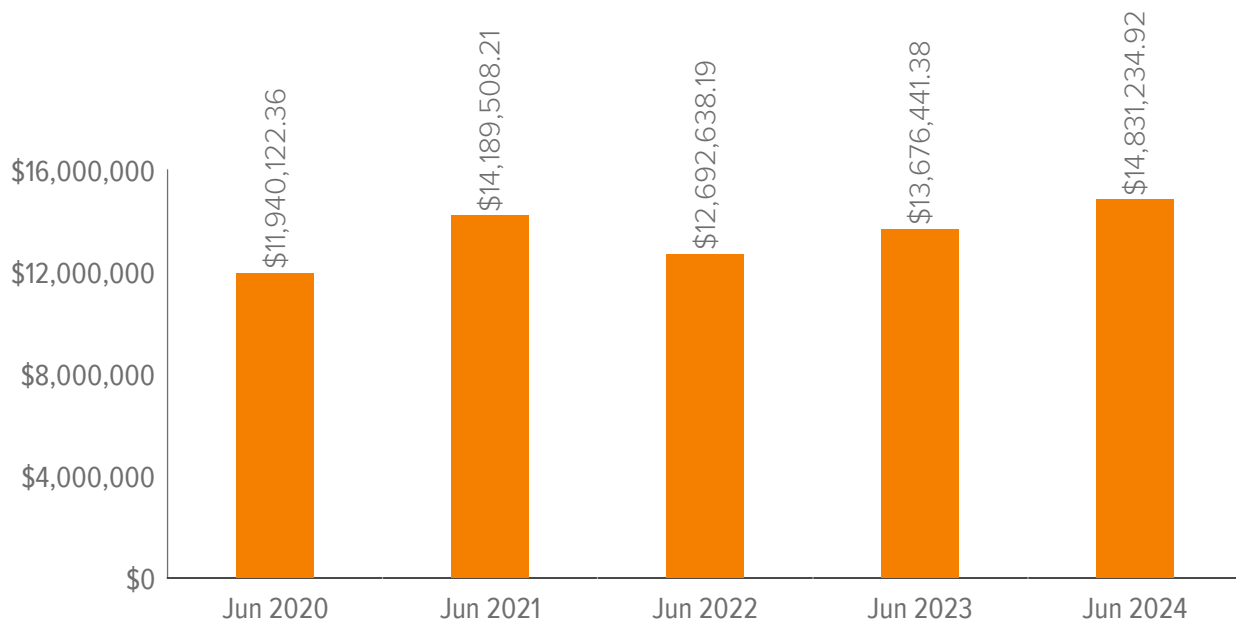
Compare by period

	(04/01/2023 - 06/30/2023)	(04/01/2024 - 06/30/2024)
Beginning of Period Plan Assets	\$13,108,885.30	\$15,137,959.43
Contributions	\$139,569.00	\$186,141.92
Distributions	-\$45,398.50	-\$489,119.52
Loan Activity	-\$21,742.23	-\$23,631.92
Other Activity	-\$2,208.68	-\$141,143.34
Dividends	\$21,425.30	\$30,743.73
Appreciation/Depreciation	\$475,911.19	\$130,284.62
End of Period Plan Assets	\$13,676,441.38	\$14,831,234.92

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



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

Plan statistics for: Washoe County (664391)



## PARTICIPATION

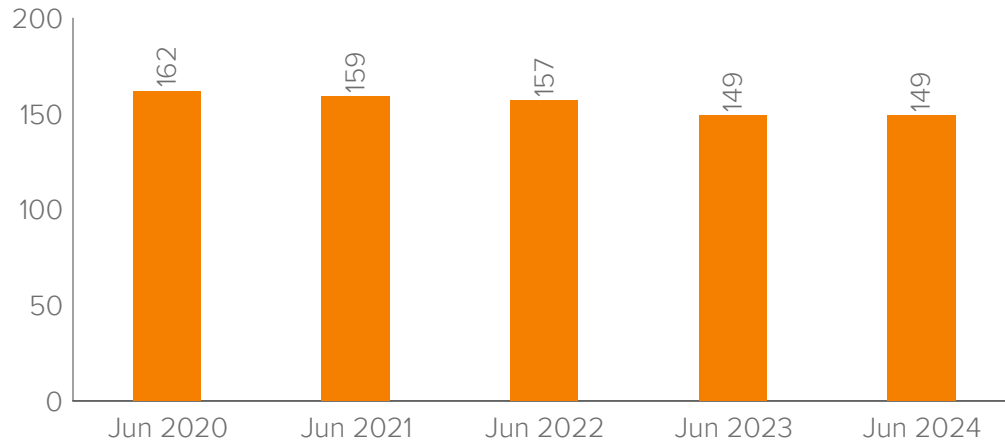
Participation is a key indicator of the success of your plan. Check out your progress. We can help you devise a plan to boost participation among employees as well as increase the deferral rates of existing participants.

### Participant account reconciliation

04/01/2024 - 06/30/2024

Beginning of Period	148
New Accounts	4
Closed Accounts	-3
End of Period	149
Terminated Employees with an account balance	65
Terminated Employees with an account balance < \$7,000	6

### Participant accounts by year



### Participant accounts by age group

	Jun 2020		Jun 2021		Jun 2022		Jun 2023		Jun 2024	
<30	1	0.62%	1	0.63%	2	1.27%	1	0.67%	3	2.01%
30 - 39	18	11.11%	19	11.95%	17	10.83%	15	10.07%	16	10.74%
40 - 49	41	25.31%	39	24.53%	38	24.20%	34	22.82%	32	21.48%
50 - 59	44	27.16%	42	26.42%	43	27.39%	42	28.19%	43	28.86%
60+	58	35.80%	58	36.48%	57	36.31%	57	38.26%	55	36.91%
Unknown	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Plan statistics for: Washoe County (664391)

# PLAN HEALTH INSIGHTS

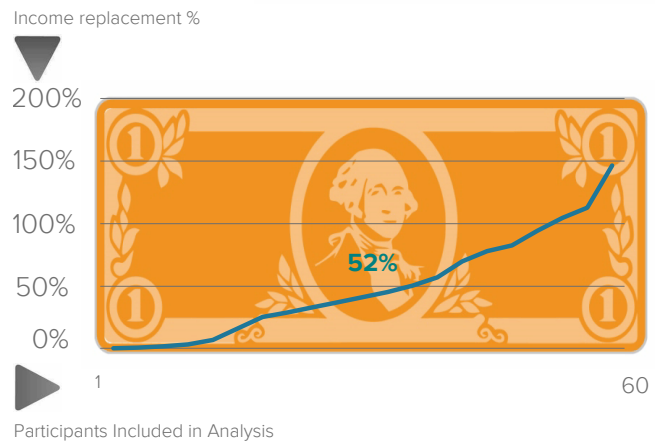
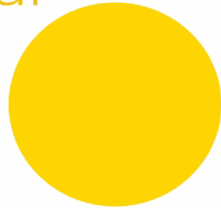
As of 06/30/2024

 **60**  
**Participants**  
included in analysis

  
**32%**  
are on track  
to exceed 70% of their  
income in retirement.  
Benchmark: 19%

The average  
deferral  
rate

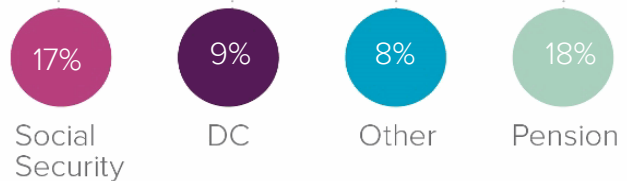
Benchmark: 7%



Average plan  
income replacement

Benchmark: 44%

**52%**



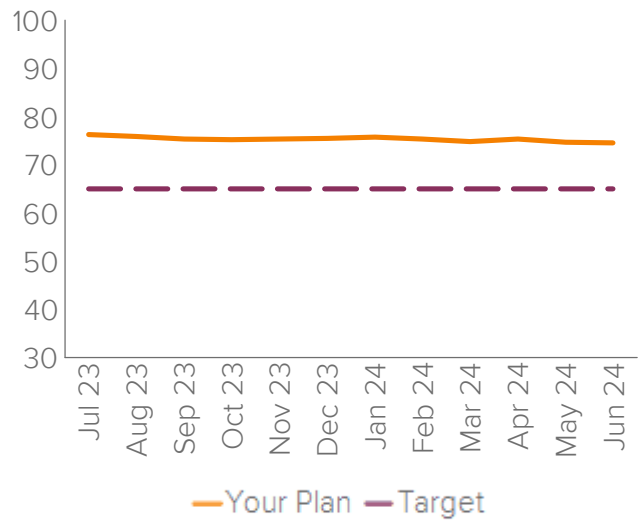
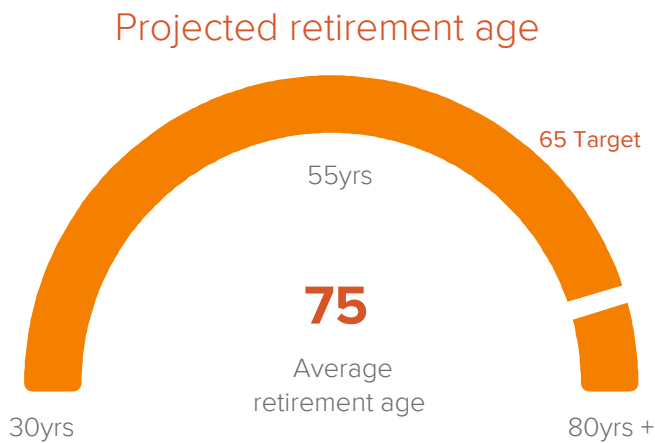
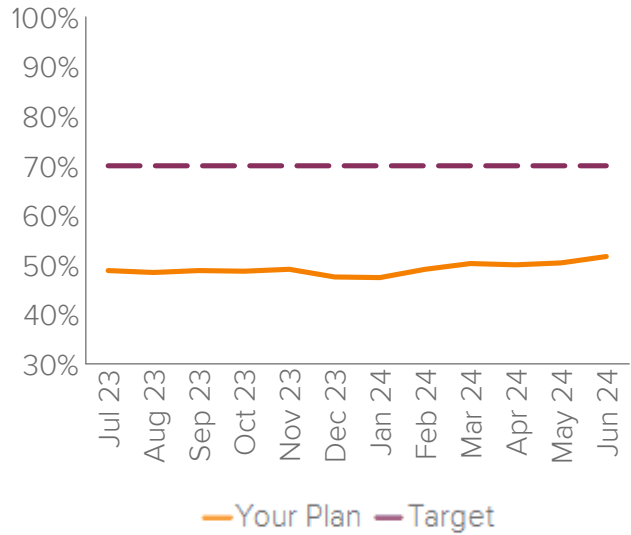
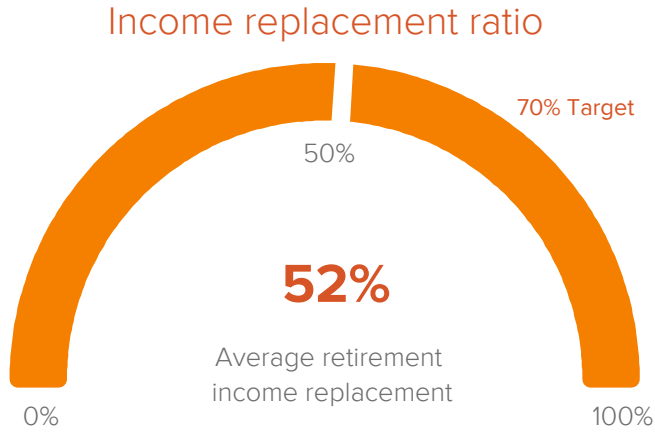
Benchmark data derived from Voya book of business statistics  
Source of Data: Voya Retirement Readiness Data Mart

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

Plan statistics for: WASHOE COUNTY 401A PLAN

## PLAN HEALTH TRENDING

As of 06/30/2024



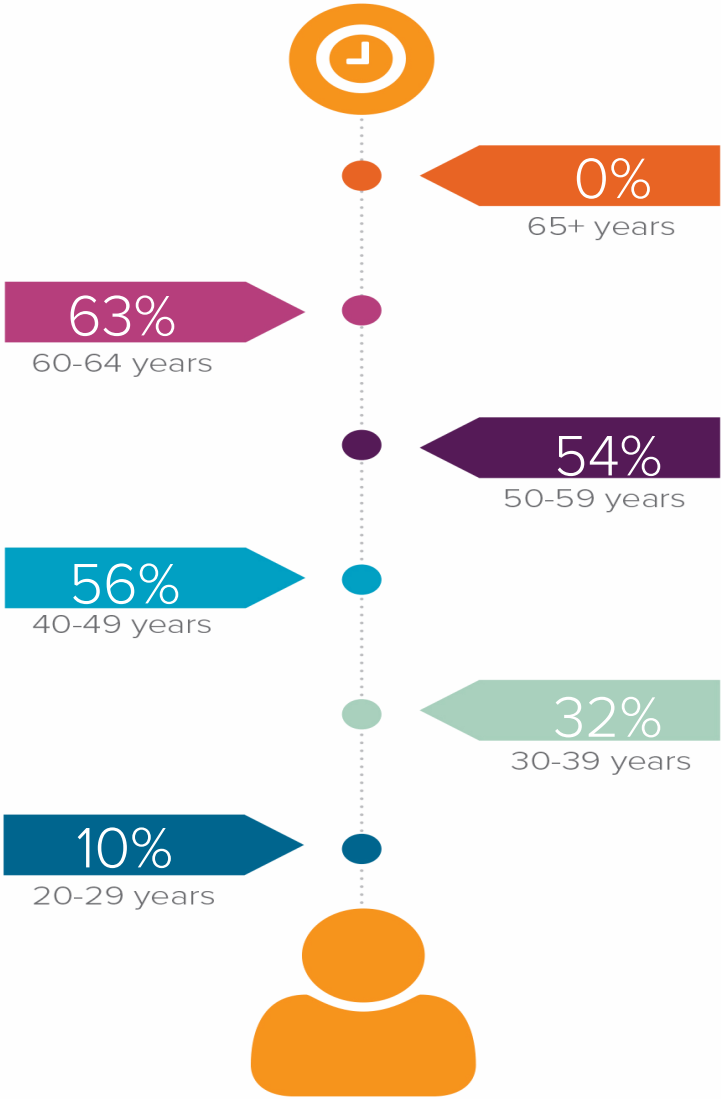
Source of Data: Voya Retirement Readiness Data Mart

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

Plan statistics for: WASHOE COUNTY 401A PLAN



# Income replacement ratio by age



Source of Data: Voya Retirement Readiness Data Mart  
CN2821381\_0425

For sponsor use only. Not for distribution to plan participants.  
Plan statistics for: WASHOE COUNTY 401A PLAN

