



## **BCN Administrative Services, Inc. Multiple Employer Plan**

AUM GLOBAL HEALTHCARE MANAGEMENT & Participating Employers

# **401(k) Compliance Information**

Important 401(k) Plan  
Information Enclosed

Dear Employee:

The enclosed 401(k) documents include important information for all employees that have an existing balance in the 401k plan or have met the eligibility parameters outlined below. We recommend that you start planning your retirement as early as possible and take advantage of the significant tax savings available through your employer's retirement plan.

**A complete enrollment package can be requested by calling our Customer Service Department at (800) 356-3009, or you may enroll online at [www.slavic401k.com](http://www.slavic401k.com).** To enroll online, click on the "Enroll" button. Enter your Social Security Number (without dashes) and Date of Birth (with the slashes, mm/dd/yyyy) to begin the online enrollment process. Please enter all the required fields indicated by a red asterisk. At the end of the process, you will be asked to review your enrollment. Once your enrollment is completed, you will receive an email with a confirmation number. If you need assistance or have questions about this process, please contact us at (800) 356-3009.

If you are enrolled, we highly recommend that you update your beneficiary information on file if necessary. If you have married or been divorced, or divorced and remarried since designating a beneficiary, and/or your beneficiary is not your current spouse, you must update your beneficiary to direct who will inherit your account balance. A spouse must sign a notarized consent form if you appoint anyone other than your current spouse as your beneficiary. Please log in to your account to update your beneficiary. You may also obtain a beneficiary form by visiting [www.slavic401k.com](http://www.slavic401k.com) and clicking on Forms > Beneficiary Information and Change Consent Form or by calling our Customer Service Department at (800) 356-3009.

Any eligible participant in the plan will receive this package annually. If you have any questions about this mailing, please contact Slavic401k.

Slavic401k also offers a free service to send your 401(k) balance once per week and other related plan information by e-mail to help you better manage your investments. In order to subscribe to 401(k) Express, please visit [www.slavic401k.com](http://www.slavic401k.com). Click on Resources > Participant-Investor > Email Express. Please enter all the required information.

**The pension plan limits disclosed in this packet are unofficial, projected limits for the 2024 calendar year. At the time this notice was created, the Internal Revenue Service had not officially announced the 2024 pension plan limits. Please visit [www.irs.gov](http://www.irs.gov) to review the official pension plan limits once they have been released.**

The following documents are enclosed:

**Summary Plan Description:** The summary plan description explains, in short-form, the benefits and restrictions contained in the plan document. It provides information on when an employee can begin to participate in the plan, how contributions are calculated and processed, how and when benefits are paid out, and when your employer's matching contributions are vested, if any.

**Fee & Expense Information and Investment Performance:** A list of the mutual fund options available to participants is provided, along with the performance history to assist you in your investment selections. **Please review this document carefully as your fees have changed.**

**If the option has been adopted by your Plan Sponsor or Employer, the following disclosure(s) outlining the optional benefit and procedures in the Plan will be included.**

**Qualified Default Investment Alternative (QDIA):** If the Plan Sponsor has elected a default investment allocation, the enclosed QDIA notice will explain how your contributions will automatically be invested on your behalf if you did not make a selection on your enrollment form or on the Slavic Website.

**Safe Harbor Participant Notice:** If your employer elected to provide either a safe harbor matching contribution or a safe harbor, non-elective contribution, enclosed is a notice explaining the employer's contribution being made to the Plan.

**Automatic Enrollment Notice:** If your employer automatically enrolls employees in the plan, and the employee does not submit an enrollment form on their own, this notice will explain that process and how to opt out if you do not wish to participate.

**Also, this mailing may include the following documents containing important information regarding your plan.**

**Summary Annual Report (SAR):** The SAR is a summary of the Form 5500 annual report.

## **BCN Administrative Services, Inc. Multiple Employer Plan**

as adopted by AUM GLOBAL HEALTHCARE MANAGEMENT & Participating Employers

### **Summary Plan Description**

Este folleto contiene un resumen en inglés de sus derechos y beneficios bajo el Plan. Si tiene dificultades para entender alguna parte de este folleto, comuníquese con el Departamento de Servicio al Cliente de Slavic 401k al (800) 356-3009.

The Plan Administrator has copies of the plan documents, and they are available for your inspection. However, what follows is a summary of the plan simplifying the technical aspects. This plan is a multiple employer plan and is designed to follow the regulations under IRC Section 413(c). Each adopting employer may modify certain provisions of the plan in the adoption agreement. The Sponsor of the plan is BCN Administrative Services, Inc. (EIN: 38-3082120). The plan year is January 1 to December 31. The plan number is 333.

#### **ADMINISTRATION**

The Plan Administrator/Sponsor, BCN Administrative Services, Inc., is given the responsibility to manage the operation and administration of the Plan, except as to investments, which are participant directed. Your benefits are not insured under Title IV of the Employee Retirement Income Security Act of 1974 (ERISA) and are not guaranteed by the Pension Benefit Guaranty Corporation (PBGC).

The Plan Administrator is the person to contact if you have any questions about the Plan or want a copy of the Plan. The address is BCN Administrative Services, Inc., 3650 W. Liberty Road, Ann Arbor, MI 48103. The phone number is (800) 891-9911. BCN Administrative Services, Inc. is the Trustee and a representative may be contacted at the same address as agent for service of legal process. Service of legal process may also be made upon a Trustee of the Plan or the Plan Administrator.

A complete list of the employers sponsoring the Plan may be obtained by you and your beneficiaries upon written request to the Plan Administrator, and is available for examination. In addition, you and your beneficiaries may receive upon written request to the Plan Administrator information as to whether a particular employer is a sponsor of the Plan, and, if so, the sponsor's address.

If you were a participant in another 401(k) plan that was merged into this Plan, separate provisions may continue to apply to you. You should contact the Plan Administrator if you think you may be affected by a plan merger.

#### **SERVICE**

The length of time you work with any of the adopting employers of this Plan.

#### **ELIGIBILITY**

After satisfying the service and age requirements, you may enter the Plan upon the first day of the month. The Minimum Age for Participation is 21. The Minimum Service for Participation is 3 month(s) and 0 Hours.

*If the Plan requires you to complete a certain number of Hours of Service to be eligible to participate in the Plan, the following provisions may apply to you:*

- Effective for Plan Years beginning after December 31, 2020, and ending before January 1, 2025:

If you are a part-time employee who has not otherwise met the Minimum Service requirements specified above for the Plan, you may enter the Plan for purposes of making salary reduction contributions to the Plan (as explained in "Funding" below) on the applicable entry date specified above if you have completed at least 500 Hours of Service during three (3) consecutive 12-month periods beginning after December 31, 2020, and you have attained at least the Minimum Age for Participation by the end of the three-consecutive-year period.

- Effective for Plan Years beginning after December 31, 2024:

If you are a part-time employee who has not otherwise met the Minimum Service requirements specified above for the Plan, you may enter the Plan for purposes of making salary reduction contributions to the Plan (as explained in "Funding" below) on the applicable entry date specified above if, absent guidance from the IRS to the contrary, you have completed at least 500 Hours of Service in two (2) consecutive 12-month periods beginning after December 31, 2020, and have attained at least the Minimum Age for Participation by the end of the two-consecutive-year period.

- For all Plan Years:

If you are a part-time employee described above ("Long-Term Part-Time Employee"), you may enter the Plan for purposes of making salary reduction contributions to the Plan (as explained in "Funding" below) on the first applicable entry date specified above following the date on which the service and age requirements described above for Long-Term Part-Time Employees are completed.

### **FUNDING AND INVESTING**

The trust assets are being held in a Trust Account at Mid Atlantic. To facilitate administration and accounting, plan contributions made on your behalf may be temporarily deposited in a master plan clearing account held for the exclusive benefit of customers of Slavic Integrated Administration, Inc. DBA Depository Services, Inc. while being processed. Slavic Integrated Administration, Inc. DBA Depository Services, Inc. operates this clearing account in accordance with applicable agreements that authorize this account as a funding conduit for the processing of contributions, mutual fund exchanges, distributions, loans and the payment of fees as set forth in such agreements. The funds in this account are being kept separate from any other accounts maintained by Slavic Integrated Administration, Inc. DBA Depository Services, Inc. or any of its affiliated companies. The funds held in this account do not accrue interest nor does the bank pay interest to any party while such funds are being temporarily held in the account.

