



PLAN SUMMARY

Vermont Single Deposit Investment Account 940040

As Of: September 30, 2023

Report contains information up through the last business day of end period.

For Plan Sponsor use only. Not to be distributed to plan participants or the general public.





PLAN SUMMARY AND BENCHMARK TRENDS



Plan Summary

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Historical Plan Statistics

	10/1/2019 - 9/30/2020	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023
Total Participants Balances	\$32,416,698	\$30,532,996	\$27,674,856	\$25,252,247
Contributions*	\$0	\$0	\$0	\$0
Distributions*	(\$4,425,715)	(\$2,583,104)	(\$3,400,925)	(\$3,095,131)
Cash Flow	(\$4,425,715)	(\$2,583,104)	(\$3,400,925)	(\$3,095,131)
Market Value Gain / Loss**	\$776,793	\$699,402	\$542,786	\$672,522
Account Balances				
Average Participant Balance	\$36,260	\$35,795	\$34,421	\$32,966
National Average Benchmark***	\$102,586	\$103,108	\$110,278	\$116,541
Participation / Deferrals				
Total Participants with a Balance	894	853	804	766
Asset Allocation				
% of Plan Assets in Stable Value	100.0%	100.0%	100.0%	100.0%
Book of Business % of Plan Assets in Stable Value	22.1%	20.7%	18.3%	21.9%
Number of Participants in One Fund	894	853	804	766
Distributions				
Number of Distributions*	1,305	948	1,198	1,074
Termination	\$2,008,369	\$1,099,302	\$838,715	\$937,874
Hardship	\$0	\$0	\$0	\$0
In Service	(\$66,516)	\$0	\$1,143	(\$23,077)
Amount of Distributions	\$4,425,715	\$2,583,104	\$3,400,925	\$3,095,131
Amount of Distributions Representing Rollovers	\$975,471	\$541,143	\$432,333	\$994,426
% of Assets Distributed*	13.7%	8.5%	12.3%	12.3%

*Includes Rollovers, Coronavirus-Related Distributions & Repayments, and Qualified Birth or Adoption Distributions & Repayments if applicable on the plan.

**This is not the equivalent of a plan level return on investment due to the timing of additions, distributions and underlying investment performance.

***External Benchmark Source: PLANSPONSOR Defined Contribution Annual Survey

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Plan Demographics Summary

	1/1/2022-9/30/2022	1/1/2023-9/30/2023
Total Participants*	804	766
Active Participants	10	10
Terminated Participants	794	756
Average Participant Balance	\$34,421	\$32,966
Average Account Balance for Active Participants	\$45,240	\$46,423
Median Participant Balance	\$21,044	\$20,402
Median Participant Balance for Active Participants	\$23,692	\$24,311
Participants Age 50 and Over	803	765
Total Assets for Participants Age 50 and Over	\$27,655,762	\$25,233,155
Total Distributions	(\$1,924,963)	(\$1,910,911)
Percentage of Assets Distributed	7.0%	7.6%
Market Value Gain / Loss****	(\$933,177)	(\$511,699)
Total Participant Balances	\$27,674,856	\$25,252,247

*Participant(s) with an account balance greater than \$0.

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Plan Features

Stable Value	9/30/2022	9/30/2023
Participation Rate in Stable Value	100.0%	100.0%
% of Plan Assets in Stable Value	100.0%	100.0%
Book of Business % of Plan Assets in Stable Value - As of 12/31/2022	21.9%	

eDelivery	9/30/2022	9/30/2023
# of Participants Enrolled in eDelivery	169	162
# of Participants Affirmatively Elected eDelivery	168	161
# of Participants Defaulted into eDelivery	1	1
% of Participants in eDelivery	21.0%	21.1%
Book of Business % of Participants in eDelivery - As of 12/31/2022	56.0%	

Participant Activity

Call Center	1/1/2022 - 9/30/2022	1/1/2023 - 9/30/2023
Total Call Volume	292	237

Transaction Summary

Transactions	1/1/2022 - 9/30/2022	1/1/2023 - 9/30/2023
Distributions	627	547

eDelivery by Document Type	9/30/2022	9/30/2023
Statements	159	152
Confirms	165	158
Tax Forms	153	145
Plan Related Documents	156	156

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Asset Allocation/Net Activity By Age