## 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.

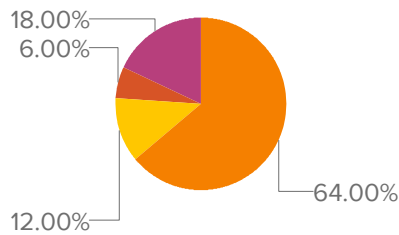
### Participant access statistics

04/01/2024 - 06/30/2024

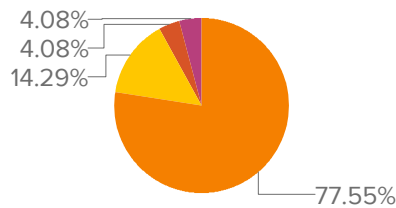
	Internet	Mobile	VRU	CSA*
<b>Inquiries by type</b>				
Total participants (unique)	24	8	3	8
Total inquiries	353	52	3	10

#### Unique participant inquiries by type

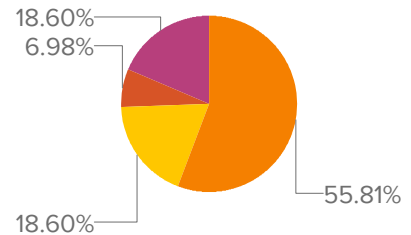
■ Internet 
 ■ Mobile 
 ■ VRU 
 ■ CSA\*



04/01/2022- 06/30/2022



04/01/2023- 06/30/2023



04/01/2024 - 06/30/2024

	Internet	Mobile	VRU	CSA*
<b>Actions by type</b>				
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	2
Investment election changes	1	0	0	0
Investment reallocations	3	0	0	0
Loan requests	1	N/A	N/A	0
Lump sum withdrawals	0	N/A	N/A	2
Rebalance elections	0	0	0	0
<b>Total</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>4</b>

\* CSA - Customer Service Associate

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

Plan statistics for: Washoe County (664391)

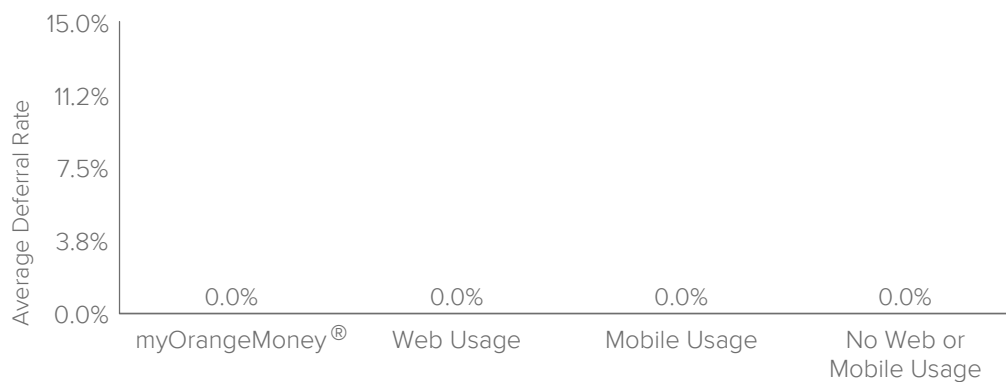
## Engagement

myOrangeMoney <sup>®</sup>	2
Total participants (unique)	2

## Web engagement impact on deferral rates

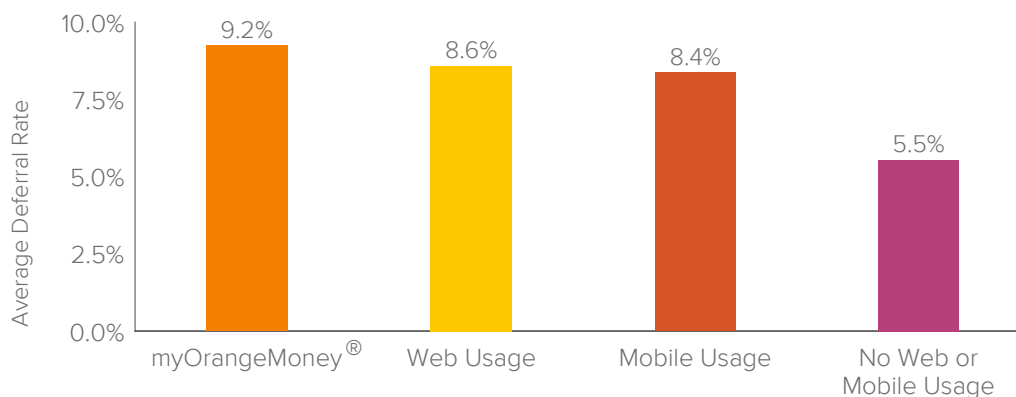
04/01/2024 - 06/30/2024

### 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 May 2024

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

Plan statistics for: Washoe County (664391)





## 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

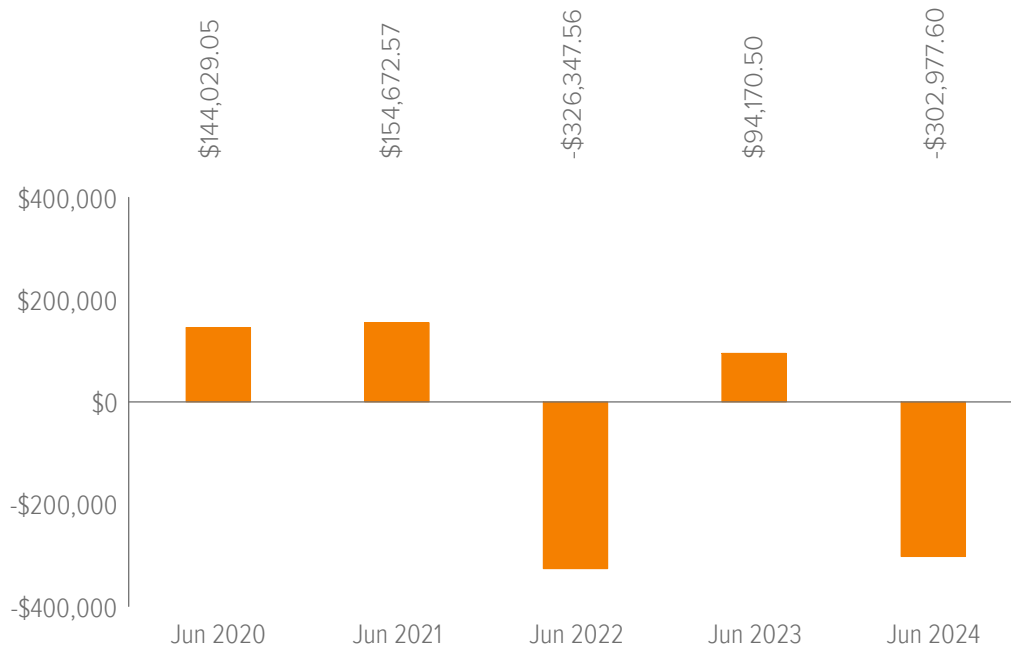
Below is a summary of your plan's transaction activity and net cash flow, along with highlights of the more notable transactions for the current period and prior periods. Monitor this data over time to ensure contribution levels are satisfactory and that distributions haven't risen unexpectedly, possibly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

### Summary activity

	Prior Period 04/01/2023 - 06/30/2023		Current Period 04/01/2024 - 06/30/2024	
	Amount	Participants	Amount	Participants
Contributions	\$139,569.00	81	\$186,141.92	88
Distributions	-\$45,398.50	5	-\$489,119.52	9
Loan Activity	-\$21,742.23	11	-\$23,631.92	14
Other Activity	\$19,216.62	150	-\$110,399.61	153

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)



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

Plan statistics for: Washoe County (664391)

## Activity Highlights

	Prior Period 04/01/2023 - 06/30/2023		Current Period 04/01/2024 - 06/30/2024		Change Over Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
<b>Contributions</b>						
414H Pickup	\$139,569.00	81	\$186,141.92	88	33.37%	7
<b>Total</b>	<b>\$139,569.00</b>		<b>\$186,141.92</b>		<b>33.37%</b>	
<b>Distributions</b>						
Minimum Distribution	-\$3,089.55	1	-\$4,769.41	2	54.37%	1
Periodic Payment	-\$3,875.00	3	-\$7,650.00	2	97.42%	-1
Withdrawal	-\$38,433.95	3	-\$476,700.11	5	1,140.31%	2
<b>Total</b>	<b>-\$45,398.50</b>		<b>-\$489,119.52</b>		<b>977.39%</b>	
<b>Loan Activity</b>						
Loan	-\$36,000.00	1	-\$46,000.00	1	27.78%	0
Loan Repayment	\$14,257.77	11	\$22,368.08	14	56.88%	3
<b>Total</b>	<b>-\$21,742.23</b>		<b>-\$23,631.92</b>		<b>8.69%</b>	
<b>Other Activity</b>						
Asset Transfer	\$0.00	0	-\$138,652.58	1		
Dividends	\$21,425.30	95	\$30,743.73	92		
Fee	-\$2,763.69	150	-\$3,168.36	150		
Inter-Participant Transfers	\$0.00	0	\$0.00	2		
Margin Change	\$0.00	0	\$0.00	79		
Revenue Credit	\$555.01	69	\$677.60	65		
<b>Total</b>	<b>\$19,216.62</b>		<b>-\$110,399.61</b>			

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.

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

Plan statistics for: Washoe County (664391)



## 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

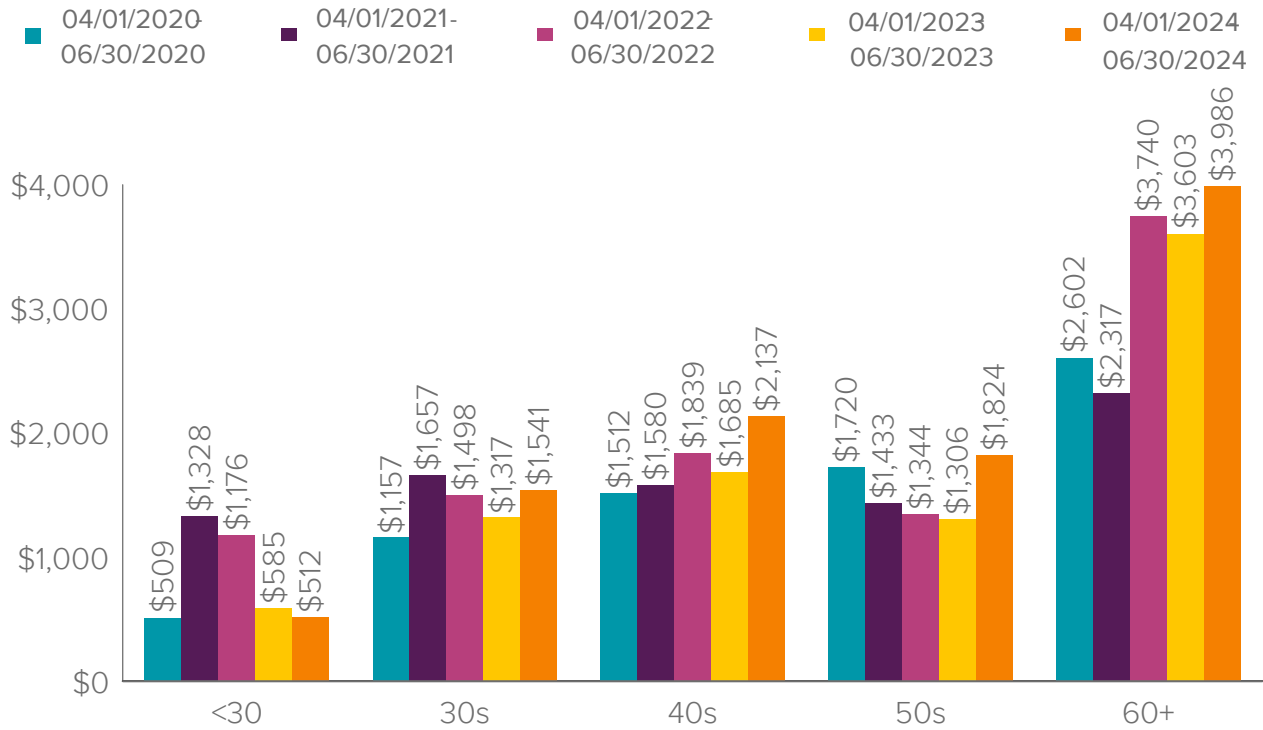
	04/01/2020 - 06/30/2020	04/01/2021 - 06/30/2021	04/01/2022 - 06/30/2022	04/01/2023 - 06/30/2023	04/01/2024 - 06/30/2024
<b>Employee</b>					
414H Pickup	\$146,151.37 (88)	\$158,154.57 (95)	\$162,754.95 (90)	\$139,569.00 (81)	\$186,141.92 (88)
<b>Total</b>	<b>\$146,151.37</b>	<b>\$158,154.57</b>	<b>\$162,754.95</b>	<b>\$139,569.00</b>	<b>\$186,141.92</b>
<b>Grand Total</b>	<b>\$146,151.37</b>	<b>\$158,154.57</b>	<b>\$162,754.95</b>	<b>\$139,569.00</b>	<b>\$186,141.92</b>

