

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans 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.	OMB Nos. 1210-0110 1210-0089 2018 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information		
For calendar plan year 2018 or fiscal plan year beginning <u>01/01/2018</u> and ending <u>12/31/2018</u>			
A	This return/report is for:	☐ a multiemployer plan ☒ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)	
	☐ a single-employer plan ☐ the first return/report ☐ an amended return/report	☐ a DFE (specify) _____ ☐ the final return/report ☐ a short plan year return/report (less than 12 months)	
B	This return/report is:		
C	If the plan is a collectively-bargained plan, check here.	☐	
D	Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program	
	☐ special extension (enter description)		

Part II	Basic Plan Information —enter all requested information		
1a	Name of plan <u>JUSTWORKS RETIREMENT SAVINGS PLAN</u>	1b	Three-digit plan number (PN) ▶ <u>333</u>
		1c	Effective date of plan <u>04/01/2014</u>
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>JUSTWORKS EMPLOYMENT GROUP, LLC</u> <u>130 7TH AVENUE, SUITE 249</u> <u>NEW YORK, NY 10001</u>	2b	Employer Identification Number (EIN) <u>46-2283648</u>
		2c	Plan Sponsor's telephone number <u>415-816-3375</u>
		2d	Business code (see instructions) <u>541214</u>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/16/2019	LAUREL BALDWIN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/16/2019	LAUREL BALDWIN
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2018)
v. 171027

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 8765
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 7961 6a(2) 15717 6b 0 6c 2755 6d 18472 6e 0 6f 18472 6g 11816 6h 46
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 3D b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1)** ☒ **R** (Retirement Plan Information)
- (2)** ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3)** ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- (1)** ☒ **H** (Financial Information)
- (2)** ☐ **I** (Financial Information – Small Plan)
- (3)** ☐ **A** (Insurance Information)
- (4)** ☒ **C** (Service Provider Information)
- (5)** ☐ **D** (DFE/Participating Plan Information)
- (6)** ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2018 Form M-1 annual report. If the plan was not required to file the 2018 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2018
		This Form is Open to Public Inspection.

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018	
A Name of plan JUSTWORKS RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶ 333
C Plan sponsor's name as shown on line 2a of Form 5500 JUSTWORKS EMPLOYMENT GROUP, LLC	D Employer Identification Number (EIN) 46-2283648

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

SLAVIC INTEGRATED ADMINISTRATION

65-0608221

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 37 38 50	TPA	964566	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

SLAVIC MUTUAL FUND MANAGEMENT CORP

59-2749576

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	INVESTMENT MGMT	129635	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

UHY LLP

20-0694403

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	AUDITOR	47000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2018
		This Form is Open to Public Inspection

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018		
A Name of plan JUSTWORKS RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ►	333
C Plan sponsor's name as shown on line 2a of Form 5500 JUSTWORKS EMPLOYMENT GROUP, LLC	D Employer Identification Number (EIN) 46-2283648	

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		558242
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	1462859	3311376
(2) Participant contributions	1b(2)	1410207	3732961
(3) Other.....	1b(3)	5644	36259
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)		16208626
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other.....	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common.....	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property).....	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans.....	1c(8)	492843	2184046
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities.....	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	59353433	192387093
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:

		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	62724986	218418603

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	223413	431125
k Total liabilities (add all amounts in lines 1g through 1j)	1k	223413	431125

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	62501573	217987478
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	14481374	
(B) Participants	2a(1)(B)	56026910	
(C) Others (including rollovers)	2a(1)(C)	11152530	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		81660814
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	67415	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		67415
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	4577329	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		4577329
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		-19469276
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		66836282

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	12586821	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		12586821
f Corrective distributions (see instructions)	2f		53113
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)	47000	
(2) Contract administrator fees.....	2i(2)	964566	
(3) Investment advisory and management fees.....	2i(3)	129635	
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		1141201
j Total expenses. Add all expense amounts in column (b) and enter total	2j		13781135

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		53055147
l Transfers of assets:			
(1) To this plan.....	2l(1)		109177738
(2) From this plan.....	2l(2)		6746980

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unqualified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)? ☐ Yes ☒ No

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: UHY LLP

(2) EIN: 20-0694403

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

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? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)

	Yes	No	Amount
4a		X	
4b		X	

		Yes	No	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m	X		
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n	X		

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
 If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
1776 GLOBAL 401(K) PLAN	46-3053453	001
TRINET 401(K) PLAN	48-1304650	334
LICKABILITY 401(K) PLAN	27-5562738	002
GREAT JONES 401(K) PLAN	81-4904783	001

5c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (See ERISA section 4021.)? ☐ Yes ☐ No ☐ Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____. (See instructions.)

	Yes	No	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c			
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....			
4d			
e Was this plan covered by a fidelity bond?			
4e			
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?			
4f			
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?.....			
4g			
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?.....			
4h			
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)			
4i			
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)			
4j			
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k			
l Has the plan failed to provide any benefit when due under the plan?.....			
4l			
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☐ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
PETAL CARD, INC. 401(K) PLAN	81-1417454	409
INSPIRITY 401(K) PLAN	76-0178498	001
SOURCECODE COMMUNICATIONS LLC 401(K) PLAN	82-1694958	001
LEAF GROUP, LTD. 401K PLAN	20-4731239	001

5c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (See ERISA section 4021.)? ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____. (See instructions.)

	Yes	No	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c			
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....			
4d			
e Was this plan covered by a fidelity bond?			
4e			
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?			
4f			
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?.....			
4g			
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?.....			
4h			
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)			
4i			
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)			
4j			
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k			
l Has the plan failed to provide any benefit when due under the plan?.....			
4l			
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☐ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
WOLF DEN ASSOCIATES, LLC	26-4595260	001

5c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (See ERISA section 4021.)? ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____. (See instructions.)

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2018 This Form is Open to Public Inspection.
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For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

A Name of plan <u>JUSTWORKS RETIREMENT SAVINGS PLAN</u>	B Three-digit plan number (PN) ▶ <u>333</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>JUSTWORKS EMPLOYMENT GROUP, LLC</u>	D Employer Identification Number (EIN) <u>46-2283648</u>

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions	1	
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>65-0708495</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
--	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2018
v. 171027

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year

b The plan year immediately preceding the current plan year

c The second preceding plan year

14a**14b****14c**

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year

b The corresponding number for the second preceding plan year

15a**15b**

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers

16a**16b**

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

- a** Enter the percentage of plan assets held as:

Stock: _____ % Investment-Grade Debt: _____ % High-Yield Debt: _____ % Real Estate: _____ % Other: _____ %

- b** Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

- c** What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

JUSTWORKS RETIREMENT SAVINGS PLAN

AUDITED FINANCIAL STATEMENTS
AND
SUPPLEMENTARY INFORMATION

As of December 31, 2018 and 2017 and
for the year ended December 31, 2018

JUSTWORKS RETIREMENT SAVINGS PLAN

TABLE OF CONTENTS

	Page
Independent Auditor's Report	1
Financial Statements	
Statements of Net Assets Available for Benefits	3
Statement of Changes in Net Assets Available for Benefits	4
Notes to Financial Statements	5
Supplementary Information	
Schedule H – Line 4i – Schedule of Assets (Held at End of Year)	12

INDEPENDENT AUDITOR'S REPORT

To the Participants and Plan Administrator of the
Justworks Retirement Savings Plan

We have audited the accompanying financial statements of the Justworks Retirement Savings Plan (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2018 and 2017, and the related statement of changes in net assets available for benefits for the year ended December 31, 2018, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plan's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

To the Participants and Plan Administrator of the
Justworks Retirement Savings Plan
Page Two

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Justworks Retirement Savings Plan as of December 31, 2018 and 2017, and the changes in net assets available for benefits for the year ended December 31, 2018, in accordance with accounting principles generally accepted in the United States of America.

Report on Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule, Schedule of Assets (Held at End of Year), is presented for the purpose of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

The logo for UHY LLP, featuring the letters "UHY" in a stylized, cursive font, followed by "LLP" in a simpler, sans-serif font.

