



2024
Plan Review



CLACKAMAS
COUNTY

457(b) Deferred Compensation Plan
January 1 - December 31, 2024

Meeting Date: February 25, 2025

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Not for distribution to plan participants

PLAN | INVEST | PROTECT



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Plan Sponsor web site

www.voyaretirementplans.com/sponsor

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

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

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

Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value
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Voya Representative Activity

2024 Plan Review

Clackamas County

Clackamas County Housing Authority

12/31/24 Fund Performance

2025 COLA Limits

Voya 4Q24 Fact Sheet

Voya Representative Activity

On-Site Service Days	13
Service Day Appointments	107
One-on-One Meetings	
In-Person	38
In-Person Out-of-Office	26
Virtual	86
Phone Calls	929
Emails	1,081
Meeting type:	
New Enrollment	36
Account Review	161
PERS/IAP Inquiries	65
Financial Planning	20
Other	
Group Meetings, e.g. NEO	33
Employer	5

PLAN PULSE

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

01/01/2023 - 12/31/2023 vs. 01/01/2024- 12/31/2024

	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.

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Plan statistics for: Clackamas County

PLAN STATEMENT

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

Plan summary

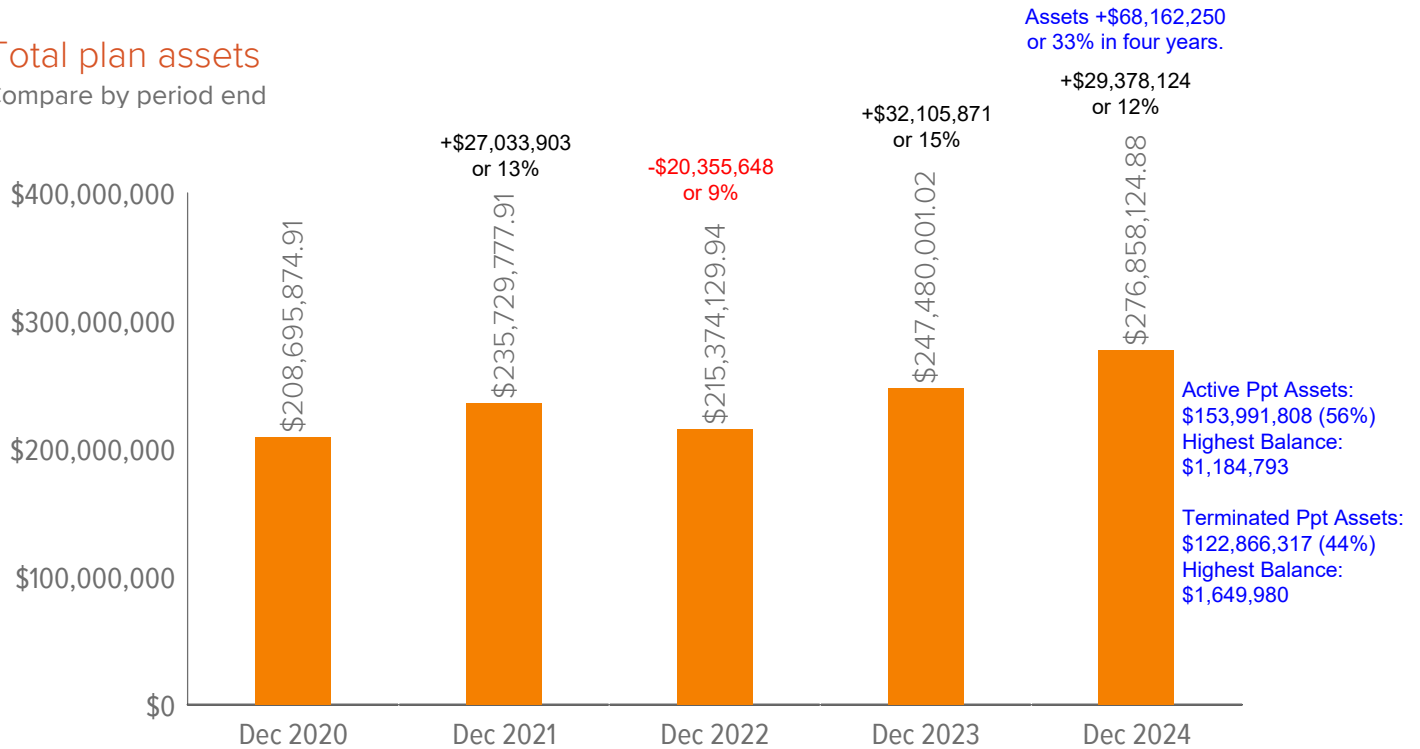
Compare by period

	(01/01/2023 - 12/31/2023)	(01/01/2024 - 12/31/2024)
Beginning of Period Plan Assets	\$215,374,129.94	\$247,480,001.02
Contributions	\$14,401,194.16	\$16,521,071.02
Distributions	-\$17,141,709.48	-\$20,515,733.89
Other Activity	\$5,155,612.14	\$5,399,308.70
Dividends	\$4,097,089.39	\$6,888,815.18
Appreciation/Depreciation	\$25,593,684.87	\$21,084,662.85
End of Period Plan Assets	\$247,480,001.02	\$276,858,124.88

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

Total plan assets

Compare by period end



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Plan statistics for: Clackamas County

PARTICIPATION

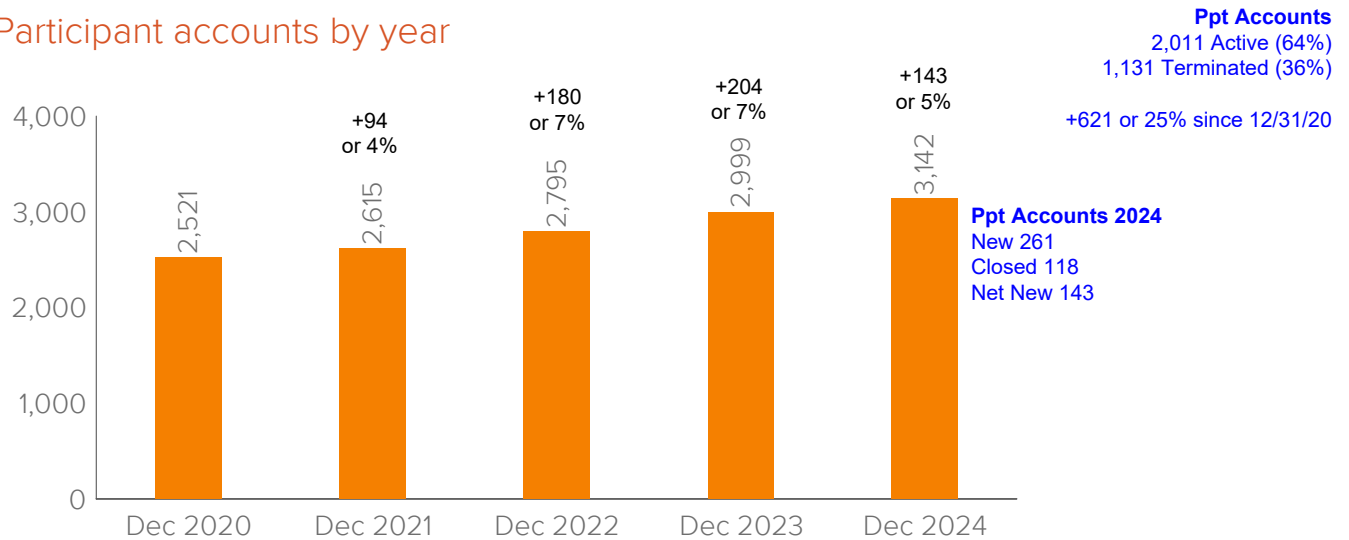
Participation is a key indicator of the success of your plan. Check out your progress. We can help you devise a plan to boost participation among employees as well as increase the deferral rates of existing participants.

Participant account reconciliation

01/01/2024 - 12/31/2024

Beginning of Period	2,999
New Accounts	261
Closed Accounts	-118
End of Period	3,142
Terminated Employees with an account balance	1,131
Terminated Employees with an account balance < \$7,000	353

Participant accounts by year



Participant accounts by age group

	Dec 2020		Dec 2021		Dec 2022		Dec 2023		Dec 2024	
<30	168	6.66%	174	6.65%	194	6.94%	214	7.14%	218	6.94%
30 - 39	526	20.86%	548	20.96%	600	21.47%	673	22.44%	712	22.66%
40 - 49	699	27.73%	720	27.53%	760	27.19%	794	26.48%	838	26.67%
50 - 59	578	22.93%	598	22.87%	639	22.86%	702	23.41%	731	23.27%
60+	545	21.62%	569	21.76%	598	21.40%	612	20.41%	638	20.31%
Unknown	5	0.20%	6	0.23%	4	0.14%	4	0.13%	5	0.16%

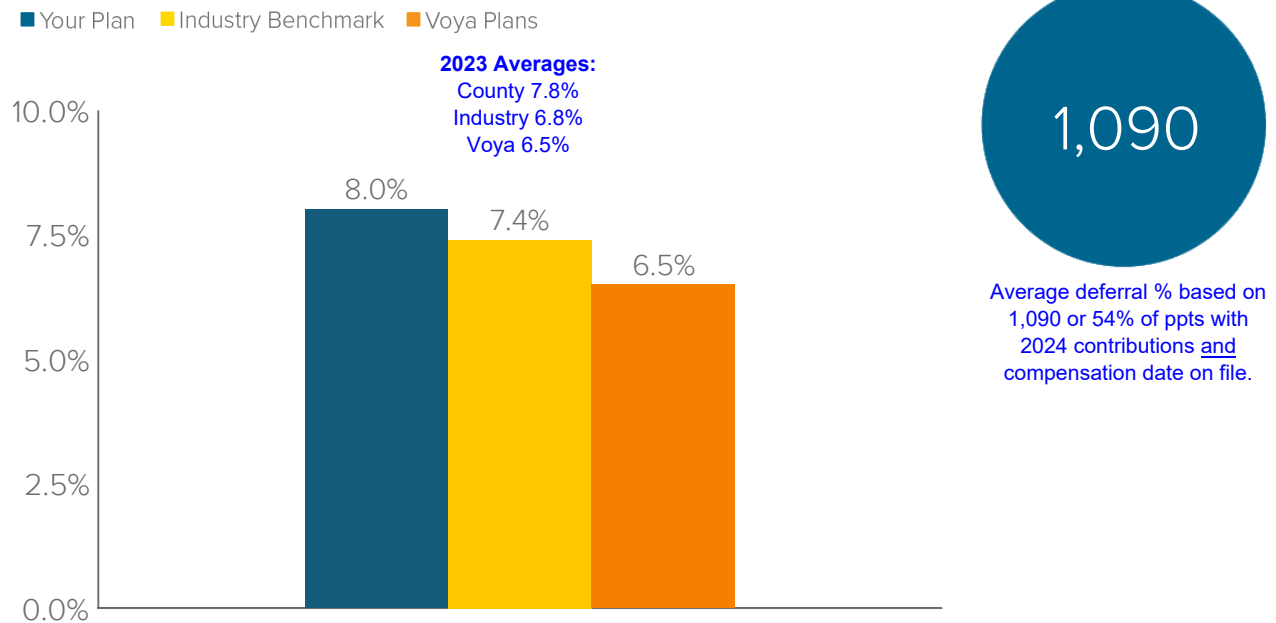
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Plan statistics for: Clackamas County

DEFERRAL SUMMARY

To help your plan participants achieve retirement readiness, it's important to track deferral rates and identify opportunities to increase contributions. See how your plan's deferral rates compare with other Voya plans and an industry benchmark.

Average deferral rates



Average deferral rates by age group

	# of participants	Deferral % pre-tax	Deferral % post-tax	Total deferral %
<30	111	6.5%	5.7%	6.9%
30-39	347	6.3%	5.0%	6.9%
40-49	352	6.9%	6.1%	7.7%
50-59	199	9.9%	6.2%	10.4%
60+	72	10.4%	8.0%	10.8%

Note - If a participant is deferring both pre and post tax values, both values are added together before averaging.

Important Note - These rates are calculated based on information provided to Voya.

Voya Plans includes all Government plans as of November 2024.

Industry benchmarks sourced by PLANSPONSOR 2023 DC Survey ©Institutional Shareholder Services. All rights reserved..

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Plan statistics for: Clackamas County

PARTICIPANT ENGAGEMENT

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

Participant access statistics 01/01/2024 - 12/31/2024

Versus 2023:

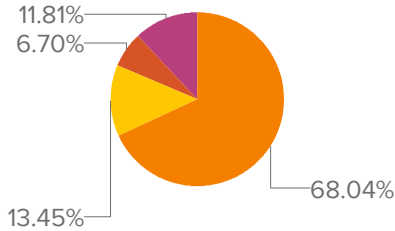
Website - 200 or 16% more unique ppts in 2024, however, there were 5,169 or 28% fewer web engagements.

Voya Retire App - 126 or 32% more unique users and 1,377 or 103% more interactions.

