Big journeys begin with Small steps



RETIREMENT PLAN ENROLLMENT GUIDE

MANY PEOPLE DON'T Save for Retirement BECAUSE...



"I CAN'T AFFORD TO SAVE."



"I'M NOT AN INVESTMENT EXPERT." "IT'S TOO FAR AWAY."

"I DON'T KNOW WHAT STEPS TO TAKE."





"I DON'T HAVE TIME TO KEEP UP WITH IT." "I'LL START SAVING LATER."

WHY SHOULD YOU SAVE?

Social Security MAY NOT BE ENOUGH

The average monthly benefit is \$1,796 (\$23,712 annually).

Annual Income Before Retirement	Age 62	Full Retirement Age Age 67 if born after 1960	Age 70
\$20,000	\$897 (\$10,764)	\$1,048 (\$12,576)	\$1,390 (\$16,680)
\$30,000	\$1,099 (\$13,188)	\$1,262 (\$15,144)	\$1,645 (\$19,740)
\$40,000	\$1,259 (\$15,108)	\$1,449 (\$17,388)	\$1,900 (\$22,800)
\$50,000	\$1,419 (\$17,028)	\$1,635 (\$19,620)	\$2,155 (\$25,860)
\$60,000	\$1,578 (\$18,936)	\$1,821 (\$21,852)	\$2,410 (\$28,920)
\$70,000	\$1,739 (\$20,868)	\$2,009 (\$24,108)	\$2,665 (\$31,980)
\$80,000	\$1,898 (\$22,776)	\$2,195 (\$26,340)	\$2,920 (\$35,040)
\$90,000	\$2,057 (\$24,684)	\$2,381 (\$28,572)	\$3,175 (\$38,100)
\$100,000	\$2,217 (\$26,604)	\$2,568 (\$30,816)	\$3,430 (\$41,160)
\$110,000	\$2,376 (\$28,512)	\$2,754 (\$33,048)	\$3,685 (\$44,220)
\$120,000	\$2,536 (\$30,432)	\$2,941 (\$35,292)	\$3,872 (\$46,464)

You can claim as early as age 62 (at a reduced amount), but you can increase your benefit by deferring until age 70. Full Retirement Age (if born after 1960)

AGE 62 \$1,099 MONTHLY

AGE 70 \$1,645 MONTHLY

As of January 2025 https://www.ssa.gov/cgi-bin/benefit6.cgi

Benefits are calculated using the 35 years in which you earned the most. Review your earnings history on www.SSA.gov for accuracy.

AGE 67

\$1,262 MONTHLY

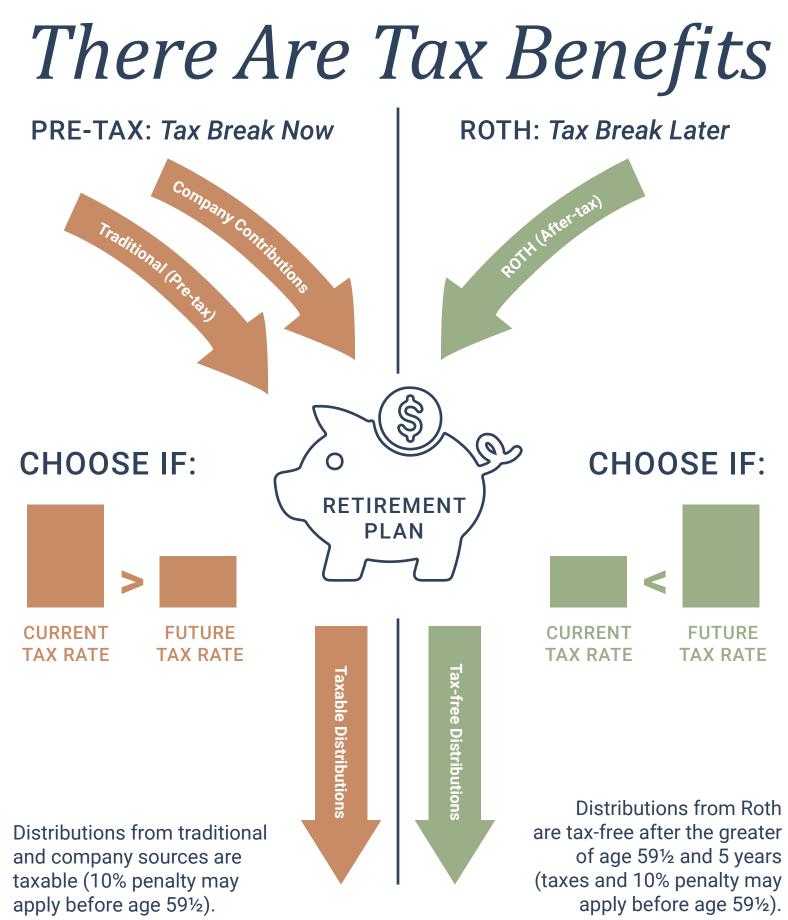
YOUR Retirement Plan COULD PROVIDE Additional Income