Sterling Heights, Michigan
October 10, 2019

JUSTWORKS RETIREMENT SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2018	2017
ASSETS		
Cash	\$ 558,242	\$ -
Investments at fair value	208,595,719	59,353,433
Receivables		
Employer contributions	3,311,376	1,462,859
Participant contributions	3,732,961	1,410,207
Other	36,259	5,644
Notes receivable from participants	2,184,046	492,843
Total receivables	9,264,642	3,371,553
Total assets	218,418,603	62,724,986
LIABILITIES - Excess contributions payable	431,125	223,413
Net assets available for benefits	\$ 217,987,478	\$ 62,501,573

JUSTWORKS RETIREMENT SAVINGS PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2018

ADDITIONS TO NET ASSETS ATTRIBUTED TO

Investment income	
Net depreciation in the fair value of investments	\$ (19,469,276)
Dividends and interest	4,577,329
Interest income on notes receivable from participants	67,415
Contributions	
Employers	14,481,374
Participants	56,026,910
Rollovers	11,152,530
Total additions	66,836,282

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO

Benefits paid to participants	12,586,821
Corrective distributions	53,113
Administrative expenses	1,141,201
Total deductions	13,781,135

NET INCREASE IN NET ASSETS	53,055,147
TRANSFERS FROM OTHER PLANS	109,177,738
TRANSFERS TO OTHER PLANS	(6,746,980)
NET ASSETS AVAILABLE FOR BENEFITS, beginning of year	
	62,501,573
NET ASSETS AVAILABLE FOR BENEFITS, end of year	<u><u>\$ 217,987,478</u></u>

JUSTWORKS RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2018 and 2017

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the Justworks Retirement Savings Plan (the “Plan”) provides only general information. Participants should refer to the plan document for a more complete description of the Plan’s provisions.

General

The Plan is a defined contribution profit sharing plan and trust with a qualified cash or deferred 401(k) arrangement covering all eligible employees of Justworks Employment Group, LLC (the “Company”). The Justworks Retirement Savings Plan was established by Justworks Employment Group, LLC on April 1, 2014, and most recently amended on November 1, 2018, and offers this 401(k) arrangement option to multiple employers.

All participating employers of this multiple employer plan have signed adoption agreements that enable them to accept or modify the elections of a master plan document to meet their needs. Each company’s adopted plan agreement should be referred to by the participants for additional information regarding plan specifications. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Custodian

National Financial Services LLC (Fidelity) is the Plan’s custodian. National Financial Services LLC invests all participant and employer contributions, as well as earnings thereon, pursuant to the terms of the Plan.

Contributions

The Plan allows participants to elect to defer a portion of their compensation up to 100%, including any catch-up contributions for participants who have attained age 50, not to exceed the maximum amounts allowed for by the Internal Revenue Code (IRC) and the plan documents. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions, including their employer contribution, into various investment options offered by the Plan. The amount of the participant’s deferred compensation is treated as a participant elective contribution, allocated to that participant’s elective account, and is 100% vested at the time of contribution. Effective August 1, 2017, any portion of this contribution can be elected by the participant as a Roth contribution. The participating employer may contribute a discretionary matching contribution or a discretionary profit-sharing contribution, as determined annually, to the Plan each year. Contributions are accumulated and invested, as directed by participants, in a trust fund held by the custodian.

JUSTWORKS RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2018 and 2017

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Participant Accounts

Each participant's account is credited with an allocation of (a) the participating employers' discretionary matching contribution; (b) the participating employers' discretionary profit-sharing contribution; (c) the participants' voluntary contributions, transfer contributions, and rollover contributions; and (d) Plan earnings. The accounts are charged for any withdrawals, distributions, and administrative expenses. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Each participating employer provides vesting of discretionary matching and profit-sharing contributions; see specific plan agreements for service criteria, vesting percentages, and the policies regarding vesting upon termination. Participants are fully vested immediately with respect to employee contributions, rollovers and earnings thereon.

Forfeitures

Forfeitures are used to pay Plan expenses or to reduce employer contributions, at the participating employers' discretion. Effective November 1, 2018, the Plan was amended to allow forfeitures to be used on all employer contribution sources, including discretionary matching and profit-sharing contributions. During the year ended December 31, 2018, no forfeitures were used to pay Plan expenses or reduce employer contributions. Total unallocated forfeitures at December 31, 2018 and 2017 amounted to \$558,242 and \$219,682, respectively.

Payment of Vested Benefits

Participants, or their beneficiaries, are entitled to receive the entire amount of their interests in the Plan upon retirement, death, total or permanent disability, employment termination, reaching the age of 59 ½ or qualifying for a hardship distribution, as defined in the Plan. A participant will be considered to have suffered a disability if he or she is permanently unable to perform his or her customary duties for the employer due to a mental or physical condition which can be expected to result in death, or be of a long continued and indefinite duration as determined by the plan administrator. On termination of service, a participant may elect to receive a lump-sum amount equal to the value of his or her account. If the participants vested balance is less than or equal to \$1,000, the entire sum will be distributed as soon as possible following the participant's separation from service. If the participant's vested balance is less than or equal to \$5,000, but greater than \$1,000, the entire sum will be rolled into an IRA. If the participant's vested balance is greater than \$5,000, they can elect to receive a lump-sum distribution. At December 31, 2018 and 2017, there were requested distributions that had not been paid as of the Plan year end in the amount of \$499,583 and \$265,156, respectively.

JUSTWORKS RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2018 and 2017

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of the vested balance in the participant's account. The loans are secured by the vested balance in the participant's account and bear interest at rates which are commensurate with local prevailing rates as determined by the plan administrator. The term of such loans may not exceed five years except in the case of a loan for the purchase of a principal residence which may not exceed fifteen years. The Plan was amended effective March 1, 2018 to increase the maximum number of loans outstanding per participant from one loan to two loans at a time, and to prohibit the refinancing of loans. The Plan was also amended effective October 1, 2018 to allow Roth contributions to be used for loan funding. Principal and interest is paid ratably, through payroll deductions.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The following is a summary of certain accounting policies followed in the preparation of these financial statements.

Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisor, custodian, and insurance company. See Note 3 for discussion of fair value measurements.

JUSTWORKS RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2018 and 2017

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2018 and 2017. Delinquent participant loans are recorded as distributions on the basis of the terms of the Plan agreement.

Excess Contributions Payable

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability with the corresponding reduction to contributions. The Plan did not distribute the 2018 excess contributions to the applicable participants prior to March 15, 2019; therefore, the plan sponsor is subject to a 10% excise tax.

Payments of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the plan sponsor. Expenses paid by the plan sponsor are excluded from these financial statements. Fees related to the administration of notes receivable from participants and participant distributions are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net depreciation of fair value of investments. Personnel and facilities of the Company have been used by the Plan for its accounting and other activities at no charge to the Plan.

Subsequent Events

The plan sponsor has performed a review of events subsequent to the statements of net assets available for benefits date through October 10, 2019, the date the financial statements were available to be issued, and has determined that there are no material events that have occurred during this period.

JUSTWORKS RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2018 and 2017

NOTE 3 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specific (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2018 and 2017.

Money market fund: Valued at the daily closing price as reported by the fund. The money market fund is an open-end fund that is registered with the Securities and Exchange Commission. This fund is required to publish its daily net asset value (NAV) and to transact at that price. The money market fund is deemed to be actively traded.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

JUSTWORKS RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2018 and 2017

NOTE 3 – FAIR VALUE MEASUREMENTS (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2018 and 2017.

Assets at Fair Value as of December 31, 2018				
	Level 1	Level 2	Level 3	Total
Money market fund	\$ 16,208,626	\$ -	\$ -	\$ 16,208,626
Mutual funds	192,387,093	-	-	192,387,093
Total assets at fair value	<u>\$ 208,595,719</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 208,595,719</u>

Assets at Fair Value as of December 31, 2017				
	Level 1	Level 2	Level 3	Total
Mutual funds	<u>\$ 59,353,433</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 59,353,433</u>

For the year ended December 31, 2018, there were no significant transfers between Levels 1 and 2 and no transfers in or out of Level 3.