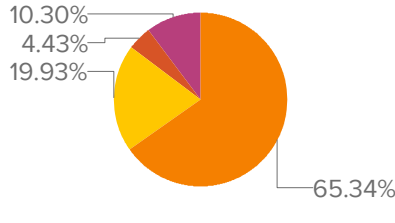
	Internet	Mobile	VRU	CSA*
Inquiries by type				
Total participants (unique)	1,439	517	127	258
Total inquiries	13,201	2,715	349	390

Unique participant inquiries by type

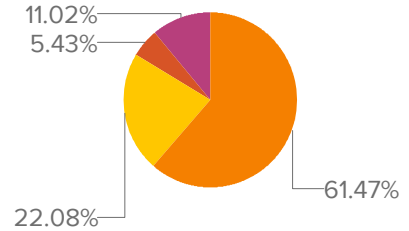
■ Internet ■ Mobile ■ VRU ■ CSA*



01/01/2022 - 12/31/2022



01/01/2023 - 12/31/2023



01/01/2024 - 12/31/2024

	Internet	Mobile	VRU	CSA*
Actions by type				
Catch up contribution elections	0	0	0	0
Contribution rate escalations	32	2	0	0
Deferral updates	803	319	11	27
Fund transfers	61	11	1	10
In-service/partial withdrawals	85	N/A	N/A	208
Investment election changes	93	21	0	9
Investment reallocations	75	16	0	6
Loan requests	0	N/A	N/A	0
Lump sum withdrawals	21	N/A	N/A	81
Rebalance elections	0	0	0	0
Total	1,170	369	44	341

* CSA - Customer Service Associate

There were 1,924 transactions processed vs. 1,483 in 2023.
Internet 61% / App 19% / VRU 1% / CSA 18%

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Plan statistics for: Clackamas County

Engagement

myOrangeMoney®		274
Personal Financial Dashboard		1
Retirement Readiness Service Center & agreed to take action	10% of ppts engaged with at least one online financial tool in 2024.	26
Accessed Online Advice		11
Total participants (unique)		305

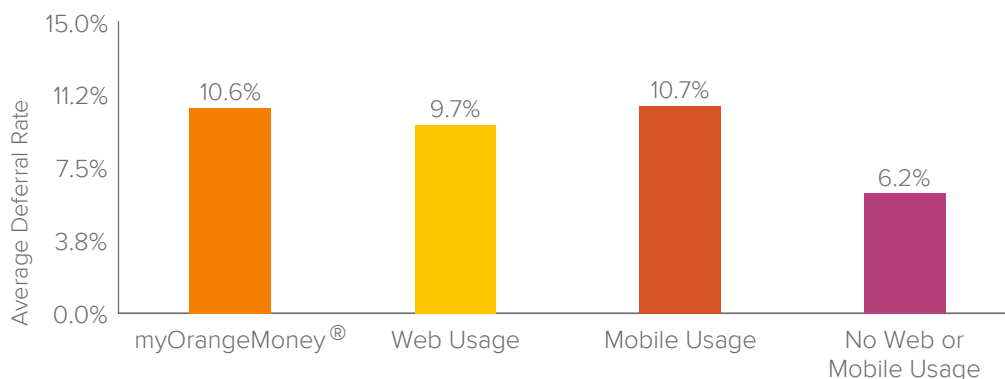
Action taken through engagement

Increased contribution/catchup contribution		158
Enrolled in managed accounts		4
Completed a roll-in/consolidated assets	Of these, 56% took action in their account.	12
Change current/future asset allocation		30
Participants taking action (unique)		172

Web engagement impact on deferral rates

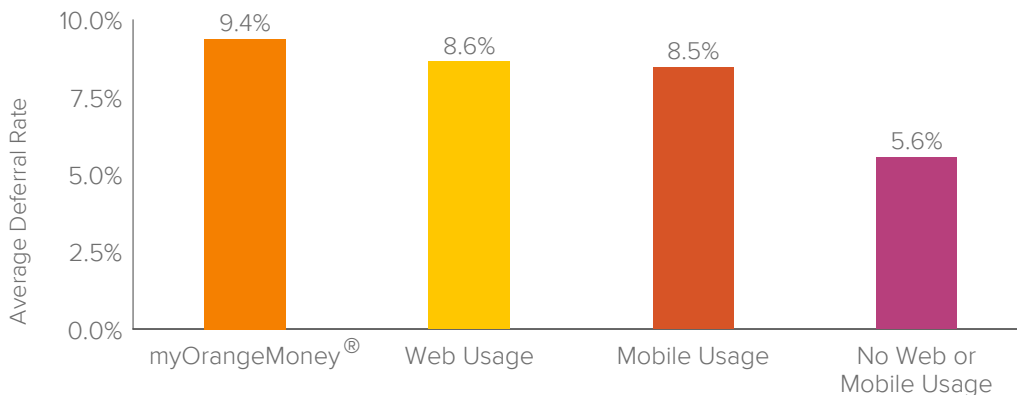
01/01/2024 - 12/31/2024

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 November 2024

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Plan statistics for: Clackamas County

TRANSACTION ACTIVITY DETAIL

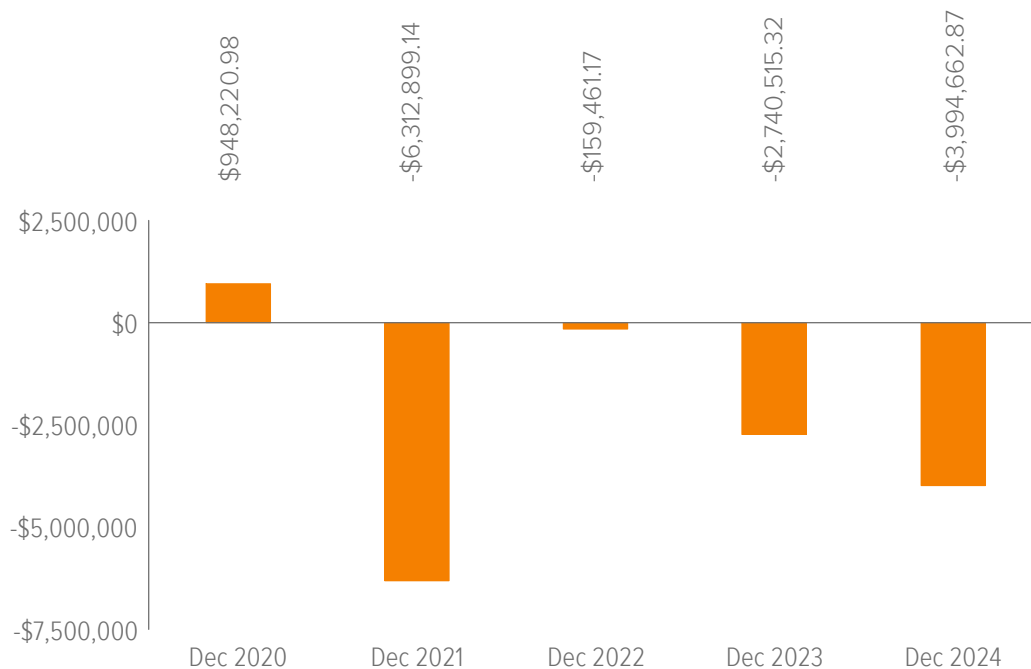
Below is a summary of your plan's transaction activity and net cash flow, along with highlights of the more notable transactions for the current period and prior periods. Monitor this data over time to ensure contribution levels are satisfactory and that distributions haven't risen unexpectedly, possibly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

Summary activity

	Prior Period 01/01/2023 - 12/31/2023		Current Period 01/01/2024 - 12/31/2024	
	Amount	Participants	Amount	Participants
Contributions	\$14,401,194.16	1,950	\$16,521,071.02	2,023
Distributions	-\$17,141,709.48	397	-\$20,515,733.89	422
Other Activity	\$9,252,701.53	3,040	\$12,288,123.88	3,210

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

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



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Plan statistics for: Clackamas County

Avg. Contribution (EE/ER/Roth)
\$7,385

Avg. Contribution (EE/ER/Roth)
\$8,167

Activity Highlights

1,950 contributing ppts
2,250 Eligible EEs = 87% Pption Rate

2,023 contributing ppts
2,250 Eligible EEs = 90% Pption Rate

Contributions	Prior Period 01/01/2023 - 12/31/2023		Current Period 01/01/2024 - 12/31/2024		Change Over Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
EE Deferral	\$10,762,539.36	1,730	\$12,218,454.04	1,785	13.53%	55
Employer Matching	\$2,638,768.76	654	\$2,924,785.89	668	10.84%	14
Roth	\$999,886.04	292	\$1,377,831.09	361	37.80%	69
Total	\$14,401,194.16		\$16,521,071.02		14.72%	

Distributions	Prior Period 01/01/2023 - 12/31/2023		Current Period 01/01/2024 - 12/31/2024		Change Over Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
Death Claim	-\$9,948.18	1	-\$1,731,010.73	10	17,300.28%	9
Excess Contribution	-\$165.43	2	-\$572.17	3	245.87%	1
Hardship Withdrawal	-\$114,390.86	10	-\$57,441.54	11	-49.78%	1
Minimum Distribution	-\$807,390.55	101	-\$953,690.03	103	18.12%	2
Periodic Payment	-\$1,213,636.85	72	-\$1,208,438.87	70	-0.43%	-2
Withdrawal	-\$14,996,177.61	236	-\$16,564,580.55	258	10.46%	22
Total	-\$17,141,709.48		-\$20,515,733.89		19.68%	

Other Activity	Prior Period 01/01/2023 - 12/31/2023		Current Period 01/01/2024 - 12/31/2024		Change Over Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
Adjustment	\$8.19	1	\$0.00	0		
Asset Transfer <i>Avg. \$70,731</i>	\$5,627,729.32	80	\$6,522,289.10	104	<i>Avg. Rollover-In \$62,714</i>	
Brokerage Account Transfer	-\$7,729.76	1	-\$562,979.25	7		
Dividends <i>Avg. \$1,356</i>	\$4,097,089.39	3,022	\$6,888,815.18	3,154	<i>Avg. \$2,184</i>	
Fee <i>Avg. \$127</i>	-\$382,513.82	3,012	-\$445,465.84	3,179	<i>Avg. \$140</i>	
Inter-Participant Transfers	\$0.00	0	\$0.00	23		
Miscellaneous	-\$124,228.13	1	-\$165,999.09	0		
Revenue Credit <i>Avg. \$9</i>	\$42,346.34	2,563	\$51,463.78	2,726	<i>Avg. \$19</i>	
Total	\$9,252,701.53		\$12,288,123.88			

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

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Plan statistics for: Clackamas County

CONTRIBUTION SUMMARY

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

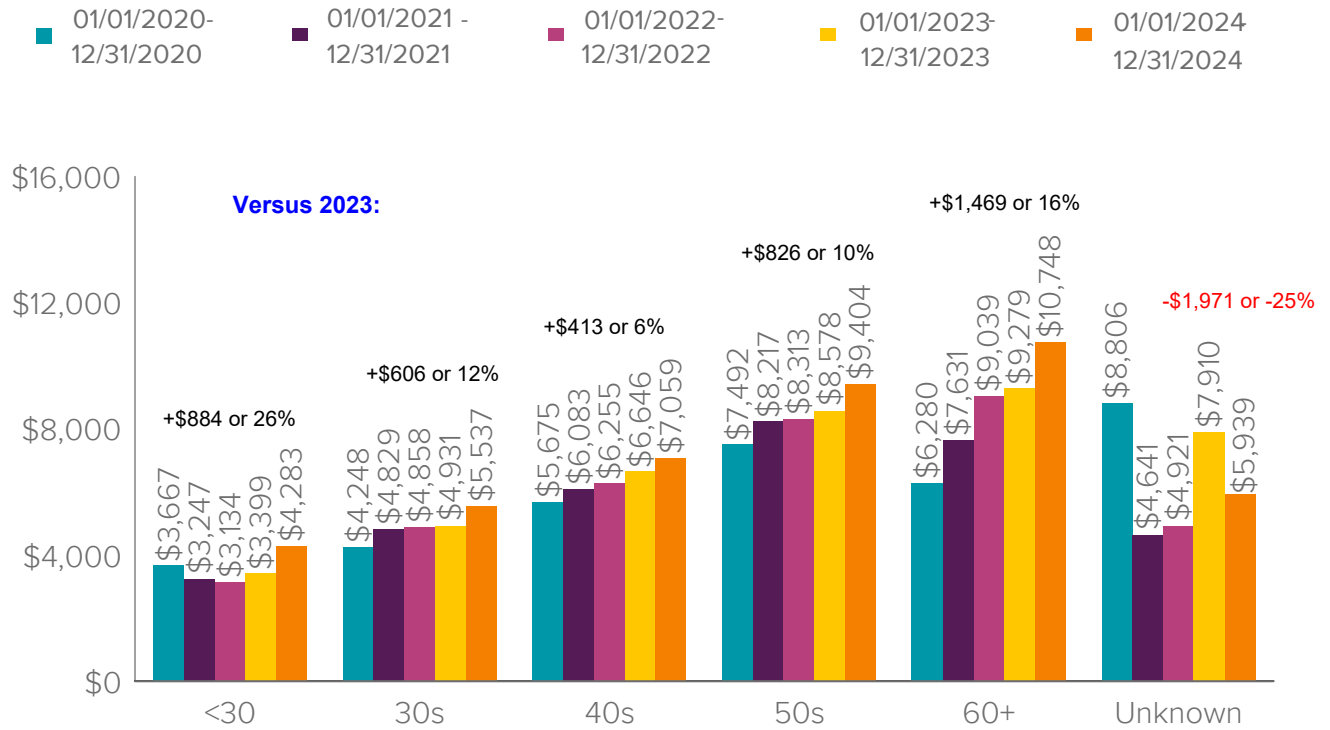
Contributions by source and participants

	01/01/2020 - 12/31/2020	01/01/2021 - 12/31/2021	01/01/2022 - 12/31/2022	01/01/2023 - 12/31/2023	01/01/2024 - 12/31/2024
Employee					
EE Deferral	\$8,292,485.24 (1,534)	\$9,315,685.57 (1,595)	\$9,914,901.76 (1,666)	\$10,762,539.36 (1,730)	\$12,218,454.04 (1,785)
Roth	\$596,963.26 (215)	\$792,833.05 (250)	\$932,961.76 (275)	\$999,886.04 (292)	\$1,377,831.09 (361)
Total	\$8,889,448.50	\$10,108,518.62	\$10,847,863.52	\$11,762,425.40	\$13,596,285.13
Employer					
Employer Matching	\$2,233,935.68 (643)	\$2,327,383.82 (634)	\$2,411,797.79 (636)	\$2,638,768.76 (654)	\$2,924,785.89 (668)
Total	\$2,233,935.68	\$2,327,383.82	\$2,411,797.79	\$2,638,768.76	\$2,924,785.89
Grand Total	\$11,123,384.18	\$12,435,902.44	\$13,259,661.31	\$14,401,194.16	\$16,521,071.02
	# of ppts w/Conts. 1,723 --- Avg. Cont. \$6,726	# of ppts w/Conts. 1,779 --- Avg. Cont. \$6,990	# of ppts w/Conts. 1,867 --- Avg. Cont. \$7,102	# of ppts w/Conts. 1,950 --- Avg. Cont. \$7,385	# of ppts w/Conts. 2,023 --- Avg. Cont. \$8,167