See appendices for information about your plan.

Lewis Thomason, P.C.

ELIGIBILITY	6 consecutive months
ENTRY	Monthly
EMPLOYEE CONTRIBUTION	Traditional (pre-tax) 401(k) or Roth (after-tax) 401(k)
EMPLOYER CONTRIBUTION	Automatic Enrollment: 3% of compensations if no election form is on file Safe Harbor Match: 100% of the 1st 3% plus 50% of the next 2% contributed.
VESTING	Safe Harbor Match: 100% vested immediately
OTHER PROVISIONS	Distributions: Hardship; termination; death; disability; or age 59½ (if fully vested) Loans: 1max; minimum \$1,000

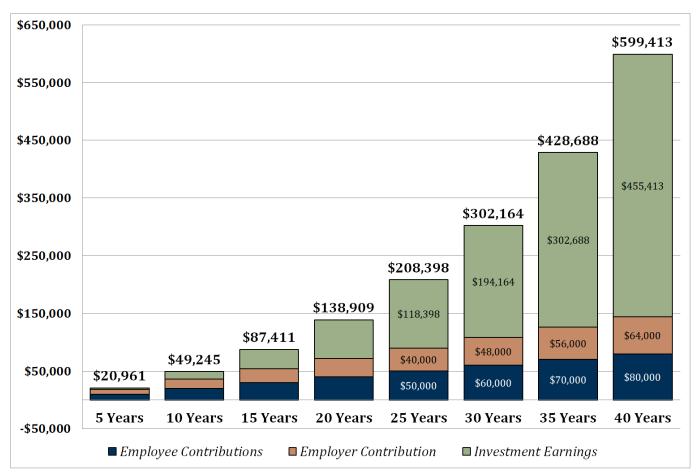
APPENDIX B: TAX BENEFITS



Consistent Savings Lead To Big Results

PER PAYCHECK	"SPENDING SAM"	"CONSISTENT CONNIE"
Salary	\$40,000	\$40,000
Deferral	0%	5.00%
Paycheck Reduction	\$0	\$73.33
Total Amount Saved	\$0	\$83.33 + \$66.67 Employee Contribution + Employer Contribution

POTENTIAL ACCOUNT GROWTH



Assumes 6% investment earnings, Semi-Monthly (24) compounding.

