

SAMPLE



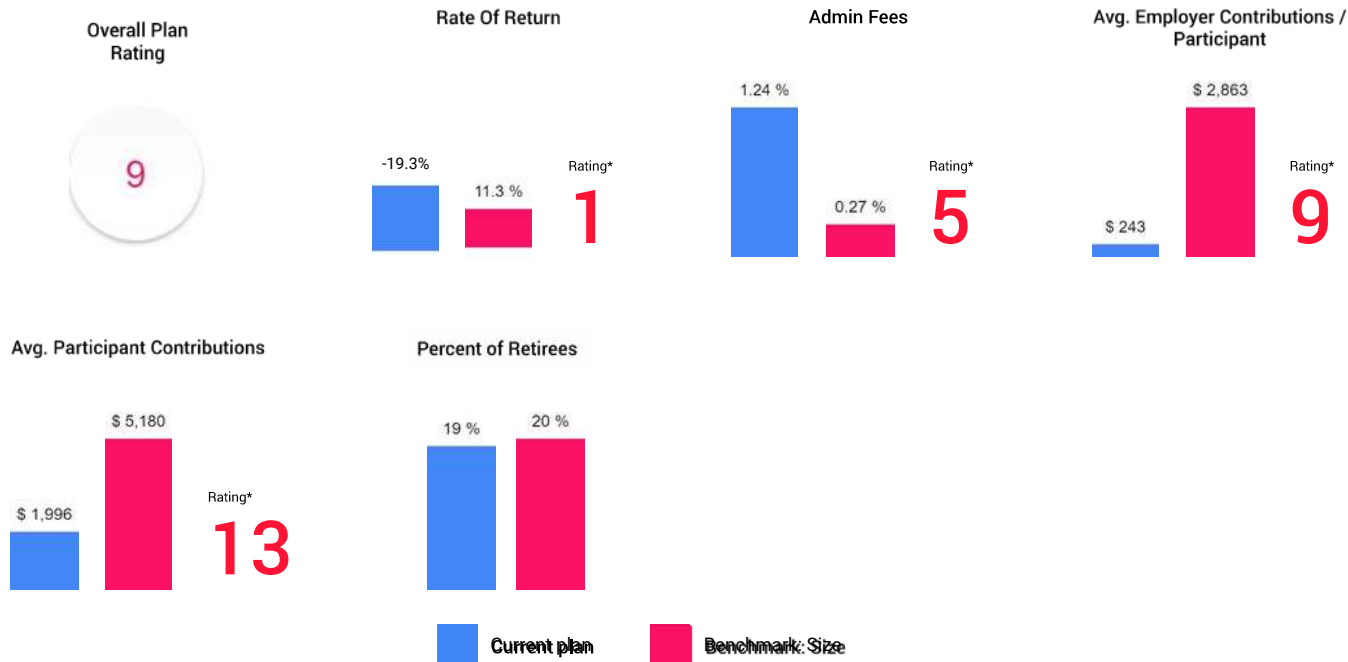
## Larkspur Executive Report

Business Name 401(K) Retirement Plan  
**Business Name**

Date Created: 13 DEC 2024  
Date of source 5500: 8 AUG 2024

## SUMMARY

### Ratings



Benchmark: \$










Please note that all ratings are benchmark relative on a scale of 1 to 100; the higher the better

### Providers

PROVIDER NAME INSURANCE & ANNUITY - RECORDKEEPER

### Key executives

Profiles

- 
**John Smith**  
5500 Signer
- 
**Jane Smith**  
Chief Financial Officer

- 
**John Smith**  
President,

- 
**Jane Smith**  
President of Operations

- 
**John Smith**  
CEO




Jane Smith  
Vice President of Sales



## Red Flags

- No QDIA
- No automatic enrollment
- Profit Share Without Advanced Design Plan

## 401kFO Lite

Aggregate Plan Savings

Diversification Rating



\$            (0.44% P/A)