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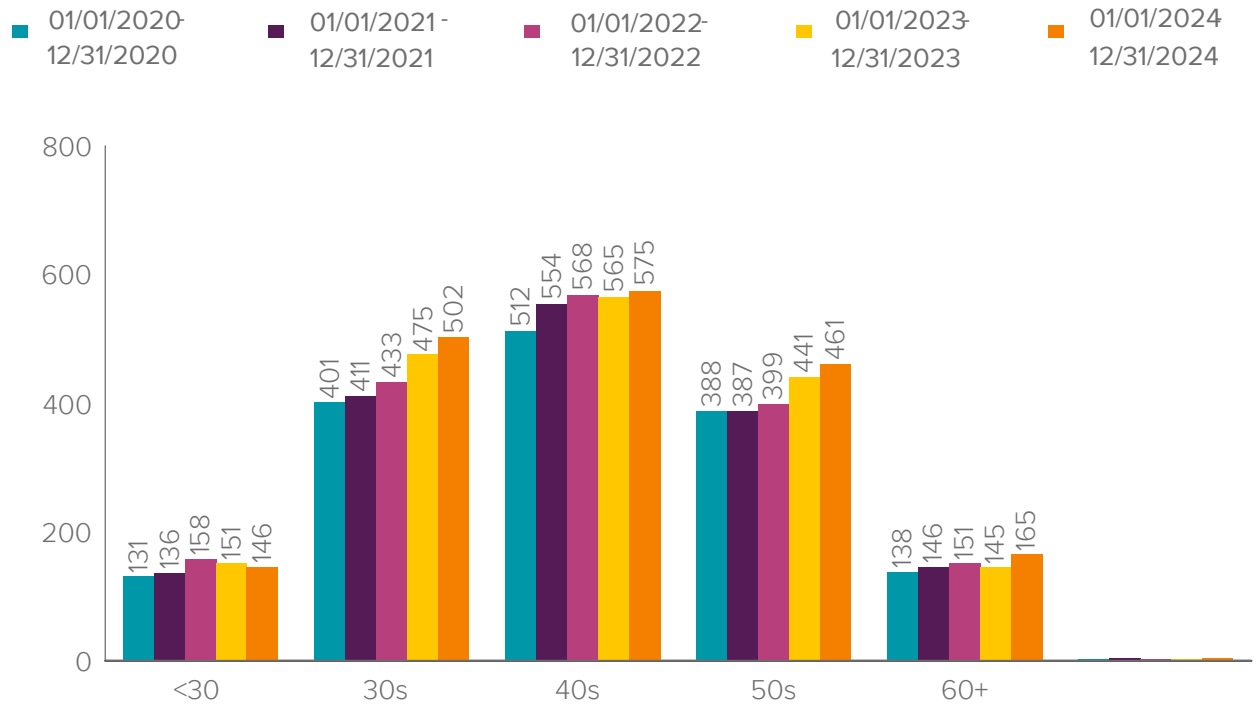
Plan statistics for: Clackamas County

Average participant contributions by age group



Average participant contributions include employee sources only

Contributing participant counts by age group



Contributing participant counts include employee sources only

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Plan statistics for: Clackamas County

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

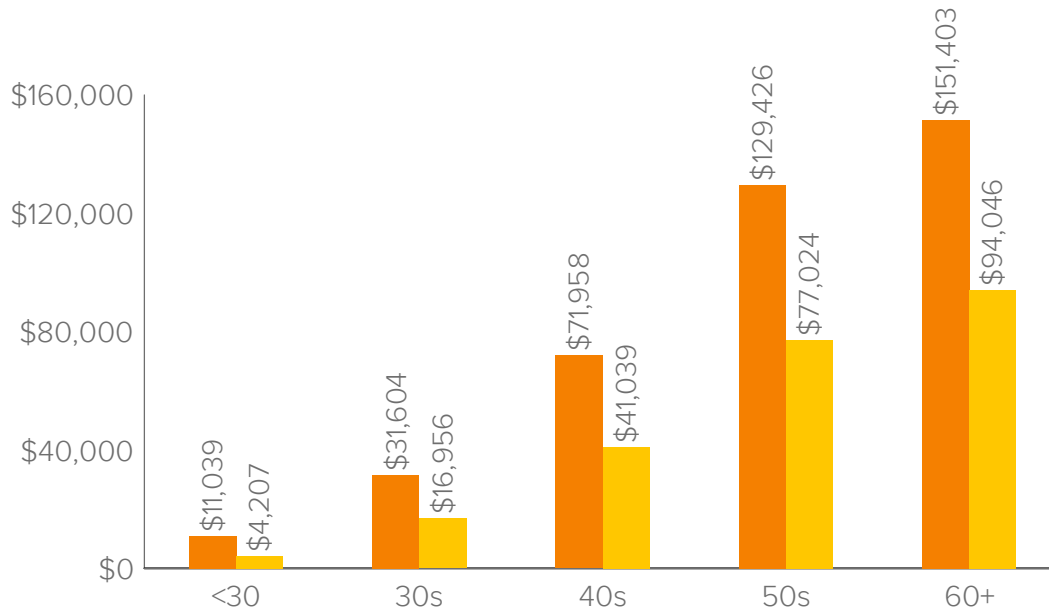
	Dec 2020	Dec 2021	Dec 2022	Dec 2023	Dec 2024
Your Plan	\$82,783	\$90,145	\$77,057	\$82,521	\$88,115
Benchmark	\$46,823 ¹	\$52,286 ²	\$43,405 ³	\$49,194 ⁴	\$52,760 ⁵
	↑	↑	↑	↑	↑

¹ Voya Universe of Government Plans as of December 2020
² Voya Universe of Government Plans as of December 2021
³ Voya Universe of Government Plans as of December 2022
⁴ Voya Universe of Government Plans as of December 2023
⁵ Voya Universe of Government Plans as of December 2024

The County's overall average participant balance...and average per age group...consistently exceeds Voya's governmental plan average year-over-year.

Your average participant account balance by age group

👤 Your Plan
 👤 Benchmark



Voya Universe of Government Plans as of December 2024

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Plan statistics for: Clackamas County

DISTRIBUTION SUMMARY

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

Distributions by type and participants

	01/01/2020 - 12/31/2020	01/01/2021 - 12/31/2021	01/01/2022 - 12/31/2022	01/01/2023 - 12/31/2023	01/01/2024 - 12/31/2024
Death Claim	-\$55,853.73 (3)	-\$164,439.09 (9)	-\$337,775.48 (13)	-\$9,948.18 (1)	-\$1,731,010.73 (10)
Excess Contribution	\$0.00 (0)	-\$296.20 (1)	-\$732.79 (2)	-\$165.43 (2)	-\$572.17 (3)
Hardship Withdrawal	-\$1,570,546.96 (44)	-\$7,698.31 (2)	-\$51,040.97 (8)	-\$114,390.86 (10)	-\$57,441.54 (11)
Minimum Distribution	-\$163,655.48 (33)	-\$657,350.88 (83)	-\$565,419.49 (53)	-\$807,390.55 (101)	-\$953,690.03 (103)
Periodic Payment	-\$756,695.89 (60)	-\$981,088.23 (71)	-\$1,199,769.44 (76)	-\$1,213,636.85 (72)	-\$1,208,438.87 (70)
Withdrawal	-\$7,628,411.14 (144)	-\$16,937,928.87 (192)	-\$11,264,384.31 (224)	-\$14,996,177.61 (236)	-\$16,564,580.55 (258)
Total	-\$10,175,163.20	-\$18,748,801.58	-\$13,419,122.48	-\$17,141,709.48	-\$20,515,733.89

(Numbers) represent number of participants

+\$7,443,972
+66%

-\$5,563,404
or -30%

+\$3,722,587
or +28%

+\$3,374,025
or +20%

Excluding PERS, "Withdrawal" total incl. 71 direct rollovers totaling \$11,284,056. Rollover-outs accounted for 68% of lump-sum withdrawals in 2024.

PERS/OSGP (39) \$191,885

**Top 5 Recipient Companies
Total (26) \$5,128,131**

Fidelity (10) \$2,125,345
Edward Jones (8) \$793,490
Raymond James (3) \$750,468
Transamerica (3) \$734,363
National Financial Services (2) \$724,465

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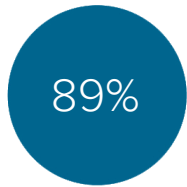
Plan statistics for: Clackamas County

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

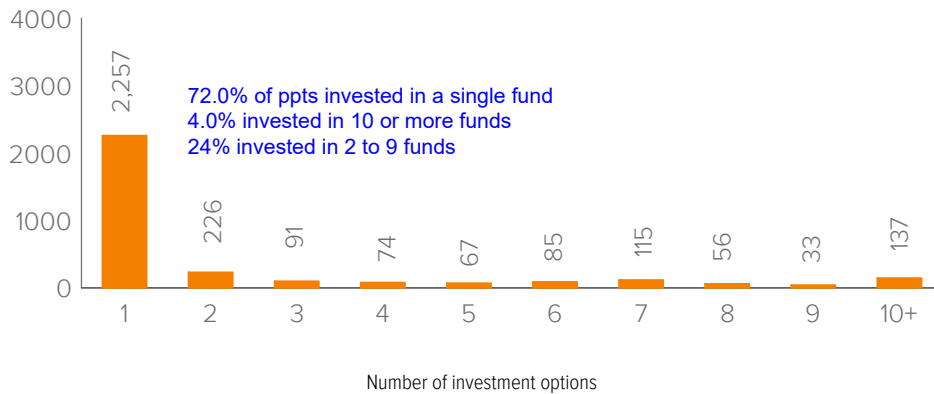
As of 01/28/2025



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 12/31/2024



Average number of investment options utilized per participant

	Dec 2021	Dec 2022	Dec 2023	Dec 2024
With Asset Allocation Funds	2.5	2.4	2.3	2.4
Without Asset Allocation Funds	4.6	4.6	4.6	4.8



Benchmark*

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

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

* Voya Universe of Government Plans as of Dec. 2024; includes ppts invested solely in an asset allocation fund

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Plan statistics for: Clackamas County

Diversification detail of participants utilizing one investment option

Investment Option/Fund Name (by Asset Class)	Participants Invested
Asset Allocation	Total: 2,018
Clackamas TimeFrame 2005	0
Clackamas TimeFrame 2010	8
Clackamas TimeFrame 2015	28
Clackamas TimeFrame 2020	52
Clackamas TimeFrame 2025	187
Clackamas TimeFrame 2030	41
Clackamas TimeFrame 2035	680
Clackamas TimeFrame 2040	84
Clackamas TimeFrame 2045	88
Clackamas TimeFrame 2050	641
Clackamas TimeFrame 2055	95
Clackamas TimeFrame 2060	84
Clackamas TimeFrame 2065	28
Clackamas TimeFrame Income	2
Stability of Principal	Total: 202
BlackRock Liquid Federal Trust Fund - Instl	88
Voya Stable Value Fund - Fee Class 35 CIT	114
Bonds	Total: 0
Balanced	Total: 0
Large Cap Value/Blend	Total: 32
JPMorgan Equity Income Fund - Class R6 Shares	1
Parnassus Core Equity FundSM - Institutional Shares	4
Vanguard® Institutional Index Fund - Institutional Shares	27
Large Cap Growth	Total: 0
Small/Mid/Specialty	Total: 2
T. Rowe Price Mid Cap Growth Fund: I Shares	1
Vanguard® Small-Cap Index Fund - Institutional Shares	1
Global / International	Total: 3
American Funds New World Fund® - Class R-6	1
Trillium ESG Global Equity Fund - Institutional Class	2
Grand total of participants utilizing one investment option	2,257

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Plan statistics for: Clackamas County

MANAGED ACCOUNTS

By reviewing participant activity in Managed Accounts you may gain new insights and identify trends that can influence plan optimization.

Managed Accounts overview

01/01/2024 - 12/31/2024

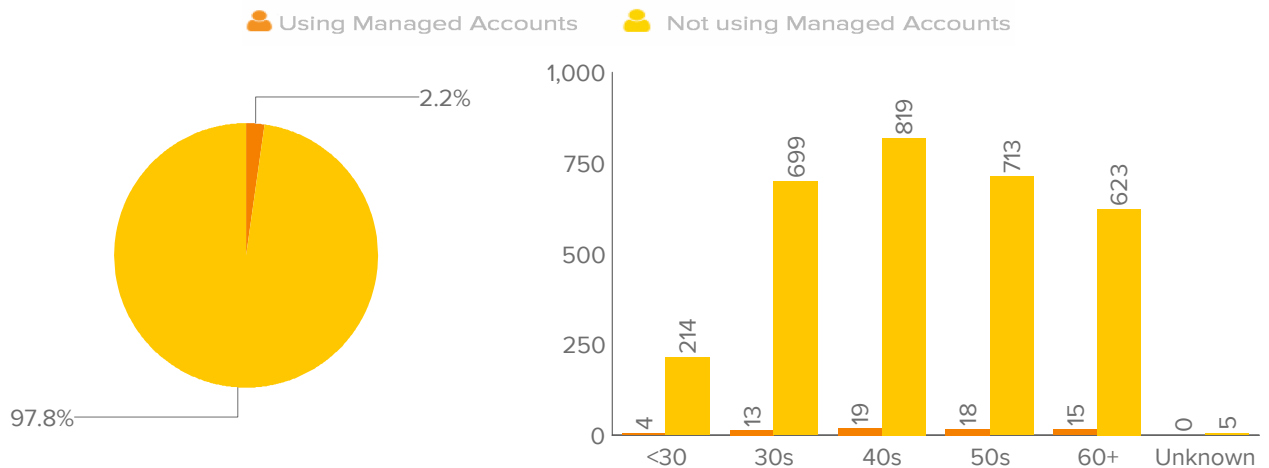
	Amount
Account activity	
Beginning of Period participants using Managed Accounts	50
Beginning of Period participant assets	\$4,684,476.93
Participants that added service	31
Participants that canceled service	12
End of Period participants using Managed Accounts	69
End of Period participant assets	\$6,309,304.42
Percentage of overall plan assets	2.28%
	Avg. account balance in managed accounts service \$91,439

Service adoption

At plan enrollment	24
Post plan enrollment	0

Participant utilization

As of 12/31/2024



Account activity does not include participants who have adopted the service, but did not have assets managed during the reported time period. Service adoption at plan enrollment includes participants who selected the service when enrolling into the plan and those defaulted into the service, while post plan enrollment includes existing plan participants that have adopted the service.