(Numbers) represent number of participants

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

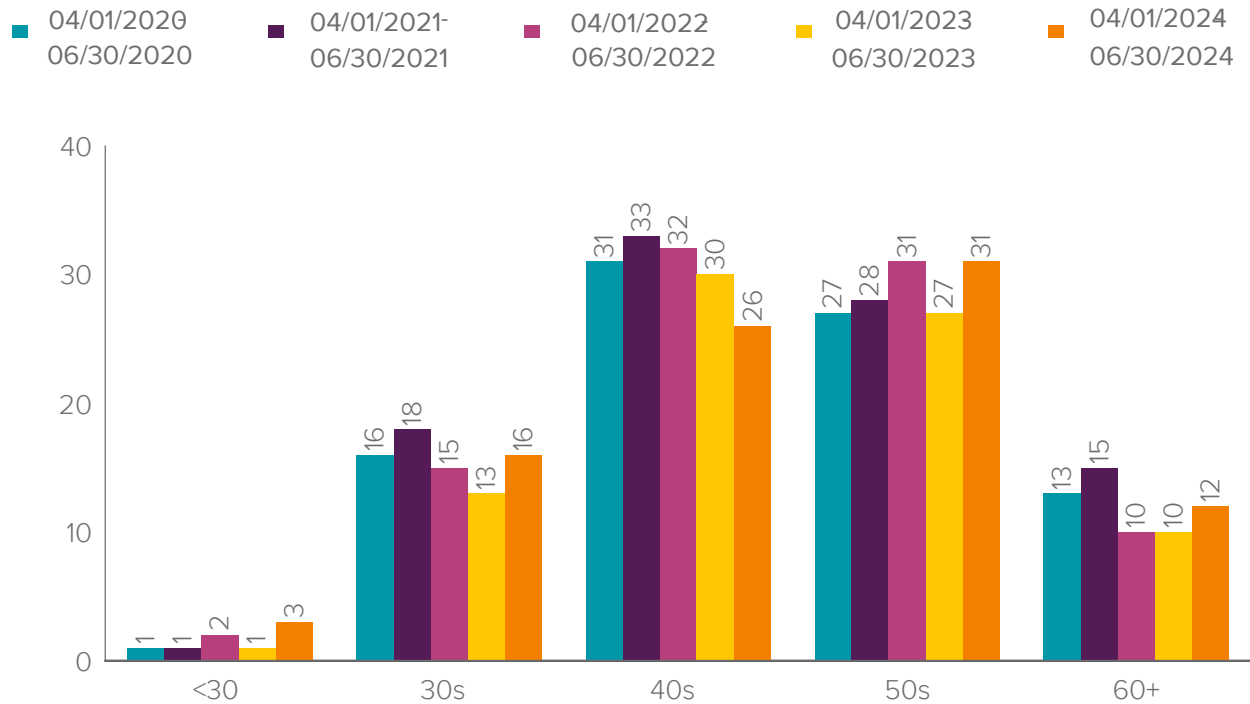
Plan statistics for: Washoe County (664391)

## 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

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

Plan statistics for: Washoe County (664391)

## 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 2020	Year End 2021	Year End 2022	Year End 2023	Q1 2024	Q2 2024
Participant accounts	160	159	151	147	148	149
Deferral summary				Eligibility tracking		
<b>As of</b>				<b>As of 06/30/2024</b>		
Average deferral rate for all participants			%	Total eligible employees	N/A	
Average deferral rate for HCE participants			%	Eligible employees not enrolled	N/A	
Average deferral rate for NHCE participants			%	Plan participation		
Participants included in deferral rate calculation				<b>As of</b>		
Participants who changed deferral rate to 0 in the last 3 months			N/A	Participation rate	%	
Contribution summary				Terminated employees		
<b>As of 06/30/2024</b>				<b>As of 07/24/2024</b>		
Total participants actively deferring in last 4 months			88	With an account balance	65	
				With an account balance < \$7,000	6	

### Enrollment summary

04/01/2024 - 06/30/2024

New enrollments	1
Participants who opted for auto-escalation	0

### Auto enrollment

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.

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

Plan statistics for: Washoe County (664391)

## 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

	Jun 2020	Jun 2021	Jun 2022	Jun 2023	Jun 2024
Your Plan	\$73,704	\$89,242	\$80,845	\$91,788	\$99,534
Benchmark	\$46,823 <sup>1</sup>	\$52,286 <sup>2</sup>	\$43,405 <sup>3</sup>	\$49,194 <sup>4</sup>	\$51,324 <sup>5</sup>
	<span style="color: #c00000;">↑</span>	<span style="color: #c00000;">↑</span>	<span style="color: #c00000;">↑</span>	<span style="color: #c00000;">↑</span>	<span style="color: #c00000;">↑</span>

<sup>1</sup> Voya Universe of Government Plans as of December 2020

<sup>2</sup> Voya Universe of Government Plans as of December 2021

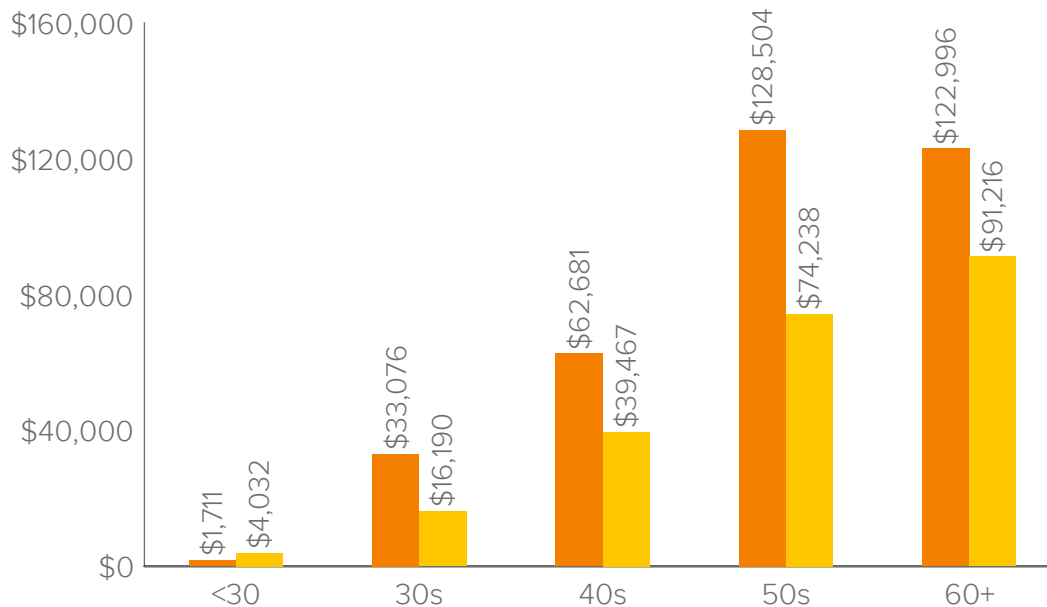
<sup>3</sup> Voya Universe of Government Plans as of December 2022

<sup>4</sup> Voya Universe of Government Plans as of December 2023

<sup>5</sup> Voya Universe of Government Plans as of March 2024

### Your average participant account balance by age group

👤 Your Plan 
 👤 Benchmark



Voya Universe of Government Plans as of March 2024

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

Plan statistics for: Washoe County (664391)

## 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

	04/01/2020 - 06/30/2020	04/01/2021 - 06/30/2021	04/01/2022 - 06/30/2022	04/01/2023 - 06/30/2023	04/01/2024 - 06/30/2024
Minimum Distribution	-\$472.32 (1)	-\$481.70 (1)	-\$4,088.77 (2)	-\$3,089.55 (1)	-\$4,769.41 (2)
Periodic Payment	-\$1,650.00 (1)	-\$2,450.00 (2)	-\$6,825.00 (3)	-\$3,875.00 (3)	-\$7,650.00 (2)
Withdrawal	\$0.00 (0)	-\$550.30 (5)	-\$478,188.74 (6)	-\$38,433.95 (3)	-\$476,700.11 (5)
<b>Total</b>	<b>-\$2,122.32</b>	<b>-\$3,482.00</b>	<b>-\$489,102.51</b>	<b>-\$45,398.50</b>	<b>-\$489,119.52</b>

(Numbers) represent number of participants

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

Plan statistics for: Washoe County (664391)



## LOAN SUMMARY

Review your plan's outstanding loans over a five year period and see details on loan types as well as the number of loans per participants. Use this data to spot trends and monitor loan activity to determine opportunities for participant education.

### Outstanding loans by type

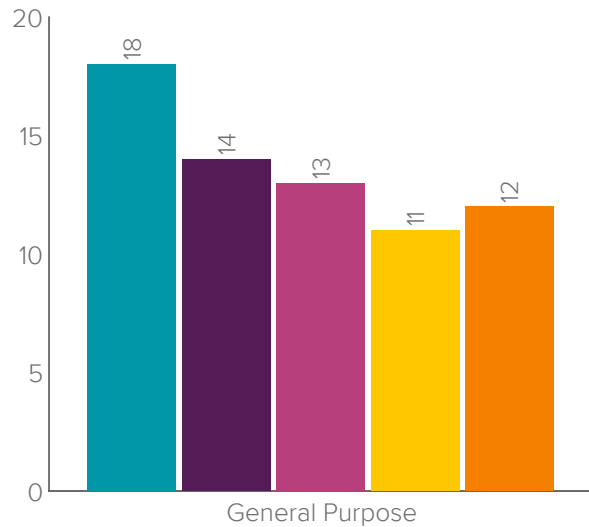
	06/30/2020	06/30/2021	06/30/2022	06/30/2023	06/30/2024
General Purpose	\$217,290.38 (18)	\$144,381.28 (14)	\$143,883.66 (13)	\$106,835.95 (11)	\$145,500.44 (12)
<b>Total</b>	<b>\$217,290.38</b>	<b>\$144,381.28</b>	<b>\$143,883.66</b>	<b>\$106,835.95</b>	<b>\$145,500.44</b>

(Numbers) represent number of outstanding loans

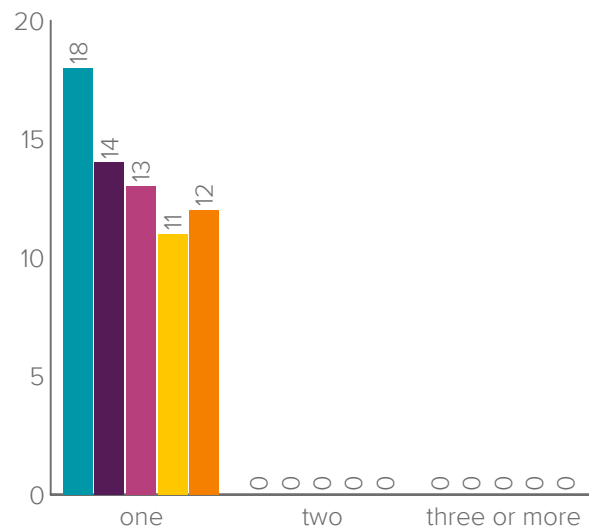
### Loan detail

■ 06/30/2020     
 ■ 06/30/2021     
 ■ 06/30/2022     
 ■ 06/30/2023     
 ■ 06/30/2024

#### Number of loans by type



#### Number of loans by participants



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

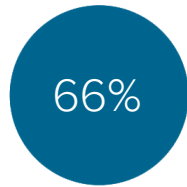
Plan statistics for: Washoe County (664391)

## 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

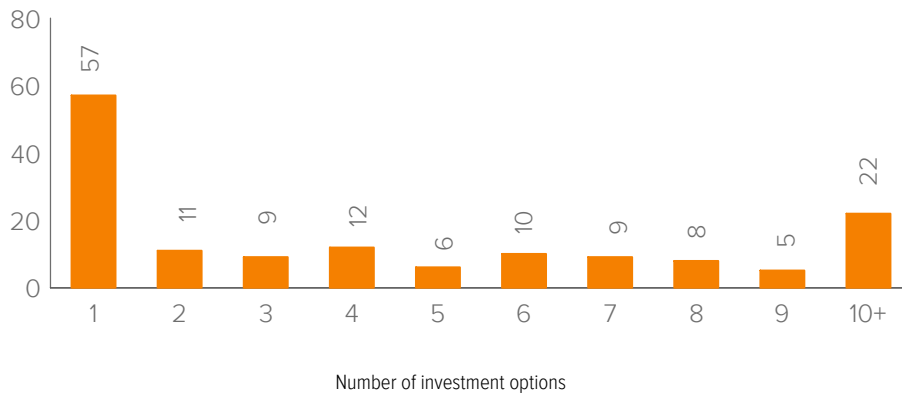
As of 07/24/2024



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 06/30/2024



### Average number of investment options utilized per participant

	Jun 2021	Jun 2022	Jun 2023	Jun 2024
With Asset Allocation Funds	4.7	4.5	4.6	4.4
Without Asset Allocation Funds	5.6	5.3	5.4	5.3



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 Mar. 2024; includes ppts invested solely in an asset allocation fund

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

Plan statistics for: Washoe County (664391)

## Diversification detail of participants utilizing one investment option

Investment Option/Fund Name (by Asset Class)	Participants Invested	
<b>Asset Allocation</b>	<b>Total:</b>	<b>30</b>
American Funds 2010 Target Date Retirement Fund®-Class R-6		0
American Funds 2015 Target Date Retirement Fund®-Class R-6		0
American Funds 2020 Target Date Retirement Fund®-Class R-6		0
American Funds 2025 Target Date Retirement Fund®-Class R-6		1
American Funds 2030 Target Date Retirement Fund®-Class R-6		4
American Funds 2035 Target Date Retirement Fund®-Class R-6		7
American Funds 2040 Target Date Retirement Fund®-Class R-6		6
American Funds 2045 Target Date Retirement Fund®-Class R-6		2
American Funds 2050 Target Date Retirement Fund®-Class R-6		7
American Funds 2055 Target Date Retirement Fund®-Class R-6		2
American Funds 2060 Target Date Retirement Fund®-Class R-6		0
American Funds 2065 Target Date Retirement Fund®-Class R-6		1
<b>Stability of Principal</b>	<b>Total:</b>	<b>22</b>
Voya Fixed Account - 457/401 II		22
<b>Bonds</b>	<b>Total:</b>	<b>0</b>
<b>Balanced</b>	<b>Total:</b>	<b>3</b>
American Funds American Balanced Fund® - Class R-6		3
<b>Large Cap Value/Blend</b>	<b>Total:</b>	<b>0</b>
<b>Large Cap Growth</b>	<b>Total:</b>	<b>1</b>
American Funds The Growth Fund of America® - Class R-6		1
<b>Small/Mid/Specialty</b>	<b>Total:</b>	<b>1</b>
Vanguard® Mid-Cap Index Fund - Admiral [ ] Shares		1
<b>Global / International</b>	<b>Total:</b>	<b>0</b>
<b>Grand total of participants utilizing one investment option</b>		<b>57</b>

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

Plan statistics for: Washoe County (664391)



## 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 06/30/2024	% of Total Assets	Participants Invested	Contributions 04/01/2024 - 06/30/2024	% of Total Contributions	Participants Contributing
<b>Asset Allocation</b>						
American Funds 2010 Target Date Retirement Fund®-Class R-6	\$0.00	0.00%	0	\$0.00	0.00%	0
American Funds 2015 Target Date Retirement Fund®-Class R-6	\$4.20	0.00%	1	\$0.00	0.00%	0
American Funds 2020 Target Date Retirement Fund®-Class R-6	\$0.00	0.00%	0	\$0.00	0.00%	0
American Funds 2025 Target Date Retirement Fund®-Class R-6	\$222,981.15	1.50%	2	\$0.00	0.00%	0
American Funds 2030 Target Date Retirement Fund®-Class R-6	\$507,327.67	3.42%	5	\$6,105.63	3.28%	4
American Funds 2035 Target Date Retirement Fund®-Class R-6	\$325,185.13	2.19%	8	\$20,226.31	10.87%	6
American Funds 2040 Target Date Retirement Fund®-Class R-6	\$246,451.65	1.66%	6	\$7,635.88	4.10%	6
American Funds 2045 Target Date Retirement Fund®-Class R-6	\$53,592.76	0.36%	3	\$3,206.56	1.72%	2
American Funds 2050 Target Date Retirement Fund®-Class R-6	\$118,806.89	0.80%	7	\$7,378.14	3.96%	7
American Funds 2055 Target Date Retirement Fund®-Class R-6	\$1,717.82	0.01%	2	\$1,083.04	0.58%	2
American Funds 2060 Target Date Retirement Fund®-Class R-6	\$375.65	0.00%	1	\$1,310.68	0.70%	1