### Positions

Fund	Expense	Sharpe Ratio	Value		
Voya Index Solution 2030 Port ADV IDXX NASDAQ Stock Market	0.890 %	0.447	\$ 52,558	AC	9
Voya Index Solution 2040 Port ADV IDXX NASDAQ Stock Market	0.890 %	0.446	\$ 27,098	AC	8
Voya Index Solution 2050 Port ADV IDXPX NASDAQ Stock Market	0.890 %	0.435	\$ 16,414	AC	7
Voya International Index Port I IIIIIX NASDAQ Stock Market	0.460 %	0.320	\$ 141,955	AC	10
Voya Strategic Allocation Mod Port I IIMDX NASDAQ Stock Market	0.750 %	0.646	\$ 135,988	AC	7
Voya Russell Large Cap Index Port I IIRLX NASDAQ Stock Market	0.360 %	0.341	\$ 3,989,565	AC	9
Voya Russell Mid Cap Index Port I IIRMX NASDAQ Stock Market	0.400 %	0.386	\$ 398,729	AC	10
Voya Russell Small Cap Index Port I IIRSX NASDAQ Stock Market	0.450 %	0.340	\$ 421,419	AC	10
Voya Index Solution 2055 Port ADV IISAX NASDAQ Stock Market	0.890 %	0.414	\$ 70,657	AC	8

Fund	Expense	Sharpe Ratio	Value		
Voya US Stock Index Port I INGIX NASDAQ Stock Market	0.260 %	0.315	\$ 297,033	AC	10
Voya Intermediate Bond Portfolio Class I IPIIX NASDAQ Stock Market	0.550 %	0.403	\$ 995,102	AC	9
Voya Strategic Allocation Growth Port I ISAGX NASDAQ Stock Market	0.770 %	0.656	\$ 394,825	AC	7
Voya Strategic Allocation Cnsvr Port I ISAIX NASDAQ Stock Market	0.710 %	0.558	\$ 114,691	AC	7
Voya Index Solution 2025 Port ADV ISDAX NASDAQ Stock Market	0.890 %	0.390	\$ 361,828	AC	9
Voya Index Solution 2035 Port ADV ISEAX NASDAQ Stock Market	0.890 %	0.392	\$ 227,825	AC	8
Voya Index Solution 2045 Port ADV ISJAX NASDAQ Stock Market	0.890 %	0.393	\$ 102,495	AC	9
VY T. Rowe Price Capital Apprec S ITCSX NASDAQ Stock Market	0.890 %	0.202	\$ 8,992,369	AC	9
Voya Government Money Market Port I IVMXX NASDAQ Stock Market	0.460 %	-	\$ 46,473	NR	-
American Funds New Perspective R3 RNPCX NASDAQ Stock Market	1.060 %	0.374	\$ 1,026,832	AC	10
FIDELITY VIP GRTH INIT RXM00152	0.640 %	3.776	\$ 4,207,386	-	-
Voya Fixed Account RXPFO1290	0.010 %	-	\$ 1,921,760	-	-
Voya Fixed Account RXPFO1290	0.010 %	-	\$ 1,123,754	-	-
Vanguard VIF Equity Income Portfolio RXPFO6911	0.300 %	0.188	\$ 1,278,998	-	-
Voya Index Solution 2065 Portfolio Class ADV VIQAX NASDAQ Stock Market	0.890 %	0.718	\$ 190,225	NR	-
Voya Index Solution 2060 Port ADV VPSAX NASDAQ Stock Market	0.890 %	0.513	\$ 41,301	AC	8

 RPAG Recommendation  
 RPAG Score

NR - No Recommendation, WL - Watch List, AC - Acceptable, RE - Recommended for Elimination

Sharpe Ratio as of 2024 DEC 12. Sharpe ratio uses 5 years of daily returns or maximum available to inception. Data comes directly from the Exchange fund is traded on.  
Expense Ratio as of 2024 DEC 12