You will be able to direct the investment of your entire interest in the Plan. The Plan Administrator will provide you with information on the investment choices available to you, the procedures for making investment elections, the frequency with which you can change your investment choices and other important information. You need to follow the procedures for making investment elections, and you should carefully review the information provided to you before you give investment directions. If you have not specified an allocation of investments in your account, your contributions will be automatically invested into a Qualified Default Investment Alternative (QDIA) default allocation designated by the Trustee until such time when you take charge of investing your account. This default allocation to a QDIA will be made in accordance with specific rules under which the fiduciaries of the Plan, including the adopting employers, the Trustee and the Plan Administrator, will be relieved of any legal liability for any losses resulting from the default investments. The Plan Administrator has or will provide you with a separate notice which details the QDIA and your right to switch out of the QDIA if you so desire.

The Plan is an ERISA Section 404(c) plan, which means the Plan is intended to comply with Section 404(c) of ERISA. If the Plan complies with ERISA Section 404(c), then the fiduciaries of the Plan, including the adopting employers, the Trustee, and the Plan Administrator, will be relieved of any legal liability for any losses which are the direct and necessary result of the investment elections you make and investment directions you give. When you direct investments, your accounts are segregated for purposes of determining the earnings or losses on these investments. Your account does not share in the investment performance of other Participants who have directed their own investments. You should remember that the amount of your benefits under the Plan will depend in part upon your choice of investments. Gains as well as losses can occur and the adopting employers, the Trustee, and the Plan Administrator will not provide investment advice or guarantee the performance of any investment you choose. Periodically, you will receive a benefit statement that provides information on your account balance and your investment returns. It is your responsibility to notify the Plan Administrator of any errors you see on any statements within 30 days after the statement is provided or made available to you.

### **INVESTMENT OPTION**

Exercising voting rights of Proxies/tender offers and the handling of the moneys in the Trust are the responsibilities of the Trustee. The Plan permits you to invest your accounts among various investment funds that are made available by the investment committee (see the comparative fee and performance chart attached to this SPD). Slavic401k.com will transact same day trading of your account balance if submission through the web is received before 4:00 EST as detailed in the policy on the website, [www.slavic401k.com](http://www.slavic401k.com). All trading is conducted on a best effort basis, as other service providers are involved in a trade, and may fail to perform. You may contact Slavic Mutual Funds Management Corporation at (800) 356-3009 for investment information, as well as to receive a prospectus/fund profile and obtain fee and performance information. The web site ([www.slavic401k.com](http://www.slavic401k.com)) allows for prospectus downloading and other investment information. Past performance isn't necessarily an indication of future performance, and investment fees and expenses are important factors to consider when allocating your account. Visit the Department of Labor website [www.dol.gov/ebsa/investing/html](http://www.dol.gov/ebsa/investing/html) for an example of how fees can affect your investments.

### **DIVERSIFICATION**

"To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return, while minimizing your overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform very well often cause another asset category, or another particular security, to perform poorly. If you invest more than 20% of your retirement savings in any one company or industry, your savings may not be properly diversified. Although diversification is not a guarantee against loss, it is an effective strategy to help you manage investment risk. In deciding how to invest your retirement savings, you should take into account all of your assets, including any retirement savings outside of the Plan. No single approach is right for everyone because, among other factors, individuals have different financial goals, different time horizons for meeting their goals, and different tolerances for risk. It is also important to periodically review your investment portfolio, your investment objectives, and the investment options under the Plan to help ensure that your retirement savings will meet your retirement goals." (DOL FAB 2006-3, Sec. 105

(a)(2)(B)(ii)(II).

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's web site for an example showing the long-term effect of fees and expenses at <http://www.dol.gov/ebsa/publications/401k>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

There are no guarantees as to future performance of any mutual fund. Investment in common stocks and other equity securities is particularly subject to the risks of changing economic, stock market, industry, and company conditions and the risks inherent in the fund manager's ability to anticipate such changes that can adversely affect the value of a fund's holdings. In the case of debt securities, security values usually change when interest rates change. Generally, when interest rates go up, the value of a debt security goes down and when interest rates go down, the value of the debt security goes up. Past performance is not a guarantee of future results. Investment return and principal value will fluctuate so that when redeemed, an investor's shares may be worth more or less than their original cost. Read the prospectus carefully before investing. Funds that fall under the Morningstar Category of "Specialty" investments are concentrated in certain sectors of the markets and generally have a higher risk than the overall stock market. These investments are only available as a small portion of your overall portfolio. Do not exceed 10% of your total assets in any one of these funds or 30% in any combination. Conservative investors closer to retirement should not invest in Specialty funds without professional guidance.

The key to balancing the risk/reward relationship of your overall portfolio is a well-diversified strategy. The Investor Qualification Worksheet in your Enrollment Guide will help you determine your risk profile. You may also speak with your Registered Investment Advisor. Visit [www.slavic401k.com](http://www.slavic401k.com) or call (800) 356-3009 to speak with a representative.

In that regard, it is recommended that you take the Risk Profile Test and use the Retirement Calculator on the Slavic website, [www.slavic401k.com](http://www.slavic401k.com), to tailor your contributions and investment allocations to your goals. In addition to the quarterly statement, other plan information is available from the Plan Administrator. To receive this information, you must deliver a written request to the Plan Administrator. Please contact the Plan Administrator to receive the appropriate form. You may submit a request only once each calendar quarter for paper plan documents. Through the website, you may access the plan documents at will.

Available information includes or you may receive this information at any time via the website:

- A. the operating expenses of each designated investment alternative
- B. the most recent prospectus, financial statements, reports and other materials
- C. the value of each asset within the portfolio of each investment alternative
- D. if the Plan offers a fixed rate investment contract of a bank, savings and loan, or insurance company as an investment alternative, the name of the contract issuer, the term of the contract, and the rate of return
- E. share or unit value (as applicable) and the investment performance of each investment alternative
- F. disclosure of all fees that can be deducted from your account, in addition to the ones in the prospectus

Please address any question you have regarding your investment alternatives to the Plan Administrator or his designated representative.

#### **THE 1,000-HOUR SERVICE REQUIREMENT DURING A PLAN YEAR**

If you have entered the Plan as a Participant and you continue to work for your worksite employer but you do not complete 1,000 Hours of Service during a Plan Year, you remain as a Participant in the Plan. However, for any Plan Year in which you do not complete 1,000 Hours of Service, you may not receive credit for a Year of Service for vesting purposes.

If you are a Long-Term Part-Time Employee and the Plan allows Long-Term Part-Time Employees to participate in the Plan for purposes of receiving an allocation of employer matching or profit sharing contributions, then you will receive credit for a Year of Service for vesting purposes for each calendar year in which you complete at least 500 Hours of Service. Only service after December 31, 2020, will count for vesting purposes.

#### **TERMINATION OF EMPLOYMENT**

If you leave BCN Administrative Services, Inc. and your worksite employer for any reason during a Plan Year, you remain a Participant as long as you have an account balance. You may receive a distribution or roll your balance to an IRA. Partial distributions are permitted once per calendar month if you are age 59 1/2 or older. Otherwise if still employed, you cannot take your money out of the plan before age 59 1/2,

except for death or disability. Allow for 10-15 days to process a termination request. If you take a distribution, it will be subject to income tax and subject to a 10% penalty if you are under 59 1/2. Participant transfers out of the plan bear a \$75.00 fee to process, deducted from the participant's account.

### **MAY I BORROW FROM THE PLAN?**

Loans are made available from your account balance under the Plan to the extent of 50% of your vested balance. The minimum loan is \$1,000.00, and the maximum is \$50,000.00. Only 2 loans are permitted to be outstanding at one time. Allow 45 days for the administrator to process your loan request. A \$200.00 loan fee for setup and maintenance will be assessed from the proceeds. If you terminate service with your employer and all other adopting employers of the plan, you must pay off your loan balance or be defaulted, resulting in a taxable event, and you will receive an IRS Form 1099 for the balance of the loan if not repaid. All outstanding loan balances must be paid back by the end of the quarter following the quarter in which you terminate. If you take a distribution from the plan upon termination prior to paying off the loan, the loan will be defaulted. You may request a full copy of the loan policy by contacting (800) 356-3009.