January 1, 2023 to September 30, 2023

	35-44	55-64	65+	Total
Total Participant Balances	\$19,092	\$84,139	\$25,149,016	\$25,252,247
% Assets	0.1%	0.3%	99.6%	100.0%
Cash Distributions	\$0	\$0	(\$1,143,738)	(\$1,143,738)
Rollovers Out	\$0	\$0	(\$767,173)	(\$767,173)
Total (Cash Distributions + Rollovers Out)	\$0	\$0	(\$1,910,911)	(\$1,910,911)
Net Activity	\$0	\$0	(\$1,910,911)	(\$1,910,911)
Total Participants	1	13	752	766
Average Account Balance	\$19,092	\$6,472	\$33,443	\$32,966
<i>Book of Business Avg. Account Balance as of 12/31/2022</i>	<i>\$43,688</i>	<i>\$126,474</i>	<i>\$130,782</i>	<i>\$72,964</i>
Median Account Balance	\$19,092	\$1,281	\$20,613	\$20,402
<i>Book of Business Median Account Balance as of 12/31/2022</i>	<i>\$28,895</i>	<i>\$73,040</i>	<i>\$106,715</i>	<i>\$69,065</i>

A man with short brown hair, wearing a green V-neck sweater over a dark turtleneck, is sitting at a table and looking at a tablet computer. He has a slight smile on his face. In the background, two other people are blurred, suggesting a meeting or office environment. A black coffee cup is on the table in the foreground.

PLAN ACTIVITY



Participant Distribution Statistics

Distribution Type	Amount of Withdrawals Taken				# of Withdrawals			
	1/1/2022 - 9/30/2022	1/1/2023 - 9/30/2023	Change	% Change	1/1/2022 - 9/30/2022	1/1/2023 - 9/30/2023	Change	% Change
Death Distribution	\$684,245	\$760,941	\$76,696	11%	90	84	(6)	(7%)
Termination	\$699,194	\$709,895	\$10,701	2%	127	119	(8)	(6%)
Required Minimum Distribution	\$342,325	\$293,133	(\$49,192)	(14%)	144	129	(15)	(10%)
Installment Payment	\$194,500	\$146,732	(\$47,768)	(25%)	259	212	(47)	(18%)
In-Service Withdrawal	\$4,699	\$211	(\$4,489)	(96%)	7	3	(4)	(57%)
Grand Total	\$1,924,963	\$1,910,911	(\$14,052)	(1%)	627	547	(80)	(13%)

1/1/2023 - 9/30/2023						
Distribution Sub-Type	Amount of Withdrawals Taken			# of Withdrawals		
	Age < 50	Age >= 50	Total	Age < 50	Age >= 50	Total
Rollover	\$0	\$767,173	\$767,173	0	17	17
Cash	\$0	\$1,143,738	\$1,143,738	0	530	530
Grand Total	\$0	\$1,910,911	\$1,910,911	0	547	547

Death Distribution - Distribution taken by a beneficiary. This could include required minimum distributions, installment payments, etc.

Termination - A withdrawal that is taken when the participant is active and terminating from employment or is already in a 'Terminated' status.

Required Minimum Distribution - Minimum amounts that a participant must withdraw annually upon reaching a certain age or retirement. This would exclude any beneficiary or QDRO accounts.

Installment Payment - An Installment distribution is a payment option that disburses funds over time (i.e. monthly, quarterly, yearly).

In-Service Withdrawal - A distribution that is taken while the participant is still active, before termination from employment.

Participant Transaction Statistics

	10/1/2022 - 12/31/2022	1/1/2023 - 3/31/2023	4/1/2023 - 6/30/2023	7/1/2023 - 9/30/2023
Call Center				
Unique Callers	54	55	55	37
Total Call Volume	101	97	83	57
Participant Website				
Registered Participants	294	290	284	280
Unique Web Logins	97	159	100	96
Total Web Logins	480	875	457	402

Call Center Reason Category	10/1/2022 - 12/31/2022	1/1/2023 - 3/31/2023	4/1/2023 - 6/30/2023	7/1/2023 - 9/30/2023
Account Explanations	34	43	34	25
Allocation Changes & Exchange	0	0	0	0
Contributions	0	0	0	0
Disbursements	56	36	38	27
Enrollments	0	0	0	0
Forms	2	0	1	1
Fund Information	0	0	1	1
Hardships	0	0	0	0
IFX	0	0	0	0
IVR or Web Assistance	0	3	1	0
Loans	0	0	0	0
Other	5	1	1	2
Payment Questions	0	0	0	0
Plan Explanations	1	2	2	0
Regen Reg Letter	0	0	0	0
Status of Research	2	5	2	1
Tax Information	1	7	1	0
Website Processing	0	0	2	0
Total	101	97	83	57

Definitions:

Unique Callers – The number of individuals that spoke to a Participant Service Center Representative during the reporting period (e.g., If the same individual called five times during the reporting period, they would only be counted once).