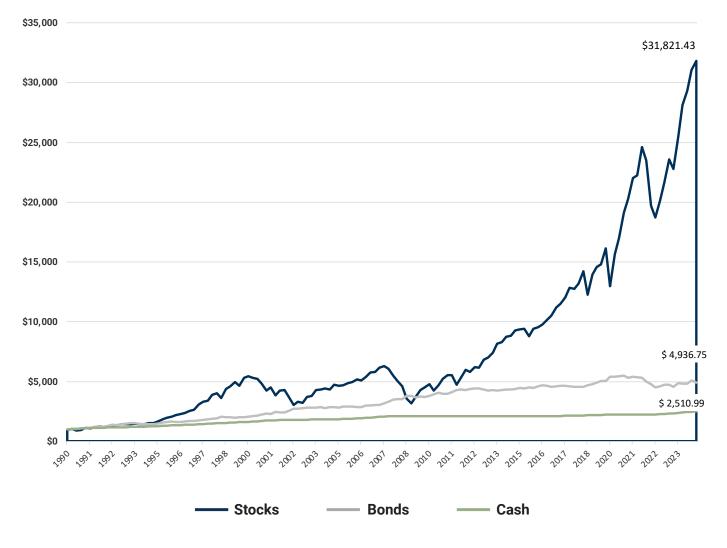
Investment options

PALENNEL A LIPPONELENVERNMENT

Stocks vs. Bonds

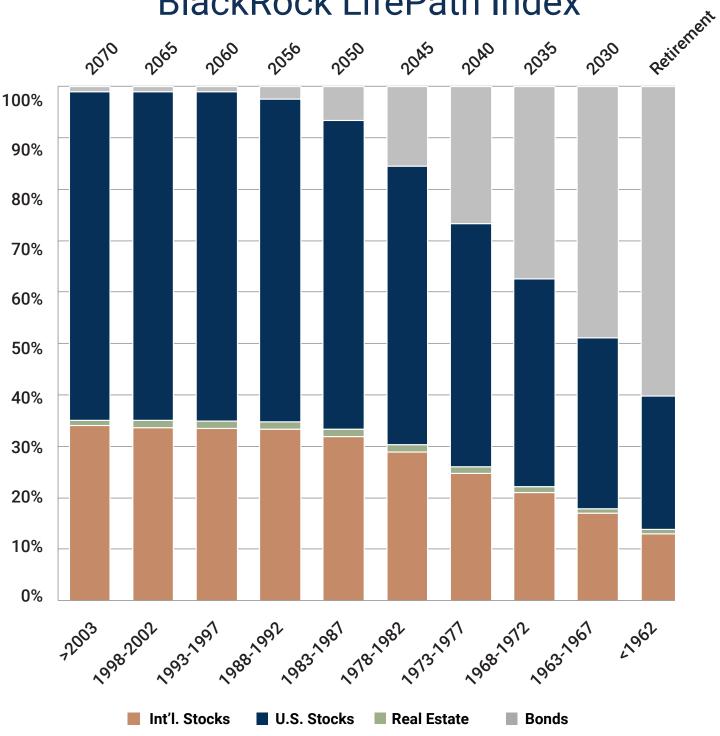


Growth of \$1,000 (1990-Dec. 31, 2024)



Source: Stocks, Bonds, Bills, and Inflation® (SBBI®): 2024 Summary Edition

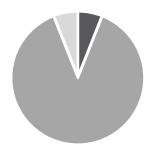
Target Date DEFAULT INVESTMENT OPTION



BlackRock LifePath Index

This plan intends to comply with ERISA Section 404(c) by providing a broad range of asset classes that allow you to create diversified portfolios consistent with your individual circumstances. When investing, your account balance will increase or decrease in a similar fashion to the manner in which it is invested. The plan is not responsible for investment losses. Please contact your Relationship Manager if you would like assistance selecting your investments.

Risk-Based portfolios









Moderate

Growth



Stocks/Bonds

Fixed-Income

(0/100)

Conservative B Growth (40/60) Stocks/Bonds

Balanced Growth (60/40) Stocks/Bonds

(80/20) Stocks/Bonds

INDIVIDUAL FUNDS

STABLE VALUE

Invesco Stable Value

U.S. CORE BOND

- JPMorgan Core Bond
- Baird Aggregate Bond

TREASURY INFLATION PROTECTED SECURITIES

 Vanguard Inflation Protected Securities

DYNAMIC BOND

BlackRock Strategic Income

STABILITY .