NOTE 4 – TAX STATUS

The Plan uses a volume submitter plan sponsored by Slavic Integrated Administration, Inc. dba Slavic401k.com. The Internal Revenue Service (IRS) has determined and informed the plan sponsor by a letter dated March 31, 2014, that the volume submitter plan and related trust are designed in accordance with applicable sections of the IRC. The Plan itself is not required to and has not received a determination letter from the IRS. Although the Plan has been amended since receiving this letter, the plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC, and therefore believes that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the applicable taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

JUSTWORKS RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
December 31, 2018 and 2017

NOTE 5 – PARTY-IN-INTEREST TRANSACTIONS

The Plan allows for transactions with certain parties who may perform services or have fiduciary responsibilities to the Plan, including the Company. During the year ended December 31, 2018, there were direct fees of \$1,141,201, and there were transactions involving the recordkeeping of the Plan's activity maintained by Slavic Integrated Administration Inc., the investment of plan assets in investment funds managed by Slavic Mutual Funds Management Corp., and audit services related to the Plan charged by UHY, LLP, parties-in-interest as defined in Section 3(14) of ERISA. Indirect fees paid by the Plan for investment management services are included in the net depreciation of the fair value of investments.

NOTE 6 – PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants would become 100% vested in their employer contributions.

NOTE 7 – RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

SUPPLEMENTARY INFORMATION

JUSTWORKS RETIREMENT SAVINGS PLAN

EIN # 46-2283648, Plan # 333

Schedule H, Line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

December 31, 2018

(a) Party in Interest	(b) Identity of issuer, borrower, lessor or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(e) Current Value
*	National Financial Services, LLC	American Funds EuroPacific Fund	\$ 8,373,477
*	National Financial Services, LLC	DFA Emerging Markets Core Equity Fund	4,434,053
*	National Financial Services, LLC	DFA Emerging Markets Social Core Portfolio Fund	435,045
*	National Financial Services, LLC	DFA Inflation Protected SEC Portfolio Fund	1,161,083
*	National Financial Services, LLC	DFA International Sustainability Core Fund	423,738
*	National Financial Services, LLC	DFA Social Equity Core Fund	372,086
*	National Financial Services, LLC	DFA US Large Cap Value Portfolio Fund	1,538,233
*	National Financial Services, LLC	Fidelity 500 Index Fund	8,250,852
*	National Financial Services, LLC	Fidelity Advisor Materials Fund	429,078
*	National Financial Services, LLC	Fidelity Advisor Technology Fund	4,005,104
*	National Financial Services, LLC	Franklin Utilities Fund	342,737
*	National Financial Services, LLC	JPMorgan Core Plus Bond Fund	1,552,271
*	National Financial Services, LLC	JPMorgan US Research Enhanced Equity Fund	777,108
*	National Financial Services, LLC	Oppenheimer Gold & Special Minerals Fund	512,355
*	National Financial Services, LLC	Prudential High Yield Fund	940,997
*	National Financial Services, LLC	Vanguard Energy Admiral Fund	664,540
*	National Financial Services, LLC	Vanguard Information Technology Index Fund	7,082,408
*	National Financial Services, LLC	Vanguard FTSE Social Index Fund	1,319,315
*	National Financial Services, LLC	Vanguard Growth Index Admiral Fund	5,944,566
*	National Financial Services, LLC	Vanguard Industrial Index Admiral Fund	4,705,681
*	National Financial Services, LLC	Vanguard Real Estate Index Admiral Fund	1,201,737
*	National Financial Services, LLC	Vanguard Mid Cap Index Admiral Fund	2,590,593
*	National Financial Services, LLC	Vanguard Mid Cap Value Index Admiral Fund	2,123,722
*	National Financial Services, LLC	Vanguard Federal Money Market Growth Fund	16,208,626
*	National Financial Services, LLC	Vanguard Mid Cap Growth Index Admiral Fund	1,895,343
*	National Financial Services, LLC	Vanguard Short Term Bond Index Admiral Fund	883,922
*	National Financial Services, LLC	Vanguard Short Term Federal Admiral Fund	27,435,327
*	National Financial Services, LLC	Vanguard Small Cap Growth Index Admiral Fund	2,306,205
*	National Financial Services, LLC	Vanguard Small Cap Index Admiral Fund	2,201,288
*	National Financial Services, LLC	Vanguard Small Cap Value Index Admiral Fund	1,757,595
*	National Financial Services, LLC	Vanguard Target Retirement 2020 Fund	312,887
*	National Financial Services, LLC	Vanguard Target Retirement 2025 Fund	1,983,041
*	National Financial Services, LLC	Vanguard Target Retirement 2030 Fund	1,943,434
*	National Financial Services, LLC	Vanguard Target Retirement 2035 Fund	2,381,331
*	National Financial Services, LLC	Vanguard Target Retirement 2040 Fund	3,986,626
*	National Financial Services, LLC	Vanguard Target Retirement 2045 Fund	5,119,661
*	National Financial Services, LLC	Vanguard Target Retirement 2050 Fund	5,351,547
*	National Financial Services, LLC	Vanguard Target Retirement 2055 Fund	2,988,663
*	National Financial Services, LLC	Vanguard Target Retirement 2060 Fund	1,152,485
*	National Financial Services, LLC	Vanguard Target Retirement 2065 Fund	487,232
*	National Financial Services, LLC	Vanguard Target Retirement Income Fund	2,596,362
*	National Financial Services, LLC	Vanguard Total Bond Market Index Admiral Fund	3,417,723
*	National Financial Services, LLC	Vanguard Total Int'l Stock Index Admiral Fund	5,786,063
*	National Financial Services, LLC	Vanguard Total Stock Market Index Admiral Fund	59,219,579
			208,595,719
*	Notes receivable from participants	Notes receivable from participants (interest rates from 3.50% to 9.49%) due at various dates through September 2033)	2,184,046
			<u>\$ 210,779,765</u>

See independent auditor's report.

Multiple-Employer Plan Participating Employer Information

Justworks Retirement Savings Plan		Plan #333	EIN # 46-2283648
(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions	
1021 Creative, LLC	47-1171370	0.25%	
1315 Capital, LLC / 1315 Capital Management, LLC	46-4980023	0.02%	
1776 Global Inc, PBC	46-3053453	0.02%	
3P Learning Inc.	80-0768793	0.14%	
5Blades, Inc dba Recurse Center	27-2454857	0.03%	
5Q Partners, LLC	46-3533175	0.11%	
72Lux Inc. dba Shoppable	26-3874828	0.01%	
A2IM (THE AMERICAN ASSOCIATION OF INDEPENDENT MUSIC	20-3132925	0.08%	
ABI Agility LLC	82-0765489	0.07%	
Access Ventures, Inc.	46-3061287	0.05%	
AccuQuest Health Programs, Inc	20-3661449	0.00%	
Achieve, Inc. dba Ribbon	82-2961262	0.02%	
ACP Communities, LLC	46-4439844	0.08%	
ActiveOps USA Inc.	81-1044023	0.07%	
Acuity Scheduling, Inc.	47-1402717	0.29%	
Adam David Schaffner, MD, PLLC dba Plastic Surgery Institute	20-4207972	0.03%	
Adam Lippes LLC	45-5085141	0.07%	
AdHawk, LLC	47-4089399	0.06%	
Administrate Inc	81-1056825	0.02%	
Adthena Inc.	38-4035133	0.02%	
Adverator, Inc.	47-4217642	0.04%	
Advertise4Sales dba 4LegalLeads	46-0687553	0.06%	
AdvisIRY Partners Group LLC	82-3037082	0.04%	
Adzuna Inc	37-1903731	0.01%	
African American Mayors Association	46-5593933	0.01%	
AHAVANA LLC	03-0550811	0.10%	
Ailanthus Capital Management, LP	47-3580506	0.13%	
Alius Corp	27-4287696	0.22%	
All County Capital Corp	45-3951280	0.03%	
AlleyCorp Enterprises LLC	81-1272376	0.05%	
Alpine Global Management, LLC	46-1675291	0.30%	
Ambatana Inc.	47-2919953	0.15%	
American Whatever, LLC	47-3994508	0.81%	
Amper Music	47-2313664	0.11%	
AmpliFi, LLC	82-3494498	0.03%	
Amplifyx Pharmaceuticals Inc.	20-4563467	0.07%	
Anchor Worldwide, LLC	81-1311605	0.08%	
And/Or Studio LLC	47-1898439	0.19%	
Andover National Corporation	83-2216345	0.03%	
Anvyl Inc	82-1027914	0.03%	
APE Studio, Inc	82-5518674	0.01%	
App Partner LLC	45-2559861	0.08%	
Aquila International, LLC	47-1517413	0.03%	
Ararat Capital	81-0732601	0.03%	
Arc Intermedia LLC	27-1254485	0.02%	
Archibald, Gorode, Witkin Group, LLC	46-2553748	0.02%	
Architizer, Inc	46-4628488	0.25%	
Archway Health Advisors, LLC	46-5145200	0.53%	
Armed Mind Inc.	47-3552669	0.05%	
ARPR LLC	46-3233104	0.08%	
Arta Shipping, Inc.	46-5120939	0.04%	
Aruliden LLC	84-1711383	0.03%	
Ascender Studios, LLC	81-3884593	0.01%	