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

Plan statistics for: Washoe County (664391)



Investment Option/Fund Name (by Asset Class)	Assets as of 06/30/2024	% of Total Assets	Participants Invested	Contributions 04/01/2024 - 06/30/2024	% of Total Contributions	Participants Contributing
American Funds 2065 Target Date Retirement Fund®-Class R-6	\$634.98	0.00%	1	\$390.60	0.21%	1
<b>Total</b>	<b>\$1,477,077.90</b>	<b>9.96%</b>		<b>\$47,336.84</b>	<b>25.43%</b>	
<b>Stability of Principal</b>						
Voya Fixed Account - 457/401 II	\$4,333,514.04	29.22%	79	\$52,582.71	28.25%	38
<b>Total</b>	<b>\$4,333,514.04</b>	<b>29.22%</b>		<b>\$52,582.71</b>	<b>28.25%</b>	
<b>Bonds</b>						
Hartford Total Return Bond HLS Fund - Class IA	\$182,137.38	1.23%	24	\$3,461.65	1.86%	10
PIMCO High Yield Fund - Institutional Class	\$152,670.64	1.03%	14	\$2,040.46	1.10%	7
PIMCO International Bond Fund (U.S. Dollar-Hedged) - Class I	\$84,668.98	0.57%	8	\$1,199.11	0.64%	5
<b>Total</b>	<b>\$419,477.00</b>	<b>2.83%</b>		<b>\$6,701.22</b>	<b>3.60%</b>	
<b>Balanced</b>						
American Funds American Balanced Fund® - Class R-6	\$1,142,051.70	7.70%	34	\$8,320.80	4.47%	18
<b>Total</b>	<b>\$1,142,051.70</b>	<b>7.70%</b>		<b>\$8,320.80</b>	<b>4.47%</b>	
<b>Large Cap Value/Blend</b>						
Allspring Disciplined U.S. Core Fund - Institutional Class	\$944,199.59	6.37%	41	\$4,394.37	2.36%	17
Dodge & Cox Stock Fund - Class X	\$479,116.50	3.23%	39	\$4,924.45	2.65%	24
Vanguard® Institutional Index Fund - Institutional Shares	\$2,206,814.93	14.88%	68	\$28,478.47	15.30%	41
<b>Total</b>	<b>\$3,630,131.02</b>	<b>24.48%</b>		<b>\$37,797.29</b>	<b>20.31%</b>	
<b>Large Cap Growth</b>						
American Funds The Growth Fund of America® - Class R-6	\$1,402,382.19	9.46%	57	\$10,202.62	5.48%	35
<b>Total</b>	<b>\$1,402,382.19</b>	<b>9.46%</b>		<b>\$10,202.62</b>	<b>5.48%</b>	
<b>Small/Mid/Specialty</b>						
Allspring Small Company Growth Fund - Class R6	\$151,691.33	1.02%	32	\$1,222.75	0.66%	14
AMG GW&K Small Cap Value Fund - Class N	\$337,765.66	2.28%	38	\$1,507.35	0.81%	15

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

Plan statistics for: Washoe County (664391)

Investment Option/Fund Name (by Asset Class)	Assets as of 06/30/2024	% of Total Assets	Participants Invested	Contributions 04/01/2024 - 06/30/2024	% of Total Contributions	Participants Contributing
Hartford MidCap HLS Fund - Class IA	\$616,702.52	4.16%	58	\$4,551.55	2.45%	31
Vanguard® Mid-Cap Index Fund - Admiral[] Shares	\$589,491.38	3.97%	60	\$6,551.42	3.52%	34
Vanguard® Small-Cap Index Fund - Admiral[] Shares	\$344,227.33	2.32%	44	\$5,489.76	2.95%	26
<b>Total</b>	<b>\$2,039,878.22</b>	<b>13.75%</b>		<b>\$19,322.83</b>	<b>10.38%</b>	
Global / International						
American Funds EuroPacific Growth Fund® - Class R-6	\$386,722.85	2.61%	31	\$3,877.61	2.08%	14
<b>Total</b>	<b>\$386,722.85</b>	<b>2.61%</b>		<b>\$3,877.61</b>	<b>2.08%</b>	
<b>Grand Total</b>	<b>\$14,831,234.92</b>			<b>\$186,141.92</b>		

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

Plan statistics for: Washoe County (664391)

# PERFORMANCE UPDATE

## WASHOE COUNTY 401A PLAN

**Average Annual Total Returns as of: 06/30/2024** (shown in percentages)

Variable annuities and mutual funds offered through a retirement plan are intended as long-term investments designed for retirement purposes. Money distributed from a 403(b) plan, 401(a)/(k) plan, or a 457 plan will be taxed as ordinary income in the year the money is distributed. Early withdrawals from a 403(b) plan and a 401(a)/(k) plan, if taken prior to age 59 1/2, will be subject to the IRS 10% premature distribution penalty tax, unless an exception applies. This IRS premature distribution penalty tax does not apply to 457 plans. Account values fluctuate with market conditions, and when surrendered the principal may be worth more or less than the original amount invested.

**The performance data quoted represents past performance. Past performance does not guarantee future results. For month-end performance which may be lower or higher than the performance data shown please call 800-584-6001. Investment return and principal value of an investment will fluctuate so that, when sold, an investment may be worth more or less than the original cost.**

**The performance data quoted represents past performance. Past performance does not guarantee future results. For month-end performance, which may be lower or higher than the performance data shown, please call 800-584-6001. Investment return and principal value of an investment will fluctuate so that, when sold, an investment may be worth more or less than the original cost.**

Voya will assess an annual asset-based service fee of 0.03% to all investment options including balances held in your plans Stability of Principal or Fixed Account. This fee is deducted from your account at a frequency determined by your plan monthly or quarterly and will be pro-rated across balances held in each of the investment options. These returns do not reflect any plan level administrative fees, if applicable; if reflected, returns would be less favorable. Please contact your local representative for more information.

The returns assume reinvestment of all dividends (ordinary income and capital gains) and are net of management fees and other fund operating expenses.

**You should consider the investment objectives, risks and charges, and expenses of the funds carefully before investing. The prospectus contains this and other information. Anyone who wishes to obtain a free copy of the fund prospectuses may call their Voya representative or the number above. Please read the prospectus carefully before investing.**

Returns less than one year are not annualized. Fund Inception Date is the date of inception for the underlying fund, and is the date used in calculating the periodic returns. This date may also precede the portfolio's inclusion in the product.

Investment Options	1-Mo	3-Mo	YTD	1-Yr	3-Yr	5-Yr	10-Yr	Incept	Fund Inception Date	Gross Fund Exp %*	Net Fund Exp %*
<b>Stability of Principal</b>											
<i>Stability of Principal</i>											
Voya Fixed Account - 457/401 II - 4301 (4)(5)	0.22	0.68	1.36	2.73	2.35	2.37	2.64				
<b>Bonds</b>											
<i>Global Bond-USD Hedged</i>											
PIMCO International Bond Fund (U.S. Dollar-Hedged) - Class I - 8514	0.60	0.15	1.36	7.18	-0.13	1.17	3.10		12/02/1992	0.63	0.63
<i>High Yield Bond</i>											
PIMCO High Yield Fund - Institutional Class - 814	0.99	1.17	2.31	9.81	1.46	3.26	3.99		12/15/1992	0.57	0.57
<i>Intermediate Core-Plus Bond</i>											
Hartford Total Return Bond HLS Fund - Class IA - 7691	1.37	0.42	0.52	4.70	-2.61	0.55	1.89		08/31/1977	0.50	0.50
<b>Asset Allocation</b>											
<i>Lifecycle</i>											
American Funds 2010 Target Date Retirement Fund® - Class R-6 - 1971	1.12	0.86	3.71	8.98	1.99	5.06	4.91		02/01/2007	0.29	0.29
American Funds 2015 Target Date Retirement Fund® - Class R-6 - 1973	1.06	0.90	3.94	9.44	2.02	5.43	5.24		02/01/2007	0.30	0.30



<b>Investment Options</b>	<b>1-Mo</b>	<b>3-Mo</b>	<b>YTD</b>	<b>1-Yr</b>	<b>3-Yr</b>	<b>5-Yr</b>	<b>10-Yr</b>	<b>Incept</b>	<b>Fund Inception Date</b>	<b>Gross Fund Exp %*</b>	<b>Net Fund Exp %*</b>
American Funds 2020 Target Date Retirement Fund®-Class R-6 - 1975	1.19	0.97	4.37	10.16	2.19	5.81	5.66		02/01/2007	0.31	0.31
American Funds 2025 Target Date Retirement Fund®-Class R-6 - 1977	1.25	0.99	4.85	10.82	2.24	6.60	6.33		02/01/2007	0.32	0.32
American Funds 2030 Target Date Retirement Fund®-Class R-6 - 1979	1.47	1.18	6.04	12.71	2.86	7.64	7.27		02/01/2007	0.33	0.33
American Funds 2035 Target Date Retirement Fund®-Class R-6 - 1981	1.66	1.39	7.48	14.85	3.52	9.07	8.30		02/01/2007	0.35	0.35
American Funds 2040 Target Date Retirement Fund®-Class R-6 - 1983	1.96	1.66	8.99	17.04	4.24	10.03	8.88		02/01/2007	0.37	0.37
American Funds 2045 Target Date Retirement Fund®-Class R-6 - 1985	2.01	1.71	9.33	17.60	4.33	10.24	9.06		02/01/2007	0.37	0.37
American Funds 2050 Target Date Retirement Fund®-Class R-6 - 1987	2.09	1.73	9.55	18.00	4.27	10.30	9.13		02/01/2007	0.38	0.38
American Funds 2055 Target Date Retirement Fund®-Class R-6 - 1989	2.12	1.80	9.81	18.32	4.23	10.30	9.11		02/01/2010	0.38	0.38
American Funds 2060 Target Date Retirement Fund®-Class R-6 - 9639 (6)	2.15	1.79	9.80	18.43	4.20	10.27		9.49	03/27/2015	0.39	0.39
American Funds 2065 Target Date Retirement Fund®-Class R-6 - E410	2.15	1.85	9.85	18.44	4.21			15.55	03/27/2020	0.39	0.39
<b>Balanced</b>											
<i>Moderate Allocation</i>											
American Funds American Balanced Fund® - Class R-6 - 7027	2.84	2.50	8.91	16.43	5.19	8.82	8.27		07/26/1975	0.25	0.25
<b>Large Cap Value/Blend</b>											
<i>Large Blend</i>											
Allspring Disciplined U.S. Core Fund - Institutional Class - 9369 (1)	3.65	4.93	18.09	26.68	11.20	15.70	12.72		02/28/1990	0.52	0.48
Vanguard® Institutional Index Fund - Institutional Shares - 566	3.59	4.28	15.27	24.51	9.97	15.01	12.83		07/31/1990	0.04	0.04
<i>Large Value</i>											
Dodge & Cox Stock Fund - Class X - F633 (7)	0.14	0.04	8.57	19.10	7.39	13.04	10.62		01/04/1965	0.46	0.41
<b>Large Cap Growth</b>											
<i>Large Growth</i>											
American Funds The Growth Fund of America® - Class R-6 - 1724	4.30	3.86	16.98	30.66	6.42	15.09	13.30		12/01/1973	0.30	0.30
<b>Small/Mid/Specialty</b>											
<i>Mid-Cap Blend</i>											
Vanguard® Mid-Cap Index Fund - Admiral™ Shares - 756	-0.62	-2.75	4.90	11.80	2.21	9.38	9.10		11/12/2001	0.05	0.05
<i>Mid-Cap Growth</i>											
Hartford MidCap HLS Fund - Class IA - 7696	0.25	-6.60	0.84	6.47	-3.82	4.91	7.72		07/14/1997	0.73	0.73
<i>Small Blend</i>											
AMG GW&K Small Cap Value Fund - Class N - 8355 (2)	-2.32	-5.13	-1.18	10.46	2.10	7.82	5.96		04/23/1987	1.19	1.15
Vanguard® Small-Cap Index Fund - Admiral™ Shares - 757	-1.34	-4.14	3.07	11.50	0.50	8.45	8.08		11/13/2000	0.05	0.05
<i>Small Growth</i>											
Allspring Small Company Growth Fund - Class R6 - 6460 (3)	0.98	-2.45	5.93	11.14	-0.74	8.50	8.16		06/01/1997	0.93	0.86
<b>Global / International</b>											
<i>Foreign Large Growth</i>											
American Funds EuroPacific Growth Fund® - Class R-6 - 1723	-0.88	-0.23	7.19	10.82	-2.46	6.05	5.25		04/16/1984	0.47	0.47

The risks of investing in small company stocks may include relatively low trading volumes, a greater degree of change in earnings and greater short-term volatility.

Foreign investing involves special risks such as currency fluctuation and public disclosure, as well as economic and political risks.

Some of the Funds invest in securities guaranteed by the U.S. Government as to the timely payment of principal and interest; however, shares of the Funds are not insured nor guaranteed.

High yielding fixed-income securities generally are subject to greater market fluctuations and risks of loss of income and principal than are investments in lower yielding fixed-income securities.

Sector funds may involve greater-than average risk and are often more volatile than funds holding a diversified portfolio of stocks in many industries. Examples include: banking, biotechnology, chemicals, energy, environmental services, natural resources, precious metals, technology, telecommunications, and utilities.

\*The Gross Expense Ratios shown do not reflect temporary fee or expense waivers that may be in effect for a fund. The Net Expense Ratios reflect any applicable temporary fee or expense waivers. The performance of a fund with a temporary fee or expense waiver would have been lower if the gross fund fees/expenses listed had been reflected.

#### **Additional Notes**

Voya Fixed Account - 457/401 II - Voya will credit interest at an annual effective rate of 2.00% through 5/31/2024. Beginning 06/01/2024 and thereafter, the credited rate for your plan will be the same as the standard Voya Fixed Account - 457/401 II credited rate in effect at that time. Please note the Guaranteed Minimum Interest Rate is 1.00%. Guarantees are based on the claims[1]paying ability of Voya Retirement Insurance and Annuity Company. Restrictions may apply to transfers of funds from the Voya Fixed Account - 457/401 II to other contract investment options. Please refer to your product prospectus / disclosure booklet or call Voya at (800) 584-6001 for more information.