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Plan statistics for: Clackamas County

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 12/31/2024	% of Total Assets	Participants Invested	Contributions 01/01/2024 - 12/31/2024	% of Total Contributions	Participants Contributing
Asset Allocation The highest percent of Plan assets invested in AND majority of new contribution dollars going to Target Date Funds.						
Clackamas TimeFrame 2005	\$227,496.25	0.08%	5	\$4,575.00	0.03%	1
Clackamas TimeFrame 2010	\$1,261,335.39	0.46%	27	\$41,674.36	0.25%	4
Clackamas TimeFrame 2015	\$12,099,251.58	4.37%	235	\$302,054.71	1.83%	90
Clackamas TimeFrame 2020	\$8,630,184.76	3.12%	106	\$418,799.58	2.53%	44
Clackamas TimeFrame 2025	\$17,214,795.89	6.22%	263	\$1,269,393.93	7.68%	170
Clackamas TimeFrame 2030	\$5,297,483.93	1.91%	74	\$542,697.58	3.28%	40
Clackamas TimeFrame 2035	\$38,549,525.16	13.92%	774	\$3,773,765.73	22.84%	556
Clackamas TimeFrame 2040	\$4,863,543.64	1.76%	110	\$755,951.10	4.58%	91
Clackamas TimeFrame 2045	\$4,925,134.92	1.78%	109	\$614,531.68	3.72%	82
Clackamas TimeFrame 2050	\$17,202,859.16	6.21%	696	\$2,592,083.19	15.69%	525
Clackamas TimeFrame 2055	\$3,004,572.10	1.09%	113	\$607,574.40	3.68%	88
Clackamas TimeFrame 2060	\$2,851,501.02	1.03%	106	\$567,915.63	3.44%	85
Clackamas TimeFrame 2065	\$434,171.78	0.16%	39	\$145,021.79	0.88%	31
Clackamas TimeFrame Income	\$149,066.56	0.05%	10	\$3,335.33	0.02%	2
Total	\$116,710,922.14	42.16%		\$11,639,374.01	70.45%	

Stability of Principal

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Plan statistics for: Clackamas County

Investment Option/Fund Name (by Asset Class)	Assets as of 12/31/2024	% of Total Assets	Participants Invested	Contributions 01/01/2024 - 12/31/2024	% of Total Contributions	Participants Contributing
BlackRock Liquid Federal Trust Fund - Instl	\$9,058,412.40	3.27%	273	\$358,095.32	2.17%	109
Voya Stable Value Fund - Fee Class 35 CIT	\$32,800,839.23	11.85%	476	\$371,407.35	2.25%	107
Total	\$41,859,251.63	15.12%		\$729,502.67	4.42%	

Bonds

Calvert Bond Fund - Class I	\$426,395.36	0.15%	71	\$51,459.51	0.31%	59
Loomis Sayles Investment Grade Bond Fund - Class N	\$2,138,971.20	0.77%	143	\$55,936.89	0.34%	74
Lord Abbett High Yield Fund - Class R6	\$0.00	0.00%	0	\$30,806.62	0.19%	54
PGIM High Yield Fund - Class R6	\$1,207,644.99	0.44%	115	\$15,722.47	0.10%	53
Vanguard Total International Bond Index Fund Inst Shares	\$569,519.06	0.21%	51	\$6,033.86	0.04%	30
Vanguard® Total Bond Market Index Fund - Institutional	\$1,924,039.85	0.69%	117	\$94,613.92	0.57%	72
Vanguard® Total International Bond Index Fund-Admiral[] Sh	\$0.00	0.00%	0	\$21,240.04	0.13%	39
Total	\$6,266,570.46	2.26%		\$275,813.31	1.67%	

Balanced

Total	\$0.00	0.00%		\$0.00	0.00%	
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Large Cap Value/Blend

JPMorgan Equity Income Fund - Class R6 Shares	\$11,482,989.76	4.15%	393	\$354,707.06	2.15%	202
Parnassus Core Equity FundSM - Institutional Shares	\$23,516,512.71	8.49%	418	\$478,868.76	2.90%	190
Vanguard® Institutional Index Fund - Institutional Shares	\$29,773,545.88	10.75%	462	\$1,221,983.63	7.40%	246
Total	\$64,773,048.35	23.40%		\$2,055,559.45	12.44%	

Large Cap Growth

Total	\$0.00	0.00%		\$0.00	0.00%	
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Small/Mid/Specialty

JPMorgan Small Cap Equity Fund - Class R6 Shares	\$2,677,500.40	0.97%	120	\$61,028.81	0.37%	65
Northern Funds Global Real Estate Index Fund	\$726,772.16	0.26%	121	\$35,945.36	0.22%	77

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Plan statistics for: Clackamas County

Investment Option/Fund Name (by Asset Class)	Assets as of 12/31/2024	% of Total Assets	Participants Invested	Contributions 01/01/2024 - 12/31/2024	% of Total Contributions	Participants Contributing
T. Rowe Price Mid Cap Growth Fund: I Shares	\$6,421,772.18	2.32%	196	\$219,157.73	1.33%	127
Vanguard® Mid-Cap Index Fund - Institutional Shares	\$10,354,660.98	3.74%	375	\$322,602.73	1.95%	194
Vanguard® Small-Cap Index Fund - Institutional Shares	\$9,895,738.32	3.57%	427	\$396,542.56	2.40%	239
Total	\$30,076,444.04	10.86%		\$1,035,277.19	6.27%	
Global / International						
American Funds EuroPacific Growth Fund® - Class R-6	\$5,038,543.39	1.82%	298	\$204,221.21	1.24%	157
American Funds New World Fund® - Class R-6	\$2,360,574.69	0.85%	184	\$35,248.38	0.21%	100
Dodge & Cox International Stock Fund - Class I Shares	\$2,441,507.52	0.88%	168	\$121,132.86	0.73%	124
Invesco Developing Markets Fund - Class R6	\$0.00	0.00%	0	\$76,487.19	0.46%	107
Trillium ESG Global Equity Fund - Institutional Class	\$4,091,499.60	1.48%	215	\$117,706.07	0.71%	114
Vanguard® Developed Markets Index Fund - Institutional	\$2,274,170.00	0.82%	171	\$230,748.68	1.40%	122
Total	\$16,206,295.20	5.85%		\$785,544.39	4.75%	
Other						
Charles Schwab Self Directed Brokerage Account	\$965,593.06	0.35%	13	\$0.00	0.00%	0
Total	\$965,593.06	0.35%		\$0.00	0.00%	
Grand Total	\$276,858,124.88			\$16,521,071.02		

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Plan statistics for: Clackamas County

PLAN PULSE

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

01/01/2023 - 12/31/2023 vs. 01/01/2024- 12/31/2024

	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.

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Plan statistics for: Clackamas County

PLAN STATEMENT

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

Plan summary

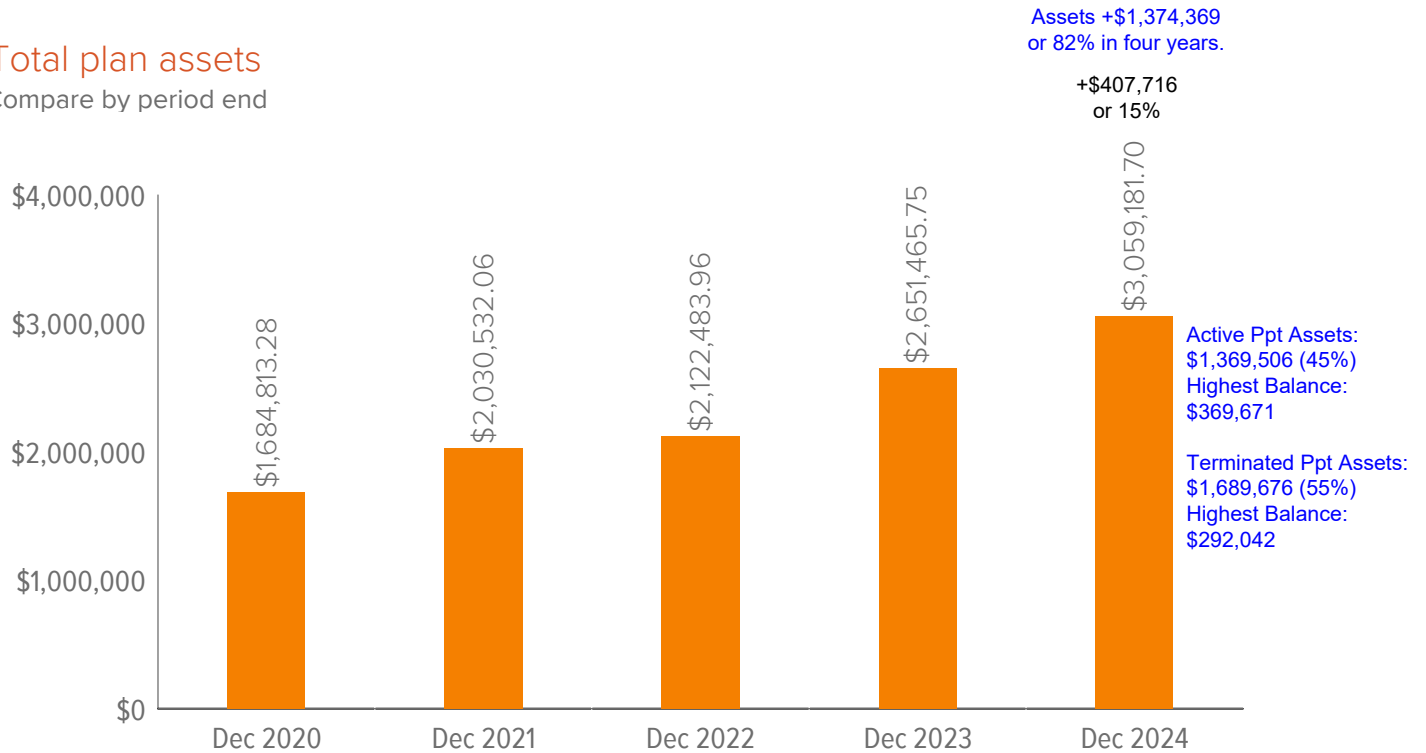
Compare by period

	(01/01/2023 - 12/31/2023)	(01/01/2024 - 12/31/2024)
Beginning of Period Plan Assets	\$2,122,483.96	\$2,651,465.75
Contributions	\$181,613.05	\$243,061.01
Distributions	-\$214,905.36	-\$297,516.03
Other Activity	\$242,877.49	\$34,126.54
Dividends	\$38,542.05	\$65,469.65
Appreciation/Depreciation	\$280,854.56	\$362,574.78
End of Period Plan Assets	\$2,651,465.75	\$3,059,181.70

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

Total plan assets

Compare by period end



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Plan statistics for: Clackamas County

PARTICIPATION

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

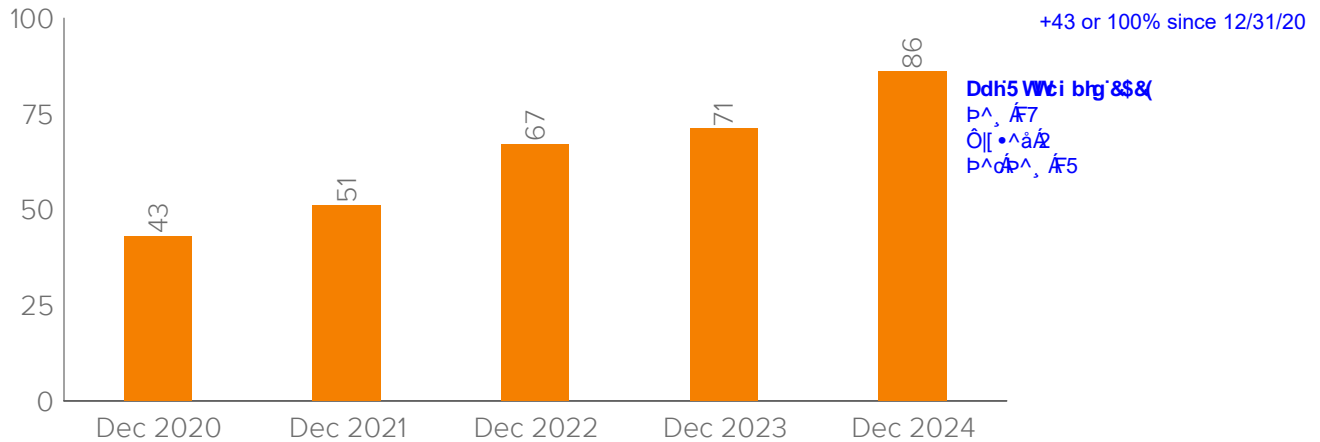
Participant account reconciliation

01/01/2024 - 12/31/2024

Beginning of Period	71
New Accounts	17
Closed Accounts	-2
End of Period	86
Terminated Employees with an account balance	24
Terminated Employees with an account balance < \$7,000	7

Participant accounts by year

Ppt Accounts
62 Active (72%)
24 Terminated (28%)