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Asia Capital Real Estate Management, LLC	47-1728185	0.06%
Association of Air Medical Services	42-1202847	0.15%
Asymptote Architecture, D.P.C.	47-2167837	0.01%
Atelier Dore LLC	81-3441431	0.01%
Atelier Fashion Co., Inc. dba AMIRI	26-4025666	0.10%
Atelier New York Architecture	11-3489477	0.11%
Atmosphere Academy Public Charter Schools	47-1504209	0.21%
Attuned Education Partners, LLC	83-0731667	0.00%
Audere	83-1442410	0.05%
August Public, Inc.	47-4821816	0.26%
Autoscribe Informatics Inc	45-3994603	0.04%
Avalon Suites	47-3790582	0.00%
Avanan, Inc	47-1350119	0.29%
Avatar New York	01-0778480	0.01%
Avint LLC	47-4829257	0.01%
AVP Flips Inc	82-3739717	0.01%
Awestruck Marketing Group	95-4796847	0.05%
AXIOS Media Inc	81-3191723	0.87%
Azimuth1 LLC	46-1545078	0.03%
B Squared, Inc.	13-4177508	0.20%
Babbel Inc.	37-1753665	0.33%
Backtrace I/O, Inc	35-2509300	0.09%
BAM Technologies, LLC	20-4855159	0.14%
Bamboo Talent LLC	47-1504819	0.13%
Baron & Baron, Inc	13-3604127	0.17%
Barrett Grillo Group Inc dba Resident360	27-4729909	0.06%
Barwis Enterprises	45-2910384	0.00%
Base Design Corp	13-3983904	0.05%
Be Inspired LLC	94-3479399	0.01%
Beachhead Capital Management LLC	45-5621099	0.04%
Beekeeper Marketing, Inc.	46-5493037	0.22%
BeeswaxIO Corp	47-1749214	0.55%
Bella Tunno LLC	43-2038442	0.04%
Belltown Power USA LLC / Belltown Power PA LLC	83-1145989	0.01%
Benoy US Inc.	36-4878793	0.06%
BentoBox CMS, Inc.	46-2488078	0.19%
Berenson LLP	45-2866424	0.02%
Beyond Apps, Inc. dba Happie	80-0308721	0.17%
Beyond Capital Fund	27-0221990	0.00%
Bibliotech Education Inc.	37-1881305	0.03%
Biograph International, Inc	81-3325210	0.03%
BioLite, Inc.	27-2826296	0.22%
Bionic Solutions, LLC	46-1959614	0.12%
Bizodo Inc. SeamlessDocs	46-2133277	0.18%
Blacktop Omnimedia LLC	45-4284898	0.00%
BlazingDB, Inc.	47-3666755	0.04%
Blend Integrated Marketing, LLC	47-2212530	0.10%
Blenderbox, Inc.	11-3564958	0.28%
Blix US Inc.	32-0534155	0.03%
BlockApps, Inc.	81-1362623	0.06%
Blosm, LLC	45-4533773	0.00%
Blue Bear Digital Inc	81-1756929	0.03%
Blue Drop, LLC	81-4327371	0.06%
Blue Egg, LLC	26-3516290	0.00%
Blue Heron Research Partners LLC	20-3636559	0.07%
Blue Label Solutions LLC	27-2138589	0.16%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Blueprint Digital Inc.	46-4242148	0.00%
BluTech, LLC	47-4901665	0.00%
Body Back Company	80-0504043	0.01%
Body Mechanics Acupuncture	46-3737684	0.01%
Bold Interactive dba Verified Studios	20-5504737	0.01%
BollyX, Inc.	46-3478907	0.00%
Bond Creative Search, Inc.	80-0582267	0.07%
Bootstrap Software Partners, LLC	33-1063457	0.07%
Boston Omaha Corporation	27-0788438	0.46%
Boundless Spatial, Inc	46-1502919	1.25%
Bowery Capital Management, LLC	38-3899888	0.08%
Bowmo, Inc.	47-4419674	0.03%
Brainlabs Digital Inc	81-3973810	0.01%
Brainly, Inc.	37-1766901	0.05%
Branching Minds, Inc	46-3275236	0.00%
Breezio.io, Inc.	81-5121951	0.07%
Bright Group US, Inc.	37-1776450	0.01%
BrightMove, Inc.	20-2196348	0.01%
Brilliant Collaborations, LLC dba Brllnt	46-5220487	0.05%
Broadleaf IT, LLC	82-3854230	0.09%
Brune Law P.C.	47-4817680	0.16%
Brut Inc.	82-2622468	0.01%
Buffy, Inc	82-3514938	0.00%
BUILDBLOCKBIZ, LLC	82-4190105	0.01%
Bullish, Inc.	47-2719766	0.11%
BW Financial Services	38-3853265	0.14%
Bytemark, Inc.	27-4848795	0.13%
CAF Employer, LLC	30-0959230	0.09%
Calavista Systems, Inc.	45-2593354	0.18%
Camp Young Judaea, Inc.	74-6063430	0.08%
Canopy Crest Corporation	82-1414805	0.03%
CapFlow Funding Group Managers LLC	27-1440620	0.17%
Capital Books and Wellness	45-2078774	0.01%
Capodagli Property Company, LLC	20-0931611	0.12%
Capsule8, Inc.	81-4039320	0.15%
Captify Technologies Inc.	37-1800636	0.06%
Career Engagement Group LLC dba Fuel50	46-4196029	0.07%
Carey, LLC	46-3796059	0.09%
Carpenter New York Development, LLC dba NY Venture Bank	81-3471678	0.22%
CartoDB, Inc.	30-0693712	0.31%
Case Commons, Inc./Casebook PBC	27-2832137	0.10%
Catchafire, Inc	27-0155003	0.17%
Cedarview Capital Management, LP	20-1259708	0.03%
CertSimple, Inc./Offices of City Central, LLC	81-1556687	0.00%
Change Assembly, Inc.	45-4777640	0.00%
Charter Technology Solutions	90-0850964	0.01%
Cheddar Inc	81-1069655	0.91%
Cheer Partners	82-1074068	0.00%
Chelsea Eye Ophthalmology	47-4357244	0.13%
Christian Oth, Inc.	81-0631600	0.05%
Cindat USA LLC	47-2957519	0.16%
Claravine, Inc.	82-5352106	0.08%
Clarity PR Inc.	36-4781403	0.00%
ClassHeroes, Inc. dba FitHouse	35-2604846	0.04%
ClearMetal, Inc	47-2612989	0.16%
Clinchr Co	47-3404039	0.01%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Clive Christian Perfume LLP	27-0085843	0.08%
Cloud9 Esports, Inc/Cloud9 LCS Holding LLC/Kings Row Holding	47-1568586	0.45%
CM2 Limited LLC dba BroadBranch Advisors	20-4250643	0.20%
cmdsecurity Inc.	47-3098818	0.06%
Cobalt Speech and Language	47-2220584	0.28%
Cofinance, Inc	94-2996545	0.10%
Cognitive Code Corporation	26-0970948	0.01%
Cognitive ToyBox	47-1534462	0.01%
Communiclique, Inc.	20-4776628	0.01%
Comparex USA	46-1523190	0.48%
Complyfirst LLC	36-4790990	0.00%
Concrete Platform, Inc	38-3919801	0.03%
Confidant PR LLC	82-2569530	0.05%
Conscious Content Media, Inc	30-0425587	0.05%
Consulting Group International, Inc	26-3624153	0.13%
Content IQ LLC	47-1615590	0.02%
Context America, Inc.	26-0613389	0.01%
Continental Fan Manufacturing, Inc	16-1411637	0.02%
Conversano Associates, Inc	13-3552127	0.39%
COPA90, Inc.	47-3187034	0.17%
Copper Hill Development Inc	20-5073054	0.06%