### **HARDSHIP**

You generally may not receive distributions or roll your account to an IRA while still employed by your worksite employer. However, if you are faced with certain hardship situations, the Plan allows you to receive a distribution from your account containing your elective contributions. Your match and profit sharing balances are not available for hardship distributions. The distribution will be subject a 10% penalty plus income tax. The penalty is waived for reservists called to active duty.

You may receive a distribution of funds from the Plan for the following financial hardships: purchase of your home; prevention of an impending foreclosure upon, or eviction from, your home; payment for certain medical expenses incurred by you or your spouse, dependents, or primary beneficiary; payment for certain educational expenses for you or your spouse, dependents, or primary beneficiary; funeral expenses for your deceased parent, spouse, child, dependents, or primary beneficiary; expenses for the repair of damage to your principal residence that would qualify for the casualty deduction under Section 165 of the Internal Revenue Code; or expenses or losses incurred on account of a federally declared disaster. You must provide documentation as to the above events.

In order to receive a hardship distribution, you must obtain all distributions (other than loans) currently available under any retirement plans maintained by your employer. Allow 10-15 days for Slavic Integrated Administration to process your hardship request. Call (800) 356-3009 for instructions. The Plan Administrator has complete discretion in determining whether a hardship distribution may be authorized. Questions about hardship distributions should be addressed to the Plan Administrator.

### **AGE 59 1/2 WITHDRAWALS**

You may take an in-service distribution of any account that is 100% vested at age 59 1/2. For example, your deferral account is always 100% vested, but if your match account is only 60% vested, you may not take any of it until it is entirely vested. You may take 1 in-service distribution(s) per calendar month. There is no 10% penalty due for this type of distribution, but it is subject to income taxes.

### **YOU CAN TAKE YOUR MONEY OUT OF THE PLAN IF**

You or your designated beneficiary become eligible to receive a benefit under the Plan upon your retirement, death, disability or other separation from service with your employer and all other adopting employers of the plan. Your benefit can be paid as a lump sum, rolled to an IRA account, a 403(b) plan, governmental 457 plan, or transferred directly to another 401(k) plan under the following conditions:

A. RETIREMENT : When you reach your Normal Retirement Date (age 65), you will be entitled to receive 100% of the amount of your accounts. You may request a distribution of your entire account balance or you may request a partial distribution once per calendar month if you are age 59 1/2 or older. You will continue as a Participant in the Plan as long as you maintain an account balance. If you remain employed past your Normal Retirement Date, you may generally defer receipt of benefits until you actually terminate employment unless you are a 5% owner. In such event, benefit payments will begin as soon as practicable upon your request, but generally not later than age 73, as discussed under "Required Minimum Distributions" below.

B. DEATH : If you die while you are a Participant in the Plan, 100% of the amount in your accounts will be paid to your beneficiary. The Plan Administrator has forms on which you may designate the beneficiary to receive your death benefits. If you are married, your current spouse will automatically be the beneficiary of your death benefit, unless your current spouse signs a notarized consent form to appoint anyone other than your current spouse as your beneficiary. The Plan does recognize same sex partners as beneficiaries if designated by the participant. If you are not married, you are free to change your beneficiary designation at any time. If your spouse or other designated beneficiary should die before you, or if for some reason you do not designate a beneficiary, your death benefit will be paid in the following order of priority to: (i) your surviving spouse; (ii) your surviving children, including adopted children, in equal shares; (iii) your surviving parents, in equal shares; or (iv) your estate.

C. DISABILITY : If you become disabled, you will be entitled to receive 100% of the amount in your accounts. For purposes of the Plan, you will be considered disabled if you have been certified as disabled for Federal Social Security purposes.

D. RESIGNATION OR DISMISSAL BEFORE NORMAL RETIREMENT DATE: If you separate from service for reasons other than retirement after your Normal Retirement Date, death or disability, you will be entitled to receive the "vested" portion of your accounts.

### **VESTING SCHEDULE FOR YOUR EMPLOYER CONTRIBUTIONS**

You are vested in your discretionary employer match or profit sharing contribution, if any, according to the following schedule:

TOTAL NUMBER OF YEARS OF SERVICE	VESTED INTEREST
Less than a year of service	0 %
At least 1 year of service, but less than 2	20 %
At least 2 years of service, but less than 3	40 %
At least 3 years of service, but less than 4	60 %
At least 4 years of service, but less than 5	80 %
5 years or more	100 %

Your deferrals and IRA rollover balances are always 100% vested.

On all distributions paid directly to participants, a 20% tax withholding is mandatory. Also, on all distributions paid directly to participants, 10% tax penalty may also be due if you are under 59 1/2.

### **TIME OF BENEFIT PAYMENT**

In the event of your retirement (after age 65), disability, death or other separation from service, the benefit payment will be made as soon as practicable after your retirement, disability, death or other separation from service. If the plan is terminated or you are terminated from service, you must consent to distribution or IRA rollover if your balance is \$5,000 or over. If it is under \$5,000, your consent is not required to distribute or roll to an IRA.

### **REQUIRED MINIMUM DISTRIBUTIONS**

You may delay distribution of your vested account balance (unless a distribution is required to be made as explained above because your vested account balance does not exceed \$5,000). However, if you elect to delay the distribution of your vested account balance, there are rules that require that certain minimum distributions (RMDs) be made from the Plan. Under the law, you must begin receiving benefits by your required beginning date.

- If you were born before July 1, 1949, your required beginning date is the April 1 following the later of the calendar year in which you reach age 70 1/2 or terminate employment with your worksite employer. However, if you are a 5% owner born before July 1, 1949, payment of your vested account balance must begin by the April 1 following the year in which you reach age 70 1/2.
- If you were born on or after July 1, 1949, and before January 1, 1951, your required beginning date is the April 1 following the later of the calendar year in which you reach age 72 or terminate employment with your worksite employer. However, if you are a 5% owner born on or after July 1, 1949, and before January 1, 1951, payment of your vested account balance must begin by the April 1 following the year in which you reach age 72.
- Effective January 1, 2023, if you were born on or after January 1, 1951, and before January 1, 1960, your required beginning date is the April 1 following the later of the calendar year in which you reach age 73 or terminate employment with your worksite employer. However, if you are a 5% owner born on or after January 1, 1951, and before January 1, 1960, payment of your vested account balance must begin by the April 1 following the year in which you reach age 73.

You should contact the Plan Administrator if you think you may be affected by these rules.

### **WHAT IF THE PLAN BECOMES TOP-HEAVY?**

The Plan will be "Top-Heavy" in each Plan Year in which the value of the account balances of the "Key Employees" comprise more than 60% of the value of all of the account balances in the Plan. The "Key Employees" are certain officers and owners of your worksite employer and their lineal descendants. If the plan is deemed top heavy an employer contribution may be owed to non-key eligible employees as a penalty mandated by the IRS.

### **CLAIMING YOUR BENEFIT**

You or any other person entitled to benefits under the Plan may file a claim for benefits by completing and filing a written claim form with the Plan Administrator. Once you file a claim form, you should receive written notice of the action taken on the claim within a reasonable period of time, but not later than 90 days after receipt of the claim. This period may be extended one time by the Plan Administrator for up to 90 days, provided that the Plan Administrator both determines that such extension is necessary due to matters beyond the control of the

Plan and notifies you, before the expiration of the initial review period, of the circumstances requiring the extension of time and the date by which the Plan expects to render a decision. File requests for benefits with Slavic Integrated Administration, 1075 Broken Sound Parkway NW, Suite 100, Boca Raton, FL 33487, phone (800) 356-3009.

If the claim is wholly or partially denied, the Plan Administrator will provide you with written or electronic notice setting forth in simple terms: (1) the specific reason or reasons for the denial, (2) the pertinent Plan provisions on which the denial is based, (3) a description of any material or information needed to grant the claim and an explanation of why the additional information is necessary, and (4) an explanation of the claims review procedure under the Plan and the time limits applicable to the claims review procedure, including a statement of your right to bring civil action under section 502(a) of ERISA following denial of your claim under the claims review procedure. The notice must also identify the name of each member of the Plan Administrator and the name and address of the Plan Administrator member to whom you may forward an appeal. You will also be provided, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim.

