Form 5500-SF

Department of the Treasury Internal Revenue Service

Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Department of Labor

Short Form Annual Return/Report of Small Employee Benefit Plan

This form is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ Complete all entries in accordance with the instructions to the Form 5500-SF.

OMB Nos. 1210-0110 1210-0089

2018

This Form is Open to Public Inspection

Part I	Annual Report I	Identification Information										
For calend	ar plan year 2018 or fis	cal plan year beginning 01/01/2	2018		and ending 12	2/31/2	2018					
A This ret	turn/report is for:	a single-employer plan			an (not multiemployer) (ployer information in ac		_					
		a one-participant plan	a f	oreign plan	,				,			
B This retu	This return/report is the first return/report the final return/report											
		an amended return/report	a sl	hort plan year return	eturn/report (less than 12 months)							
C Check	box if filing under:	Form 5558	au	tomatic extension	DFVC program							
		special extension (enter descr	ription)									
Part II	Basic Plan Infor	rmation—enter all requested inf	formatio	on								
1a Name		· ·				1h	Three-digi	it				
	/ING FOUNDATION IN	IC- 401K PLAN					plan numb		001			
						1c Effective date of plan 01/01/2018						
		ver, if for a single-employer plan)	2.5.			2b	Employer	Identif	ication Number			
		n, apt., suite no. and street, or P.O e, country, and ZIP or foreign posta		(if foreign, see instru	uctions)		(EIN)		164151			
•	ING FOUNDATION IN			(,	2c Sponsor's telephone number 425-454-1661						
						2d Business code (see instructions)						
155 108TH AVENUE NE SUITE 400 BELLEVUE, WA 98004						813000						
3a Plan a	dministrator's name an	d address 🛛 Same as Plan Spor	nsor.			3b	Administra	ator's F	EIN			
						3c Administrator's telephone number						
							7 (4)		5.5p.15.15	٠.		
4 If the r	name and/or FIN of the	plan sponsor or the plan name ha	as chan	and since the last re	sturn/report filed for	4h	EIN					
this pl	an, enter the plan spon	nsor's name, EIN, the plan name a				4b EIN						
a Sponsor's name C Plan Name												
C FIAITIN	iame											
5a Total i	number of participants	at the beginning of the plan year				5	a			4		
b Total number of participants at the end of the plan year				5	b		-	4				
C Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)						1						
d(1) Total number of active participants at the beginning of the plan year							4					
d(2) Total number of active participants at the end of the plan year						4						
than	100% vested	terminated employment during the					ie			0		
Caution: A	A penalty for the late of	or incomplete filing of this return	n/report	t will be assessed (unless reasonable cau	use is	s establish	ed.				
SB or Sche	alties of perjury and oth edule MB completed an true, correct, and comp	ner penalties set forth in the instructed signed by an enrolled actuary, a plete.	ctions, I as well a	declare that I have as the electronic vers	examined this return/re sion of this return/repor	port, i t, and	including, if to the best	applic of my	able, a Schedul knowledge and	le d		
SIGN		valid electronic signature.		06/26/2019	BECKY SHANAFELT							
HERE	Signature of plan ac	dministrator		Date	Enter name of individ	ual si	gning as pla	an adn	ninistrator			
SIGN												
HERE	Signature of employ	yer/plan sponsor		Date	Enter name of individ	dual signing as employer or plan sponsor						