Participant accounts by age group

	Dec 2020		Dec 2021		Dec 2022		Dec 2023		Dec 2024	
<30	1	2.33%	1	1.96%	1	1.49%	2	2.82%	2	2.33%
30 - 39	4	9.30%	8	15.69%	13	19.40%	15	21.13%	24	27.91%
40 - 49	8	18.60%	12	23.53%	15	22.39%	14	19.72%	17	19.77%
50 - 59	17	39.53%	18	35.29%	22	32.84%	24	33.80%	26	30.23%
60+	12	27.91%	11	21.57%	15	22.39%	15	21.13%	16	18.60%
Unknown	1	2.33%	1	1.96%	1	1.49%	1	1.41%	1	1.16%

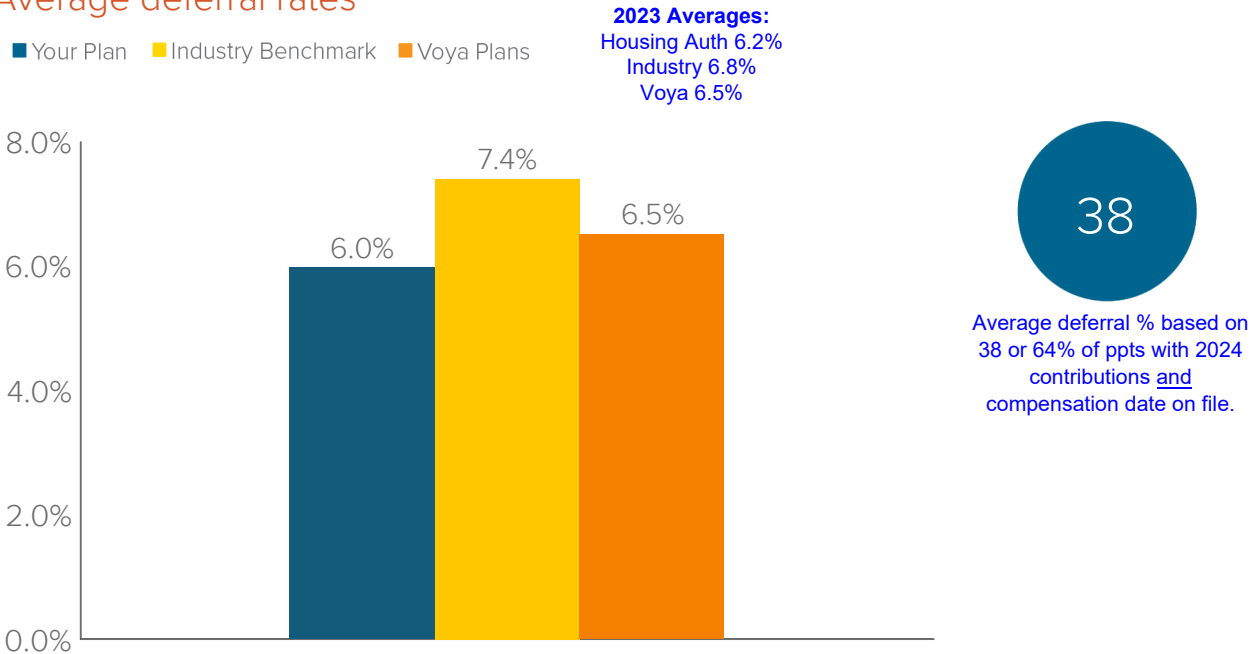
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Plan statistics for: Clackamas County

DEFERRAL SUMMARY

To help your plan participants achieve retirement readiness, it's important to track deferral rates and identify opportunities to increase contributions. See how your plan's deferral rates compare with other Voya plans and an industry benchmark.

Average deferral rates



Average deferral rates by age group

	# of participants	Deferral % pre-tax	Deferral % post-tax	Total deferral %
<30	3	3.7%	0.0%	3.7%
30-39	15	5.1%	4.0%	5.7%
40-49	7	5.3%	0.0%	5.3%
50-59	12	6.4%	12.0%	7.4%
60+	1	5.0%	0.0%	5.0%

Note - If a participant is deferring both pre and post tax values, both values are added together before averaging.

Important Note - These rates are calculated based on information provided to Voya.

Voya Plans includes all Government plans as of November 2024.

Industry benchmarks sourced by PLANSPONSOR 2023 DC Survey ©Institutional Shareholder Services. All rights reserved..

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Plan statistics for: Clackamas County

PARTICIPANT ENGAGEMENT

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

Participant access statistics

01/01/2024 - 12/31/2024

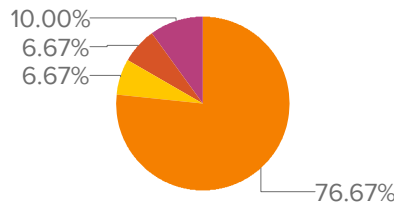
Versus 2023:

Website +7 unique ppts and 332 more logons in 2024.

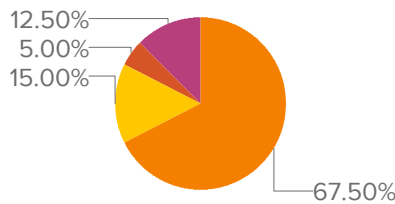
	Internet	Mobile	VRU	CSA*
Inquiries by type				
Total participants (unique)	34	6	3	5
Total inquiries	442	21	3	9

Unique participant inquiries by type

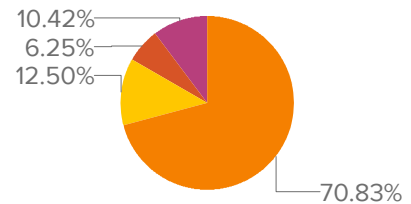
■ Internet ■ Mobile ■ VRU ■ CSA*



01/01/2022 - 12/31/2022



01/01/2023 - 12/31/2023



01/01/2024 - 12/31/2024

	Internet	Mobile	VRU	CSA*
Actions by type				
Catch up contribution elections	0	0	0	0
Contribution rate escalations	1	0	0	0
Deferral updates	14	0	0	2
Fund transfers	1	0	0	0
In-service/partial withdrawals	1	N/A	N/A	6
Investment election changes	2	0	0	0
Investment reallocations	3	0	0	0
Loan requests	0	N/A	N/A	0
Lump sum withdrawals	0	N/A	N/A	2
Rebalance elections	0	0	0	0
Total	22	0	0	10

* CSA - Customer Service Associate

There were 32 transactions processed vs. 23 in 2023.
Internet 69% / CSA 31%

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Plan statistics for: Clackamas County

Engagement

myOrangeMoney [®]	5
Total participants (unique)	5

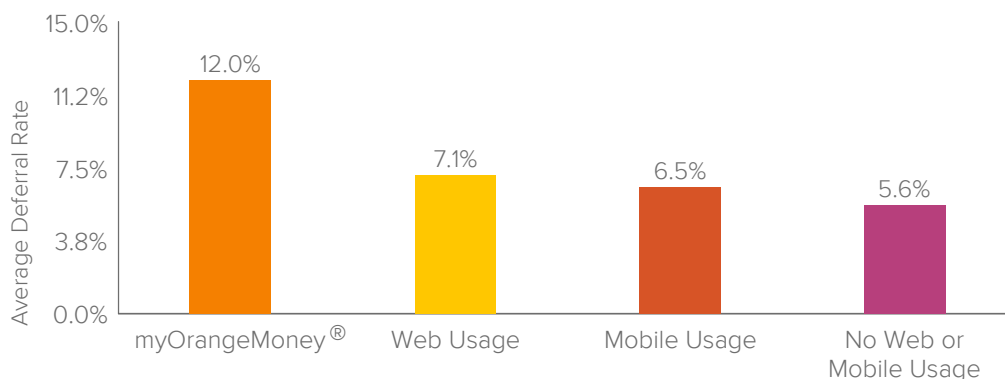
Action taken through engagement

Increased contribution/catchup contribution	2
Participants taking action (unique)	2

Web engagement impact on deferral rates

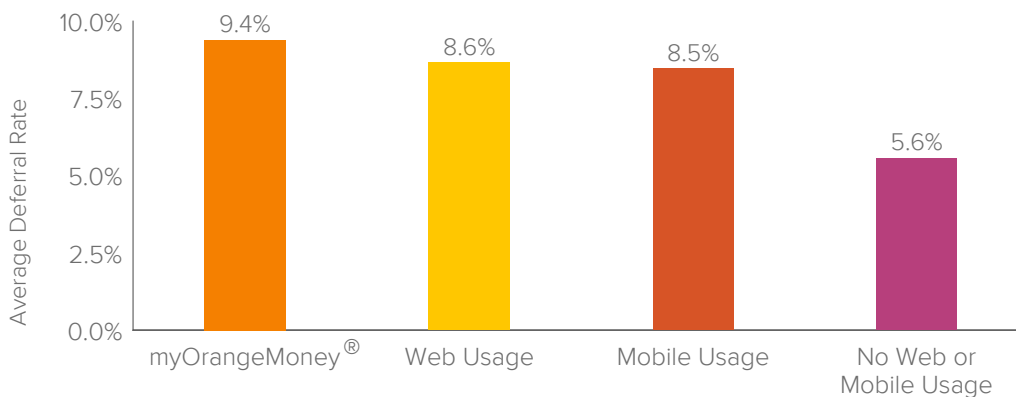
01/01/2024 - 12/31/2024

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 November 2024

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Plan statistics for: Clackamas County

TRANSACTION ACTIVITY DETAIL

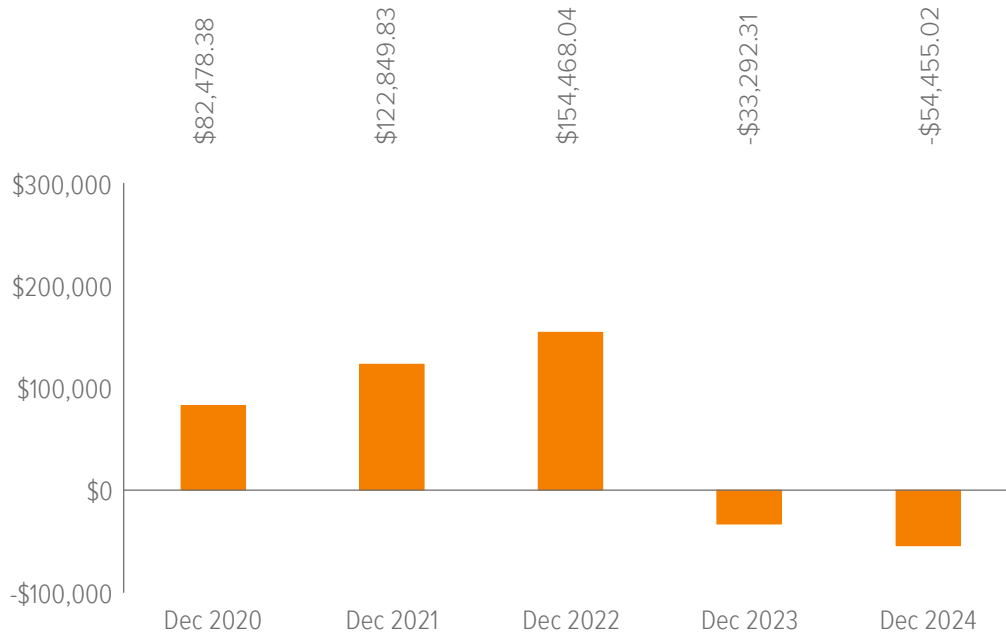
Below is a summary of your plan's transaction activity and net cash flow, along with highlights of the more notable transactions for the current period and prior periods. Monitor this data over time to ensure contribution levels are satisfactory and that distributions haven't risen unexpectedly, possibly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

Summary activity

	Prior Period 01/01/2023 - 12/31/2023		Current Period 01/01/2024 - 12/31/2024	
	Amount	Participants	Amount	Participants
Contributions	\$181,613.05	43	\$243,061.01	55
Distributions	-\$214,905.36	11	-\$297,516.03	8
Other Activity	\$281,419.54	74	\$99,596.19	85

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

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



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Plan statistics for: Clackamas County

Activity Highlights

Avg. Contribution (EE/Roth)
\$4,224

43 contributing pts

Avg. Contribution (EE/Roth)
\$4,419

55 contributing pts

Contributions	Prior Period 01/01/2023 - 12/31/2023		Current Period 01/01/2024 - 12/31/2024		Change Over Prior Period	
	Amount	Participants	Amount	Participants	Amount	Participants
EE Deferral	\$175,208.47	43	\$235,946.26	55	34.67%	12
Roth	\$6,404.58	3	\$7,114.75	6	11.09%	3
Total	\$181,613.05		\$243,061.01		33.83%	
Distributions	Amount	Participants	Amount	Participants	Amount	Participants
Forfeitures	-\$44.39	2	-\$56.30	1	26.83%	-1
Hardship Withdrawal	-\$4,556.61	1	-\$8,312.04	2	82.42%	1
Minimum Distribution	-\$8,466.12	2	-\$13,404.67	2	58.33%	0
Periodic Payment	-\$8,627.97	2	-\$5,000.00	1	-42.05%	-1
Withdrawal	-\$193,210.27	8	-\$270,743.02	3	40.13%	-5
Total	-\$214,905.36		-\$297,516.03		38.44%	
Other Activity	Amount	Participants	Amount	Participants		
Asset Transfer	\$247,313.93	3	\$39,532.80	1		
Dividends	Avg. \$288 \$38,542.05	74	\$65,469.65	84	Avg. \$779	
Fee	Avg. \$48 -\$3,770.02	74	-\$4,302.80	83	Avg. \$52	
Forfeiture Deposit	\$44.39	1	\$56.30	1		
Miscellaneous	-\$1,241.08	0	-\$1,772.34	0		
Revenue Credit	Avg. \$5 \$530.27	61	\$612.58	72	Avg. \$9	
Total	\$281,419.54		\$99,596.19			

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

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Plan statistics for: Clackamas County