If you receive a notice denying a claim and wish to appeal the denial of the claim, you or your duly authorized representative have 75 days after receipt of the notice denying your claim to request (in writing) a full review of the claim by the Plan Administrator. Your request must identify the grounds and specific Plan provisions upon which the appeal is based. The Plan Administrator may extend the 75-day period where the nature of the benefit involved or other attendant circumstances make such extension appropriate. Effective January 1, 2020, if the Plan Administrator denies your initial claim for benefits, the otherwise applicable deadline for you to file an appeal of the claim is extended by disregarding the Outbreak Period; provided that this extension does not last longer than one year. For this purpose, the Outbreak Period is the period that began on March 1, 2020, and ends July 10, 2023 (sixty (60) days after the announced end of the COVID-19 National Emergency or the date the COVID-19 outbreak ends for an applicable part of the United States). In connection with the review of your claim, you or your duly authorized representative have the right to look at all relevant documents and to give your views and comments in writing.

The Plan Administrator must make a decision within 60 days after it gets your request for review, unless special circumstances require a longer time (but not more than 120 days after you have asked for the review). The decision of the Plan Administrator regarding the appeal of the claim denial must be provided to you in a written or electronic notice and must include: (1) the specific reason or reasons for the decision, (2) specific references to the Plan provisions on which the decision is based, (3) a statement that you are entitled to receive, upon requests and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim for benefits, and (4) a statement of your right to bring civil action under section 502(a) of ERISA following denial of your claim under the claims review procedure. The Plan Administrator's decision on review will be final and binding on all parties.

#### **CAN MY SHARE IN THE PLAN BE ASSIGNED OR ATTACHED?**

Your share in the plan can generally not be assigned or attached, and it is also sheltered from bankruptcy. This means that your interest may not be sold, used as collateral for a loan (other than for a Plan loan), given away or otherwise transferred (except at death to your beneficiary). Your creditors (other than the IRS) may not attach, garnish or otherwise interfere with your benefits under the Plan. However, if a court issues a qualified domestic relations order (QDRO), such as a divorce order, benefits that otherwise would be paid to you may be required to be paid to your spouse, former spouse, children or other dependents. The Plan Administrator will determine the validity of any domestic relations order received. You may request from the Plan Administrator a copy (at no charge) of the procedures used by the Plan to determine whether a domestic relations order is a "qualified domestic relations order" pursuant to the Internal Revenue Code and ERISA.

In addition, the Federal government can use your benefit under the Plan to enforce a federal tax levy and collect a judgment resulting from an unpaid tax assessment.

#### **YOUR RIGHTS UNDER THE PLAN**

The following statement is required by Federal law and regulations concerning your rights under the Plan:

As a Participant in the Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 ("ERISA"). ERISA provides that all Plan Participants shall be entitled to:

1. Examine, without charge, at the Plan Administrator's office and at other specified locations such as worksites, all documents governing the Plan, including insurance contracts and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor at the Public Disclosure Room of the Employee Benefits Security Administration.
2. Obtain copies of all Plan documents and other Plan information, including insurance contracts, copies of the latest annual report (Form 5500 Series), and updated summary plan description upon written request to the Plan Administrator. The Plan Administrator may make a reasonable charge for the copies.
3. Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.



4. Obtain a statement telling you whether you have a right to receive a benefit at your Normal Retirement Date, and if so, what your benefits would be at your Normal Retirement Date if you stop working under the Plan now.

In addition to creating rights for Plan Participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan Participants and beneficiaries. No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA. If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in Federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you may contact the nearest office of the Employee Benefits Security Administration, U. S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U. S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

**This summary plan description highlights the main provisions of the Plan but is subject to the terms of the legal Plan document. Where this description and the official Plan document vary in the description of the Plan, the Plan document is the final authority.**

The description of your retirement benefits is not an employment contract or any type of employment guarantee.

#### **MAY THE PLAN BE AMENDED OR TERMINATED?**

The Plan Administrator has the right to amend or terminate the Plan at any time. Thus, your rights as discussed in this summary plan description may be changed. However, if they are changed materially, the Plan Administrator must notify you of the change within a reasonable time. Slavic401k.com may amend and restate the plan document to maintain the qualification under the code. See section 60(D) of the plan document.

Your employer intends to continue the Plan and to make contributions to it for an indefinite period. However, the employer has the right to discontinue contributions to the Plan. If the master Plan is terminated or contributions to the Plan are discontinued for a period more than 120 days, you will be 100% vested in your share of the Plan without regard to the number of years you have worked for the worksite employer. You will not be 100% vested if your employer sponsors another plan within 120 days of ceasing contributions to this plan.

### **PLAN FUNDING**

#### **Elective Contributions**

The Plan is funded by elective contributions that you make to the Plan. When you enter the Plan, you will complete a salary reduction agreement authorizing the allocation of up to 98% of your compensation to the Plan. The maximum amount of annual compensation that may be taken into consideration for Plan purposes is \$340,000. After 2024, this amount may be increased for cost of living adjustments. Only gross W-2 wages paid by BCN Administrative Services, Inc. are considered for deferrals and employer contributions to the plan. Participants elective salary reduction contributions are limited to no more than \$23,000, the limit for the 2024 plan year. After 2024, the dollar limitation may be increased for cost of living adjustments.

Your plan offers a Roth account deferral election whereby your contribution is currently subject to income taxes, but future account growth and distributions will not be taxed if your Roth account is at least five years old and you are age 59 1/2. This is different from your regular account deferral contribution, which is not taxed currently; however, future distributions will be taxed as they occur. You may split your deferral election between the two different contributions or select all of one or the other. Both the regular and Roth contributions are

subject to FICA and Medicare taxes.

With the approval of the Plan Administrator you are entitled to change your salary reduction election immediately. Any such change will apply only after its effective date, and only to pay periods ending after it is executed and filed with the Plan Administrator.

You may suspend your elective contributions by notifying the Plan Administrator prior to the first day of the pay period to which the suspension applies. You may later reinstate your elective contributions by providing written notice immediately. Any such change will apply only after its effective date, and only to pay periods ending after it is executed and filed with the Plan Administrator.

If you are age 50 or older before the end of the plan year and are eligible to make elective contributions to the Plan, you will generally be eligible to make additional "catch-up" elective contributions to the Plan. The maximum catch-up contribution you can make is \$7,500. After 2024, the maximum catch-up contribution may be increased for cost of living adjustments.

### **Matching Contributions**

Discretionary employer-provided matching contributions may be made to the Plan on your behalf. The match, if any, will be a specified percentage of the elective contributions you make to the Plan. Your employer will determine the amount of the matching contribution, if any, that will be made each Plan Year. If you elect a flat dollar amount of deferral, it will be converted to a percentage of pay for the matching calculation.

### **Non-elective Contributions**

Discretionary employer-provided nonelective contributions may be made to the Plan on your behalf. The Plan Administrator will notify you if any nonelective contributions are made to the Plan.

For the basis of contribution, your compensation includes salary, regular wages, overtime pay, bonuses and commissions earned up until your severance of employment if paid before the later of: 2 1/2 months after your severance from employment, or the end of the plan year in which your severance occurs. Compensation also includes salary reduction contributions to a 401(k) plan or a plan described in Section 125 of the Internal Revenue Code.

Your employer may select profit sharing methods that are not pro rata, as provided in the Plan Document.

You are generally entitled to a share of the discretionary nonelective contribution for a Plan Year only if you are employed by your worksite employer at the end of the Plan Year, or if you terminate employment during the Plan Year due to retirement, death or disability.

### **Funds will be Allocated to Participant Separate Accounts**

Call [slavic401k.com](http://slavic401k.com) for account information, (800) 356-3009. You may also verify your account on the web: [www.slavic401k.com](http://www.slavic401k.com).

### **Rollover and Transfer Contributions**

The Plan also permits you to rollover or transfer funds from another qualified plan in which you were a participant.

### **In-Plan Roth Conversions (if applicable)**

The plan allows In-Plan Roth Conversions of 100% vested pre-tax accounts after 1/1/2013 for all Sponsors and Adopting Employers that have elected to allow Designated Roth Contributions. A participant's election to convert will be irrevocable and distributions within five years of conversion may be subject to the 10% early distribution penalty unless the distribution is allocable to any nontaxable portion of the In-Plan Roth Conversion.

### **Default Investment**

The Plan permits you to direct the investment of your account among a number of different investment funds available under the Plan. If you do not make an investment election, then your accounts under the Plan will be invested in the Plan's applicable default investment alternative until (1) you make an affirmative investment election to invest your account in different funds or alternatives available under the Plan or (2) the Plan changes its default investments. These default investments are made in accordance with rules prescribed by the Department of Labor which relieve Plan fiduciaries from liability for any losses resulting from such default investments. Information regarding the Plan's default investment alternative will be or has been provided to you in a separate notice.