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b An you claiming a ware of the annual examination and report of an independent qualified public accountant (ICPA)	6a	Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.)						. X Ye	s No	
If you answered "No" to either line is a or line 8b, the plan cannot use Form 5500-\$F and must instead use Form 5500. If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)?	b							X Ye	s П No	
## Yes* is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year		· · · · · · · · · · · · · · · · · · ·						. 🗀 . °	о _П о	
Part III Financial Information 7 Plan Assets and Liabilities 8 (a) Beginning of Year 22128 8 Total plan assets 9 Common Programment (a) Plan Programment (b) End of Year 8 Income, Expenses, and Transfers for this Plan Year 9 Common Programment (b) Total and Contributions received or receivable from: 9 (a) Amount 9 (b) Total plan assets (subtract line 7b from line 7a) 7c 9 Common, Expenses, and Transfers for this Plan Year 1 (b) Engloyers 1 (c) Participants 1	С	If the plan is a defined benefit plan, is it covered under the PBGC in	nsurance p	orogram (see ERISA se	ection 4	021)?	$ extstyle extstyle $	Yes No	Not det	ermined
7 Plan Assets and Liabilities		If "Yes" is checked, enter the My PAA confirmation number from th	e PBGC p	remium filing for this p	lan yea	r		· <u>–</u>	(See instr	uctions.)
7 Plan Ássets and Liabilities (a) Beginning of Year (b) End of Year 22128 8 Total plan assets 7 Plan Initialities 7 Plan Characteristic Codes in the instructions: C Net plan assets (subtract line 7b from line 7a) 7c	Pa	rt III Financial Information								
a Total plan assets	7			(a) Beginning	of Year			(b) En	d of Year	
b Total plan liabilities	a		7a	(4, 209				(2) =::		
8 Income, Expenses, and Transfers for this Plan Year a Contributions received or receivable from: (1) Employers (2) Participants. (3) Others (including rollovers). (3) Others (including rollovers). (4) Employers (5) Participants. (6) Other income (loss). (8) Other expenses. (8) Other expenses. (8) Other expenses. (9) Other expenses. (9) Other expenses. (1) Net income (loss) (subtract line 8h from line 8c). (1) Net income (loss) (subtract line 8h from line 8c). (1) Net income (loss) (subtract line 8h from line 8c). (1) Transfers to (from) the plan (see instructions). (1) Part IV Plan Characteristics. (1) Plan Characteristics. (1) If the plan provides welfare benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: (2) Expenses (loss) (subtract line 8h from line 8c). (3) If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions: (2) Expenses (loss) (subtracteristic Codes in the instructions: (3) Other expenses (loss) (subtracteristic Codes in the instructions: (4) If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions: (8) If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions: (8) If the plan provides welfare a failure to transmit to the plan any participant contributions within the time period described in 20 CFR 2510.3-1027 (See instructions and DOL's Voluntary Fiduciary Correction Program). (5) Other expenses of the plan have a loss, whether or not reimbursed by the plan's indelity bond, that w	b									
a Contributions received or receivable from: (i) Employers (ii) Employers (iii) Employers (iiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiiii	С	Net plan assets (subtract line 7b from line 7a)	7c		0		22128			
(2) Participants	8	Income, Expenses, and Transfers for this Plan Year		(a) Amoun	t		(b) Total			
(2) Participants	а									
(3) Others (including rollovers)			` '	,	24445					
b Other income (loss)				2	24115					
C Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)		, , , , , , , , , , , , , , , , , , , ,			1007					
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)					-1987					
to provide benefits)			8c						22128	
f Administrative service providers (salaries, fees, commissions)	u	. , .	8d							
g Other expenses	е	Certain deemed and/or corrective distributions (see instructions)	8e							
h Total expenses (add lines 8d, 8e, 8f, and 8g) 8h 0 i Net income (loss) (subtract line 8h from line 8c) 8i 22128 j Transfers to (from) the plan (see instructions) 8j Part IV Plan Characteristics 9a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions: Part V Compliance Questions 10 During the plan year: Yes No Amount a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program) 10a X b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.) 10b X c Was the plan covered by a fidelity bond? 10c X 1000 d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? 10c X 1000 d Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions). 10c X	f	Administrative service providers (salaries, fees, commissions)	8f							
i Net income (loss) (subtract line 8h from line 8c)	g	Other expenses	8g							
Transfers to (from) the plan (see instructions)	h	Total expenses (add lines 8d, 8e, 8f, and 8g)	8h						0	
Part IV Plan Characteristics 9a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions: Part V Compliance Questions 10 During the plan year: a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program) b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.) c Was the plan covered by a fidelity bond? d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan'? (See instructions). 10a X 10b X 10c X 10c X 10c X 10d	i	Net income (loss) (subtract line 8h from line 8c)	8i				22128			
If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: Example Examp	j	Transfers to (from) the plan (see instructions)	8j							
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions: Part V Compliance Questions Yes No Amount	Pa	rt IV Plan Characteristics								
Part V Compliance Questions	9a		feature co	odes from the List of Plant	an Cha	racteri	stic Co	des in the in	structions:	
Part V Compliance Questions 10 During the plan year: a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)	b		eature cod	les from the List of Pla	n Chara	acteris	tic Cod	les in the ins	tructions:	
10 During the plan year: a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program). b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.). C Was the plan covered by a fidelity bond? d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.). f Has the plan failed to provide any benefit when due under the plan? g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)										
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)	Par	t V Compliance Questions					•	_		
described in 29 CFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)		<u> </u>				Yes	No		Amount	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)	а	described in 29 CFR 2510.3-102? (See instructions and DOL's V	oluntary F	iduciary Correction	10a		X			
C Was the plan covered by a fidelity bond?	b				104					
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.) f Has the plan failed to provide any benefit when due under the plan? g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.) h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) i If 10h was answered "Yes," check the box if you either provided the required notice or one of the		reported on line 10a.)	·····		10b		X			
by fraud or dishonesty?		· · · · · · · · · · · · · · · · · · ·			10c	X			1	000
carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)		by fraud or dishonesty?			10d		X			
f Has the plan failed to provide any benefit when due under the plan?	е	carrier, insurance service, or other organization that provides some	ne or all of	the benefits under						
g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)		·			10e					
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)										
2520.101-3.)				•	10g		Х			
		2520.101-3.)	· · · · · · · · · · · · · · · · · · · ·		10h		Χ			
	i				10i					

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Part	VI Pension Funding Compliance				
11	Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete (Form 5500) and line 11a below)			Yes No	
11a	Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40	11a			
12	Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or se ERISA?		f	Yes X No	
	(If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.)				
а	If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, granting the waiver	and enter Da		of the letter ruling Year	
lf y	you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.				
b	Enter the minimum required contribution for this plan year	12b			
С	Enter the amount contributed by the employer to the plan for this plan year	12c			
d	Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount)	12d			
е	Will the minimum funding amount reported on line 12d be met by the funding deadline?		Yes	No N/A	
Part '	VII Plan Terminations and Transfers of Assets				
13a	Has a resolution to terminate the plan been adopted in any plan year?		Yes	s X No	
	If "Yes," enter the amount of any plan assets that reverted to the employer this year	13a			
b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			Yes X No		
С	If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan which assets or liabilities were transferred. (See instructions.)	n(s) to			
1	3c(1) Name of plan(s):	(2) EIN(s)		13c(3) PN(s)	