(1)Allspring Disciplined U.S. Core Fund - Institutional Class: The Manager has contractually committed through November 30, 2024, to waive fees and/or reimburse expenses to the extent necessary to cap Total Annual Fund Operating Expenses After Fee Waiver at 0.48% for Institutional Class. Brokerage commissions, stamp duty fees, interest, taxes, acquired fund fees and expenses (if any), and extraordinary expenses are excluded from the expense cap. Prior to or after the commitment expiration date, the cap may be increased or the commitment to maintain the cap may be terminated only with the approval of the Board of Trustees.

(2)AMG Managers Skyline Special Equities Fund - Class N: Expense information has been restated to reflect current fees. AMG Funds LLC (the "Investment Manager") has contractually agreed, through at least May 1, 2024, to waive management fees and/or pay or reimburse the Fund's expenses in order to limit Total Annual Fund Operating Expenses After Fee Waiver and Expense Reimbursements (exclusive of taxes, interest (including interest incurred in connection with bank and custody overdrafts and in connection with securities sold short), shareholder servicing fees, distribution and service (12b-1) fees, brokerage commissions and other transaction costs, dividends payable with respect to securities sold short, acquired fund fees and expenses, and extraordinary expenses) of the Fund to the annual rate of 0.90% of the Fund's average daily net assets (this annual rate or such other annual rate that may be in effect from time to time, the "Expense Cap"), subject to later reimbursement by the Fund in certain circumstances. In general, for a period of up to 36 months after the date any amounts are paid, waived or reimbursed by the Investment Manager, the Investment Manager may recover such amounts from the Fund, provided that such repayment would not cause the Fund's Total Annual Fund Operating Expenses After Fee Waiver and Expense Reimbursements (exclusive of the items noted in the parenthetical above) to exceed either (i) the Expense Cap in effect at the time such amounts were paid, waived or reimbursed, or (ii) the Expense Cap in effect at the time of such repayment by the Fund. The contractual expense limitation may only be terminated in the event the Investment Manager or a successor ceases to be the investment manager of the Fund or a successor fund, by mutual agreement between the Investment Manager and the AMG Funds Board of Trustees or in the event of the Fund's liquidation unless the Fund is reorganized or is a party to a merger in which the surviving entity is successor to the accounting and performance information of the Fund.

(3)Allspring Small Company Growth Fund - Class R6: Expenses have been adjusted as necessary from amounts incurred during the Fund's most recent fiscal year to reflect current fees and expenses. Includes the fees charged by the Manager for providing advisory services to the master portfolio in which the Fund invests substantially all of its assets. Includes other expenses allocated from the master portfolio in which the Fund invests. The Manager has contractually committed through September 30, 2024, to waive fees and/or reimburse expenses to the extent necessary to cap Total Annual Fund Operating Expenses After Fee Waivers at 0.86% for Class R6. Brokerage commissions, stamp duty fees, interest, taxes, acquired fund fees and expenses (if any) from funds in which the underlying affiliated master portfolios and funds invest and from money market funds, and extraordinary expenses are excluded from the expense cap. All other acquired fund fees and expenses from the affiliated master portfolios and funds are included in the expense cap. Prior to or after the commitment expiration date, the cap may be increased or the commitment to maintain the cap may be terminated only with the approval of the Board of Trustees.

(4)The Investment Option is neither a mutual fund nor part of a Separate Account. The returns listed do not include the impact of contract charges. Please refer to the contract or disclosure book to determine which Fixed Interest Options are available for your specific plan. The Investment Option is offered through Voya Retirement Insurance and Annuity Company.

(5)The current rate for the Voya Fixed Account - 457/401 II MC 924, Fund 4301 is 2.75%, expressed as an annual effective yield. The current rate may change and be higher or lower than the previously identified rate but is guaranteed not to be less than the calendar year floor rate of 2.00%, which will not change through 12/31/2024. In addition, the current rate is guaranteed not to be less than the Guaranteed Minimum Interest Rate of 1.00%. 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. Note: The current rate for an initial investment in the fixed account previously identified may be in effect for less than a full three-month period. Guarantees are based on the claims-paying ability of Voya Retirement Insurance and Annuity Company.



**Additional Notes**

(6)American Funds Target Date: Depending on the proximity to its target date, which we define as the year that corresponds roughly to the year in which the investor expects to retire, the fund will seek to achieve the following objectives to varying degrees: growth, income and conservation of capital. The fund will increasingly emphasize income and conservation of capital by investing a greater portion of its assets in fixed income, equity-income and balanced funds as it approaches and passes its target date. In this way, the fund seeks to balance total return and stability over time.

(7)Dodge & Cox Stock Fund - Class X: Management fees include investment advisory fee expenses of 0.40% for each class; and administrative services fee expenses of 0.05% for Class X shares. Dodge & Cox has contractually agreed to reimburse the Fund for all ordinary expenses to the extent necessary to maintain Total Annual Fund Operating Expenses of Class X at 0.41% until April 30, 2026. This agreement cannot be terminated prior to April 30, 2026 other than by resolution of the Fund's Board of Trustees. For purposes of the foregoing, ordinary expenses shall not include nonrecurring shareholder account fees, fees and expenses associated with Fund shareholder meetings, fees on portfolio transactions such as exchange fees, dividends and interest on short positions, fees and expenses of pooled investment vehicles that are held by the Fund, interest expenses and other fees and expenses related to any borrowings, taxes, brokerage fees and commissions and other costs and expenses relating to the acquisition and disposition of Fund investments, other expenditures which are capitalized in accordance with generally accepted accounting principles, and other non-routine expenses or extraordinary expenses not incurred in the ordinary course of the Fund's business, such as litigation expenses. The term of the agreement will automatically renew for subsequent three-year terms unless terminated with at least 30 days' written notice by either party prior to the end of the then-current term. The agreement does not permit Dodge & Cox to recoup any fees waived or payments made to the Fund for a prior year.

# Multi-Asset Perspectives: Balance in a Softening but Resilient Market



**Barbara Reinhard, CFA**  
Chief Investment Officer,  
Multi-Asset Strategies  
and Solutions

## Tactical indicators



### Economic growth (solid but slowing)

1Q24 U.S. real GDP grew an annualized rate of 1.6% from a quarter ago, down from an average of 3.5% in the prior three quarters. Consumer spending rose 2.5%, while government spending rose only 1.2% (down from 4.6% growth in the prior quarter) as gains from infrastructure spending faded. We believe below-trend growth is needed to pull inflation down to the Fed's 2% target, and we see signs that it's headed in the right direction.



### Fundamentals (neutral)

S&P 500 4Q23 earnings grew 10.1% year over year,<sup>1</sup> with 8 of the 11 sectors increasing and 76% of companies beating expectations. We think U.S. corporate earnings can continue growing in the high single digits as technology stocks maintain positive momentum and other sectors begin to catch up, extending the expansion.



### Valuations (neutral)

In aggregate, large cap U.S. equity forward earnings multiples are above their historical average, but strong corporate cash flows support this. Non-U.S. equities are cheap, but weaker fundamentals warrant discounts.



### Sentiment (neutral)

After coming off all-time highs at the end of March, U.S. equity markets have moved from overbought to neutral on several widely followed sentiment indicators.

## Quick take

### Softening labor market doesn't indicate recession

While consumer spending remains stable, the U.S. labor market is showing signs of softening. This may reduce demand-driven inflation, but we don't think it signals an impending recession.

### Support for U.S. equities persists

Favorable economic conditions and strong earnings momentum could underpin strength in U.S. equities and a broadening rally into more cyclical, smaller cap names.

### Balanced portfolio positioning

The current market backdrop presents opportunities for allocators to benefit from divergences in earnings growth, geopolitical risk and monetary policy. However, in this uneven macro environment, we emphasize balance in our multi-asset portfolios, favoring U.S. large cap equities and high-quality fixed income.

## Investment outlook

### U.S. economy: Resilience amidst a disinflationary pause and labor market softening

The U.S. economy remains resilient; real GDP expanded 2.5% in 2023 due to payroll and productivity gains, which more than offset the effects of Fed tightening. We think economic growth will moderate closer to trend but stay strong in 2024. U.S. and global manufacturing activity is picking up (Exhibit 1).

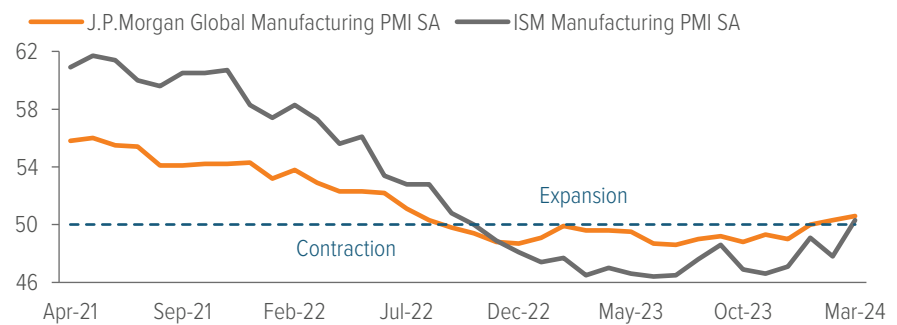
Consumer spending momentum appears to be stable. Household net worth has risen by an astounding \$39.3 trillion (equivalent to 140% of GDP) since the start of the pandemic. Also, the U.S. labor market continues to be solid overall but is showing modest signs of softening. Firms are hiring fewer workers, the unemployment

<sup>1</sup> As of 03/31/24. Source: Refinitiv.

rate has been trending higher, and payroll growth is still solid but slowing. Quits have declined to below pre-pandemic levels (Exhibit 2), and average hourly earnings growth is gently moderating (Exhibit 3). The 4.1% annual growth rate is still too strong for the Fed's liking, but we think wage growth can decline to 3% by year-end, which could help lessen stickier demand-driven inflation.

**Exhibit 1: Manufacturing PMIs point to expansion**

U.S. and global manufacturing PMIs



As of 03/31/24. Source: Bloomberg, Bureau of Labor Statistics, Voya IM.

**Portfolio positioning**

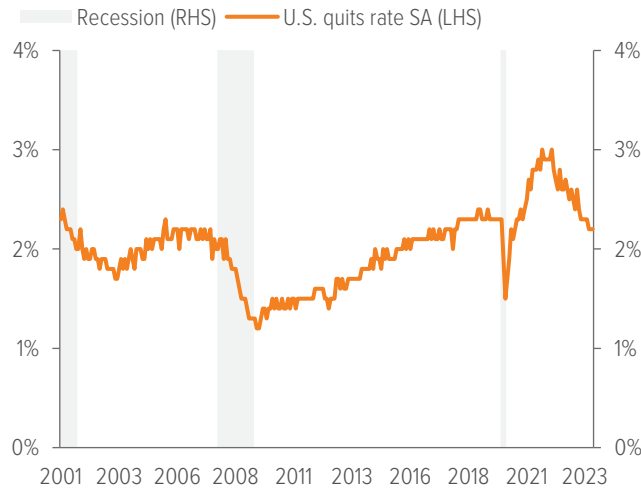
We remain balanced in our view on global stocks versus bonds. U.S. large cap equities and high-quality fixed income are our favorite asset classes.

Equities	Neutral	
<b>U.S. large cap</b>	○ ○ ●	Larger U.S. firms are better positioned to withstand prolonged inflationary pressures and have more durable earnings streams than companies of other sizes or regions.
<b>U.S. small cap</b>	○ ○ ●	We expect the rally to broaden into smaller cap segments of the market. With the economy reaccelerating, corporate profits turning higher, and monetary policy pivoting from tightening to easing, cyclical stocks look poised to benefit from a prolonged mid-cycle expansion.
<b>International</b>	● ○ ○ ○	European cyclical gearing and structural weaknesses create a weak fundamental outlook that more than offsets the potential positives from Japan reflation and supportive corporate governance reforms.
<b>Emerging markets</b>	● ○ ○ ○	China's reopening has faltered, real estate looks shaky, and the contraction in global manufacturing could result in more downside for China and emerging markets broadly.
<b>REITs</b>	● ○ ○ ○	REITs are battered and beaten. While prices now reflect dramatically weaker fundamentals, the near-term outlook for commercial real estate is still unfavorable.
<b>Commodities</b>	● ○ ○ ○	Precious metals may provide some diversification, but the basket approach could struggle during a global slowdown.
Fixed income	Neutral	
<b>U.S. core</b>	○ ○ ●	Investment grade fixed income offers attractive carry with reasonable risk and provides a degree of protection against recession. Duration should once again provide a hedge to equity and credit risk.
<b>Inflation (TIPS)</b>	○ ● ○ ○	High real yields provide good value, as the Fed is likely done hiking rates.
<b>Non-investment grade</b>	○ ● ○ ○	There is limited potential for spread compression, but all-in yields are favorable. Stable corporate fundamentals should limit refinancing risks over the next year, which should prevent meaningful spread widening.
<b>International</b>	● ○ ○ ○	Low relative yields keep us favoring U.S. fixed income.

Underweight ○ Neutral ● Overweight ●

**Exhibit 2: More people are staying at their jobs**

Quits rate

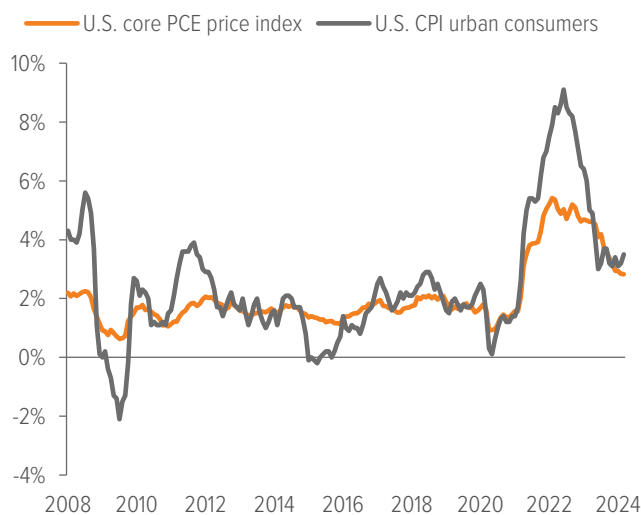


As of 03/31/24. Source: Bloomberg, Bureau of Labor Statistics, Voya IM.

Although inflation has fallen to more manageable levels—core PCE inflation declined for 15 consecutive months to 2.8% in March—concerns about overheating persist, especially in the housing-heavy CPI data (Exhibit 4). We believe that further disinflation is more probable and that fears of resurging inflation are overblown.

**Exhibit 4: Inflation has fallen to more manageable levels but remains sticky**

Core PCE & headline CPI, YoY



As of 03/31/24. Source: Bloomberg.