CONTRIBUTION SUMMARY

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

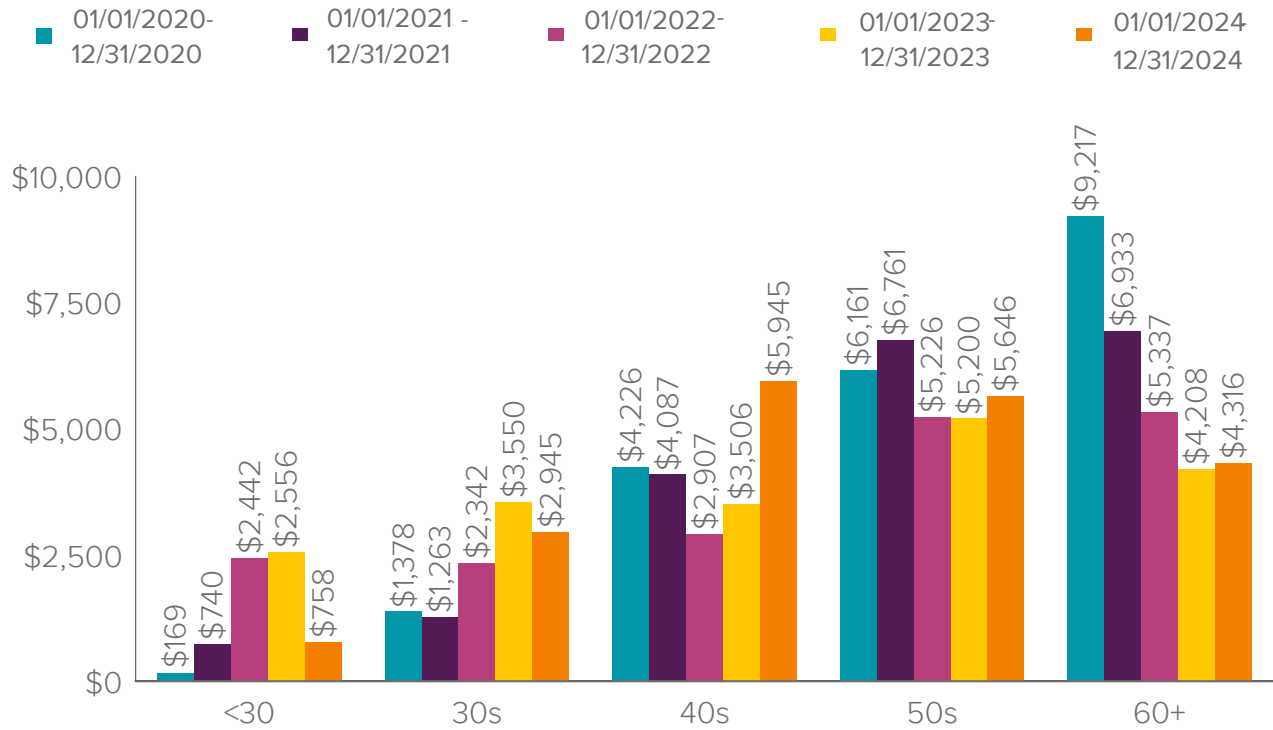
Contributions by source and participants

	01/01/2020 - 12/31/2020	01/01/2021 - 12/31/2021	01/01/2022 - 12/31/2022	01/01/2023 - 12/31/2023	01/01/2024 - 12/31/2024
Employee					
EE Deferral	\$142,048.86 (27)	\$144,817.48 (35)	\$178,717.00 (48)	\$175,208.47 (43)	\$235,946.26 (55)
Roth	\$11,859.62 (4)	\$21,832.17 (4)	\$12,350.07 (4)	\$6,404.58 (3)	\$7,114.75 (6)
Total	\$153,908.48	\$166,649.65	\$191,067.07	\$181,613.05	\$243,061.01
Employer					
Employer Matching	\$17,144.95 (2)	\$17,476.73 (2)	\$1,192.41 (1)	\$0.00 (0)	\$0.00 (0)
Total	\$17,144.95	\$17,476.73	\$1,192.41	\$0.00	\$0.00
Grand Total	\$171,053.43	\$184,126.38	\$192,259.48	\$181,613.05	\$243,061.01
	# of ppts w/Confs 28 ---	# of ppts w/Confs. 36 ---	# of ppts w/Confs 49 ---	# of ppts w/Confs 43 ---	# of ppts w/Confs. 55 ---
	Avg. Cont. \$6,368	Avg. Cont. \$5,115	Avg. Cont. \$3,924	Avg. Cont. \$4,224	Avg. Cont. \$4,419

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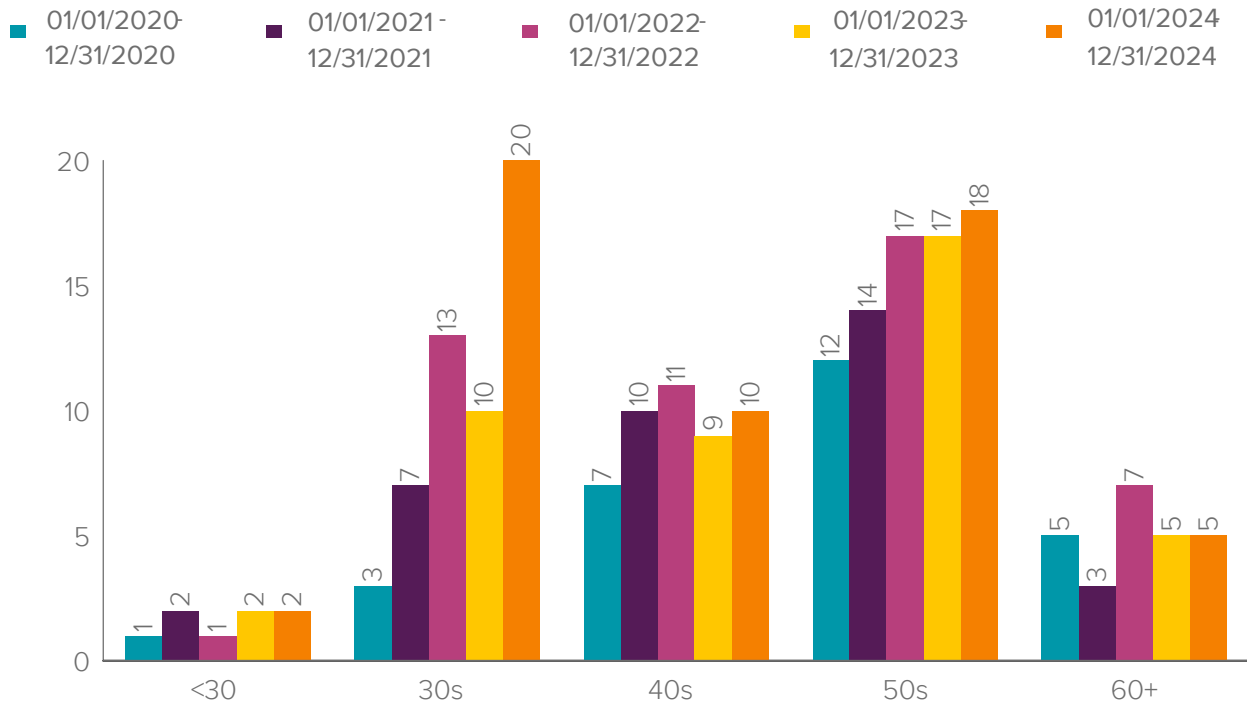
Plan statistics for: Clackamas County

Average participant contributions by age group



Average participant contributions include employee sources only

Contributing participant counts by age group



Contributing participant counts include employee sources only

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Plan statistics for: Clackamas County

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

	Dec 2020	Dec 2021	Dec 2022	Dec 2023	Dec 2024
Your Plan	\$39,181	\$39,813	\$31,678	\$37,343	\$35,570
Benchmark	\$46,823 ¹	\$52,286 ²	\$43,405 ³	\$49,194 ⁴	\$52,760 ⁵
	↓	↓	↓	↓	↓

¹ Voya Universe of Government Plans as of December 2020

² Voya Universe of Government Plans as of December 2021

³ Voya Universe of Government Plans as of December 2022

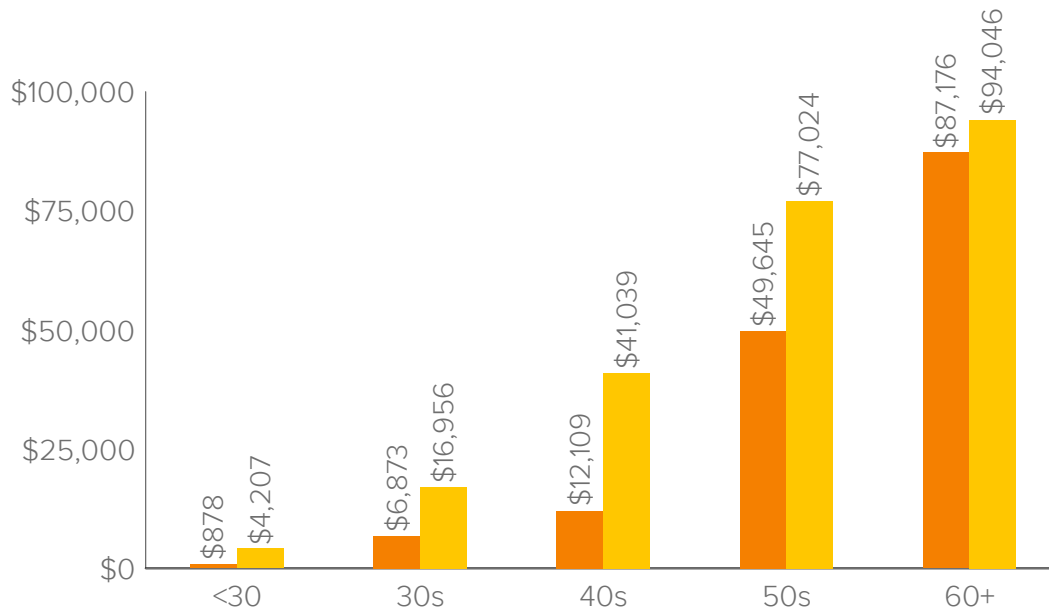
⁴ Voya Universe of Government Plans as of December 2023

⁵ Voya Universe of Government Plans as of December 2024

Avg. ppt balance consistently lags Voya's governmental plan average year-over-year.

Your average participant account balance by age group

👤 Your Plan
 👤 Benchmark



Voya Universe of Government Plans as of December 2024

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Plan statistics for: Clackamas County

DISTRIBUTION SUMMARY

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

Distributions by type and participants

	01/01/2020 - 12/31/2020	01/01/2021 - 12/31/2021	01/01/2022 - 12/31/2022	01/01/2023 - 12/31/2023	01/01/2024 - 12/31/2024
Death Claim	-\$59,318.27 (2)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)
Forfeitures	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$44.39 (2)	-\$56.30 (1)
Hardship Withdrawal	\$0.00 (0)	\$0.00 (0)	\$0.00 (0)	-\$4,556.61 (1)	-\$8,312.04 (2)
Minimum Distribution	-\$1,756.78 (1)	\$0.00 (0)	-\$5,298.44 (2)	-\$8,466.12 (2)	-\$13,404.67 (2)
Periodic Payment	-\$5,000.00 (1)	-\$5,000.00 (1)	-\$5,000.00 (1)	-\$8,627.97 (2)	-\$5,000.00 (1)
Withdrawal	-\$22,500.00 (1)	-\$56,276.55 (4)	-\$27,493.00 (2)	-\$193,210.27 (8)	-\$270,743.02 (3)
Total	-\$88,575.05	-\$61,276.55	-\$37,791.44	-\$214,905.36	-\$297,516.03

(Numbers) represent number of participants

-\$27,299
-31%

-\$23,485
-38%

+\$177,114
+469%

+\$82,611
+38%

"Withdrawal" total incl. 2 direct rollovers totaling \$201,054. Rollover-outs accounted for 74% of lump-sum withdrawals in 2024.

Recipient Companies

Vanguard \$197,906
Unknown R/O Qualified Plan \$3,148

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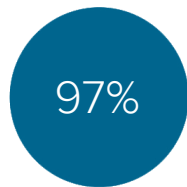
Plan statistics for: Clackamas County

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 01/28/2025



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 12/31/2024



Average number of investment options utilized per participant

	Dec 2021	Dec 2022	Dec 2023	Dec 2024
With Asset Allocation Funds	1.9	1.7	1.6	1.5
Without Asset Allocation Funds	3.4	3.3	3.2	3.2



Benchmark*

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

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

* Voya Universe of Government Plans as of Dec. 2024; includes ppts invested solely in an asset allocation fund

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Plan statistics for: Clackamas County

Diversification detail of participants utilizing one investment option

Investment Option/Fund Name (by Asset Class)	Participants Invested	
Asset Allocation	Total:	66
Clackamas TimeFrame 2005		0
Clackamas TimeFrame 2010		0
Clackamas TimeFrame 2015		2
Clackamas TimeFrame 2020	90% of single fund ppts are 100% invested in a Target Date Fund.	3
Clackamas TimeFrame 2025		9
Clackamas TimeFrame 2030		1
Clackamas TimeFrame 2035		18
Clackamas TimeFrame 2040		5
Clackamas TimeFrame 2045		1
Clackamas TimeFrame 2050		24
Clackamas TimeFrame 2055		2
Clackamas TimeFrame 2060		0
Clackamas TimeFrame 2065		1
Clackamas TimeFrame Income		0
Stability of Principal	Total:	4
BlackRock Liquid Federal Trust Fund - Instl		0
Voya Stable Value Fund - Fee Class 35 CIT		4
Bonds	Total:	0
Balanced	Total:	0
Large Cap Value/Blend	Total:	1
Parnassus Core Equity FundSM - Institutional Shares		1
Large Cap Growth	Total:	0
Small/Mid/Specialty	Total:	1
T. Rowe Price Mid Cap Growth Fund: I Shares		1
Global / International	Total:	1
American Funds New World Fund® - Class R-6		1
Grand total of participants utilizing one investment option		73

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Plan statistics for: Clackamas County

MANAGED ACCOUNTS

By reviewing participant activity in Managed Accounts you may gain new insights and identify trends that can influence plan optimization.