U.S. EQUITY LARGE CAP

- Vanguard S&P 500 Index
- Vanguard Growth Index
- Vanguard Value Index

U.S. EQUITY MID/SMALL CAP

- Nationwide WCM Focused Small Cap
- Conestoga Small Cap

REAL ESTATE

 Cohen & Steers Institutional Realty Shares

INTERNATIONAL EQUITY DEVELOPED MARKETS

- Causeway International Value
- Goldman Sachs GQG Partners International Opportunities

INTERNATIONAL EQUITY EMERGING MARKETS

JPMorgan Emerging Markets

GROWTH

This plan intends to comply with ERISA Section 404(c) by providing a broad range of asset classes that allow you to create diversified portfolios consistent with your individual circumstances. When investing, your account balance will increase or decrease in a similar fashion to the manner in which it is invested. The plan is not responsible for investment losses. Please contact your Relationship Manager if you would like assistance selecting your investments.

Lewis Thomason, P.C. 401(k) Profit Sharing Plan



	<u>MTD</u>	<u>QTD</u>	<u>YTD</u>	<u>1-Yr</u>	<u>3-Yr</u>	<u>5-Yr</u>	<u>10-Yr</u>	Expense Ratio
Target Date Funds								
BlackRock Lifepath Index Retirement Fund K (LIRKX)	2.83	2.83	2.83	9.36	3.02	4.85	4.79	0.09
BlackRock Lifepath Index 2030 Fund K (LINKX)	2.87	2.87	2.87	10.60	4.45	7.30	6.43	0.09
BlackRock Lifepath Index 2035 Fund K (LIJKX)	2.86	2.86	2.86	11.59	5.54	8.75	7.26	0.09
BlackRock Lifepath Index 2040 Fund K (LIKKX)	2.84	2.84	2.84	12.65	6.58	10.10	8.01	0.09
BlackRock Lifepath Index 2045 Fund K (LIHKX)	2.79	2.79	2.79	13.55	7.58	11.28	8.64	0.09
BlackRock Lifepath Index 2050 Fund K (LIPKX)	2.67	2.67	2.67	14.24	8.24	11.97	8.98	0.09
BlackRock Lifepath Index 2055 Fund K (LIVKX)	2.62	2.62	2.62	14.53	8.53	12.17	9.08	0.09
BlackRock LifePath Index 2060 Fund K (LIZKX)	2.60	2.60	2.60	14.53	8.53	12.16		0.09
BlackRock LifePath Index 2065 Fund K (LIWKX)	2.57	2.57	2.57	14.51	8.53	12.15		0.09
BlackRock Lifepath Index 2070 Fund K (LIYKX)	2.54	2.54	2.54					0.09
Model Accounts								
TTC RPS Growth	2.56	2.56	2.56	12.54	7.95	11.79	8.56	0.33