Average RPAG Score - 8.63

## Top Fiduciary Risk Factors

- 5
 Per plan filing, participants have no QDIA investment options to choose from. ERISA section 404(c) and the corresponding DOL regulations define how a plan sponsor can establish protective relief from liability as a fiduciary for investment decisions made by employees in participant-directed 401(k) plans. When participants fail to make investment elections and a decision must be made to invest their participant-directed contributions, plan fiduciaries must step into the decision-making role. Without an approved QDIA, plan fiduciaries remain potentially liable for losses when a participant fails to actively direct investments.
- 2
 Per plan filing the plan has participants who are separated from service with deferred vested benefits and/or account balances. Plan sponsors should consider the cost and liability associated with retaining former employee accounts. Plan members who are no longer employed or separated from the plan sponsor should ensure that Schedule SSA has been included with the annual filing. The information reported on Schedule SSA is given to the Social Security Administration, which in turn provides it to plan participants when they file for Social Security benefits.
- 2
 Plan filed Schedule SSA indicating there are former employees with deferred vested benefits. Plan sponsors should consider the administrative cost and liability associated with retaining former employee accounts. The information reported on Schedule SSA is forwarded to the Social Security Administration, which in turn provides it to plan participants when they file for Social Security benefits.
- 2
 Per plan filing the plan has a "Total Participant-Directed Account" feature. Per ERISA regulations plan fiduciaries are responsible for participant-directed investments unless the plan has made a properly executed 404(c) election. Absent the 404(c) election, plan fiduciaries retain full responsibility for all investment losses including those directed by a plan participant. Plan members and plan sponsors should seek professional counsel where appropriate.
- 2
 Per plan filing the plan has a 401(k) feature. 401(k) plans come with a multitude of regulations and administrative burdens. Numerous features, benefits and responsibilities can be transferred to plan participants or retained by the plan sponsor. The management of a company 401(k) plan should be delegated to knowledgeable professionals. These plans should be evaluated in conjunction with other risk factors such as 404(c) and participant direction of plan investments.
- 1
 Per plan filing this is a Profit Sharing Plan subject to the regulations of IRS code section 401(a). Code section 401(a) is the primary body of law that enables an employer to establish a trust for the benefit of its employees, which is exempt from taxation on its income, and entitles the employer to take income tax deductions for contributions to the trust. Section 401(a) consists of a complex set of rules and regulations that must be complied with on an ongoing basis. Compliance with code section 401(a) rules and regulations is imperative to a plan maintaining its tax-exempt status.

## Participant Data

Total Assets: \$ [REDACTED]

Plan Type: DC - Defined Contribution

Number Of Participants: [REDACTED]

<p>YEAR 2023 ACK ID [REDACTED] EIN/PN ****</p>	<p>123 Smith St Philadelphia, PA 11111 (717) 555-5555</p>
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FINANCIAL INFORMATION

Basic Information

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Employer Identification Number/Plan Number	11111111/111
Effective Date	1990 Jan 01
Plan Type	DC Defined Contribution
Entity Type	—
Direct Filing Entity	—
Employer Annual Sales	\$ 10,000,000
Average Balance	\$ 50,000
Plan Features	<p>2E Profit-sharing.</p> <p>2F ERISA section 404(c) plan – This plan, or any part of it, is intended to meet the conditions of 29 CFR 2550.404c- 1.</p> <p>2G Total participant-directed account plan – Participants have the opportunity to direct the investment of all the assets allocated to their individual accounts, regardless of whether 29 CFR 2550.404c-1 is intended to be met.</p> <p>2J Code section 401(k) feature – A cash or deferred arrangement described in Code section 401(k) that is part of a qualified defined contribution plan that provides for an election by employees to defer part of their compensation or receive these amounts in cash.</p> <p>2K Code section 401(m) arrangement – Employee contributions are allocated to separate accounts under the plan or employer contributions are based, in whole or in part, on employee deferrals or contributions to the plan. Not applicable if plan is 401(k) with only QNECs and/or QMACs. Also not applicable if Code sections 403(b)(1), 403(b)(7), or 408 arrangement/accounts annuities.</p>
Welfare Benefit Codes	N/A
Extra Features	<p>Sponsor did not file form 5500 for a welfare benefit plan</p> <p>Plan requires CPA audit</p> <p>No QDIA</p> <p>No Automatic Enrollment</p> <p>Sponsor has DC but not DB</p> <p>Self administered plan</p>
Business Code	11111 Business