Managed Accounts overview

01/01/2024 - 12/31/2024

	Amount
Account activity	
Beginning of Period participants using Managed Accounts	0
Beginning of Period participant assets	\$0.00
Participants that added service	0
Participants that canceled service	0
End of Period participants using Managed Accounts	0
End of Period participant assets	\$0.00
Percentage of overall plan assets	0.00%
Service adoption	
At plan enrollment	0
Post plan enrollment	0

Account activity does not include participants who have adopted the service, but did not have assets managed during the reported time period. Service adoption at plan enrollment includes participants who selected the service when enrolling into the plan and those defaulted into the service, while post plan enrollment includes existing plan participants that have adopted the service.

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Plan statistics for: Clackamas County

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 12/31/2024	% of Total Assets	Participants Invested	Contributions 01/01/2024 - 12/31/2024	% of Total Contributions	Participants Contributing
Asset Allocation The highest percent of Plan assets invested in AND majority of new contribution dollars going to Target Date Funds.						
Clackamas TimeFrame 2005	\$0.00	0.00%	0	\$0.00	0.00%	0
Clackamas TimeFrame 2010	\$0.00	0.00%	0	\$0.00	0.00%	0
Clackamas TimeFrame 2015	\$359,146.47	11.74%	5	\$5,315.70	2.19%	3
Clackamas TimeFrame 2020	\$246,909.77	8.07%	3	\$2,013.32	0.83%	1
Clackamas TimeFrame 2025	\$171,299.81	5.60%	11	\$32,076.05	13.20%	9
Clackamas TimeFrame 2030	\$34,507.13	1.13%	1	\$0.00	0.00%	0
Clackamas TimeFrame 2035	\$310,133.25	10.14%	23	\$75,428.35	31.03%	17
Clackamas TimeFrame 2040	\$378,806.58	12.38%	5	\$30,500.00	12.55%	1
Clackamas TimeFrame 2045	\$50,134.71	1.64%	3	\$8,840.00	3.64%	2
Clackamas TimeFrame 2050	\$162,345.79	5.31%	24	\$56,204.67	23.12%	20
Clackamas TimeFrame 2055	\$4,065.45	0.13%	2	\$3,880.02	1.60%	1
Clackamas TimeFrame 2060	\$0.00	0.00%	0	\$0.00	0.00%	0
Clackamas TimeFrame 2065	\$322.93	0.01%	1	\$325.10	0.13%	1
Clackamas TimeFrame Income	\$0.00	0.00%	0	\$0.00	0.00%	0
Total	\$1,717,671.89	56.15%		\$214,583.21	88.28%	

Stability of Principal

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Plan statistics for: Clackamas County

Investment Option/Fund Name (by Asset Class)	Assets as of 12/31/2024	% of Total Assets	Participants Invested	Contributions 01/01/2024 - 12/31/2024	% of Total Contributions	Participants Contributing
BlackRock Liquid Federal Trust Fund - Instl	\$6,290.02	0.21%	3	\$0.00	0.00%	0
Voya Stable Value Fund - Fee Class 35 CIT	\$396,570.61	12.96%	7	\$2,600.00	1.07%	1
Total	\$402,860.63	13.17%		\$2,600.00	1.07%	

Bonds

Calvert Bond Fund - Class I	\$0.00	0.00%	0	\$0.00	0.00%	0
Loomis Sayles Investment Grade Bond Fund - Class N	\$14,988.01	0.49%	1	\$0.00	0.00%	0
PGIM High Yield Fund - Class R6	\$1,024.14	0.03%	1	\$0.00	0.00%	0
Vanguard Total International Bond Index Fund Inst Shares	\$657.70	0.02%	1	\$0.00	0.00%	0
Vanguard® Total Bond Market Index Fund - Institutional	\$0.00	0.00%	0	\$0.00	0.00%	0
Total	\$16,669.85	0.54%		\$0.00	0.00%	

Balanced

Total	\$0.00	0.00%		\$0.00	0.00%	
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Large Cap Value/Blend

JPMorgan Equity Income Fund - Class R6 Shares	\$49,734.81	1.63%	4	\$1,575.86	0.65%	2
Parnassus Core Equity FundSM - Institutional Shares	\$265,939.08	8.69%	6	\$9,071.54	3.73%	3
Vanguard® Institutional Index Fund - Institutional Shares	\$187,145.31	6.12%	7	\$3,654.94	1.50%	2
Total	\$502,819.20	16.44%		\$14,302.34	5.88%	

Large Cap Growth

Total	\$0.00	0.00%		\$0.00	0.00%	
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Small/Mid/Specialty

JPMorgan Small Cap Equity Fund - Class R6 Shares	\$31,106.19	1.02%	1	\$1,799.98	0.74%	1
Northern Funds Global Real Estate Index Fund	\$6,859.09	0.22%	1	\$0.00	0.00%	0
T. Rowe Price Mid Cap Growth Fund: I Shares	\$151,699.73	4.96%	2	\$2,700.10	1.11%	1
Vanguard® Mid-Cap Index Fund - Institutional Shares	\$33,410.57	1.09%	4	\$963.82	0.40%	2

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Plan statistics for: Clackamas County

Investment Option/Fund Name (by Asset Class)	Assets as of 12/31/2024	% of Total Assets	Participants Invested	Contributions 01/01/2024 - 12/31/2024	% of Total Contributions	Participants Contributing
Vanguard® Small-Cap Index Fund - Institutional Shares	\$70,122.73	2.29%	3	\$963.82	0.40%	2
Total	\$293,198.31	9.58%		\$6,427.72	2.64%	
Global / International						
American Funds EuroPacific Growth Fund® - Class R-6	\$57,456.07	1.88%	4	\$1,040.00	0.43%	1
American Funds New World Fund® - Class R-6	\$4,771.40	0.16%	3	\$0.00	0.00%	0
Dodge & Cox International Stock Fund - Class I Shares	\$7,353.29	0.24%	1	\$703.82	0.29%	1
Trillium ESG Global Equity Fund - Institutional Class	\$56,381.06	1.84%	3	\$3,403.92	1.40%	2
Vanguard® Developed Markets Index Fund - Institutional	\$0.00	0.00%	0	\$0.00	0.00%	0
Total	\$125,961.82	4.12%		\$5,147.74	2.12%	
Grand Total	\$3,059,181.70			\$243,061.01		

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Plan statistics for: Clackamas County

PERFORMANCE UPDATE

Clackamas County 457(b) Deferred Compensation Plan

Average Annual Total Returns as of: **12/31/2024** (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.

Voya will assess an annual asset-based service fee of 0.16% 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 %*
Stability of Principal											
Money Market - Taxable											
BlackRock Liquid Federal Trust Fund - Instl - 2574 (1)(6)	0.37	1.16	5.15	5.15	3.84	2.37	1.65		12/03/1990	0.23	0.17
<i>The 7-day annualized yield as of 12/31/2024 is 4.32%, which more closely reflects current earnings. (5)</i>											
Stable Value											
Voya Stable Value Fund - Fee Class 35 CIT - 7533	0.24	0.74	2.81	2.81	2.33	2.10		1.99	05/17/2016	0.35	0.35
Bonds											
Global Bond-USD Hedged											
Vanguard Total International Bond Index Fund Inst Shares - G731	-0.63	0.09	3.71	3.71	-0.55	0.12	1.94		05/31/2013	0.07	0.07
High Yield Bond											
PGIM High Yield Fund - Class R6 - 6589	-0.28	-0.14	8.48	8.48	2.52	3.94	5.39		03/01/1996	0.38	0.38
Intermediate Core Bond											
Vanguard® Total Bond Market Index Fund - Institutional - 799	-1.75	-3.04	1.25	1.25	-2.40	-0.30	1.34		09/18/1995	0.04	0.04
Intermediate Core-Plus Bond											
Calvert Bond Fund - Class I - 1089 (2)	-1.39	-2.62	3.03	3.03	-0.94	0.96	2.24		03/31/2000	0.56	0.53
Loomis Sayles Investment Grade Bond Fund - Class N - 6528 (3)	-1.61	-2.95	2.74	2.74	-0.65	1.92	2.58		02/01/2013	0.47	0.44
Asset Allocation											
Lifecycle											

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 %*
Clackamas TimeFrame 2005 - 2559	-2.04	-1.30	7.02	7.02	1.92	4.59	4.72		11/12/2009	0.26	0.26
Clackamas TimeFrame 2010 - 2560	-2.25	-1.37	7.50	7.50	1.97	4.77	4.93		11/12/2009	0.26	0.25
Clackamas TimeFrame 2015 - 2561	-2.38	-1.49	7.82	7.82	2.07	5.02	5.14		11/12/2009	0.26	0.25
Clackamas TimeFrame 2020 - 2562	-2.56	-1.59	8.08	8.08	2.13	5.31	5.47		11/12/2009	0.26	0.26
Clackamas TimeFrame 2025 - 2563	-2.80	-1.62	8.63	8.63	2.09	5.74	6.09		11/12/2009	0.26	0.25
Clackamas TimeFrame 2030 - 6166	-3.22	-1.82	9.71	9.71	2.46	6.54		8.74	05/17/2016	0.26	0.26
Clackamas TimeFrame 2035 - 2564	-3.68	-1.81	10.53	10.53	2.72	7.11	7.26		11/12/2009	0.27	0.27
Clackamas TimeFrame 2040 - 6167	-3.93	-1.73	11.21	11.21	2.93	7.48		9.42	05/17/2016	0.28	0.27
Clackamas TimeFrame 2045 - 6168	-4.08	-1.73	11.62	11.62	3.13	7.87		9.80	05/17/2016	0.28	0.28
Clackamas TimeFrame 2050 - 2565	-4.27	-1.72	12.00	12.00	3.28	8.17	8.22		11/12/2009	0.28	0.28
Clackamas TimeFrame 2055 - 6169	-4.44	-1.69	12.22	12.22	3.35	8.41		10.24	05/17/2016	0.29	0.28
Clackamas TimeFrame 2060 - 6170	-4.56	-1.65	12.42	12.42	3.44	8.50		10.01	05/17/2016	0.29	0.29
Clackamas TimeFrame 2065 - E380	-4.58	-1.71	12.42	12.42	3.46			10.68	07/17/2020	0.29	0.29
Clackamas TimeFrame Income - 2558	-1.79	-1.20	6.44	6.44	1.69	4.37	4.38		11/12/2009	0.27	0.26
Large Cap Value/Blend											
Large Blend											
Parnassus Core Equity FundSM - Institutional Shares - 2453 (4)	-3.38	0.33	18.75	18.75	6.64	13.49	12.25		04/28/2006	0.62	0.61
Vanguard® Institutional Index Fund - Institutional Shares - 566	-2.39	2.40	24.97	24.97	8.90	14.49	13.07		07/31/1990	0.04	0.04
Large Value											
JPMorgan Equity Income Fund - Class R6 Shares - 3507	-7.62	-1.99	12.80	12.80	5.24	8.71	9.37		02/18/1992	0.45	0.45
Small/Mid/Specialty											
Mid-Cap Blend											
Vanguard® Mid-Cap Index Fund - Institutional Shares - 1197	-6.83	0.45	15.23	15.23	2.81	9.86	9.56		05/21/1998	0.04	0.04
Mid-Cap Growth											
T. Rowe Price Mid Cap Growth Fund: I Shares - 8925	-5.22	-0.16	9.54	9.54	0.73	7.92	10.37		06/30/1992	0.63	0.63
Small Blend											
JPMorgan Small Cap Equity Fund - Class R6 Shares - 9734	-7.40	-0.86	10.30	10.30	1.34	7.53	8.90		12/20/1994	0.75	0.75
Vanguard® Small-Cap Index Fund - Institutional Shares - 1198	-7.34	1.66	14.23	14.23	3.63	9.31	9.10		07/07/1997	0.04	0.04
Specialty - Global Real Estate											
Northern Funds Global Real Estate Index Fund - 5163 (7)	-6.60	-9.15	2.68	2.68	-5.09	-0.79	2.68		07/26/2006	0.48	0.47
Global / International											
Diversified Emerging Mkts											
American Funds New World Fund® - Class R-6 - 3491	-1.37	-6.56	6.88	6.88	-0.94	5.07	6.57		06/17/1999	0.57	0.57
Foreign Large Blend											
Vanguard® Developed Markets Index Fund - Institutional - 6501	-3.40	-8.17	3.00	3.00	0.91	4.77	5.49		01/04/2001	0.06	0.06
Foreign Large Growth											
American Funds EuroPacific Growth Fund® - Class R-6 - 1723	-3.65	-7.03	5.04	5.04	-1.97	3.95	5.66		04/16/1984	0.47	0.47
Foreign Large Value											
Dodge & Cox International Stock Fund - Class I Shares - 735	-3.41	-8.51	3.80	3.80	4.13	5.06	4.37		05/01/2001	0.62	0.62
Global Large-Stock Blend											
Trillium ESG Global Equity Fund - Institutional Class - 2880	-3.10	-4.14	7.85	7.85	-0.20	8.76	9.51		03/30/2007	1.01	1.01

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

(1) YOU COULD LOSE MONEY BY INVESTING IN THE FUND. ALTHOUGH THE FUND SEEKS TO PRESERVE THE VALUE OF YOUR INVESTMENT AT \$1.00 PER SHARE, IT CANNOT GUARANTEE IT WILL DO SO. AN INVESTMENT IN THE FUND IS NOT INSURED OR GUARANTEED BY THE FEDERAL DEPOSIT INSURANCE CORPORATION OR ANY OTHER GOVERNMENT AGENCY. THE FUND'S SPONSOR HAS NO LEGAL OBLIGATION TO PROVIDE FINANCIAL SUPPORT TO THE FUND, AND YOU SHOULD NOT EXPECT THAT THE SPONSOR WILL PROVIDE FINANCIAL SUPPORT TO THE FUND AT ANY TIME.