TTC RPS Moderate Growth (80/20)	2.60	2.60	2.60	11.40	6.38	9.46	7.26	0.36
TTC RPS Balanced Growth (60/40)	2.61	2.61	2.61	10.24	4.80	7.14	5.94	0.37
TTC RPS Conservative Growth (40/60)	2.61	2.61	2.61	9.05	3.22	4.82	4.60	0.38
TTC RPS Fixed Income	2.55	2.55	2.55	6.59	0.03	0.19	1.85	0.41
Fixed Income Managers								
Baird Aggregate Bond Inst (BAGIX)	2.90	2.90	2.90	6.29	0.05	-0.05	1.92	0.30
Blackrock Strategic Income Opps K (BSIKX)	2.07	2.07	2.07	7.70	3.68	3.23		0.59
JP Morgan Core Bond R6 (JCBUX)	2.85	2.85	2.85	6.37	0.16	0.15	1.96	0.34
Vanguard Inflation-Protected Sec Fd Admiral (VAIPX)	3.46	3.46	3.46	6.21	-0.84	1.85	2.30	0.10
Invesco Stable Value Trust CI A1 (MG3388)	0.46	0.71	0.46	2.89	2.51	2.16		0.32
Equity Managers								
Goldman Sachs GQG Ptnrs Intl Opps R6 (GSIYX)	6.39	6.39	6.39	2.19	8.35	10.71		0.74
JP Morgan Emerging Markets Equity R6 (JEMWX)	2.68	2.68	2.68	6.31	-1.12	1.89	4.05	0.79
Fidelity Adv Growth Opport CI I Fund #688 (FAGCX)	-1.14	-1.14	-1.14	22.91	13.35	18.99	17.65	0.47
American Funds New Perspective R6 (RNPGX)	3.41	3.41	3.41	14.74	8.77	13.68	11.28	0.42
Vanguard Growth Index Admiral (VIGAX)	-1.14	-1.14	-1.14	19.85	14.18	18.95	15.08	0.42
Vanguard Value Index Admiral (VIOAX)	5.21	5.21	5.21	16.95	10.09	13.95	10.44	0.05
č				18.36				0.03
Vanguard 500 Index Fd #540 Adm Shs (VFIAX)	1.44	1.44	1.44		12.50	16.81	12.94	
American Funds Washington Mutual R6 (RWMGX)	4.12	4.12	4.12	17.72	12.26	15.69	11.92	0.27
Cohen & Steers Instl Realty Shrs (CSRIX)	5.28	5.28	5.28	13.96	2.52	6.93	6.90	0.75
Conestoga Small Cap Inst'l (CCALX)	-5.75	-5.75	-5.75	1.41	2.25	7.69	10.43	0.90
Nationwide WCM Focused Small Cap R6 (NWKEX)	-5.82	-5.82	-5.82	-1.98	3.35	7.28	6.92	0.80
Benchmarks								
MSCI ACWI NR USD	2.73	2.73	2.73	15.06	9.14	12.79	9.11	
S&P 500 TR USD	1.44	1.44	1.44	18.41	12.55	16.85	12.98	
Russell 2000 TR USD	-2.87	-2.87	-2.87	6.69	3.34	9.39	7.23	
BBgBarc Short Treasury 1-3 Mon TR USD	0.70	0.70	0.70	5.15	4.21	2.58	1.83	
BBgBarc Global Aggregate TR USD	2.01	2.01	2.01	2.98	-2.83	-1.95	0.45	
BBgBarc US Agg Bond TR USD	2.74	2.74	2.74	5.81	-0.44	-0.52	1.51	