## Income and Earnings

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### Contributions

Participant Contributions	\$
Employer Contributions	\$
Amount of Contributions Received or receivable in cash from Others (including rollovers)	\$
Amount of Noncash contributions	\$
<hr/>	
Total Contributions (for Short Forms)	\$

### Earnings on investments

#### Interest

Amount of Interest-bearing cash (including money market accounts and certificates of deposit)	\$
Amount of U.S. Government securities interest	\$
Amount of Corporate debt instruments interest	0
Amount of Loans (other than to participants) interest	
Amount of Participants loans interest	
Amount of Other interest	
<hr/>	
Total interest	\$

#### Dividends

Amount of Preferred stock dividends	\$
Amount of Common stock dividends	\$
Amount of Registered investment company shares (e.g. mutual funds) dividends	\$
<hr/>	
Total dividends	\$

#### Rents

Total Rents	\$
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#### Net gain (loss) on sale of assets

Amount of Aggregate proceeds	\$
Aggregate carrying amount	\$
Total Net gain (loss) on sale of assets	\$

#### Unrealized appreciation (depreciation) of assets

Amount of Unrealized appreciation (depreciation) of assets) - Real estate	\$
Amount of Other Unrealized appreciation (depreciation) of assets)	\$

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Total unrealized appreciation of assets	\$	
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Total Net investment gain (loss) from common/collective trusts	\$	
Total Net investment gain (loss) from pooled separate accounts	\$	
Total Net investment gain (loss) from master trust investment accounts	0	
Total Net investment gain (loss) from 103-12 investment entities		
Total Net investment gain (loss) from registered investment companies (e.g., mutual funds)		
Total Other income	\$	

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Total income	\$	
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### Benefits, Distributions and Expenses

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Name	Value	Per Participant
Benefit claims payable, EOY	\$	
Total administrative expenses	\$	\$
Total Corrective distributions	\$	\$
Admin Fees, \$	\$	
Amount of other expenses		
Total benefit payments	\$	\$
Amount of Benefit payment and payments to provide benefits	\$	\$
Amount benefit payments To insurance carriers for the provision of benefits	\$	\$
Total Certain deemed distributions of participant loans	\$	\$
Amount of Professional fees	\$	\$
Total Health charges paid to carrier		\$
Total Stop Loss charges paid to carrier		\$
Total expenses		



## Accountant's Opinion

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Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)?

The attached opinion of an independent qualified public accountant for this plan is  
EIN of the accountant

Unmodified

\*\*\*\*

The opinion of an independent qualified public accountant is not attached because  
Accounting Firm

Accountants Inc.

## Net Income

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Total Net income (loss)	\$	
Failed to Transmit Amount On Time	\$	
Amount of nonexempt transactions with any party-in-interest	\$	
Plan is covered by a fidelity bond (Amount)	Yes	\$
Transfers of assets. To this plan, From this Plan	\$	\$
Plan has failed to provide any benefit when due under the plan (Amount)	No	
Participant loans, EOY	\$	
Required notice is provided or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3		

## Pension Funding Compliance

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DB plan subject to minimum funding requirements	
DC plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA	
Date of the letter ruling granting the waiver of the minimum funding standard for a prior year if being amortized in this plan year	
Minimum required contribution for this plan year	\$
Amount contributed by the employer to the plan for this plan year	\$
Difference between min. required contribution and amount contributed for this plan year	\$
Minimum funding amount will be met by the funding deadline	
Amount of any plan assets that reverted to the employer this year if a resolution to terminate the plan has been adopted	\$
Plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC	No
Blackout period in an individual account plan	No