In order to direct the investment of your account you may contact [slavic401k.com](http://slavic401k.com) at (800) 356-3009 to request an account change form, or you may go online at [www.slavic401k.com](http://www.slavic401k.com).

### Fee & Expense Information

Annual recurring plan fees are deducted from participant accounts on a quarterly basis. These fees may cover the plan's administrative expenses and service provider fees including IRS 5500 filings, record-keeping, accounting, legal, customer service, and contribution processing by BCN Administrative Services, Inc.

The following fees will apply to your account. Plan fees include a fixed administration fee and an asset based fee. The fixed administration fee paid to Slavic is \$35.00 per year, billed at \$8.75 per quarter in advance, and is not pro-rated. The asset-based fee is charged pro-rata to participant accounts and is determined by the total assets in each adopting employer's plan. For example, if the adopting employer's plan assets are \$1,000,001, each account will be assessed 55.00 basis points ( $0.30\% + 0.25\% = 0.55\%$ ) or 13.75 basis points per quarter (7.5 basis points per quarter to Slavic and 6.25 basis points per quarter to BCN). This translates into a fee of \$1.375 per \$1000 of account balance, per participant, per quarter. Various unpredictable administration fees associated with mailing required notices, personnel costs, plan audits (if required), etc. may be deducted from plan assets on a pro-rata basis.

#### Breakdown of Annual Asset-Based Expenses

Adopting Employer 401(k) Plan Assets (\$)	Slavic Recordkeeping and Administrative Fee
\$0- \$250,000	0.90%
\$250,001- \$500,000	0.78%
\$500,001- \$1,000,000	0.55%
\$1,000,001- \$2,000,000	0.30%
Over \$2,000,000	0.30%

  

Adopting Employer 401(k) Plan Assets (\$)	BCN Plan Sponsor Expense Reimbursement Fee
\$0- \$250,000	0.45%
\$250,001- \$500,000	0.45%
\$500,001- \$1,000,000	0.40%
\$1,000,001- \$2,000,000	0.25%
Over \$2,000,000	0.25%

Participants, who select one of the optional Slavic pre-allocated portfolios (if offered), are charged an additional pro-rata, 35 basis points (0.35%) per year for that service or 8.75 basis points quarterly. This translates into a fee of \$0.875 per \$1000 per quarter paid to Slavic Mutual Fund Management Corporation for investment management.

Other event driven expenses include: participant account closing (cash or rollover distribution, including accounts consolidation between plans) fee of \$75.00, plan transfer (employer transfers plan assets to a new plan) fee of \$75.00 per participant, in-service or hardship withdrawal fee of \$75.00, court ordered document (guardianships, estates, subpoenas, other) and Powers of Attorney processing fee of \$150.00, and Qualified Domestic Relations Order (QDRO) determination and processing fee of \$500.00. The loan fee is \$150.00 for setup plus a \$50.00 yearly maintenance fee.

The following event driven expenses are paid by your employer: non-pro rata profit sharing calculation (integration with Social Security) fee of \$375.00, non-pro rata profit sharing calculation (age weighted or new comparability) fee of \$950.00, discretionary plan amendment fee of \$250.00, acquisition co-adoption consulting and processing fee of \$250.00, IRS plan restatement fee of \$1,500.00 to be paid by the leading Plan Sponsor, plan termination fee of \$1,250.00, enrollment kit fee of \$15.00 per kit, and an hourly rate of \$225.00 for non-routine services.

Also, the trustee, at their discretion, may deduct reasonable plan expenses from the plan trust, which may include audit fees and non-routine contribution processing costs. These expenses will be assessed on a pro rata basis.

Account trades are cleared through Mid Atlantic. Slavic pays 4 basis points to Mid Atlantic in order to trade through this network, which is included in the Slavic asset fee and not assessed as an additional fee to participants. Mid Atlantic retains 10% of any shareholder servicing

and sub TA fees paid by the funds. That portion is not reimbursed back to plan participants; however, 90% is reimbursed. There are no shareholder type fees other than the expenses disclosed. Most fund options do not pay these types of fees and participants are not affected accordingly.

### **Investment Planning and Management Services**

The Bespoke Automated Investment Allocation Service, available in your plan, is a digital investment advisor built into the record keeping system of Slavic401k. This service provides a recommended deferral rate and perpetual investment allocation for the life of the participant. Through the Bespoke Asset Allocation software, Slavic Mutual Funds Management Corporation (SMF), acting as an ERISA 3(38) Fiduciary as well as an SEC Registered Investment Advisor, will allocate your account between equity and fixed income positions according to your age and financial profile, and then rebalance your account on or about your birth date. It is important that the information you submit to the Bespoke program is complete and accurate. Just prior to your birth date, the program will send you an email with a link that will allow you to make any changes to your profile that may have occurred throughout the year.

The fee for the Bespoke Automated Investment Allocation Service is 0.35% (0.35 of one percent) assessed quarterly. This translates into a fee of \$0.875 per \$1000 per quarter paid to SMF for investment management.

Past performance is not indicative of future results. You should note the risks associated with investing in an investment fund are the risks associated with the securities in which the investment fund invests. No investment strategy can guarantee a profit or protect against loss.

You can find general information about investing in digital or "robo" investment advisors on the SEC website <https://www.investor.gov/additional-resources/news-alerts/alerts-bulletins/investor-bulletin-robo-advisers>

### **Disclosure of Fiduciary Status**

Slavic Mutual Fund Management Corporation (SMF) is an ERISA Section 3(21) fiduciary to your retirement plan, providing investment advice to the Investment Committee and investment education to participants at no extra charge. SMF is a registered investment advisor with the Securities Exchange Commission. SMF will serve as the 3(38) fiduciary for these investment service(s): Slavic managed portfolio options and the Bespoke Automated Investment Allocation Service.

### **Description of Services**

Slavic Integrated Administration offers recordkeeping and administrative services, including plan design, consultations, preparing plan documents, and conducting enrollment meetings. Slavic's service also encompasses processing contributions, distribution requests, rollovers, hardships and QDROs, in addition to tax reporting, compliance testing and preparation/filing of 5500 forms. Participant statements and required notifications are sent quarterly. The fixed and asset-based administration fees are paid to Slavic quarterly on a pro rata basis.

The asset-based fee paid to BCN, indicated above, is for direct plan expenses incurred by the Plan Sponsor (e.g. contribution processing and maintaining census data files).

### **401(k) Express**

Rather than receiving these notices and other 401(k) correspondence in the mail, you may choose to subscribe to 401(k) Express. Please visit our website or contact customer service at (800) 356-3009 for further instructions.

By signing up for this service, you affirmatively elect to receive electronically, the weekly 401(k) Express E-mail and the following section 2550.404a-5 disclosures and notices, and other plan documents listed below, to be delivered to the e-mail address you provide:

- Eligibility notice
- Qualified Default Investment Alternatives (QDIA)
- Safe Harbor Notice (if elected by the adopting employer)
- Summary Plan Description (SPD), which contains plan benefits and disclosure of fees that affect your account
- Auto Enrollment Notice (if elected by the adopting employer)
- Trade Confirmations
- Summary Annual Report (SAR) of the plan
- Summary Prospectus for the mutual funds available in your Plan
- Amendments or modifications made to the Plan
- Quarterly Statements

You may unsubscribe from receiving these documents by email at anytime and receive a paper version by first class mail without any charge by contacting our Customer Service Department at (800) 356-3009 or by clicking on the unsubscribe link. You may also update your email address by logging on to your account at [www.slavic401k.com](http://www.slavic401k.com) or contacting Customer Service.

## BCN Administrative Services, Inc. Multiple Employer Plan Investment Performance

for the Period Ending 9/30/2023

The following tables list the annualized investment performance and expenses of each investment option available in the plan. The funds performance is compared to its corresponding Morningstar benchmark, based on the most recent performance data from Morningstar. The expense ratio represents the funds operating expenses that reduce the rate of return of the investment option. Also included are 12b-1 fees and shareholder-type fees, which are credited back to the participants account when received by Slavic.