Core Technology, LLC	26-1622498	0.03%
Council of Institutional Investors	52-1380217	0.21%
Counter Threat Solutions LLC	30-0800487	0.39%
Coverance Insurance Solutions	82-3071684	0.01%
Craft Engineering Studio	27-1885358	0.09%
CrossBorder Transactions dba CrossBorder Solutions	47-5608400	0.14%
CRYPTOORACLE FUND MANAGEMENT	82-3878680	0.01%
CTG Federal LLC	82-2775723	0.13%
Custodia, Inc	82-5270059	0.02%
CustomerGauge USA, LLC	32-0414329	0.09%
CustomVine Corp	46-4257538	0.01%
Cynergy Physical Therapy, P.C.	75-3025365	0.23%
D. K. Jones Consulting, LLC dba ProMan Strategies	46-2433006	0.09%
DAS 42, LLC	82-1782415	0.05%
Dash Core Group Inc	82-2264072	0.05%
Data Architect	82-3251548	0.01%
Data Capital Management	47-2727467	0.03%
Data Cubed, LLC	83-0945671	0.10%
Dataiku Inc.	32-0460550	0.21%
DataKind Inc.	46-4082076	0.16%
Dayang Alliance, LLC	35-2519773	0.01%
DC Power Supply, LLC	45-3076759	0.07%
DC Public Education Fund	26-1607955	0.01%
DeansList, Inc.	46-2933690	0.04%
Deft Inc	32-0537396	0.02%
Democrats.com	16-1579388	0.07%
Descente Athletic Americas, Inc.	82-4714014	0.16%
DGW US Capital, LLC	82-1562567	0.08%
DH Murray Architecture PLLC	45-1811685	0.05%
Dibs Technology	47-4257380	0.01%
Dicom Grid, Inc. dba Ambra Health	20-5192232	0.38%
Digital Space Studio, Inc	27-3233137	0.01%
Distributive Educational Clubs of America	53-0215806	0.09%
DITTO PUBLIC AFFAIRS, INC	46-1222179	0.12%
DJV Apartment Hunter Inc dba Joinery	47-3222271	0.01%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Doberman Design Inc.	45-5453349	0.15%
Doctors of the World USA	35-2426718	0.02%
Donut Technologies Inc.	81-4302573	0.10%
Dot Dash LLC	46-4350520	0.08%
Dragonfly Technologies, LLC	37-1568407	0.04%
Drake Partners LLC	52-2318883	0.03%
Droit Operating Company LLC	81-4717235	0.27%
Drucker Wealth Management	46-3337372	0.06%
DrumG Inc.	83-0745104	0.05%
D's Naturals	46-5746626	0.11%
Dubset Media Holdings, Inc.	26-3815264	0.08%
DUMBO Improvement District	20-0214837	0.04%
Dynamic Management Associates	27-0962785	0.18%
Easyship, Inc	37-1808350	0.00%
Eave, Inc.	47-5510498	0.20%
Edward Mendelsohn, MD PLLC	45-2492655	0.02%
Effective Data, Inc.	36-3751945	0.06%
Egan Tax & Books Ltd	26-2858646	0.11%
Egghead.io, LLC	46-4232195	0.03%
Eigen Technologies, Inc	82-1979362	0.03%
eKare Inc.	46-3880969	0.04%
Elasticiti, Inc.	46-0548766	0.00%
Elite Media, LLC	36-4763038	0.08%
Ellevate Network dba 85 Broads Unlimited LLC	76-0707049	0.09%
Elysium Health	90-1137348	0.04%
Embark Veterinary, Inc.	47-4663829	0.11%
Emerge America	90-0787684	0.12%
Eminent IT, LLC	26-4585144	0.00%
Emissary, Inc.	46-2091477	0.24%
Encore Redevelopment LLC	27-0661549	0.40%
Entheos Audiology Cooperative, Inc.	46-4270647	0.11%
Entity Group North America, Inc.	81-1203898	0.16%
ENVISAGENICS, INC.	46-5496412	0.10%
EthosIQ, LLC	27-0676515	0.00%
Eventige, LLC	27-1079397	0.01%
Ever Loved, Inc.	82-2850834	0.01%
Evermay Consulting Group	47-4725142	0.04%
Evolving Media Network, LLC/Moonfarmer	06-1696103	0.03%
Evora IT Solutions, Inc	33-1229289	0.14%
Excursionist LLC	27-3386061	0.03%
ExecThread, Inc.	47-5368451	0.03%
Ezekiel Advisory Corp. dba Conductive	27-4619342	0.01%
F1Payments LP	36-4903404	0.01%
F8 Consulting LLC	30-0569011	0.01%
Factory PR. LLC	20-3935652	0.04%
Faherty Brand	45-4826718	0.09%
FAIR FOLK	47-3715115	0.01%
Fairygodboss Inc.	47-2627602	0.06%
Fanatical Labs, LLC	82-3509828	0.01%
Faraday, Inc.	46-1551175	0.04%
FarmRaiser LLC	46-1596953	0.00%
FastFin LLC	47-1739481	0.01%
FC Languages Inc. dba Fluent City	47-1528996	0.01%
Featurespace, Inc	82-2815595	0.07%
Federal Schedules, Inc.	54-1356134	0.11%
Feedback Labs, Inc	82-2145977	0.05%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Fengate Capital Management (US) Inc.	32-0539975	0.03%
Fero Labs Inc.	47-4810612	0.03%
Fi Creative, Inc.	81-2433383	0.10%
Fictive Kin LLC	26-2600217	0.24%
Fiducioso Advisors, Inc.	27-2909345	0.06%
Field To Market	90-0885216	0.21%
Field Wares LLC	81-1144177	0.05%
FiftyThree, Inc.	45-2461987	0.14%
Film Movement LLC	46-4076413	0.07%
Filmnation Entertainment LLC	26-3214680	0.41%
Finite Partners, LLC	82-3272627	0.01%
First Stop Health	45-1542956	0.14%
Flamingo Customer Experience, Inc	36-4807069	0.00%
Flock Associates USA, LLC	81-5192695	0.01%
Flyclops, LLC	45-1263627	0.00%
FM Printing USA, Inc.	82-2161225	0.00%
Focus Technology	47-4979474	0.02%
Food Blogger Pro, LLC	38-3901400	0.05%
Food52, Inc.	27-3752738	0.30%
Foresight Planning & Engineering Services, LLC	47-5130209	0.01%
Forge3, Ltd.	68-0585240	0.05%
Fortuny, Inc/Fuigo LLC	13-1664245	0.21%
Forty AU	45-3361365	0.06%
ForwardLane Inc.	47-5237833	0.04%
Foster Consulting Inc.	54-1898051	0.21%
Foundry.ai/Supplier.ai/Vizual.ai	47-5591753	0.07%
Frakture, Inc	46-1871878	0.07%
Frame.io, Inc.	46-4970242	0.44%
Franklyn LLC	45-4866311	0.11%
Frederator Networks	35-2604798	0.12%
Free Association Partner, LLC.	81-1628640	0.52%
Friends of Brooklyn Queens Connector, Inc.	47-3405125	0.08%
FT US Inc.	81-5312213	0.25%
FTW Media, Inc.	82-3695974	0.09%
FuboTV, Inc.	46-5124767	1.00%
Fulfillment Wealth Management	82-4039628	0.01%
Full Circle Home LLC	68-0678157	0.11%
Fullstack Academy, Inc.	45-5304082	0.47%
Fun and Function LLC	38-3728269	0.03%
Fusion180, LLC	47-3235381	0.06%
FutureClick Media, LLC	46-4371240	0.07%
GaggleAMP, Inc	27-4331962	0.12%
Gainline Capital Partners LP	47-3802759	0.05%
GAN Integrity, Inc	47-3369653	0.19%
Garden Dental Arts	20-0924377	0.02%
Gate Labs Inc	47-1513608	0.10%
Gaynor Minden Inc	13-3524920	0.19%