**Exhibit 3: Wage growth continues to decline**

U.S. average hourly earnings growth YoY



To achieve inflation near the Fed’s 2% target, we think downshifting growth and further easing of the labor market are necessary. This doesn’t mean the economy needs to weaken significantly, but rates may stay higher for longer than some participants expect. Fed funds futures had previously priced in seven rate cuts this year, but the market is now pricing in only two 25-basis-point cuts. This expectation is below the Fed’s projections; at its March meeting, it maintained expectations for three cuts this year despite lifting its outlook for inflation and growth.

In our opinion, the number of cuts is less important than the rationale and economic data, which will ultimately dictate policy. The Fed’s broader view of the economy and its longer-term guidance for the path of interest rates should persist if the inflation and employment data cooperate.

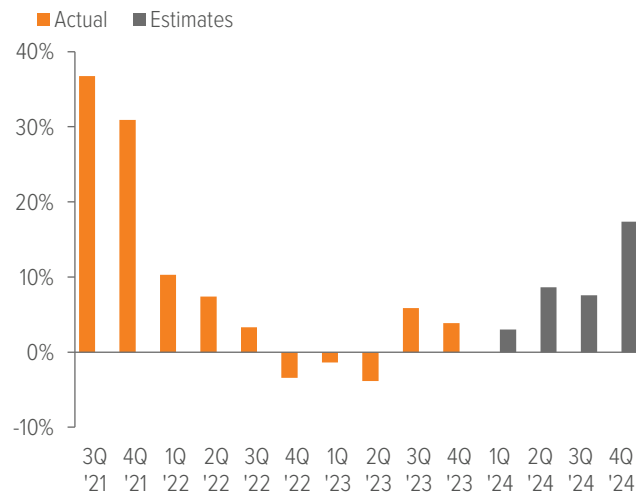
The U.S. has the most dynamic, innovative and resilient economy in the world. It is showing pockets of acceleration in the housing and manufacturing sectors, with healthy consumers, higher corporate profits and shifting monetary policy. Although concerns about inflation and overconcentration in the equity markets persist, the macro backdrop is overwhelmingly positive and underpins our belief that the risk asset rally may broaden out, justifying our continued home country bias.

**U.S. equities: Expect the rally to broaden on favorable economic conditions and strong earnings momentum**

In addition to the economic environment, U.S. stocks are supported by strong earnings momentum, which could continue throughout the year. S&P 500 1Q24 year-over-year (YoY) earnings growth is estimated to be 2.7%,<sup>2</sup> which would mark the third consecutive positive quarter. We think earnings will continue to grow faster than consensus expectations suggest (Exhibit 5), as the ongoing resilience of consumer spending should lead to healthy sales volumes, and durable margins are underpinned by robust corporate pricing power and meticulous cost cutting (Exhibit 6).

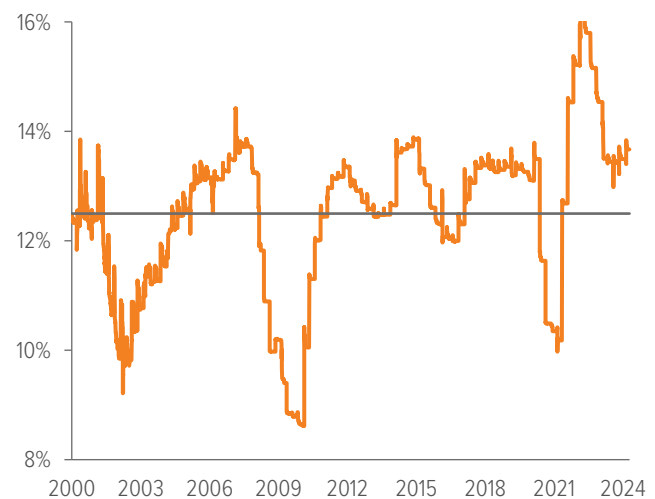
**Exhibit 5: Current estimates suggest S&P 500 earnings will grow through 2024**

S&P 500 EPS, quarterly YoY



**Exhibit 6: Profit margins have compressed but could stay above average on productivity growth and lower inflation**

S&P 500 profit margins



As of 04/15/24. Source: FactSet, Bloomberg.

Valuation is an important factor to consider in long-term investing. While U.S. large cap earnings multiples continue to expand beyond long-term averages (Exhibit 7), growth and quality of earnings justify a premium. Using the price/earnings to growth (PEG) ratio, mega-cap tech stocks are cheaper than the broader S&P 500. We recognize that breakneck growth rates can't last forever, but if U.S. tech firms turn into entrenched global artificial intelligence (AI) monopolies, increasing global market capitalization share is justifiable.

**Exhibit 7: S&P 500 earnings multiples are above historical averages, but strong, sustainable earnings growth justifies the premium**

S&P 500 P/E ratio



As of 04/30/24. Source: Bloomberg.

<sup>2</sup> As of 04/12/24. Source: Refinitiv.



However, a broadening rally—as mid-cap and smaller cap segments of the market take the lead—is more likely for the rest of the year. With the buoyant economy, rising corporate profits and pivoting monetary policy, cyclical stocks look poised to benefit from a prolonged expansion. To take position for these developments and reduce tech sector concentration risk, we have modestly increased our allocation to U.S. mid-cap equities and reduced our overweight to U.S. large cap equities.

Overall, the economic soft landing and looser financial conditions, coupled with anticipated rate cuts, create a favorable environment for U.S. stocks. Although stock prices have appreciated significantly and a near-term pullback looks possible, the accumulation of cash in money market funds points to the potential for a further rally once the Fed reduces rates.

**Europe: Mixed macro conditions and disappointing earnings**

In contrast to the U.S., Europe’s 4Q23 earnings season disappointed, as profits declined 11% from the year earlier. The macroeconomic situation remains mixed, characterized by ongoing conflicts and a prolonged manufacturing downturn in Germany, Europe’s largest economy (Exhibit 8). Additionally, large European companies face greater exposure to a structurally weak China through imported products such as solar panels, electric vehicles and related items. These factors reinforce our continued underweight in the region.

**Exhibit 8: German industrial production continues to decline**



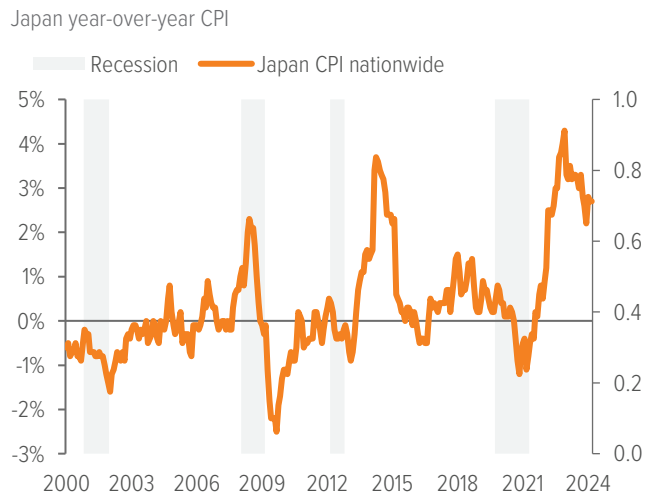
As of 04/30/24. Source: Bloomberg.

**Japan: BOJ signals confidence and concern as stocks rise**

The Bank of Japan (BOJ) raised interest rates for the first time in 17 years and ended yield curve control, a program of extraordinarily loose monetary policy aimed at combating sluggish economic growth and deflationary threats. This move, coupled with much-needed inflation, strong earnings growth and ongoing corporate reforms, suggests that Japanese equities may continue to rally, even though the Nikkei 225 Index is currently near its all-time high.

In the years following the global financial crisis (and, more recently, the pandemic), most countries returned to normal monetary policies, while Japanese rates remained below zero to battle structural deflation (Exhibit 9). This move could signal a sustained upswing in nominal GDP. A more cynical view is that this action was a desperate attempt to strengthen the yen, which has weakened against the U.S. dollar (USD) to levels last seen in 1990. We think it’s a combination of both! However, a stronger yen could have positive implications for Japanese stocks and be a much-needed benefit to China.

**Exhibit 9: Japan appears to have stoked inflation back to healthy levels**



As of 04/30/24. Source: Bloomberg.

**China: Challenges persist, but the bottom may be in**

China’s slowing economic growth, geopolitical risks, governance uncertainties, and financial system burdened with bad real estate debt have contributed to investor skepticism and caused a deep decline in stocks. One of the Chinese Communist Party’s goals is

to replace real estate with industry and technology as the main drivers of growth. Japan, which has benefited from the weak yen, is a key competitor in these areas. If the yen strengthens against the renminbi (RMB), China’s outlook could improve. Regardless, the bigger issue is the ongoing deleveraging from the property crisis (Exhibit 10), which needs to be worked out over time and/or with assistance from the government. A revitalization of consumer spending and confidence is also necessary.

**Exhibit 10: Steep declines in investment and sales highlight China’s property sector struggles**

Real estate investment and sales growth



As of 04/30/24. Source: Bloomberg.

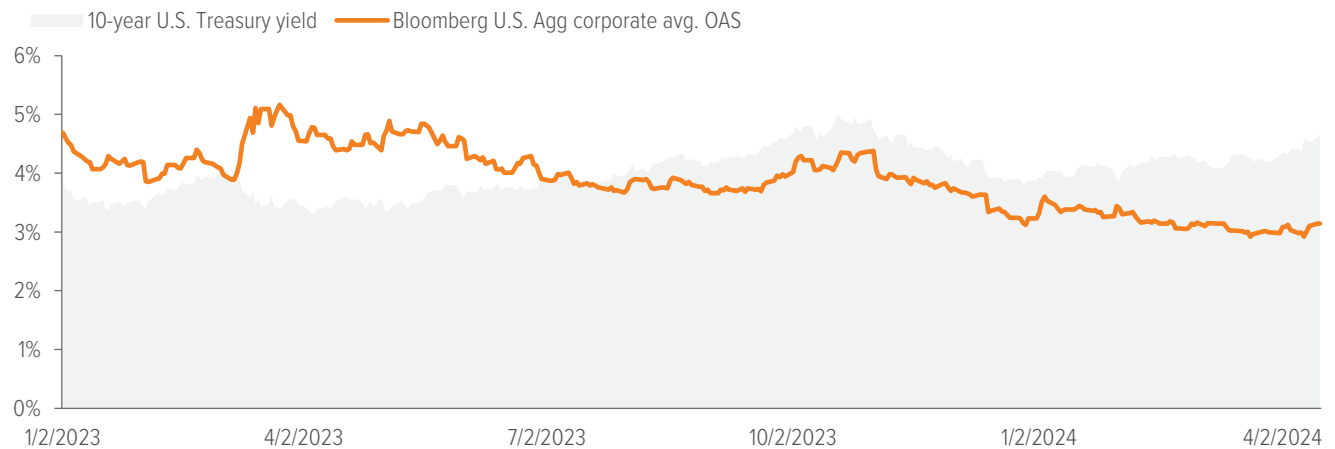
While China faces significant challenges, not all is lost. Its auto industry is booming, and it is leading advancements in turbines, solar panels, power plants and other industrial technologies. In addition, although the U.S. has begun decoupling supply chains—which is hampering manufacturing and exports—the process will take a long time. In the interim, prominent global firms are unlikely to abandon the largest consumer market in the world. Nevertheless, the outlook for Chinese stocks remains highly uncertain (despite interesting valuations), bolstering our preference for U.S. equities.

**Bonds: Strong fundamentals should contain high-quality spreads, allowing investors to keep more carry**

In 1Q24, bond yields drifted higher on the back of stronger-than-expected economic growth and hotter-than-forecasted inflation. While higher longer-end rates make duration more attractive and provide a good entry point for fixed income investors, we are maintaining our neutral duration posture and think an up-in-quality overweight to credit remains the best risk-adjusted position. Investment grade credit is supported by the U.S. macroeconomic backdrop, where strong earnings suggest solid corporate fundamentals. Even if the current tight spreads widen later this year, we think the move will be limited and carry will keep total returns positive (Exhibit 11).

**Exhibit 11: Interest rate volatility may remain high, but spreads are likely to be more contained**

10-year U.S. Treasury yields and investment grade credit spreads



As of 04/15/24. Source: Bloomberg. Left axis shows the 10-year Treasury yield. Right axis shows the investment grade spread, as represented by the Bloomberg U.S. Aggregate Bond Index corporate average option-adjusted spread.

### A note about risk

Certain of the statements contained herein are statements of future expectations and other forward-looking statements that are based on management's current views and assumptions and involve known and unknown risks and uncertainties that could cause actual results, performance or events to differ materially from those expressed or implied in such statements. All investments are subject to market risks as well as issuer, credit, prepayment, extension, and other risks. The value of an investment is not guaranteed and will fluctuate. Actual results, performance or events may differ materially from those in such statements due to, without limitation, (1) general economic conditions, (2) performance of financial markets, (3) interest rate levels, (4) increasing levels of loan defaults, (5) changes in laws and regulations and (6) changes in the policies of governments and/or regulatory authorities.

### Disclaimers

**Past performance does not guarantee future results.** This market insight has been prepared by Voya Investment Management for informational purposes. Nothing contained herein should be construed as (i) an offer to sell or solicitation of an offer to buy any security or (ii) a recommendation as to the advisability of investing in, purchasing or selling any security. Any opinions expressed herein reflect our judgment and are subject to change. Certain of the statements contained herein are statements of future expectations and other forward-looking statements that are based on management's current views and assumptions and involve known and unknown risks and uncertainties that could cause actual results, performance or events to differ materially from those expressed or implied in such statements.

# Resilience Amidst A Disinflationary Pause And Labor Market Softening

## Executive summary

### Softening labor market doesn't indicate recession

- While consumer spending remains stable, the U.S. labor market is showing signs of softening, which may reduce demand-driven inflation, but we don't think it signals an impending recession.

### GP portfolios maintain base allocations

- With U.S. corporate earnings remaining positive, we maintained our Global Perspectives portfolios at base positioning in early April.

### Support for U.S. equities persists

- Favorable economic conditions and strong earnings momentum could underpin a broadening rally into more cyclical sectors and continued strength in U.S. equities overall.

## First quarter 2024 review

**U.S. stocks enjoyed a strong first quarter as economic growth and corporate earnings beat expectations.** Large caps drove the S&P 500 Index to record-setting highs during the period. The communication services, energy and information technology sectors led, while real estate and utilities lagged. Large-cap stocks outperformed small caps and growth beat value. The Federal Open Market Committee voted to hold interest rates steady for the fifth consecutive time at its March meeting, although three rate cuts are still expected this year, with the first forecasted in June.