(2) Calvert Bond Fund - Class I: Calvert Research and Management ("CRM") has agreed to reimburse the Fund's expenses to the extent that Total Annual Fund Operating Expenses exceed 0.73% for Class A shares, 1.53% for Class C shares, 0.53% for Class I shares and 0.46% for Class R6 shares. This expense reimbursement will continue through February 1, 2025. Any amendment to or termination of this reimbursement would require approval of the Board of Trustees. The expense reimbursement relates to ordinary operating expenses only and does not include expenses such as: brokerage commissions, acquired fund fees and expenses of unaffiliated funds, borrowing costs (including borrowing costs of any acquired funds), taxes or litigation expenses. Amounts reimbursed may be recouped by CRM during the same fiscal year to the extent actual expenses are less than any contractual expense cap in place during such year. Pursuant to this arrangement, CRM may recoup from the Fund any reimbursed expenses during the same fiscal year if such recoupment does not cause the Fund's Total Annual Fund Operating Expenses after such recoupment to exceed (i) the expense limit in effect at the time of the reimbursement; or (ii) the expense limit in effect at the time of recoupment.

(3) Loomis Sayles Investment Grade Bond Fund - Class N: Loomis, Sayles & Company, L.P. ("Loomis Sayles" or the "Adviser") has given a binding contractual undertaking to the Fund to limit the amount of the Fund's total annual fund operating expenses to 0.44% of the Fund's average daily net assets for Class N shares, exclusive of brokerage expenses, interest expense, taxes, acquired fund fees and expenses, organizational and extraordinary expenses, such as litigation and indemnification expenses. This undertaking is in effect through April 30, 2025 and may be terminated before then only with the consent of the Fund's Board of Trustees. The Adviser will be permitted to recover, on a class by class basis, management fees waived and/or expenses reimbursed to the extent that expenses in later periods fall below both (1) the class' applicable expense limitation at the time such amounts were waived/reimbursed and (2) the class' current applicable expense limitation. The Fund will not be obligated to repay any such waived/reimbursed fees and expenses more than one year after the end of the fiscal year in which the fees or expenses were waived/reimbursed.

(4) Parnassus Core Equity FundSM - Institutional Shares: The investment adviser has contractually agreed to reimburse the Fund for expenses to the extent necessary to limit total annual fund operating expenses to 0.61% of net assets for the Parnassus Core Equity Fund-Institutional Shares. This agreement will not be terminated prior to May 1, 2025 and may be continued indefinitely by the investment adviser on a year-to-year basis.

(5) The current yield reflects the deduction of all charges that are deducted from the total return quotations shown.

(6) BlackRock Liquidity Federal Trust Fund - Institutional Shares: As described in the "Management of the Funds" section of the Fund's prospectus beginning on page 54, BlackRock, the Fund's investment manager, has contractually agreed to waive fees and/or reimburse ordinary operating expenses in order to keep combined Management Fees and Miscellaneous/Other Expenses (excluding Dividend Expense, Interest Expense, Acquired Fund Fees and Expenses and certain other Fund expenses) from exceeding 0.17% of average daily net assets through June 30, 2025. The agreement may be terminated upon 90 days' notice by a majority of the non-interested trustees of the Trust or by a vote of a majority of the outstanding voting securities of the Fund.

(7) Northern Funds Global Real Estate Index Fund: Northern Trust Investments, Inc. ("NTI") has contractually agreed to reimburse a portion of the operating expenses of the Fund so that after such reimbursement the Total Annual Fund Operating Expenses of the Fund (excluding (i) acquired fund fees and expenses; (ii) the compensation paid to each Independent Trustee of the Trust; (iii) expenses of third party consultants engaged by the Board of Trustees; (iv) membership dues paid to the Investment Company Institute and Mutual Fund Directors Forum; (v) expenses in connection with the negotiation and renewal of the revolving credit facility; and (vi) extraordinary expenses and interest) do not exceed 0.47%. NTI has also contractually agreed to reimburse the management fees payable by the Fund in an amount equal to the net management fee NTI earns on the amount invested by the Fund in money market funds managed by NTI. These contractual limitations may not be terminated before July 31, 2025 without the approval of the Board of Trustees.

2025 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 2025, and are outlined in this document for ease of reference.

On November 1, 2024, the Internal Revenue Service issued Notice 2024-80, providing the cost of living dollar limits for retirement plans:

<u>LIMIT</u>	<u>2025</u>	<u>2024</u>
Defined Benefit Plan		
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.	\$280,000	\$275,000
Defined Contribution Plan 415 Dollar Limit		
The lesser of the dollar limitation for annual additions under defined contribution plans under IRC Section 415(c)(1)(A) or 100% of compensation.	\$70,000	\$69,000
401(k)/403(b)/Existing SARSEP Elective Deferral Limit		
All elective deferrals (including designated Roth contributions) in a tax year made by a participant to 401(k), 403(b) tax deferred annuity, simplified employee pension, and SIMPLE retirement plans are aggregated under IRC Section 402(g).	\$23,500	\$23,000
457 Deferral Limit		
The lesser of the limitation on vested contributions to 457 plans under IRC Section 457(e)(15) or 100% of includible compensation.	\$23,500	\$23,000
403(b) Limit, Including 15 Years of Service Catch-up		
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.	\$26,500	\$26,000

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.

LIMIT**2025****2024****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.

\$47,000

\$46,000

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 Limit (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 2025 to 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 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

Increased Catch-up Limit for Participants Between Ages 60-63 (401(k), 403(b), and Governmental 457(b) Plans)

The increased catch-up available under IRC Section 414(v) for individuals at least 60 years old and not more than 63 years old in 2025 to make eligible pre-tax (and/or designated Roth) contributions to 401(k), 403(b), and governmental 457 plans.

\$11,250

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

\$7,000

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.

LIMIT	2025	2024
<p>Age 50+ Catch-up Limit (IRAs) The special catch-up available under IRC Section 219(b) for individuals at least 50 years old.</p>	\$1,000	\$1,000
<p>Definition of Key Employee The compensation threshold used for determining key employees under IRC Section 416(i)(1)(A)(i).</p>	\$230,000	\$220,000
<p>Definition of Highly Compensated Employees The compensation threshold used for determining highly compensated employees under IRC Section 414(q)(1)(B).</p>	\$160,000	\$155,000
<p>Compensation Limit The annual limit of compensation that may be taken into account for contribution purposes in accordance with IRC Section 401(a)(17).</p>	\$350,000	\$345,000
<p>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).</p>	\$520,000	\$505,000
<p>Dollar Limit for Exception to the IRS Premature Distribution Penalty Tax for Domestic Abuse Victim Distributions The annual dollar amount used for determining the aggregate amount available for a domestic abuse victim distribution from 401(a) and 401(k) defined contribution plans, 403(b) plans, governmental 457(b) plans and traditional IRAs, other than defined contribution plans subject to spousal consent. The amount available cannot exceed the lesser of that year's dollar amount or 50 percent of the participant's vested account.</p>	\$10,300	\$10,000
<p>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.</p>	\$79,000 (joint) \$39,500 (single) \$59,250 (head of household)	\$76,500 (joint) \$38,250 (single) \$57,375 (head of household)
<p>Deferral Limit for 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).</p>	\$16,500	\$16,000

<u>LIMIT</u>	<u>2025</u>	<u>2024</u>
Age 50+ Catch-up Limit for SIMPLE Retirement Accounts The special catch-up available for individuals who are at least 50 years old in 2025 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

Increased Catch-up Limit for Participants Between Ages 60-63 (SIMPLE Retirement Accounts) The increased catch-up available under IRC Section 414(v) for individuals at least 60 years old and not more than 63 years old in 2025 to make eligible pre-tax (and/or designated Roth in the case of a SIMPLE 401(k) plan) contributions to a SIMPLE plan described in IRC Section 408(p)(2) or 401(k)(11).	\$5,250	N/A
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Compensation for SEPs Compensation taken into account to determine eligibility for simplified employee pensions (SEPs).	\$750	\$750
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On October 10, 2024, the Social Security Administration released its cost of living information:

Taxable Wage Base	<u>2025</u>	<u>2024</u>
Maximum amount of earnings subject to payroll tax.	\$176,100	\$168,600

The following are the cost of living dollar limits for health account solutions, based on Revenue Procedure 2024-25, released on May 9, 2024 and Revenue Procedure 2024-40 released on October 22, 2024:

<u>LIMIT</u>	<u>2025</u>	<u>2024</u>
Health Spending Account (HSA) Contribution Limit The annual dollar limit on deductions under IRC Section 223(b)(2) under a high deductible health plan.	\$4,300 (self-only coverage) \$8,550 (family coverage)	\$4,150 (self-only coverage) \$8,300 (family coverage)
HSA Contribution Limit Including Age 55+ Catch-up 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.	\$5,300 (self-only coverage) \$9,550 (family coverage)	\$5,150 (self-only coverage) \$9,300 (family coverage)

LIMIT**2025****2024****Definition of High Deductible Health Plan**

The annual minimum deductible of a high deductible health plan as defined under IRC Section 223(c)(2)(A).

\$1,650 (self-only coverage)
\$3,300 (family coverage)

\$1,600 (self-only coverage)
\$3,200 (family coverage)

Maximum Out-of-Pocket Expenses for a High Deductible Health Plan

The maximum annual out-of-pocket expenses (deductibles, co-payments, and other amounts, but not premiums).

\$8,300 (self-only coverage)
\$16,600 (family coverage)

\$8,050 (self-only coverage)
\$16,100 (family coverage)

Flexible Spending Accounts (FSAs)

The maximum annual dollar limit under IRC Section 125(i) for employee pre-tax contributions to a health FSA.

\$3,300

\$3,200

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.

\$3,300

\$3,200

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)

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.

\$325

\$315

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

\$325

\$315

Voya Financial Fact Sheet

Fourth-Quarter 2024



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



15.7 million

Customers



10,000

Employees



\$894 billion

Total assets under management and administration*



Top 5

Provider of retirement plans**



Top 3

Group provider of supplemental health insurance***



One of the 50

Largest institutional asset managers globally****

*As of Dec. 31, 2024

**Pensions & Investments magazine, Defined Contribution Record Keepers Directory (as measured by total participants), April 2024

***LIMRA 2Q 2024 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.

**** Voya Investment Management ranked 48th largest institutional investment manager (of 411 surveyed) on Pensions & Investments' Top Money Managers list published June 2024, based on worldwide institutional AUM as of 12/31/23. This voluntary ranking is open to firms managing assets for U.S. institutional tax-exempt clients. Managers self-report data through a survey distributed by P&I to known and new participating managers. No fee was paid for consideration.

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

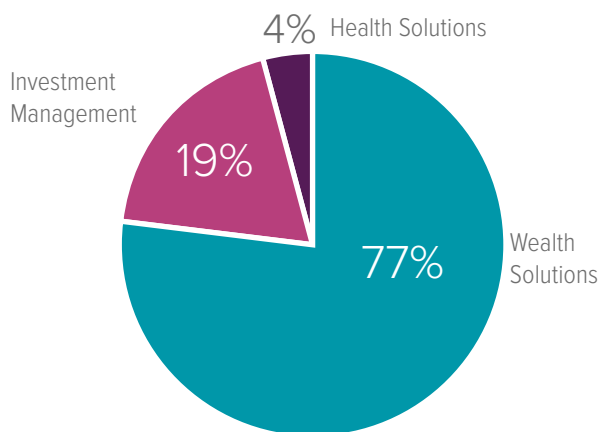
Voya is a leading provider of retirement products and services in the U.S., serving approximately 39,000 U.S. employers and over 7 million individual retirement plan participants. Voya also has approximately 450 financial professionals serving retail and workplace clients. Voya is focused on guiding 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 approximately 7.2 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 approximately 11.9 million employees in the U.S.

Percentage of adjusted operating earnings by segment*

Before income taxes and for the trailing twelve months ended Dec. 31, 2024. Excludes notable items by segment and 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. as of 12/31/2023.

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.

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>.

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Strengthening our culture through workplace flexibility, employee well-being and living our purpose



84%

favorable sentiment overall among Voya Financial employees.

Source: Voya Financial employee sentiment survey data, as of June 2024

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.

71%

of employees volunteered over 18,000 hours during Voya’s 2024 National Days of Service.

Source: Benevity data, as of June 25, 2024

As part of Voya’s National Days of Service, Voya employees continue to give back to their communities and advance Voya’s commitment to volunteerism.

25%

of employees belong to at least one of Voya’s 11 employee-led councils.

Source: Voya Financial workforce data, as of Dec. 31, 2024

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.



Customers

A customer-centric approach drives our strategy to provide innovative, technology-driven solutions and capabilities that promote the financial well-being of all of our customers' employees.



Colleagues

We are committed to attracting and retaining talent and incentivizing high performance. We prioritize the development of a workforce that best serves the diversity of the marketplace, while cultivating a meaningful employee experience, a culture of inclusion, and a holistic approach to our employees' well-being.



Communities

We partner with businesses and organizations that share our commitment to advancing financial resilience and meeting the needs of our local communities.



Dozens of Voya employees serve on nonprofit boards, where they develop leadership skills and connect with colleagues around Voya's culture of giving back.



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

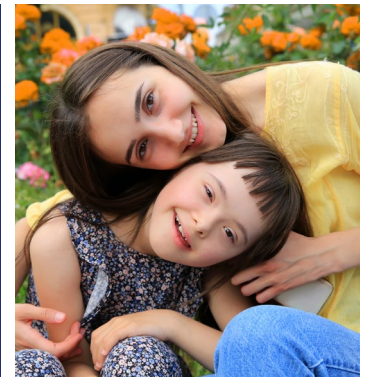


All full-time employees receive up to \$5,000 from Voya Foundation to match personal donations to any approved 501(c)(3) organization.

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.

Voya also received a top score of 100 on the 2024 Disability Equality Index®, designating the company as a "Best Place to Work for Disability Inclusion" for the seventh consecutive year.



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 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.

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