A resolution to terminate the plan has been adopted during the plan year or any prior plan year No

## Assets and Liabilities

Total assets, BOY	\$
Total plan assets	\$
Total liabilities, BOY	\$
Total liabilities, EOY	\$
Net assets, BOY Net assets, EOY	\$

## Plan Performance

Name	Extended	Normal
YTD Return	-	-
3 mo Return	-	-
6 mo Return	-	-
12 mo Return	-	-

## Plan Participants

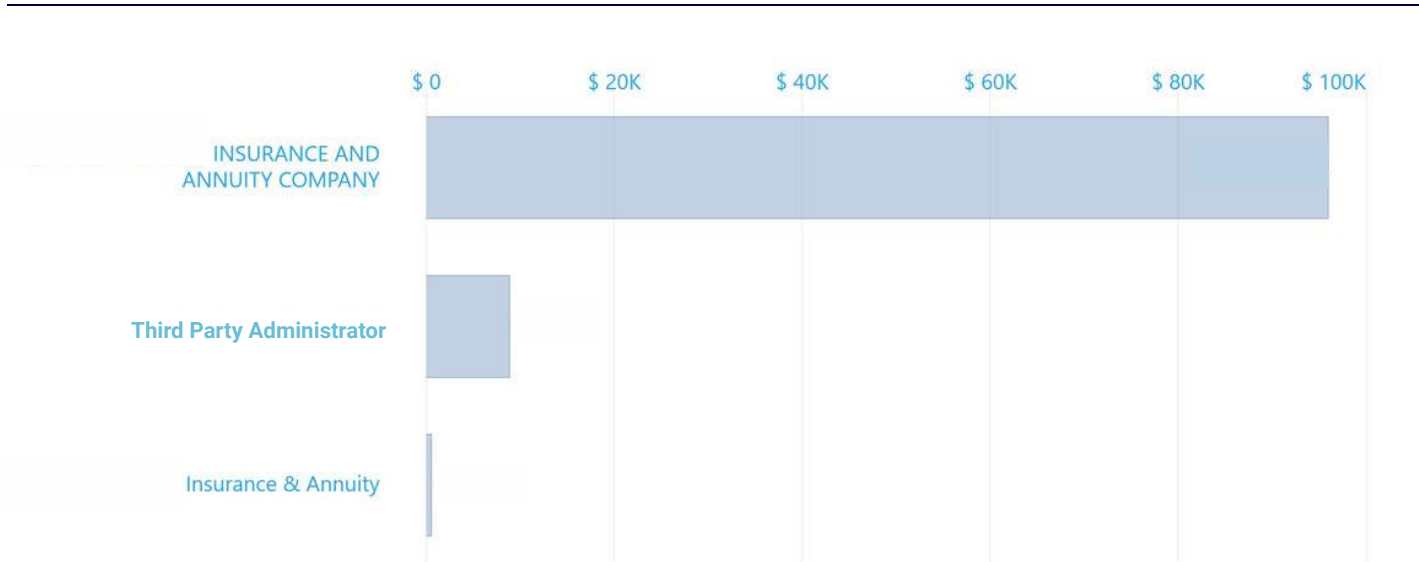
Name	Total	Active	Current	2009	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Participants EOY			318	336	282	339	322	384	356	413	425	375	306	322	367	360	318
Total Active Participants BOY			360				322	384	356	413	425	375	306	322	367	360	
Total Participants			491	427	372	465	446	476	506	540	590	552	529	553	614	520	491
Participants with Balance			472	386	362	416	408	381	454	443	478	520	512	524	538	488	472
Participants receiving benefits			173	91	90	126	124	92	150	127	165	177	223	231	247	160	173
Inactive Participants			0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Participation Rate			148%	115%	128%	123%	127%	99%	128%	107%	112%	139%	167%	163%	147%	136%	148%