Source: Morningstar Direct - This information has been taken from trade and statistical services and other sources which we deem reliable. We do not represent that it is accurate or complete and it should not be relied upon as such. In particular, composite returns are estimates and may not reflect the effect of cash. Federated Capital Preservation Fd R6 returns are delayed and may reflect the previous month end.

Investment Returns For:

Lewis Thomason, P.C. 401(k) Profit Sharing Plan



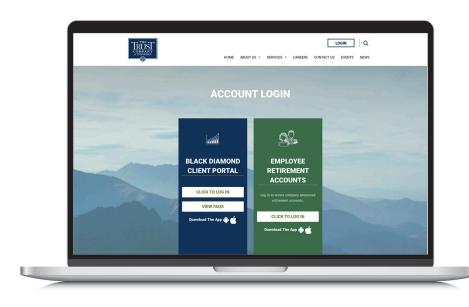
	<u>2024</u>	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	Expense Ratio
Target Date Funds							
BlackRock Lifepath Index Retirement Fund K (LIRKX)	7.15	11.47	-15.20	6.92	12.22	15.90	0.09
BlackRock Lifepath Index 2030 Fund K (LINKX)	9.26	14.57	-16.41	11.42	13.05	21.08	0.09
BlackRock Lifepath Index 2035 Fund K (LIJKX)	10.98	16.59	-17.07	13.85	13.72	23.08	0.09
BlackRock Lifepath Index 2040 Fund K (LIKKX)	12.66	18.58	-17.65	16.05	14.10	25.01	0.09
BlackRock Lifepath Index 2045 Fund K (LIHKX)	14.36	20.29	-18.05	17.81	14.64	26.25	0.09
BlackRock Lifepath Index 2050 Fund K (LIPKX)	15.65	21.36	-18.33	18.75	15.04	26.77	0.09
BlackRock Lifepath Index 2055 Fund K (LIVKX)	16.29	21.60	-18.33	18.87	15.02	26.89	0.09
BlackRock LifePath Index 2060 Fund K (LIZKX)	16.29	21.66	-18.32	18.80	15.06	26.92	0.09
BlackRock LifePath Index 2065 Fund K (LIWKX)	16.34	21.62	-18.32	18.87	15.47		0.09
BlackRock Lifepath Index 2070 Fund K (LIYKX)							0.09
Model Accounts							
TTC RPS Growth	14.77	20.74	-18.22	19.56	13.70	24.45	0.33
TTC RPS Moderate Growth (80/20)	12.44	17.81	-17.40	15.46	12.68	21.46	0.36
TTC RPS Balanced Growth (60/40)	10.11	14.91	-16.58	11.40	11.61	18.54	0.37
TTC RPS Conservative Growth (40/60)	7.79	12.06	-15.75	7.38	10.47	15.69	0.38
TTC RPS Fixed Income	3.15	6.47	-14.07	-0.55	8.02	10.19	0.41
Fixed Income Managers							
Baird Aggregate Bond Inst (BAGIX)	1.85	6.43	-13.35	-1.46	8.63	9.48	0.30
Blackrock Strategic Income Opps K (BSIKX)	5.39	7.36	-5.56	1.05	7.29	7.82	0.59
JP Morgan Core Bond R6 (JCBUX)	2.25	5.85	-12.18	-0.95	8.28	8.59	0.34
Vanguard Inflation-Protected Sec Fd Admiral (VAIPX)	1.85	3.79	-11.85	5.68	10.96	8.16	0.10
Invesco Stable Value Trust CI A1 (MG3388)							0.32
Equity Managers							
Goldman Sachs GQG Ptnrs Intl Opps R6 (GSIYX)	5.21	22.11	-11.03	12.45	15.86	27.59	0.74
JP Morgan Emerging Markets Equity R6 (JEMWX)	3.60	7.44	-25.61	-10.14	35.00	32.20	0.79
Fidelity Adv Growth Opport CI I Fund #688 (FAGCX)	39.06	45.51	-38.25	11.69	69.04	40.64	0.47
American Funds New Perspective R6 (RNPGX)	17.16	25.01	-25.61	18.10	33.81	30.48	0.42
Vanguard Growth Index Admiral (VIGAX)	32.66	46.77	-33.14	27.26	40.19	37.23	0.05
Vanguard Value Index Admiral #506 (VVIAX)	15.99	9.24	-2.08	26.49	2.29	25.82	0.05
Vanguard 500 Index Fd #540 Adm Shs (VFIAX)				28.66			0.03
5	24.97		-18.15 -8.18		18.37	31.46	
American Funds Washington Mutual R6 (RWMGX)	19.34	17.59		28.90	8.08	25.93	0.27
Cohen & Steers Instl Realty Shrs (CSRIX)	6.24		-24.73	42.47	-2.57	33.01	0.75
Conestoga Small Cap Inst'l (CCALX)	8.96		-28.09	16.37	30.59	25.42	0.90
Nationwide WCM Focused Small Cap R6 (NWKEX)	5.51	23.28	-14.69	19.19	1.30	28.99	0.80
Benchmarks	Enroll H	eadings					
MSCI ACWI NR USD	17.49	22.20	-18.36	18.54	16.25	26.60	
S&P 500 TR USD	25.02	26.29	-18.11	28.71	18.40	31.49	
Russell 2000 TR USD	11.54	16.93	-20.44	14.82	19.96	25.52	
BBgBarc Short Treasury 1-3 Mon TR USD	5.31	5.14	1.52	0.04	0.56	2.22	
BBgBarc Global Aggregate TR USD	-1.69	5.72	-16.25	-4.71	9.20	6.84	
BBgBarc US Agg Bond TR USD	1.25	5.53	-13.01	-1.54	7.51	8.72	