Total Call Volume – The number of calls to a Participant Service Center Representative during the reporting period (e.g., If the same individual called five times during the reporting period, they would be counted five times).

Registered Participants - The total number of individuals that established an account as of the reporting end date, for which they can access their retirement plan via the Participant Website.

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Assets and contributions reflect actual participant account balances and do not include outstanding loan balances, forfeitures, and / or expense account assets.

Customer should promptly report any inaccuracy or discrepancy to the brokerage firm(s).

All oral communications should be re-confirmed in writing to protect the customer's legal rights, including rights under the Securities Investor Protection Act (SIPA).

This information should not be considered an offer or solicitation of securities, insurance products or services. No offer is intended nor should this material be construed as an offer of any product. The information is being presented by us solely in our role as the plan's service provider and or record keeper.

Retirement products and services are provided by Prudential Retirement Insurance and Annuity Company, Hartford, CT, or its affiliates.

Securities products and services are offered through Prudential Investment Management Services LLC (PIMS), Newark, NJ, a Prudential Financial company.

Prudential Retirement's registered representatives are registered with Prudential Investment Management Services, LLC, Newark, NJ. A Prudential Financial Company.

In providing this information Prudential Retirement is not undertaking to provide impartial investment advice, or to give advice in a fiduciary capacity. Prudential Retirement may benefit from advisory and other fees paid to it or its affiliates for managing, selling, or settling of the Prudential mutual funds and other investment products or securities offered by Prudential Retirement or its affiliates. Investment vehicles sponsored or managed by a Prudential Retirement affiliate generate more revenue for the Prudential enterprise than non-proprietary investment vehicles. Prudential Retirement's sales personnel generally receive greater compensation if plan assets are invested in proprietary investment vehicles. Prudential Retirement may benefit directly from the difference between investment earnings of Prudential Retirement's stable value funds and the amount credited to deposits in those funds. Prudential Retirement may also benefit from broker-dealer or other entities' co-sponsorship of Prudential conferences.

Prudential Retirement's separate accounts are available under group variable annuity contracts issued by Prudential Retirement Insurance and Annuity Company (PRIAC), Hartford, CT. PRIAC is a Prudential Financial company.

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Book of Business averages are as of 12/31/2022.

Plan Summary

On April 1, 2022, Empower Annuity Insurance Company of America (EAIC), formerly known as Great-West Life & Annuity Insurance Company, the parent company of Empower Retirement, LLC (Empower) acquired the full-service retirement business of Prudential Financial, Inc. In connection with the transaction, EAIC acquired all shares of the following entities, which are no longer affiliated with Prudential Financial, Inc.: Prudential Retirement Insurance and Annuity Company; Prudential Bank & Trust, FSB; Global Portfolio Strategies, Inc.; TBG Insurance Services Corporation; MC Insurance Agency Services, LLC; and Mullin TBG Insurance Agency Services, LLC. On October 3, 2022, Prudential Retirement Insurance and Annuity Company was renamed Empower Annuity Insurance Company. For additional information regarding the name changes, please see: www.empower.com/name-change.

Empower is in the process of integrating the acquired full-service retirement business. Effective January 1, 2023, Global Portfolio Strategies, Inc. was merged into Empower Capital Management, LLC, an Empower affiliate. Effective March 31, 2023, Prudential Bank & Trust, FSB is merging into Empower Trust Company, LLC, an Empower affiliate, and all services performed by Prudential Bank & Trust, FSB will be assumed by Empower Trust Company, LLC.

Please use the following to determine if Empower is now the service provider for an account or product. If an individual has multiple accounts, they may be a customer of Prudential Financial, Inc. and its affiliates (together, Prudential) and Empower.

Account Type	Service Provider
<p>If an individual is an annuitant, contingent annuitant, or other beneficiary under a group annuity contract issued or reinsured by Prudential’s pension risk transfer business or a plan participant whose benefit is administered by Prudential’s pension risk transfer business...</p> <p>How does an individual know if this applies?</p> <p>They were previously issued an annuity certificate from the Prudential Insurance Company of America <u>in connection with their employer’s defined benefit plan</u>, OR they previously received a communication from their employer that Prudential has issued a guaranteed annuity covering all or a portion of their pension benefit or pays their pension benefit.</p>	<p>...The account remains with Prudential and was not impacted by the transaction.</p> <p>The “Important Disclosures Regarding the Empower Transaction” listed below do not apply to the account.</p>
<p>If an individual independently purchased an individual annuity, life insurance, or investment product with Prudential...</p> <p>How does an individual know if this applies?</p> <ul style="list-style-type: none"> • They independently purchased a product from Prudential (other than a SmartSolution IRA) that is unrelated to an employer workplace plan. • The product purchased is issued by The Prudential Insurance Company of America (PICA), Pruco Life Insurance Company, or Pruco Life Insurance Company of New Jersey. • They purchased an investment product or service through Pruco Securities, LLC. 	<p>...The account remains with Prudential and was not impacted by the transaction.</p> <p>The “Important Disclosures Regarding the Empower Transaction” listed below do not apply to the account.</p>