## INVESTMENT PROVIDERS

Schedule C. Service Provider Information

recordkeeper, third party administrator, and advisor

### Non-Zero Compensation Summary



### Insurance Information

#### Insurance And Annuity Company

Total paid with percent of total plan assets	\$
Commission	\$
Fees	\$
Enterprise Identification Number (EIN)	
****	
NAIC code	
11111	
Contract or identification number	
ABC123	
Approximate number of persons covered at end of policy or contract year	
491	
Policy or contract year	
2023/01/01 - 2023/12/31	

Providers

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Third Party Administrator

Total compensationwith percent of total plan assets

Direct compensation  
Indirect compensation

§  
§  
§

Service codes:  
Other (specify)

Enterprise Identification Number (EIN)

\*\*\*\*

Relationship to employer, employee organization, other party-in-interest

Service Provider

Received indirect compensation?

Yes

Indirect compensation include eligible indirect compensation?

No

Has formula been given instead of amount?

No

Insurance & Annuity Company

Total compensationwith percent of total plan assets

Direct compensation  
Indirect compensation

§  
§  
§

Service codes:  
Recordkeeping and information management (computing, tabulating, data processing, etc.)  
Recordkeeping fees

Enterprise Identification Number (EIN)

\*\*\*\*

Relationship to employer, employee organization, other party-in-interest

Recordkeeper

Received indirect compensation?

Yes

Indirect compensation include eligible indirect compensation?

Yes

Has formula been given instead of amount?

No

Insurance & Annuity Company

Total compensationwith percent of total plan assets

Direct compensation  
Indirect compensation

§  
-  
-

Enterprise Identification Number (EIN)

\*\*\*\*

Relationship to employer, employee organization, other party-in-interest

-

Received indirect compensation?

-

Indirect compensation include eligible indirect compensation?

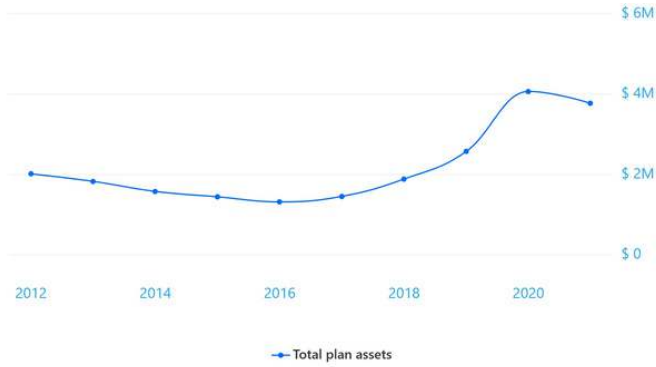
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Has formula been given instead of amount?

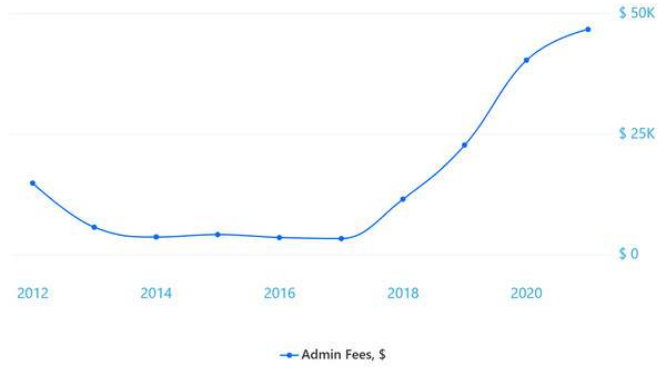
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## PLAN HISTORY