The mutual fund companies may pay the broker of record or record keeper basis points on the assets in the plan. These are called 12b-1 and sub-TA fees and are listed in the prospectus and are also displayed below. These fees are credited back to participants owning the funds at the time payment is received. Crediting is on a cash basis, and fees are not accrued. If there is no basis in a fund at the time the reimbursements are processed the proceeds will be applied to the fund mapped from the revenue paying fund. If there is no mapped fund, the reimbursement will be applied to the Vanguard Total Stock Market Index. If there is no position in the Vanguard Total Stock Market Index, the payout will be applied as fee credit. The fund companies may pay these fees after a waiting period of up to one year. Only long-term investors will receive the full benefit of the fee reimbursement program.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's web site for an example showing the long-term effect of fees and expenses at <http://www.dol.gov/ebsa/publications/401k>. Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

There are no guarantees as to future performance of any mutual fund. Investment in common stocks and other equity securities is particularly subject to the risks of changing economic, stock market, industry, and company conditions and the risks inherent in the fund manager's ability to anticipate such changes that can adversely affect the value of a fund's holdings. In the case of debt securities, security values usually change when interest rates change. Generally, when interest rates go up, the value of a debt security goes down and when interest rates go down, the value of the debt security goes up. Past performance is not a guarantee of future results. Investment return and principal value will fluctuate so that when redeemed, an investor's shares may be worth more or less than their original cost. Read the prospectus carefully before investing. Funds that fall under the Morningstar Category of "Specialty" investments are concentrated in certain sectors of the markets and generally have a higher risk than the overall stock market. These investments are only available as a small portion of your overall portfolio. Do not exceed 10% of your total assets in any one of these funds or 30% in any combination. Conservative investors closer to retirement should not invest in Specialty funds without professional guidance.

The key to balancing the risk/reward relationship of your overall portfolio is a well-diversified strategy. The Investor Qualification Worksheet in your Enrollment Guide will help you determine your risk profile. You may also speak with your Registered Investment Advisor. Visit [www.slavic401k.com](http://www.slavic401k.com) or contact our Customer Service Department at (800) 356-3009 to speak with a representative.

For a glossary of investment related terms, please visit [www.slavic401k.com/resources\\_participant.html](http://www.slavic401k.com/resources_participant.html) and follow the link titled "Glossary of Investment Terms". This glossary is intended to assist you in understanding your investment options.

Fund Name	SYMBOL	MorningStar Category	YTD	1 Year	3 Year	5 Year	10 Year	Total Annual Operating Expenses	Per \$1000	Shareholder-Type Fee Sub-TA/SSF 12b-1	
<b>Vanguard Information Technology Idx Adm</b>	VITAX	Technology	30.64 %	36.17 %	10.88 %	16.54 %	19.18 %	0.10 %	\$ 1.00	0.00 %	0.00 %
<b>Morningstar US Tech TR USD</b>			35.69 %	40.99 %	12.68 %	17.32 %	19.24 %				
<b>Vanguard Target Retirement 2065 Inv</b>	VLXVX	Target-Date 2065+	8.45 %	18.47 %	5.93 %	5.97 %	0.00 %	0.08 %	\$ 0.80	0.00 %	0.00 %
<b>Morningstar Lifetime Mod 2065 TR USD</b>			5.82 %	17.11 %	5.83 %	4.86 %	6.59 %				
<b>Vanguard Target Retirement 2070 Inv</b>	VSVNX	Target-Date 2065+	8.49 %	18.49 %	0.00 %	0.00 %	0.00 %	0.08 %	\$ 0.80	0.00 %	0.00 %
<b>Morningstar Lifetime Mod 2065 TR USD</b>			5.82 %	17.11 %	5.83 %	4.86 %	6.59 %				
<b>Vanguard Target Retirement 2060 Inv</b>	VTTX	Target-Date 2060	8.47 %	18.49 %	5.91 %	5.98 %	7.65 %	0.08 %	\$ 0.80	0.00 %	0.00 %
<b>Morningstar Lifetime Mod 2060 TR USD</b>			5.89 %	17.17 %	5.91 %	4.93 %	6.65 %				
<b>American Funds New Perspective R6</b>	RNPGX	Global Large-Stock	12.17 %	21.70 %	4.92 %	8.36 %	9.82 %	0.41 %	\$ 4.10	0.00 %	0.00 %
<b>Morningstar Gbl Growth TME NR USD</b>			15.06 %	21.84 %	2.77 %	7.01 %	8.53 %				
<b>BlackRock Health Sciences Opps Svc</b>	SHISX	Health	-2.14 %	9.80 %	3.59 %	6.67 %	11.64 %	1.14 %	\$ 11.40	0.25 %	0.25 %
<b>Morningstar US Health TR USD</b>			-4.30 %	7.04 %	6.34 %	7.14 %	11.26 %				
<b>Vanguard Industrials Index Admiral</b>	VINAX	Industrials	7.75 %	25.68 %	11.93 %	7.35 %	10.00 %	0.10 %	\$ 1.00	0.00 %	0.00 %
<b>Morningstar US Indus TR USD</b>			6.47 %	24.40 %	11.83 %	7.53 %	10.36 %				
<b>Vanguard Materials Index Admiral</b>	VMIAX	Natural Resources	2.73 %	18.60 %	10.66 %	7.69 %	8.31 %	0.10 %	\$ 1.00	0.00 %	0.00 %
<b>Morningstar Gbl Upstm Nat Res NR USD</b>			-3.76 %	11.35 %	18.58 %	8.11 %	5.88 %				
<b>Vanguard Real Estate Index Admiral</b>	VGSLX	Real Estate	-5.35 %	-1.27 %	2.33 %	2.44 %	5.51 %	0.12 %	\$ 1.20	0.00 %	0.00 %
<b>Morningstar US Real Est TR USD</b>			-5.20 %	-0.82 %	1.99 %	2.05 %	5.55 %				