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<p>If an individual is a participant in the Prudential Employee Savings Plan (PESP); the Jennison Associates Savings Plan; the Assurance Savings Plan; the Prudential Supplemental Employee Savings Plan; the Prudential Financial, Inc. 2021 Omnibus Incentive Plan and the attendant Prudential Long-Term Incentive Program; the Prudential Financial, Inc. 2016 Deferred Compensation Plan for Non-Employee Directors; or the PGIM, Inc. Omnibus Deferred Compensation Plan...</p> <p>How does an individual know if this applies?</p> <ul style="list-style-type: none">• They receive statements and other notifications from Prudential in connection with one or more of these plans.	<p>...Prudential remains the service provider for the plans. Empower is currently providing services as a sub-contractor for a transitional period.</p> <p>Please carefully review the “Important Disclosures Regarding the Empower Transaction” below that apply to the account as applicable.</p>
<p>If an individual is a participant in a retirement plan previously serviced by Prudential Retirement that may include defined benefit plans, nonqualified plans, defined contribution plans, and 401(k) plans (including a plan that permits self-directed brokerage accounts), or is an account holder of a SmartSolution IRA, an Auto Roll IRA, or an NFS Prudential Brokerage Account...</p> <p>This category includes certain Stable Value products on third party recordkeeping platforms where the service provider will transfer to Empower. These clients will be notified directly.</p> <p>How does an individual know if this applies?</p> <ul style="list-style-type: none">• They receive a notification from Prudential Retirement notifying them that Empower will become the service provider for their account.• They receive a welcome email or letter from Empower.	<p>...Empower is now the service provider for the account. However, with respect to SmartSolution IRAs and certain Auto Roll IRAs, Prudential Investment Management Services LLC (PIMS) remains the broker-dealer for a transitional period.</p> <p>Please carefully review the “Important Disclosures Regarding the Empower Transaction” below that apply.</p>

Important Disclosures Regarding the Empower Transaction

Effective April 1, 2022, the following will apply:

- All references to “Prudential Retirement” refer to Empower. Prudential Retirement is no longer a business unit of Prudential.
- Certain insurance products written by The Prudential Insurance Company of America were reinsured to EAICA and Empower Life & Annuity Insurance Company of New York (for New York business). Empower will become the administrator of this business acquired from Prudential.
- Empower refers to the products and services offered by EAICA and its subsidiaries, including Empower Retirement, LLC. Empower is not affiliated with Prudential or its affiliates.
- Full-service retirement sales personnel and certain service personnel are no longer registered representatives of Prudential Investment Management Services LLC (PIMS) and are registered representatives of Empower Financial Services, Inc., formerly known as GWFS Equities, Inc. For a transition period, certain back office and service personnel will remain registered representatives of PIMS.
- During a transition period, Prudential and, as applicable, its affiliates will continue to provide services to Empower. PIMS will continue to provide certain broker-dealer services under the terms of existing service agreements for certain plans and will continue to be the broker-dealer of record for existing SmartSolution IRAs and certain Auto Roll IRAs for a transition period.
- On or about May 1, 2023, the principal underwriter and distributor for certain legacy Prudential products will change from Prudential Investment Management Services LLC to Empower Financial Services, Inc, resulting from the sale of Prudential’s retirement business to Empower. The change of principal underwriter and distributor will not impact the way these products operate. You can find further details if you wish in the prospectus to be released on or about May 1, 2023, to determine which principal underwriter and distributor supports the product you are invested in.
- Any documents pertaining to fraud or security commitments by Prudential Retirement are no longer applicable and are replaced with Empower’s commitments set forth at participant.empower-retirement.com/participant/#/articles/securityGuarantee
- If Empower is the service provider for an account, Prudential’s Privacy Statements and Privacy Notices are replaced with Empower’s Privacy Notice as set forth at empower-retirement.com/privacy for the account.

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Empower Sponsor 2.2023