Total plan assets



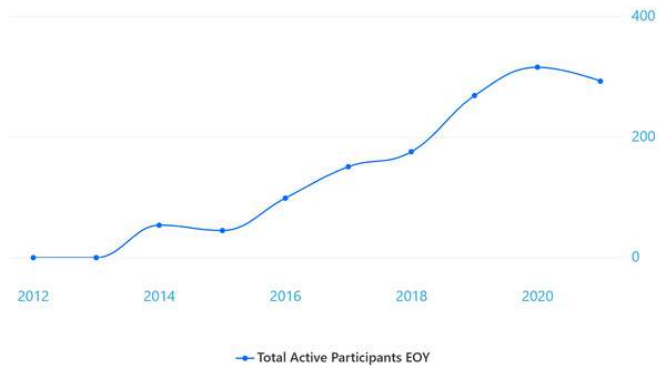
Admin Fees



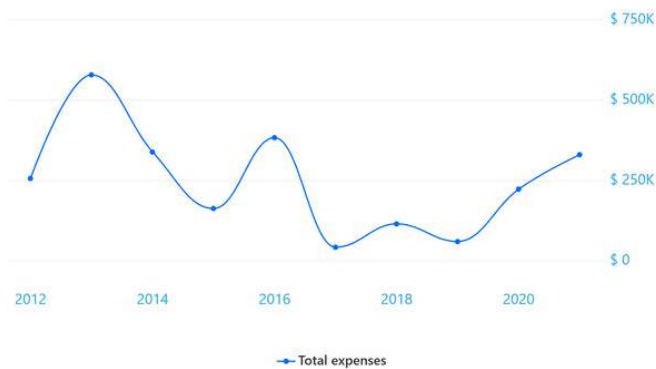
Rate Of Return



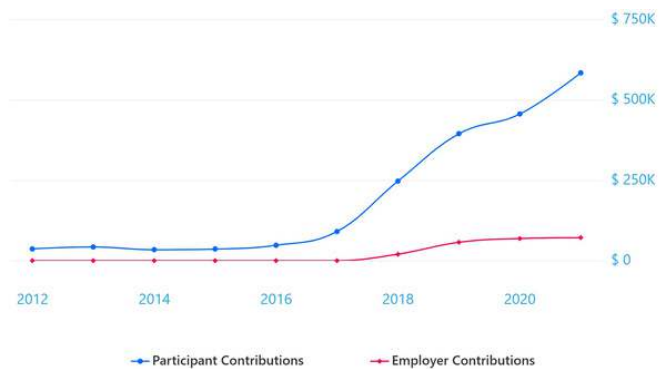
Total Active Participants EOY



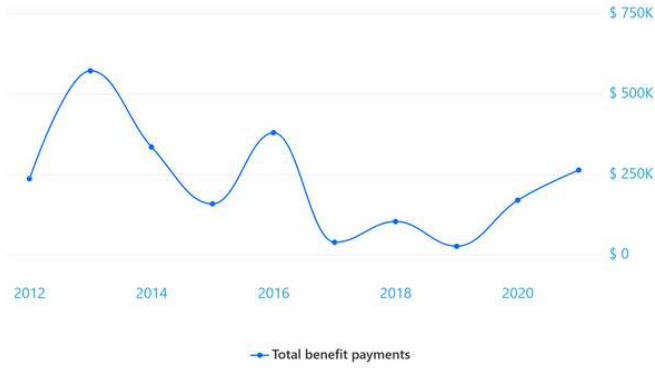
Total Expenses



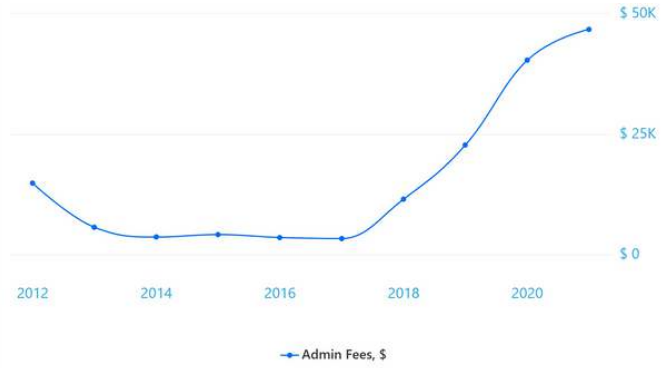
Contributions



### Total benefit payments



### Admin Fees, \$



### Red Flags

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2009
1B No QDIA	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩
1C No automatic enrollment	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩
1P Profit Share Without Advanced Design Plan	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩	🚩
1G Corrective distribution was made				🚩							🚩			
1S Participants Loans									🚩	🚩	🚩		🚩	