Fund Name	SYMBOL	MorningStar Category	YTD	1 Year	3 Year	5 Year	10 Year	Total Annual Operating Expenses	Per \$1000	Shareholder-Type Fee Sub-TA/SSF	12b-1
Vanguard Target Retirement Income Inv	VTINX	Target-Date	3.16 %	7.02 %	-0.13 %	2.69 %	3.60 %	0.08 %	\$ 0.80	0.00 %	0.00 %
Morningstar Lifetime Mod Incm TR USD			2.61 %	7.83 %	1.05 %	3.08 %	3.68 %				
Vanguard Target Retirement 2020 Inv	VTWNX	Target-Date 2020	4.18 %	9.36 %	1.43 %	3.58 %	5.24 %	0.08 %	\$ 0.80	0.00 %	0.00 %
Morningstar Lifetime Mod 2020 TR USD			2.25 %	8.71 %	0.22 %	3.09 %	4.55 %				
Vanguard Target Retirement 2025 Inv	VTTVX	Target-Date 2025	5.22 %	11.56 %	2.17 %	4.06 %	5.79 %	0.08 %	\$ 0.80	0.00 %	0.00 %
Morningstar Lifetime Mod 2025 TR USD			2.47 %	9.56 %	0.62 %	3.24 %	4.99 %				
Vanguard Target Retirement 2030 Inv	VTHRX	Target-Date 2030	5.93 %	13.14 %	2.97 %	4.46 %	6.28 %	0.08 %	\$ 0.80	0.00 %	0.00 %
Morningstar Lifetime Mod 2030 TR USD			3.02 %	10.93 %	1.61 %	3.57 %	5.54 %				
Vanguard Target Retirement 2035 Inv	VTHX	Target-Date 2035	6.61 %	14.56 %	3.88 %	4.92 %	6.79 %	0.08 %	\$ 0.80	0.00 %	0.00 %
Morningstar Lifetime Mod 2035 TR USD			3.92 %	12.85 %	3.10 %	4.06 %	6.12 %				
Vanguard Target Retirement 2040 Inv	VFORX	Target-Date 2040	7.35 %	16.15 %	4.81 %	5.37 %	7.26 %	0.08 %	\$ 0.80	0.00 %	0.00 %
Morningstar Lifetime Mod 2040 TR USD			4.91 %	14.88 %	4.59 %	4.57 %	6.57 %				
Vanguard Target Retirement 2045 Inv	VTIVX	Target-Date 2045	8.06 %	17.67 %	5.72 %	5.87 %	7.61 %	0.08 %	\$ 0.80	0.00 %	0.00 %
Morningstar Lifetime Mod 2045 TR USD			5.61 %	16.35 %	5.56 %	4.91 %	6.78 %				
Vanguard Target Retirement 2050 Inv	VVIFX	Target-Date 2050	8.47 %	18.48 %	5.92 %	5.99 %	7.67 %	0.08 %	\$ 0.80	0.00 %	0.00 %
Morningstar Lifetime Mod 2050 TR USD			5.92 %	17.03 %	5.93 %	5.03 %	6.81 %				
Vanguard Target Retirement 2055 Inv	VFFVX	Target-Date 2055	8.47 %	18.48 %	5.91 %	5.99 %	7.65 %	0.08 %	\$ 0.80	0.00 %	0.00 %
Morningstar Lifetime Mod 2055 TR USD			5.94 %	17.15 %	5.96 %	5.00 %	6.74 %				
Vanguard Short-Term Federal Adm	VSGDX	Short Government	0.83 %	1.27 %	-1.51 %	0.96 %	0.90 %	0.10 %	\$ 1.00	0.00 %	0.00 %
Morningstar US 1-5 Yr Trsy Bd TR USD			1.15 %	2.11 %	-1.85 %	0.90 %	0.80 %				
Fidelity Large Cap Growth Index	FSPGX	Large Growth	24.98 %	27.71 %	7.95 %	12.37 %	0.00 %	0.04 %	\$ 0.35	0.00 %	0.00 %
Morningstar US LM Brd Growth TR USD			23.15 %	24.67 %	5.86 %	10.73 %	13.08 %				
Vanguard Small Cap Growth Index Admiral	VSGAX	Small Growth	7.33 %	10.57 %	0.42 %	3.32 %	7.31 %	0.07 %	\$ 0.70	0.00 %	0.00 %
Morningstar US Sml Brd Grt Ext TR USD			7.78 %	12.52 %	2.88 %	2.09 %	6.88 %				
Vanguard Small Cap Value Index Admiral	VSIAX	Small Value	2.08 %	13.93 %	15.32 %	4.92 %	8.14 %	0.07 %	\$ 0.70	0.00 %	0.00 %
Morningstar US Sml Brd Val Ext TR USD			1.18 %	11.69 %	16.12 %	4.00 %	6.97 %				
T. Rowe Price Mid-Cap Growth	RPMGX	Mid-Cap Growth	7.51 %	16.39 %	3.85 %	6.33 %	10.22 %	0.77 %	\$ 7.70	0.15 %	0.00 %
Morningstar US Mid Brd Grt TR USD			6.79 %	14.62 %	3.80 %	7.38 %	9.99 %				
Vanguard Mid-Cap Value Index Admiral	VMVAX	Mid-Cap Value	-1.57 %	10.35 %	11.31 %	5.41 %	8.40 %	0.07 %	\$ 0.70	0.00 %	0.00 %
Morningstar US Mid Brd Val TR USD			-0.56 %	11.08 %	12.70 %	6.14 %	8.90 %				
Vanguard Mid Cap Index Admiral	VIMAX	Mid-Cap Blend	3.30 %	12.61 %	7.26 %	6.49 %	9.05 %	0.05 %	\$ 0.50	0.00 %	0.00 %
Morningstar US Mid TR USD			3.01 %	12.79 %	8.38 %	7.11 %	9.61 %				
Fidelity US Bond Index	FXNAX	Intermediate Core	-1.02 %	0.65 %	-5.21 %	0.11 %	1.10 %	0.03 %	\$ 0.25	0.00 %	0.00 %
Morningstar US Core Bd TR USD			-1.17 %	0.66 %	-5.21 %	0.09 %	1.08 %				
Vanguard Interm-Term Bond Index Adm	VBILX	Intermediate Core	-0.75 %	1.11 %	-5.40 %	0.72 %	1.56 %	0.07 %	\$ 0.70	0.00 %	0.00 %
Morningstar US Core Bd TR USD			-1.17 %	0.66 %	-5.21 %	0.09 %	1.08 %				
Vanguard Total Stock Mkt Idx Adm	VTSAX	Large Blend	12.35 %	20.37 %	9.24 %	9.05 %	11.22 %	0.04 %	\$ 0.40	0.00 %	0.00 %
Morningstar US LM TR USD			13.32 %	21.48 %	9.27 %	9.68 %	11.66 %				
Fidelity® 500 Index	FXAIX	Large Blend	13.07 %	21.61 %	10.14 %	9.90 %	11.90 %	0.01 %	\$ 0.15	0.00 %	0.00 %
Morningstar US LM TR USD			13.32 %	21.48 %	9.27 %	9.68 %	11.66 %				
American Funds Washington Mutual R6	RWMGX	Large Blend	5.58 %	18.35 %	11.69 %	9.07 %	10.78 %	0.27 %	\$ 2.70	0.00 %	0.00 %
Morningstar US LM TR USD			13.32 %	21.48 %	9.27 %	9.68 %	11.66 %				
JPMorgan US Research Enhanced Equity I	JDESX	Large Blend	14.86 %	22.96 %	11.31 %	10.86 %	11.83 %	0.59 %	\$ 5.90	0.25 %	0.00 %
Morningstar US LM TR USD			13.32 %	21.48 %	9.27 %	9.68 %	11.66 %				
Vanguard Small Cap Index Adm	VSMAX	Small Blend	4.22 %	12.53 %	8.71 %	4.60 %	7.99 %	0.05 %	\$ 0.50	0.00 %	0.00 %
Morningstar US Sml Ext TR USD			4.41 %	11.96 %	8.76 %	2.89 %	6.87 %				
Vanguard European Stock Index Admiral	VEUSX	Europe Stock	7.02 %	29.57 %	6.75 %	3.77 %	3.95 %	0.13 %	\$ 1.30	0.00 %	0.00 %
Morningstar DM Eur TME NR USD			7.88 %	29.04 %	7.24 %	4.05 %	3.85 %				
Vanguard High-Yield Corporate Adm	VWEAX	High Yield Bond	4.14 %	9.21 %	0.97 %	2.82 %	4.03 %	0.13 %	\$ 1.30	0.00 %	0.00 %
Morningstar US HY Bd TR USD			5.99 %	10.30 %	1.80 %	2.98 %	4.23 %				
Vanguard Federal Money Market Investor	VMFXX	Money Market-	3.70 %	4.61 %	1.75 %	1.67 %	1.07 %	0.11 %	\$ 1.10	0.00 %	0.00 %
Morningstar USD 1M Cash TR USD			3.75 %	4.69 %	1.82 %	1.76 %	1.19 %				
T. Rowe Price New Asia	PRASX	Pacific/Asia ex-Japan	-4.82 %	5.96 %	-6.23 %	1.44 %	3.90 %	0.99 %	\$ 9.90	0.15 %	0.00 %
Morningstar DM APAC xJpn TME NR USD			-4.83 %	10.74 %	5.01 %	2.66 %	3.00 %				
American Funds Capital World Gr&Inc R6	RWIGX	Global Large-Stock	8.31 %	22.68 %	5.86 %	5.90 %	7.18 %	0.42 %	\$ 4.20	0.00 %	0.00 %
Morningstar Gbl TME NR USD			10.05 %	20.93 %	7.06 %	6.49 %	7.59 %				
Fidelity® Emerging Markets Idx	FPADX	Diversified Emerging	1.70 %	11.68 %	-2.17 %	0.33 %	2.14 %	0.07 %	\$ 0.75	0.00 %	0.00 %
Morningstar EM TME NR USD			2.29 %	11.80 %	-0.27 %	1.54 %	2.80 %				
Vanguard Inflation-Protected Secs Adm	VAIPX	Inflation-Protected	-0.81 %	0.99 %	-2.08 %	1.99 %	1.64 %	0.10 %	\$ 1.00	0.00 %	0.00 %
Morningstar US TIPS TR USD			-0.73 %	1.29 %	-2.08 %	1.96 %	1.62 %				
Vanguard Short-Term Inflation Prot Secs Adm	VTAPX	Inflation-Protected	2.04 %	3.29 %	1.88 %	2.76 %	1.64 %	0.06 %	\$ 0.60	0.00 %	0.00 %
Morningstar US TIPS TR USD			-0.73 %	1.29 %	-2.08 %	1.96 %	1.62 %				
iShares MSCI EAFE Int'l Index K	BTMKX	Foreign Large Blend	6.73 %	26.18 %	5.80 %	3.35 %	3.80 %	0.04 %	\$ 0.40	0.00 %	0.00 %
Morningstar Gbl xUS TME NR USD			5.47 %	20.52 %	4.27 %	2.93 %	3.55 %				
American Funds Europacific Growth R6	RERGX	Foreign Large	5.15 %	19.64 %	0.08 %	3.11 %	4.64 %	0.47 %	\$ 4.70	0.00 %	0.00 %
Morningstar Gbl xUS Growth TME NR USD			3.00 %	16.04 %	-1.34 %	2.51 %	3.72 %				