Gear Patrol LLC	26-4152860	0.00%
GEER Strategies LLC	46-1765261	0.06%
Gemic Inc.	61-1761644	0.09%
Generator Media + Analytics, Inc.	75-3045952	0.26%
Genero Media US Inc	30-0961046	0.07%
Geneva Watch Group	47-5057559	0.13%
Giant Machines Software LLC	47-2691085	0.29%
Giant Spoon LLC	46-2825288	0.58%
Giantsource Inc.	45-4279806	0.01%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Gigit, Inc.	81-3312425	0.05%
Girls For Gender Equity	04-3697166	0.03%
GivingData, LLC	26-4059469	0.22%
Global Business School Network	20-0670910	0.05%
Global Compass USA LLC	32-0513356	0.03%
GLOBAL PUBLISHING, INC. / Rocket Sales & Services Inc	59-3619115	0.03%
Global Teck Worldwide, Inc.	02-0560965	0.00%
GlobalWebIndex Inc	30-0957220	0.07%
Globo Language Solutions, LLC	27-2896376	0.23%
Goldhirsh & Goldhirsh	33-0782409	0.01%
Goshow Architects, LLP	13-2962674	0.00%
Gotham Energy 360 LLC	26-2732624	0.01%
Gotham Physical Therapy Group PLLC	81-3557759	0.03%
Govadapt LLC	82-1082908	0.01%
Gradient Metrics, LLC	81-1024098	0.03%
Gramercy Post Inc.	26-3571219	0.04%
Gravy Analytics Inc	45-2403487	0.32%
GreatHorn Inc.	47-3680698	0.22%
Green Grass Foods Inc.	46-3355805	0.23%
Green Light New York, Inc. dba Building Energy Exchange	27-1274041	0.05%
Green Schools Alliance	13-3831327	0.00%
Greenback ETS LLC	82-3650212	0.14%
Gretel Inc.	42-1653293	0.08%
Growth Machine, LLC	82-3265033	0.02%
GSC Consulting dba Diligex	20-2850869	0.01%
Guarantr, Inc	47-2127961	0.21%
Hamlyn Williams Inc	35-2492977	0.02%
Harbour Point Management LP	47-1917704	0.08%
Haynes & Company, Inc.	45-4130890	0.09%
HazelTree Fund Services, Inc.	27-1215591	0.34%
Health Data Link, Inc.	82-4794855	0.04%
Health Platforms, Inc.	45-5615890	0.24%
HealthCelerate	81-3910054	0.02%
Helix Sleep, Inc.	47-3248888	0.10%
Hello Monday, Inc.	38-3800813	0.17%
HelloTeam, Inc.	81-1851583	0.04%
Helpusadopt.org	20-8823606	0.01%
Hem + Spire LLC	47-3223169	0.00%
Heyday Wellness LLC	36-4787830	0.13%
Highland Capital Group LLC/Summit Securities Group, LLC	20-1920416	1.10%
Hire Smarter, Inc.	82-3177579	0.03%
Hokku PR LLC	47-1669579	0.02%
Hollwich Kushner Architecture D.P.C	46-1613250	0.10%
Home Captain, Inc/VA Loan Captain, Inc	45-3832363	0.01%
HOMH, Inc.	46-2232767	0.01%
Houston P.O.S. Solutions, Inc dba Qlaborate	27-0653984	0.02%
Huber Research Partners	45-4027910	0.02%
Hue & Cry LLC	82-3940787	0.04%
HugoWREN Consulting	26-1731093	0.01%
HW & B Enterprises, LLC	47-4180486	0.03%
Hydrolix Inc.	83-1138268	0.01%
Hyper Island Executive Education LLC	27-0580035	0.00%
HYPR Corp	47-1094426	0.05%
I2 Learning Foundation	82-2141691	0.01%
IAF Consulting, LLC	46-1747038	0.05%
Ideate, LLC	81-1276355	0.01%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
ImageThink LLC	26-4466438	0.07%
Impactive Capital LP	82-5124456	0.01%
Imprint PR, LLC	82-1490204	0.12%
Imprint Projects LLC	27-5046262	0.29%
Improve Inc	46-5762429	0.00%
Incentax, LLC	82-3081142	0.01%
Incrementom Consulting LLC	82-3235305	0.03%
Indagare Travel, Inc.	20-4921822	0.04%
Indivisible Project	81-4944067	0.44%
Infinite Aleph, Inc.	83-0613005	0.01%
Infinity Network Solutions	58-2525348	0.14%
Innovation Department/Innovation Brands Corp dba Dojo Mojo	46-4354845	0.00%
Innovatis Group	47-1654025	0.13%
InnovHope Inc	83-0912790	0.01%
innRoad, Inc.	13-4113190	0.70%
Inova Software Inc.	77-0535293	0.05%
Insided Inc.	36-4856416	0.00%
Inspira Outdoor, LLC	82-3298822	0.03%
InstEvent, Inc. dba VenueBook	45-4773253	0.02%
Intego Co.	82-3489074	0.00%
IntellaTriage, Inc.	26-3746948	0.01%
Intellimation Technologies LLC dba D3 Automation	75-3242659	0.00%
Internetwork Expert LLC	83-1569900	0.06%
Involvio, LLC	45-2210419	0.11%
Ippolita	83-0827377	0.07%
Ironpaper Inc.	26-1521404	0.11%
Itemize Corp.	45-5613832	0.04%
IvyConnect	27-2442241	0.04%
IWD New York LLC	98-0577165	0.05%
January Digital	45-4945221	0.25%
JCA Investment Holdings, Inc.	46-0575280	0.00%
JCL Design, LLC	45-3944219	0.05%
JLC & Associates	27-2568002	0.04%
Jounce Media, LLC	47-3816047	0.04%
JPSD Partners	47-5080974	0.00%
JRSK	47-3200626	0.48%
JS Business Intelligence, LLC	80-0322305	0.01%
Jump rope, Inc	82-1821663	0.01%
Justworks Employment Group LLC	46-2283648	2.29%
Kain Management Group LLC dba Kain Colasanto	20-0502621	0.01%
Kalderos LLC	81-1864867	0.06%
Kaleido Health Solutions, inc.	81-5258742	0.31%
Kampmann & Company, Inc.	13-3089677	0.00%
Kaptive LLC	27-0200845	0.04%
Kard Financial	47-3712099	0.02%
Kaseware, Inc.	81-1722708	0.01%
Katal Center for Health, Equity, and Justice	81-1323278	0.03%
Keepsake, Inc.	47-5574122	0.04%
KickUp	47-1268226	0.03%
Kill Screen Media, Inc.	45-3109258	0.01%
Kimberlite Holdings Inc	47-3122518	0.06%
Kinexon Sports & Media Inc.	37-1833640	0.01%
Kirschbaum Development Group, LLC	81-2782540	0.00%
Kite Hill PR, LLC	46-2785193	0.03%
KJ Technology Consulting, Inc.	11-3420469	0.03%
Knowledge Factor, Inc.	62-1856308	0.06%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Kobu Beverages LLC	45-4799388	0.06%
Korangy Publishing Inc.	80-0062501	0.14%
Kworq Inc.	45-3764376	0.00%
Kyle Zake	47-3558125	0.01%
L18 Holdings Inc	27-1961233	0.14%
LABMinds	46-1354289	0.08%
Lantern Entertainment LLC	83-0572250	0.14%
Lara Devgan MD PLLC / New York Plastic Surgery Suite PLLC	82-2761865	0.01%
Lark Security, LLC	81-4082210	0.06%
Last Call Media	46-3530517	0.06%
Latitude Software Services, Inc.	32-0363885	0.10%
Launch Kids, Inc.	47-5531182	0.15%
LawTrades	46-4139802	0.01%
Leadfeeder Inc.	82-1601970	0.02%
LeafLink	47-4277394	0.01%