### Carriers and Brokers

Insurance Carrier	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2009
	Comm/Fees Comm/Fees Comm/Fees Comm/Fees Comm/Fees Comm/Fees Comm/Fees Comm/Fees Comm/Fees Comm/Fees Comm/Fees													
VOYA RETIREMENT INSURANCE AND ANNUITY COMPANY	\$\$\$ 0	\$\$\$ 0	\$\$\$\$ 0	\$\$\$ 0	\$\$\$ 0	\$\$\$ 0	\$\$\$ 0	\$\$\$ 0	\$\$\$ 0	\$\$\$ 0				
ING LIFE INSURANCE & ANNUITY CO.											\$\$\$ U			
ING LIFE INSURANCE & ANNUITY COMPANY												\$\$\$ 0		
ING LIFE INSURANCE AND ANNUITY COMPANY													\$\$\$ 0	\$\$\$ 0

Service Provider History (Schedule C Compensation)

Provider	2023	2022	2020	2019	2018	2017	2015	2014	2013	2012	2011	2009
	Direct/Indirect	Direct/Indirect	Direct/Indirect	Direct/Indirect	Direct/Indirect	Direct/Indirect	Direct/Indirect	Direct/Indirect	Direct/Indirect	Direct/Indirect	Direct/Indirect	Direct/Indirect
THE ASCENT GROUP LLC SERVICE PROVIDER	0 \$,\$\$\$											
VOYA RETIREMENT INSURANCE & ANNUITY RECORDKEEPER	\$\$\$ 0											
VOYA RETIREMENT RECORDKEEPER		\$\$\$ 0										
VOYA RETIRMENT INSURANCE AND ANNUITY SERVICE PROVIDER			\$\$\$ 0									
VOYA RETIREMENT SERVICE PROVIDER				\$\$\$ 0	\$\$\$ 0	\$\$\$ 0	\$\$\$ 0	\$\$\$ 0				
Voya LIFE SERVICE PROVIDER									50 0	0 \$,\$\$\$	0 \$,\$\$\$	175 \$,\$\$\$
AMERICAN INVESTMENT PROVIDER										0 \$,\$\$\$		
PIONEER INVESTMENT PROVIDER										0 \$,\$\$\$		
Voya FINANCIAL ADVISORS BROKER/DEALER										0 \$,\$\$\$	0 \$,\$\$\$	
Voya MUTUAL FUNDS INVESTMENT PROVIDER										0 \$,\$\$\$	0 \$,\$\$\$	
AMERICAN INV PRODUCT PROVIDER											0 \$,\$\$\$	0 \$,\$\$\$
PIONEER INV PRODUCT PROVIDER												0 \$,\$\$\$
Voya FINANCIAL ADVISORS SERVICE PROVIDER												0 \$,\$\$\$

Investment Provider History

Investment Provider	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2009
VOYA RETIREMENT INSURANCE & ANNUITY CO														
VOYA RETIREMENT & INSURANCE ANNUITY CO.														
VOYA RETIREMENT INSURANCE AND ANNUITY COMPANY														
ING LIFE INSURANCE AND ANNUITY COMPANY														
ING LIFE INSURANCE & ANNUITY CO														

## Plan Benchmarking

4999 Plans in \$ [REDACTED]

Please note that all ratings are benchmark relative on a scale of 1 to 100; the higher the better.

Benchmark: size