**Foreign stocks were positive but trailed the U.S.** Within developed markets, Euro area and U.K. economic growth remained weak but expected monetary easing generally supported stocks. The Bank of Japan raised interest rates for the first time in 17 years, as the country begins to emerge from a decade long deflationary lull and sees the Nikkei 225 Index to a new high after 35 years. Emerging markets lagged. India performed well, benefitting from

Exhibit 1. Stocks rose while bonds fell in 1Q24

Index	Q124	2023	2022	3 years	5 years
<b>Equity</b>					
S&P 500	10.6	26.3	(18.1)	7.8	12.8
S&P mid cap	10.0	16.4	(13.1)	3.6	9.6
S&P small cap	2.5	16.1	(16.1)	1.5	8.6
Global REITs	(1.0)	10.9	(24.4)	0.2	1.0
EAFE	5.8	18.9	(14.0)	3.3	6.6
Emerging mkts	2.2	10.3	(19.7)	(5.4)	2.1
Average	5.0	16.5	(17.6)	1.8	6.8
<b>Fixed income</b>					
Corporate	(0.4)	8.5	(15.8)	(1.7)	1.6
U.S. Treasury 20+	(3.8)	2.7	(31.1)	(7.7)	(2.6)
Global aggregate	(2.1)	5.7	(16.2)	(4.1)	(0.7)
High yield	1.5	13.4	(11.2)	1.7	3.9
Average	(1.2)	7.6	(18.6)	(3.0)	0.5
<b>Overall average</b>	<b>2.5</b>	<b>12.9</b>	<b>(18.0)</b>	<b>(0.1)</b>	<b>4.3</b>

As of 3/31/24. 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.**

U.S. corporations' efforts to move Asian operations out of China. Subsequently, China moved lower during the quarter, but a late rally caused some to wonder if the bottom is in.

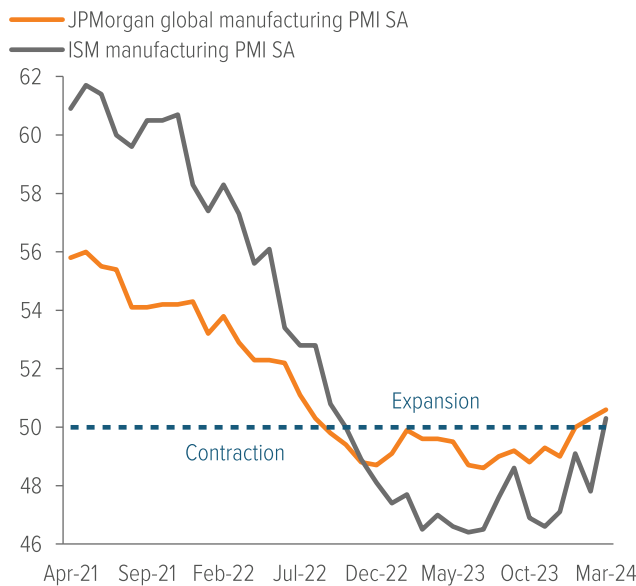
**U.S. bonds slipped as the U.S. Treasury yield curve rose, with the 10-year yield increasing to 4.20% by quarter end on early concerns that lingering high inflation could change the Fed's rate cut plans.** High yield and emerging market debt performed best with modestly positive performance.

## U.S. economy—Resilience amidst a disinflationary pause and labor market softening

The U.S. economy remains resilient as real GDP expanded 2.5% in 2023 due to payroll and productivity gains, which more than offset the effects of Fed tightening. We think economic growth will moderate closer to trend but stay strong in 2024. U.S. and global manufacturing activity is picking up (Exhibit 2).

### Exhibit 2. Manufacturing PMIs point to expansion

U.S. and global manufacturing PMIs

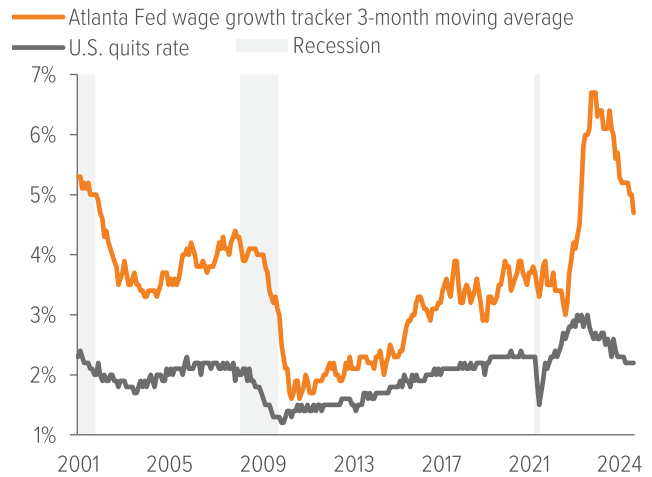


Consumer spending momentum appears to be stable, supported by household net worth that has risen by an astounding \$39.3 trillion (equivalent to 140% of GDP) since the pandemic. Also, the U.S. labor market continues to be strong overall but is showing signs of softening. Firms are hiring fewer workers, the unemployment rate has been trending higher, payroll growth is solid but slowing. Quits have also declined and are now below pre-pandemic levels (Exhibit 3). We don't think this loosening portends an impending recession but could lessen stickier demand-driven inflation.

Although inflation has fallen to more manageable levels—core PCE inflation declined 14 consecutive months to 2.8% in February—concerns about overheating persist, as headline CPI has stopped falling (Exhibit 4). Disinflation, from alleviated supply chain constraints and goods price declines, has faded while core services (ex-housing) prices are still rising.

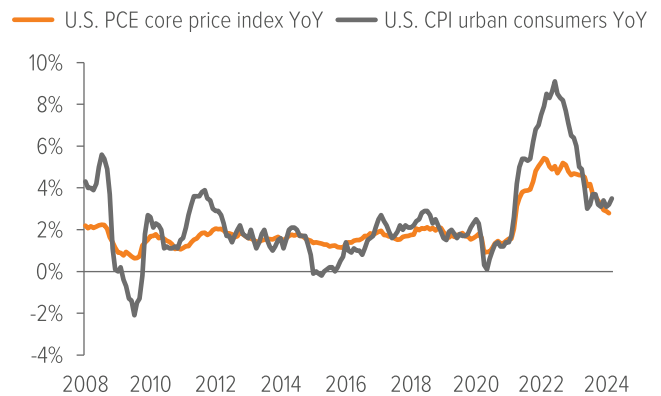
### Exhibit 3. Labor markets are cooling but not breaking

Wage growth and quits rate



### Exhibit 4. Inflation has fallen to more manageable levels. But remains sticky

Core PCE & Headline CPI YoY



To achieve inflation near the Fed's 2% target, we think downshifting growth and further loosening of the labor market are necessary. This doesn't mean the economy needs to weaken significantly, but rates may stay higher longer than some participants expect. Fed funds futures have moved from pricing in seven to two 25 bps cuts this year. This expectation is now below the Fed's projections, which at its March meeting maintained expectations for three cuts this year despite lifting its outlook for inflation and growth.

In our opinion, the number of cuts is less important than the rationale and economic data, which will ultimately dictate policy. The Fed's broader view of the economy and its longer-term guidance for the path of interest rates should persist if the inflation and employment data cooperate.

The U.S. has the most dynamic, innovative, and resilient economy in the world. It shows pockets of acceleration in the housing and manufacturing sectors, healthy consumers, higher corporate profits and shifting monetary policy. Although concerns about inflation and over concentration in the equity markets persist, the macro backdrop is overwhelmingly positive and underpins our belief that the risk asset rally may broaden out, justifying our continued home country bias.

**4Q23 S&P 500 corporate earnings stay positive—GP portfolios remain in base allocations**

S&P 500 fourth-quarter earnings grew by 10.1% year-over-year, with eight of the 11 sectors showing year-over-year increases. Communication services and consumer discretionary sectors led the way, with earnings rising by 53.4% and 36.5%, respectively, compared to a year ago. Energy, materials and healthcare earnings declined during the period. In aggregate, earnings came in better than expectations with 76% of companies beating. **With U.S. corporate earnings positive again, Global Perspectives portfolios remain in base positioning (Exhibit 5).**

**U.S. equities—Expect the rally to broaden on favorable economic conditions and strong earnings momentum**

In addition to the economic environment, U.S. stocks are supported by strong earnings momentum that could continue throughout the year. We think earnings will continue to grow faster than consensus (Exhibit 6) driven by healthy sales volumes aided by the ongoing resilience of consumer spending and durable margins underpinned by robust corporate pricing power and meticulous cost cutting.

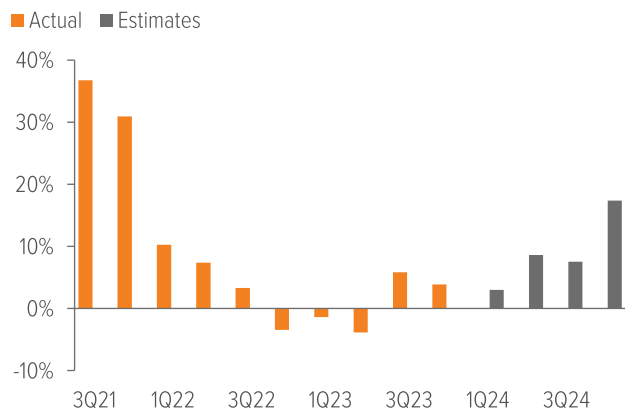
Valuation is always an important factor to consider. While U.S. large cap earnings multiples continue to expand well beyond long-term averages, growth and quality of earnings justifies a premium. Using the price/earnings to growth ratio (PEG), mega-cap tech stocks are cheaper than the broader S&P 500. We recognize breakneck growth rates can't last forever, but if U.S. tech firms turn into entrenched global artificial intelligence (AI) monopolies, increasing global market capitalization share is

**Exhibit 5. Global Perspectives Strategies remain in BASE positioning**

Product	Base positioning	Defensive positioning
Global Aggressive Growth	80% equity / 20% fixed income	40% equity / 60% fixed income
Global Moderate Growth	60% equity / 40% fixed income	30% equity / 70% fixed income
Global Conservative Growth	40% equity / 60% fixed income	20% equity / 80% fixed income
Global Income	100% fixed income	100% fixed income

**Exhibit 6. Current estimates suggest S&P 500 earnings will grow through 2024**

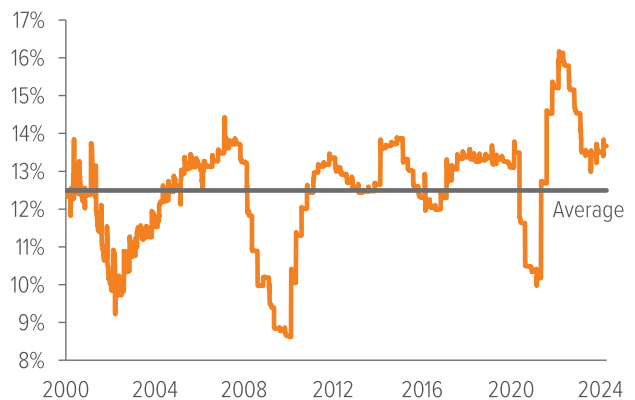
S&P 500 EPS quarterly YoY



As of 4/2/24. Source: FactSet.

**Compressed profit margins could stay above average on productivity growth and lower inflation**

S&P 500 profit margins





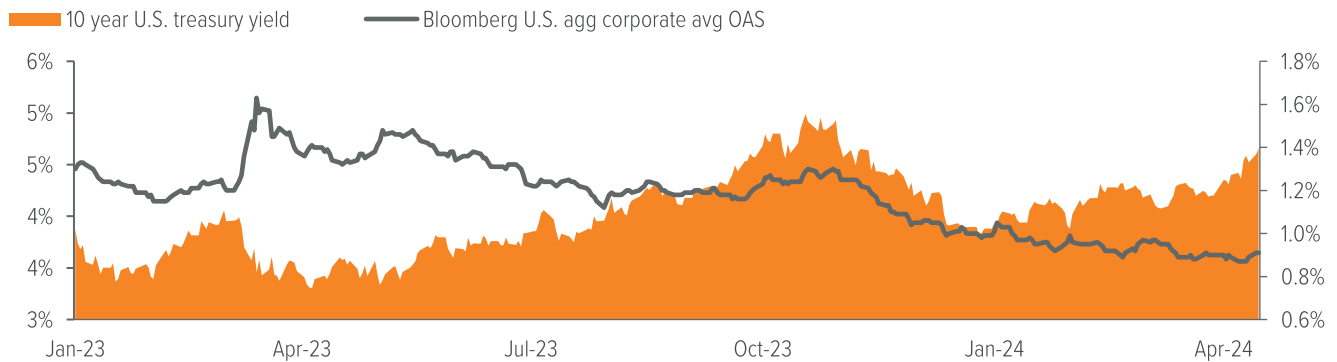
possible. However, a broadening rally, as value-oriented and smaller cap segments of the market take the lead, is more likely for the rest of the year. With the buoyant economy, rising corporate profits and pivoting monetary policy, cyclical stocks look poised to benefit from a prolonged mid-cycle expansion. Overall, the economic soft landing and looser financial conditions coupled with anticipated rate cuts create favorable conditions for U.S. stocks. Although stock prices have appreciated significantly and a near-term pullback looks increasingly likely, the accumulation of cash in money market funds points to the potential for a further rally once the Fed reduces rates.

**Bonds—Strong fundamentals should contain high quality spreads allowing investors to keep more carry**

In 1Q24, bond yields drifted higher on the back of stronger-than-expected economic growth and hotter-than-forecasted inflation. While higher longer-end rates make duration more attractive and provide a good entry point for fixed income investors, we are maintaining our neutral duration posture and think an up-in-quality overweight to credit remains the best risk-adjusted bet. The U.S. macroeconomic backdrop, where strong earnings suggest solid corporate fundamentals and tight spreads, continues to support investment-grade credit. Even if spreads widen later this year, we think the move will be limited and carry will keep total returns positive.

**Exhibit 7. Interest rate volatility may remain high, but spreads are likely to be more contained**

10-Year U.S. treasury yields and investment grade credit spreads



As of 4/15/24. Source: Bloomberg, Left axis shows the 10-year treasury yield. Right axis shows the investment grade as represented by the Bloomberg U.S. Aggregate index corporate average option adjusted spread.

#### A note about risk

Certain of the statements contained herein are statements of future expectations and other forward-looking statements that are based on management's current views and assumptions and involve known and unknown risks and uncertainties that could cause actual results, performance or events to differ materially from those expressed or implied in such statements. All investments are subject to market risks as well as issuer, credit, prepayment, extension, and other risks. The value of an investment is not guaranteed and will fluctuate. Actual results, performance or events may differ materially from those in such statements due to, without limitation, (1) general economic conditions, (2) performance of financial markets, (3) interest rate levels, (4) increasing levels of loan defaults, (5) changes in laws and regulations and (6) changes in the policies of governments and/or regulatory authorities.