LeagueApps, Inc	47-3250384	0.15%
Leopard Solutions	46-4898332	0.16%
Levy & Company LLP	47-2717606	0.04%
Lexington Wellness Holdings Inc. dba Selvera	37-1731384	0.07%
Lexpath Technologies Holdings. Inc.	20-8155074	0.06%
Lickability, LLC	27-5562738	0.14%
Life Made Simple Inc	47-2776004	0.19%
LifeBEAM, Inc.	47-5230239	0.20%
LifeLabs Learning	45-3826257	0.10%
LifeVest Health Inc.	45-5069638	0.07%
LIGHT HOUSE CREATIVE WORKS COMPANY	45-3092382	0.01%
Lily Jade, LLC	46-2140345	0.06%
LINC Project	46-4361149	0.04%
Lingo Live Language Services, Inc	46-5162746	0.18%
Lionpoint Group LLC	46-5495680	0.11%
Lippke Studios Inc.	27-0321241	0.03%
LitCharts LLC	46-5199593	0.07%
LiteracyTA, Inc.	71-0921757	0.00%
LitWorld International Inc.	13-4367685	0.02%
Loadsmart, Inc.	47-2556074	0.11%
Lon Operations LLC	38-3969588	0.41%
Lonelyleap	45-0921995	0.08%
Lonestar Airport Holdings, LLC	81-1882559	0.04%
Longneck & Thunderfoot LLC	46-2619063	0.09%
LORP Management, LLC	30-0889513	0.06%
Lost Light Projects, Inc.	56-2451141	0.19%
Louis-Dreyfus Family Office LLC	26-0508804	0.23%
Love Stories TV	81-2485377	0.01%
Loxone Inc.	46-1661875	0.02%
LR Paris	52-2341351	0.01%
Lucus Advisors, LLC	45-5471931	0.05%
Luminary Media, LLC	82-4109681	0.04%
Luminopia, Inc.	81-0782048	0.03%
Lush Life Productions, Inc.	20-8197645	0.02%
Luxor Capital Group, LP	20-1394199	0.23%
Luxtech	45-5582459	0.12%
LVH Global, Inc	81-1423560	0.00%
M2O Private Fund Advisors, LLC	80-0734314	0.13%
Mack Weldon, Inc.	45-2550259	0.05%
Madison Avenue Dental Studio	82-0772074	0.03%
Madlan, Inc.	37-1833260	0.03%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Madsen Consulting Engineering, PLLC	27-2710486	0.00%
MADWELL	27-2776962	0.77%
Magstim, Inc.	36-4810899	0.08%
Mailjet, Inc.	46-5566257	0.02%
Mainspring Holdings, Inc.	81-4403829	0.15%
Major League Hacking Inc.	81-1077700	0.08%
Man Repeller, LLC	45-3588357	0.16%
Manhattan Media LLC	13-4178422	0.10%
Mapillary, Inc.	81-1439144	0.09%
Marchay LLC	45-4852746	0.02%
Marchesa Holdings, LLC	26-1569350	0.20%
Margin Labs Inc.	82-2462891	0.07%
Mark Medical Care PLLC	46-2288636	0.22%
Markable, Inc.	81-0853166	0.02%
Mashwork Inc. dba Canvs	01-0958131	0.10%
Matillion Inc.	30-0871023	0.06%
Mating Components, LLC dba Dame Products	46-5704175	0.02%
MATTE Finish LLC	46-3486461	0.01%
MBT Media LLC and AD60 Agency LLC	81-4643368	0.28%
McAlinden Associates, Inc	13-2780454	0.06%
McGlaun Enterprises Inc	20-2000695	0.05%
MealPal, Inc.	47-5458851	0.41%
Med School Tutors LTD	64-0962035	0.11%
MedCircle, Inc.	81-1438597	0.03%
Mednet, Inc.	81-4554441	0.03%
Meehle & Jay P.A.	27-3971025	0.01%
Mentis Group, Inc.	48-1271088	0.01%
Meridia Living, LLC	46-2730291	0.01%
Metcalf Enterprises LLC	47-5194477	0.00%
Metric Collective LLC	47-1217285	0.09%
Metric Digital LLC	47-5287307	0.00%
Micah Walter, LLC	82-1135528	0.01%
Michael Andrews LLC	20-4487615	0.04%
Michael K Chen Architecture PLLC	45-3656452	0.05%
Middle Seat Consulting	81-4755084	0.08%
Midpoint Trade Books, INC	61-1488493	0.09%
Mighty Swell Cocktail Co.	47-4871362	0.00%
Millville Opportunities Management, LLC	46-2535377	0.01%
mindbodygreen LLC	26-3056412	0.05%
Minibar Delivery	36-4764928	0.03%
Miratech Inc.	90-0985326	0.03%
MIVA Solutions, LLC	47-4555748	0.01%
Mixtiles USA, Inc.	32-0500508	0.03%
Mode Lab, LLC	80-0335358	0.06%
Moment LLC DBA Grand Studio	81-1103538	0.12%
Moment, Inc.	46-3935023	0.05%
Mommy Poppins, Inc.	83-0675769	0.00%
Monday Sessions Media, Inc.	27-2541516	0.12%
Monetary Policy Analytics dba LH Meyer	81-0699114	0.06%
Monica Vinader Inc.	32-0477760	0.04%
Monster Technology, LLC	90-0897697	0.00%
Morphic Params, Inc. dba Hansel.io	82-4363736	0.03%
Mosaic Research Management	27-2843585	0.05%
Motion, Inc.	81-2210203	0.02%
Motivate Design LLC	26-4697946	0.07%
Mouth Foods, INC	45-4078449	0.04%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
MPOWERD, Inc.	46-0701898	0.05%
Music and Strategy LLC	27-4616949	0.01%
MYC America Inc.	47-5139206	0.02%
MyCheck LLC	37-1664375	0.12%
MyPizza Technologies Inc. dba Slice	47-4780832	0.86%
N26	38-4042034	0.02%
Nace Partners LLC	47-4624510	0.03%
Napali Partners LLC	82-2965168	0.05%
Narrative 4,INC.	81-3268195	0.06%
National Council of Nonprofits	52-1689643	0.17%
NC Squared Inc.	37-7862713	0.04%
Negotiatus Corp.	82-1055657	0.05%
Neo Tracker Corp	82-5133476	0.05%
Nephron Research LLC	82-2708297	0.10%
Neuralmagic Inc.	82-3171061	0.10%
New Media Advocacy Project	90-0451693	0.06%
Newser, LLC	26-1600599	0.02%
NEWSWHIP US INC.	46-3583953	0.00%
Nexford University Inc	82-4254246	0.00%
Next 10 Ventures	82-4714548	0.06%
Next Insurance, Inc	81-0830573	0.34%
Nimble Software Services, Inc.	26-3474603	0.09%
Ninjabish Studios, LLC	45-4748853	0.03%
NoHo Health, Inc	47-5669346	0.19%
NoHo Holdings d/b/a Juxtapose	47-5330410	0.06%
NoHo Services, Inc.	81-4904783	0.00%
Noho Solutions, Inc.	82-2492032	0.12%
NOI Solutions/ Grey State Apparel, LLC	27-0391314	0.05%
Noken, Inc	81-4391513	0.02%
Nomad Health	47-4725090	0.15%
Noodle Search, Inc. & All Control Group Companies	27-0610811	0.21%
North Six, Inc.	13-4173168	0.40%
NORTHSIDE MEDIA, INC	81-3732696	0.02%
Notion, LLC	83-2993719	0.06%
NSONE Inc.	46-3031220	0.75%
NSSC Holdings, LLC	81-2264201	0.02%
NW Functional Fitness LLC	82-3850380	0.00%
OBERLAND, Inc.	47-2669887	0.05%
OCO Consulting LLC	26-0703346	0.01%
Oden Technologies	47-4751947	0.16%
Ofinno Technologies	46-4365966	0.31%
One Architecture and Urbanism, INC	47-3646065	0.01%
One Clipboard, Inc dba Splash	27-3905457	0.29%