Source: Morningstar Direct - This information has been taken from trade and statistical services and other sources which we deem reliable. We do not represent that it is accurate or complete and it should not be relied upon as such. In particular, composite returns are estimates and may not reflect the effect of cash. Federated Capital Preservation Fd R6 returns are delayed and may reflect the previous month end.

accessing *Your Account* and making *Changes*

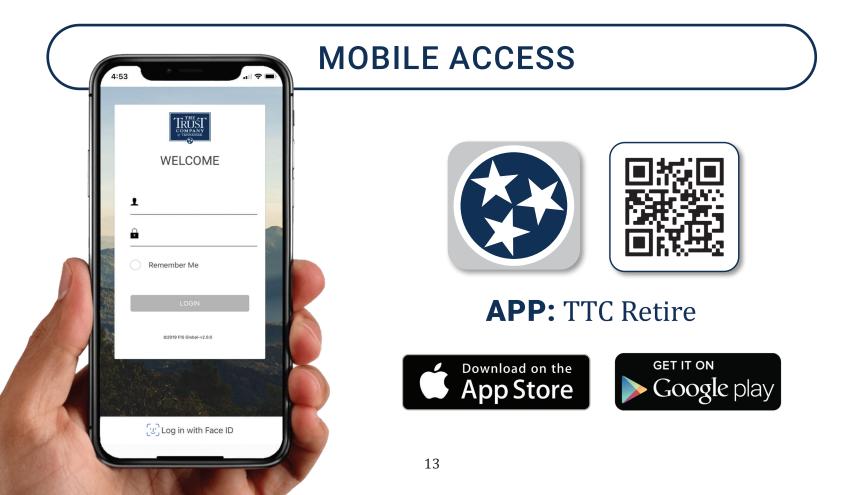
Account Access

WEB ACCESS



- 1. www.thetrust.com
- Click "Login." On next screen, choose green box labeled "Employee Retirement Accounts" and select Participant role.
- **3.** Username: Social Security number (no dashes)
- 4. Password: Last 4 digits of Social Security number

Note: Multi-factor authentication is required. If your mobile number or email address is not in your account, please contact 877-673-3581.



Making Changes www.тнеткист.сом

INVESTMENTS

The default investment is the target date fund based on your age.



MANAGE > MANAGE INVESTMENTS > CHANGE ELECTIONS

- **1.** Enter new percentages in each fund.
- **2.** Select "Yes" under "Transferable Balances" to change current balance and future contributions to your new election.
- 3. Click "Submit."

BENEFICIARIES

The default beneficiary order is spouse, children, parents, estate.



CLICK:

- 1. Enter primary beneficiaries.
- 2. Enter contingent beneficiaries.
- 3. Click "Save."

E-STATEMENTS

The default is to receive paper statements.



CLICK:

- 1. Click "Email" dropdown.
- 2. Provide an email address.
- **3**. Select "Yes" to "I wish to receive my participant statements electronically."

Want Advice?

VIRTUAL RETIREMENT ACCOUNT REVIEWS

- Do my investments remain appropriate?
- How much should I save for retirement?
- Are pre-tax or Roth contributions best?
- How can I maximize Social Security?

Go to www.thetrust.com/advice to schedule.

Su	Мо	Tu	We	Th	Fr	Sa	8:00 am	8:30 am	9:00 am
					1	2	9:30 am	10:00 am	10:30 am
3	4	5	6	7	8	9	11:00 am	11:30 am	12:00 pm
10	11	12	13	14	15	16	12:30 pm	2:30 pm	3:00 pm
17	18	19	20	21	22	23	3:30 pm	4:00 pm	4:30 pm
24	25	26	27	28	29	30			



RETIREMENT READINESS REVIEW



Get a full understanding of your assets, liabilities and cash flow.