**SLAVIC MANAGED OPTIONS**

Portfolio Allocation	YTD	1 Year	3 Year	5 Year	10 Year	Total Annual Operating Expenses	Per \$1000	Shareholder-Type Fee	
								Sub-TA/SSF	12b-1
SMF Aggressive	6.93 %	15.02 %	6.26 %	7.26 %	8.48 %	0.40 %	\$ 4.00	0.00%	0.00%
SMF Conservative	3.24 %	7.17 %	2.31 %	3.11 %	3.34 %	0.41 %	\$ 4.10	0.00%	0.00%
SMF Moderate	5.11 %	11.76 %	4.60 %	5.44 %	6.24 %	0.41 %	\$ 4.10	0.00%	0.00%

*If you elect to have SMF manage your account through the Bespoke Automated Investment Allocation Service, you may review the annualized investment performance and expenses of each investment option in your unique portfolio using the tables above. To view the investment options in your unique portfolio, log into your account online, select Manage, and then select Manage Investments. If you need assistance, contact Slavic401k at (800) 356-3009.*

## Qualified Default Investment Alternative Notice

This notice contains important information regarding default investments in your retirement plan. If a participant does not make an affirmative investment election under the Plan, then the participant's account under the Plan will be invested in the Plan's default investment alternative that corresponds to the participant's age. You should read this notice carefully.

### **Default Investment**

The Plan permits you to direct the investment of your account among a number of different investment funds available under the Plan. If you do not make a valid investment election under the Plan, then your account under the Plan will be invested in a managed portfolio account based upon your age. The plan uses three different managed portfolios for default investments. Your account will remain invested in the managed portfolio that corresponds to your age until (1) you make an affirmative investment election to invest your account in different funds or alternatives available under the Plan or (2) the Plan changes its default investments.

If you are under age 35, you will be defaulted into the Aggressive Portfolio comprised of 80% to equities and 20% to fixed income. If you are age 35 to 55, you will be defaulted into the Moderate Portfolio allocated 60% to equities and 40% to fixed income. If you are over age 55, you will be defaulted into the Conservative Portfolio with 70% in fixed income funds and 30% in equities. Slavic Mutual Fund Management Corporation, a registered investment advisory and fiduciary to the Plan, manages the three default investment portfolios (they are a Qualified Default Investment Alternative under the Pension Protection Act of 2006). A 35 basis point fee (0.35%) is charged as a management fee that is automatically waived, once a participant takes charge of their account. The managed portfolio allocations and risk profiles are illustrated on the following page of this notice. In order to direct the investment of your account you may contact our Customer Service Department at (800) 356-3009 to request an account change form, or you may go online at [www.slavic401k.com](http://www.slavic401k.com).

### **For Information Regarding Funds Available Under the Plan**

You may obtain information regarding the investment funds available under the Plan by contacting our Customer Service Department at (800) 356-3009 or by going online at [www.slavic401k.com](http://www.slavic401k.com).

### **For Additional Information**

Please refer to the summary plan description for a more detailed explanation of the provisions of the Plan. If you have questions you may also contact the Plan Administrator.

### **Slavic Managed Portfolios: Objectives and risk profiles**

AGGRESSIVE Under Age 35 80% Equity 20% Fixed Income

Primarily invested in the stock market, this Portfolio is allocated for participants with a long-term investment horizon (over 20 yrs.), a tolerance for volatility and higher risk, and targeting a market rate of return. This portfolio is rebalanced and re-allocated annually by Slavic and there is a 0.35% management fee for this service. Investing in the stock market is inherently risky; we recommend that you review your personal risk tolerance by taking the investor test on the [www.slavic401k.com](http://www.slavic401k.com) website. There is no guarantee the targets will be met.

<b><u>Funds</u></b>	<b><u>2023 Allocation</u></b>	<b><u>Total Annual Weighted Operating expense</u></b>
iShares MSCI EAFE Intl Idx K	10.00%	0.004%
Vanguard Interm-Term Bond Index Adm	20.00%	0.014%
Vanguard Consumer Staples Index Admiral	10.00%	0.010%
Vanguard Total Stock Mkt Idx Adm	60.00%	0.024%
<b>Total</b>	<b>100.00%</b>	<b>0.052%</b>



With 60% invested in the stock market, this portfolio is allocated to generate average returns with average risk. The portfolio is rebalanced or re-allocated at least annually. There is a 0.35% management fee for this service. Investing in the stock market is inherently risky; we recommend that you review your personal risk tolerance by taking the investor test on the [www.slavic401k.com](http://www.slavic401k.com) website. Typically, the moderate portfolio is designed for participants with 10 to 20 years until retirement willing to accept average risk. There is no guarantee the targets will be met.

<b><u>Funds</u></b>	<b><u>2023 Allocation</u></b>	<b><u>Total Annual Weighted Operating expense</u></b>
iShares MSCI EAFE Intl Idx K	10.00%	0.004%
Vanguard Interm-Term Bond Index Adm	25.00%	0.018%
Vanguard Consumer Staples Index Admiral	10.00%	0.010%
Vanguard Federal Money Market Investor	15.00%	0.016%
Vanguard Total Stock Mkt Idx Adm	40.00%	0.016%
<b>Total</b>	<b>100.00%</b>	<b>0.064%</b>

With only 30% invested in the stock market, this portfolio is suitable for participants near or in retirement, with a low risk tolerance. It is designed to provide stable, low returns with 70% in fixed income funds. This portfolio is rebalanced or re-allocated at least annually by Slavic and there is a 0.35% management fee for this service. This portfolio will fluctuate and bears a degree of market risk. There is no guarantee the targets will be met.

<b><u>Funds</u></b>	<b><u>2023 Allocation</u></b>	<b><u>Total Annual Weighted Operating expense</u></b>
iShares MSCI EAFE Intl Idx K	5.00%	0.002%
Vanguard Interm-Term Bond Index Adm	35.00%	0.025%
Vanguard Consumer Staples Index Admiral	5.00%	0.005%
Vanguard Federal Money Market Investor	35.00%	0.038%
Vanguard Total Stock Mkt Idx Adm	20.00%	0.008%
<b>Total</b>	<b>100.00%</b>	<b>0.078%</b>

## SUMMARY ANNUAL REPORT

### For BCN ADMINISTRATIVE SERVICES MULTIPLE EMPLOYER PLAN

This is a summary of the annual report for BCN ADMINISTRATIVE SERVICES MULTIPLE EMPLOYER PLAN, EIN 38-3358642, Plan No. 333, for period January 1, 2022, through December 31, 2022. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

#### Basic Financial Statement

Benefits under the plan are provided by a trust fund. Plan expenses were \$4,869,383. These expenses included \$458,188 in administrative expenses, \$4,399,807 in benefits paid to participants and beneficiaries, and \$11,388 in other expenses. A total of 3,343 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$51,381,268 as of December 31, 2022, compared to \$61,411,734 as of January 1, 2022. During the plan year the plan experienced a decrease in its net assets of \$10,030,466. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of (\$4,350,631), including employer contributions of \$1,324,364, employee contributions of \$3,404,856, earnings from investments of (\$9,468,553), and other income of \$388,702.

#### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report
- financial information
- assets held for investment
- fiduciary information, including non-exempt transactions between the plan and parties-in-interest (that is, persons who have certain relationships with the plan)

To obtain a copy of the full annual report, or any part thereof, write or call the office of BCN Administrative Services, Inc. at 3650 W. Liberty Road, Ann Arbor, MI 48103, or by telephone at (734) 994-4100. The charge to cover copying costs will be \$0.00 for the full annual report, or \$0.00 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan (BCN Administrative Services, Inc., 3650 W. Liberty Road, Ann Arbor, MI 48103) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

#### Paperwork Reduction Act Statement

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13)(PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a Federal agency cannot conduct or sponsor a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 3 hours and 11 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email [DOL\\_PRA\\_PUBLIC@dol.gov](mailto:DOL_PRA_PUBLIC@dol.gov) and reference the OMB Control Number 1210-0040.

OMB Control Number 1210-0040 (expires 07/31/2023)





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