*An investor cannot invest directly in an index, and index performance does not reflect the deduction of any fees, expenses or taxes. Index comparisons have limitations, as volatility and other characteristics may differ from a particular investment.* The S&P 500 Index is an unmanaged index that measures the performance of securities of approximately 500 of the largest companies in the United States. The S&P MidCap 400 Index is an unmanaged index that measures the performance of the mid-size company segment of the U.S. market. The S&P SmallCap 600 Index seeks to measure the small-cap segment of the U.S. equity market. The MSCI U.S. REIT Index is a free float-adjusted, cap-weighted index composed of equity real estate investment trusts (REITs), representing about 99% of the U.S. REIT universe. The MSCI EAFE Index is designed to measure the equity market performance of developed markets outside the U.S. and Canada. MSCI BRIC Equity Index is a market capitalization weighted index of about 320 companies located in Brazil, Russia, India and China. The Bloomberg U.S. Corporate Index measures the performance of investment grade, USD-denominated, fixed-rate, taxable corporate bond market securities. The Bloomberg U.S. Treasury Index is an unmanaged index that includes public obligations of the U.S. Treasury. Treasury bills and certain special issues, such as state and local government series (SLGS) bonds, as well as U.S. Treasury TIPS and STRIPS, are excluded. The Bloomberg U.S. Aggregate Bond Index is an unmanaged index composed of securities from Bloomberg's Government/Corporate Bond Index, Mortgage Backed Securities Index and Asset Backed Securities Index; it includes securities that are of investment grade quality or better and have at least one year to maturity. The Bloomberg Global Aggregate Index is an unmanaged index that provides a broad-based measure of global investment grade fixed-rate debt markets. The Bloomberg U.S. High Yield Index covers the universe of fixed-rate, non-investment grade debt. Eurobonds and debt issues from countries designated as emerging markets are excluded, but Canadian and global bonds of issuers in non-EMG countries are included.

**Past performance does not guarantee future results.** This market insight has been prepared by Voya Investment Management for informational purposes. Nothing contained herein should be construed as (i) an offer to sell or solicitation of an offer to buy any security or (ii) a recommendation as to the advisability of investing in, purchasing or selling any security. Any opinions expressed herein reflect our judgment and are subject to change. Certain of the statements contained herein are statements of future expectations and other forward-looking statements that are based on management's current views and assumptions and involve known and unknown risks and uncertainties that could cause actual results, performance or events to differ materially from those expressed or implied in such statements.



## Communication & Education

---

Optimize your plan and strategic marketing initiatives with insightful information in the Communication & Education Section. Within this section, you can view marketing literature along with several other educational and communications topics.

# 2024 Cost of Living Adjustments Announced

The cost of living dollar amounts for retirement plans, health account solutions, and the taxable wage base have been published for 2024, and are outlined in this document for ease of reference.

On November 1, 2023, the Internal Revenue Service issued Notice 2023-75, providing the cost of living dollar limits for retirement plans:

<u>LIMIT</u>	<u>2024</u>	<u>2023</u>
<b>Defined Benefit Plan</b> 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.	\$275,000	\$265,000
<b>Defined Contribution Plan 415 Dollar Limit</b> The lesser of the dollar limitation for annual additions under defined contribution plans under IRC Section 415(c)(1)(A) or 100% of compensation.	\$69,000	\$66,000
<b>401(k)/403(b)/Existing SARSEP Elective Deferral Limit</b> All elective deferrals (including designated Roth contributions) in a tax year made by a participant to 401(k), 403(b) tax deferred annuity, simplified employee pension, and SIMPLE retirement plans are aggregated under IRC Section 402(g).	\$23,000	\$22,500
<b>457 Deferral Limit</b> The lesser of the limitation on vested contributions to 457 plans under IRC Section 457(e)(15) or 100% of includible compensation.	\$23,000	\$22,500
<b>403(b) Limit, Including 15 Years of Service Catch-up</b> 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.	\$26,000	\$25,500

*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.*

This material has been provided for educational purposes only for sponsors and prospective sponsors. This material was created to provide accurate and reliable information on the subjects covered. It is not intended to provide specific legal, tax or other professional advice. The services of an appropriate professional should be sought regarding your individual situation.

**IRS Circular 230 Disclosure:** Any tax advice contained in this document (including any attachments) was not intended by the author of this document to be used, and cannot be used by the audience or any other person, for the purpose of avoiding any Internal Revenue Code penalties that may be imposed on such person. Any tax advice contained in this document was not intended by the author of this document to be used or referred to, and cannot be used or referred to, in promoting, marketing, or recommending the transaction(s) or matter(s) addressed herein. Revised 11/23

**LIMIT****2024****2023****Special 457 Catch-up Limit**

The special catch-up election for employees participating in an eligible 457 deferred compensation plan who have elected the special catch-up available in the three years prior to the year of normal retirement age. The annual additional amount available under a Special 457 Catch-up for an eligible participant is the lesser of (1) twice the current deferral limit, or (2) the sum of the current deferral limit plus the underutilized amount from prior years.

\$46,000

\$45,000

*Note: The participant in a governmental 457(b) plan may make catch-up contributions in a year equal to the greater of (1) the amount permitted under the Age 50+ Catch-up, or (2) the amount permitted under the Special 457 Catch-up.*

**Age 50+ Catch-up Limits (401(k), 403(b), and Governmental 457(b) Plans)**

The special catch-up available under IRC Section 414(v) for individuals at least 50 years old in 2024 and make eligible pre-tax (and/or designated Roth) contributions to 401(k), 403(b), and governmental 457 plans.

\$7,500

\$7,500

**\*Important note with respect to participants who reached a threshold of 3121(a) wages in the prior year (2023) by the employer sponsoring a 401(k), 403(b), or governmental 457(b) plan (the "Wage Threshold"):** SECURE 2.0 requires that Age 50+ catch-ups made by participants that have met the Wage Threshold can be made only as Roth contributions in the current year. The IRS announced that it will delay the enforcement of this requirement for Age 50+ contributions made prior to 2026.

N/A

N/A

**IRA Annual Contribution Limit**

Total annual contributions may be made by an individual, aggregating all traditional and Roth IRAs they own.

\$7,000

\$6,500

*Note:* Federal individual income tax filing status and adjusted gross income determine the deductibility of annual contributions to a traditional IRA and eligibility to contribute to a Roth IRA.

**Age 50+ Catch-up Limit (IRAs)**

The special catch-up available under IRC Section 219(b) for individuals at least 50 years old.

\$1,000

\$1,000

- 2 -

This material has been provided for educational purposes only for sponsors and prospective sponsors. This material was created to provide accurate and reliable information on the subjects covered. It is not intended to provide specific legal, tax or other professional advice. The services of an appropriate professional should be sought regarding your individual situation.

**IRS Circular 230 Disclosure:** Any tax advice contained in this document (including any attachments) was not intended by the author of this document to be used, and cannot be used by the audience or any other person, for the purpose of avoiding any Internal Revenue Code penalties that may be imposed on such person. Any tax advice contained in this document was not intended by the author of this document to be used or referred to, and cannot be used or referred to, in promoting, marketing, or recommending the transaction(s) or matter(s) addressed herein. Revised 11/23



**LIMIT****2024****2023****Definition of Key Employee**

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

\$220,000

\$215,000

**Definition of Highly Compensated Employees**

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

\$155,000

\$150,000

**Compensation Limit**

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

\$345,000

\$330,000

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).

\$505,000

\$490,000

**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.

\$76,500 (joint)

\$73,000 (joint)

\$38,250 (single)

\$36,500 (single)

\$57,375 (head of household)

\$54,750 (head of household)

**SIMPLE Retirement Accounts**

Annual contribution limit for employee deferrals to a SIMPLE retirement plan described in IRC Section 408(p)(2) or 401(k)(11).

\$16,000

\$15,500

**SIMPLE Retirement Accounts (continued)**

The special catch-up is available for individuals who are at least 50 years old in 2024 and make eligible pre-tax contributions to a SIMPLE plan described in IRC Section 408(p)(2) or 401(k)(11).

\$3,500

\$3,500

**Compensation for SEPs**

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

\$750

\$750

- 3 -

This material has been provided for educational purposes only for sponsors and prospective sponsors. This material was created to provide accurate and reliable information on the subjects covered. It is not intended to provide specific legal, tax or other professional advice. The services of an appropriate professional should be sought regarding your individual situation.

**IRS Circular 230 Disclosure:** Any tax advice contained in this document (including any attachments) was not intended by the author of this document to be used, and cannot be used by the audience or any other person, for the purpose of avoiding any Internal Revenue Code penalties that may be imposed on such person. Any tax advice contained in this document was not intended by the author of this document to be used or referred to, and cannot be used or referred to, in promoting, marketing, or recommending the transaction(s) or matter(s) addressed herein. Revised 11/23



The following are the cost of living dollar limits for health account solutions, based on Revenue Procedure 2023-23, released on May 16, 2023, and Revenue Procedure 2023-34, released on November 9, 2023:

<u>LIMIT</u>	<u>2024</u>	<u>2023</u>
<b>Health Spending Account (HSA) Contribution Limit</b>		
The annual dollar limit on deductions under IRC Section 223(b)(2) under a high deductible health plan.	\$4,150 (self-only coverage) \$8,300 (family coverage)	\$3,850 (self-only coverage) \$7,750 (family coverage)
<b>HSA Contribution Limit Including Age 55+ Catch-up</b>		
The maximum annual HSA contribution limit plus the \$1,000 catch-up under IRC Section 223(b)(3) for individuals at least 55 years old.	\$5,150 (self-only coverage) \$9,300 (family coverage)	\$4,850 (self-only coverage) \$8,750 (family coverage)
<b>Definition of High Deductible Health Plan</b>		
The annual minimum deductible of a high deductible health plan as defined under IRC Section 223(c)(2)(A).	\$1,600 (self-only coverage) \$3,200 (family coverage)	\$1,500 (self-only coverage) \$3,000 (family coverage)
<b>Maximum Out-of-Pocket Expenses for a High Deductible Health Plan</b>		
The maximum annual out-of-pocket expenses (deductibles, co-payments, and other amounts, but not premiums).	\$8,050 (self-only coverage) \$16,100 (family coverage)	\$7,500 (self-only coverage) \$15,000 (family coverage)
<b>Flexible Spending Accounts (FSAs)</b>		
The maximum annual dollar limit under IRC Section 125(i) for employee pre-tax contributions to a health FSA.	\$3,200	\$3,050
The maximum annual dollar limit under IRC Section 125(i) for employee pre-tax contributions to a limited purpose FSA for medical expenses not covered by insurance.	\$3,200	\$3,050
The maximum annual dollar limit (not subject to annual cost of living adjustments) under IRC Section 129(a) for employee pre-tax contributions to a dependent care FSA.	\$2,500 (married filing separately) \$5,000 (all other tax filers)	\$2,500 (married filing separately) \$5,000 (all other tax filers)

- 4 -

This material has been provided for educational purposes only for sponsors and prospective sponsors. This material was created to provide accurate and reliable information on the subjects covered. It is not intended to provide specific legal, tax or other professional advice. The services of an appropriate professional should be sought regarding your individual situation.

**IRS Circular 230 Disclosure:** Any tax advice contained in this document (including any attachments) was not intended by the author of this document to be used, and cannot be used by the audience or any other person, for the purpose of avoiding any Internal Revenue Code penalties that may be imposed on such person. Any tax advice contained in this document was not intended by the author of this document to be used or referred to, and cannot be used or referred to, in promoting, marketing, or recommending the transaction(s) or matter(s) addressed herein. Revised 11/23

**LIMIT****2024****2023****Commuter Benefit Spending Accounts**

The monthly dollar contribution limit under IRC Section 132(f)(2)(A) for transportation in a commuter highway vehicle or mass transit pass.

\$315

\$300

The monthly dollar contribution limit under IRC Section 132(f)(2)(B) for qualified parking.

\$315

\$300

On October 12, 2023, the Social Security Administration released its cost of living information for 2024:

**Taxable Wage Base****2024****2023**

Maximum amount of earnings subject to payroll tax.

\$168,600

\$160,200

- 5 -

This material has been provided for educational purposes only for sponsors and prospective sponsors. This material was created to provide accurate and reliable information on the subjects covered. It is not intended to provide specific legal, tax or other professional advice. The services of an appropriate professional should be sought regarding your individual situation.

**IRS Circular 230 Disclosure:** Any tax advice contained in this document (including any attachments) was not intended by the author of this document to be used, and cannot be used by the audience or any other person, for the purpose of avoiding any Internal Revenue Code penalties that may be imposed on such person. Any tax advice contained in this document was not intended by the author of this document to be used or referred to, and cannot be used or referred to, in promoting, marketing, or recommending the transaction(s) or matter(s) addressed herein. Revised 11/23

## Updated Investment Information:

To check if there is more recent plan and product performance, as well as fund fact sheet, information for your plan, visit Voya's Sponsor Web site at [www.voyaretirementplans.com/sponsor](http://www.voyaretirementplans.com/sponsor) and click on the menu selections below for the following:

### Plan and Product Performance Reports

> Investment Information > Fund Performance

### Investment Option Descriptions

> Investment Information > Investment Option Descriptions



**You should consider the investment objectives, risks, and charges and expenses of the variable product and its underlying fund options; or mutual funds offered through a retirement plan, carefully before investing. The prospectuses/prospectus summaries/information booklets contain this and other information, which can be obtained by contacting your local representative. Please read the information carefully before investing.**

For ERISA plan sponsors: Voya Retirement Insurance and Annuity Company, and/or Voya Institutional Plan Services, as administrative service providers, do not provide services to your plan which would be defined as investment advice under the Employee Retirement Income Security Act of 1974 ("ERISA") or the Internal Revenue Code ("IRC"). Accordingly, the service provider does not serve as an investment advice fiduciary to your plan as defined by ERISA or the IRC.

Insurance products, annuities and funding agreements are issued by Voya Retirement Insurance and Annuity Company ("VRIAC"), Windsor, CT. VRIAC is solely responsible for meeting its obligations. Plan administrative services are provided by VRIAC or Voya Institutional Plan Services LLC ("VIPS"). VIPS does not engage in the sale or solicitation of securities. All companies are members of the Voya™ family of companies. **Securities are distributed by Voya Financial Partners LLC (member SIPC) or third parties with which it has a selling agreement. All products and services may not be available in all states.**

170210 3032914.C.S-5 WLT 5515429 © 2024 Voya Services Company. All rights reserved. CN2821544\_0425