UNCOVER YOUR GOALS

Identify your financial needs, wants and wishes.



DEVELOP A PLAN

Create and implement a customized action plan to achieve your goals.



Have A Retirement Plan from a former employer?

- Simplify your financial life
- Potentially lower fees
- Get advice on all assets
- Tax deferral

CONTACT The Trust Company of Tennessee for Assistance!

Or follow these simple instructions to do a non-taxable rollover to your current employer's plan:

- **1.** Notify your former employer or 401(k) plan institution that you are rolling over your assets to your current employer's retirement plan.
- 2. Complete any distribution forms required.
- **3.** Ask your former employer/institution to write your name and current employer's plan name on the check. Please use the last four digits of your Social Security number as the account number.
- 4. Send the most recent statement and check to:

THE TRUST COMPANY OF TENNESSEE ATTN: Retirement Plan Rollover 4823 Old Kingston Pike, Suite 100 Knoxville, TN 37919

APPENDIX D: Next Steps



ARE YOU READY TO Take The Next Steps?

Determine how much to save.





Save as much as you can!





Complete form.

Ideal goal is 10-15%.

Return the contribution election form to your Payroll Department.

Live confidently.

You've begun your journey to enhance your financial future!

APPENDIX E: Service Team

Have Questions? Let us help you!



DANIEL CARTER President 865-673-3568 • dcarter@thetrust.com



Jacob Lorino, CFP® Client Specialist 865-673-2190 • jlorino@thetrust.com



CUSTOMER SERVICE 877-673-3581 • planinfo@thetrust.com

Contribution Election Agreement Form For:



Lewis Thomason, P.C. 401(k) Profit Sharing Plan

Section 1 - Participant Data (Please Print)

Name: ____

Social Security #: _____

Section 2 - Participant Elections

Contribution election / deferral amount.

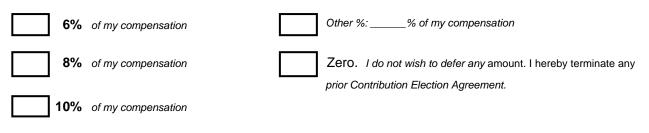
You can save up to the following amounts in 2025:

• If you are under age 50, you may defer up to a maximum of \$23,500 per year.

• If you are ages 50-59 or 64+, you may defer up to a maximum of \$23,500 per year + \$7,500 catch-up contribution (\$31,000 total).

• If you are ages 60-63, you may defer up to a maximum of \$23,500 per year + \$11,250 catch-up contribution (\$34,750 total).

I authorize my Employer to deduct the following amount from my compensation each pay period and contribute the amount to my 401(k) account:



Type of deferral. I elect to make (if above you elected a deferral amount other than zero, check only 1 of 3 boxes below)

All of my de	eferrals as Traditional 401(k) deferrals (pre-tax).
l understand t	he amount of deferrals elected in this Contribution Election Agreement will reduce my current taxable
compensatior	for the year of the deferral.
All of my de	eferrals as Roth 401(k) deferrals (post-tax).
l understand t	he amount of deferrals elected in this Contribution Election Agreement will NOT reduce my current taxable
compensatior	for the year of deferral.
Split deferr	al election.
Of the deferra	l percentage elected above, I elect a portion of my deferrals as Traditional and a portion as Roth, as follow
	% of my deferrals as Traditional 401(k) deferrals (pre-tax).
	AND
	% of my deferrals as Roth 401(k) deferrals (post-tax).

Section 3 - Participant Signature

I agree to check my payroll stub for accuracy for the effective payroll of this agreement.



CHATTANOOGA

832 Georgia Avenue Suite 505 Chattanooga, TN 37402 423-308-0374

KNOXVILLE

4823 Old Kingston Pike Suite 100 Knoxville, TN 37919 865-971-1902

TRI-CITIES

119 Boone Ridge Drive Suite 302 Johnson City, TN 37615 423-232-0280

thetrust.com f in 🕨