One Degree Capital, LLC	27-2402335	0.05%
One Million Metric Corp dba Kinetic	47-1931377	0.00%
Onpoint Intelligence, LLC	82-0877690	0.02%
OpenBCI, Inc	46-4925352	0.00%
Opsline LLC	45-5400512	0.06%
Optalysys	47-5062977	0.04%
Optimal Asset Management, Inc	47-4470216	0.04%
Optimove Inc	61-1774886	0.02%
Orange You Glad, LLC	03-0382014	0.03%
Orion Technology Consulting LLC	47-4366036	0.07%
Out Leadership, LLC	27-3840700	0.10%
Overtime	81-4471578	0.13%
OWL NYC LLC	82-2308243	0.01%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Oxeon LLC	45-3837999	0.65%
Oxford Policy Management	37-1837230	0.04%
Packet Host, Inc.	47-1127028	0.36%
PactSafe, Inc.	46-1794386	0.01%
Pairity	81-1556978	0.01%
PaperChef LLC	82-2618276	0.01%
Parachute Home, Inc.	46-2176380	0.24%
Paragon Advisors Corp.	81-4926839	0.01%
ParentsTogether Foundation	46-4838094	0.08%
Park Assist LLC	26-2047919	0.42%
Park Sports Physical Therapy, PLLC	06-1542949	0.00%
Parsec Cloud Inc.	81-2765968	0.06%
Pastourelle LLC	26-2155070	0.13%
Payability LLC	47-1813008	0.19%
PD Management Holdings, Inc.	82-4157828	0.22%
PeakSpan Capital Management, LLC	47-4226711	0.28%
Pendo.io, Inc	46-3519724	1.35%
Penrose Hill, Limited	47-2842057	0.22%
Penthera Partners, Inc.	26-0656344	0.03%
People-Centered Research Foundation	82-0846980	0.09%
People's Forum	61-1844780	0.01%
Perception Point US Inc.	82-0929443	0.01%
Petal Card, Inc	81-1417454	0.23%
Petline, Inc	82-5529597	0.01%
Picasso Labs	46-0820789	0.06%
Pinch of Yum, LLC	36-4756578	0.06%
Pineapple Street Media, LLC	81-2298269	0.10%
Plotly US, INC	46-3544051	0.03%
Polestar	82-1107780	0.00%
Polyphonic & Co	81-2097262	0.00%
Pomsg AI, Inc.	47-4721286	0.17%
Pop Chart Lab	45-5601050	0.05%
Popdust Inc.	27-2769556	0.05%
Population Research Institute, Inc.	54-1819935	0.07%
Potomac River Holdings dba Amify	45-1562104	0.21%
Power Supply Collective and Co-Adopters	45-2991628	0.29%
Powerinbox Inc	45-2236035	0.36%
Practice for Architecture Urbanism DPC	81-3241361	0.04%
Practus LLP & Practus GP LLC	47-3011066	0.05%
Prattle Analytics, LLC	46-0937605	0.00%
Prodigy Network Miami, LLC/The Assemblage Hospitality, LLC	46-1288757	0.18%
Prognos Health, Inc	27-2053178	0.38%
Project Applecart LLC	46-3413152	0.10%
ProLeiT Corp	27-4750208	0.09%
Proscenium Events, LLC	90-0705824	0.42%
Protagonist Tech	81-3309488	0.13%
Prudential Borrowing LLC	26-1948742	0.09%
pulseData	36-4826814	0.03%
Punchmark LLC	27-2049183	0.06%
Pura Vida Investments, LLC	90-0874746	0.02%
Putao Technologies, Inc.	32-0497629	0.10%
Pypestream	32-0465480	0.13%
Quallis Brands Inc.	47-4479566	0.00%
Quantified Media, Inc	81-3948187	0.00%
Quantitative Scientific Solutions	46-3501940	0.23%
Qubit, Inc.	33-1227836	0.22%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Quest Research & Investigations LLC	80-0632464	0.07%
Quidd	47-4133408	0.15%
Quilinx, LLC	81-4106096	0.01%
Radish Media, LLC	45-5035867	0.02%
Ralph Interactive Inc.	98-0589500	0.25%
ReactiveOps, Inc.	47-3280993	0.18%
Reaktiv Studios, Inc.	27-5299453	0.05%
Real Cadre Company, Inc.	47-1339012	0.82%
Realconnex, LLC	46-1225246	0.01%
Rebecca Minkoff LLC	47-0945140	0.28%
Reboot Design, LLC	27-3684870	0.03%
Recipe into Reality, Inc. dba Chicory	46-2117740	0.02%
Recom Farmhouse Inc	45-3790658	0.07%
Reconciled It, Inc.	81-1030608	0.05%
Red Key Solutions	27-1202194	0.06%
Redivus Health, LLC	45-5519313	0.06%
RehabPath	81-5225013	0.01%
Renovata Partners, Inc.	46-1603965	0.02%
Resource4Meetings, LLC	27-2433295	0.16%
Retail Management Publishing, Inc.	20-1668185	0.10%
Retrospective Goods, LLC	81-4872752	0.01%
Riot New Media Group, Inc.	45-2909369	0.11%
Rise Operations Inc.	30-0873005	0.01%
Rise Vision USA Inc	98-0358396	0.13%
Risk Labs USA, Inc.	83-1325649	0.01%
Roanne Adams Design, LLC dba RoAndCo	26-3345418	0.00%
Roeder Studios Inc.	27-3290498	0.26%
ROKT CORP	46-4610539	0.54%
ROLI USA,INC/ BLEND.IO INC	47-1985298	0.22%
Ronik Design LLC	45-3302920	0.05%
Ross & Company CPA, PLLC	20-2486120	0.04%
Roxanne Siegrist DDS PLLC	46-4561492	0.00%
Ruane Attorneys At Law, LLC	06-1337039	0.20%
RunSafe Security, Inc.	47-5448445	0.07%
RWS Entertainment Group and Binder Casting, Inc	30-0298275	0.23%
RXM Creative LLC	46-2721388	0.00%
RxMx Inc.	81-4355271	0.23%
RxSpeed, Inc.	81-3802027	0.07%
Sadick Aesthetic Surgery and Dermatology PC	13-4141893	0.04%
Safety Sells, Inc. dba SSI Strategy	26-0388358	0.07%
Saft Launch LLC	82-2417081	0.01%
Saguaro Strategies LLC	47-2959948	0.07%
Samba Scientific, LLC	82-4420325	0.01%
Sana Benefits, Inc.	82-1990296	0.01%
Sanctuary Computer Inc	47-2941554	0.01%
SandsPoint Capital Advisors, LLC	45-5508192	0.58%
Sanky Communications, Inc.	13-3209886	0.24%
Sarankco LLC	26-1406931	0.38%
Savur Threadgold LLP	26-4014954	0.02%
Science Friday Initiative	13-4252173	0.12%
Scitent, Inc.	54-1767366	0.06%
SCM Connections	26-3222074	0.06%
SCPS Unlimited, LLC	26-0712090	0.10%
SDA, Inc	58-1885771	0.02%
Secure Code Warrior Inc	82-2164861	0.05%
See Jane Run, Inc dba Sawyer	47-5073210	0.10%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Segar & Co., LLC dba Village Marketing	47-1075272	0.02%
Seleni House Foundation, Inc	90-0728260	0.00%
Seleni Psychology & Counseling Support PLLC	46-2331896	0.00%
Selfmade Inc. dba Selfmade	81-0779901	0.12%
Semafone, Inc.	81-1818990	0.29%
Sender Inc DBA Sendoso	81-1063656	0.04%
Sentinel Consulting, LLC	46-1535819	0.01%
Sequence Events, LLC	26-3114435	0.01%
Servicient Corporation	80-0941112	0.02%
Setton Consulting Inc.	27-3956694	0.07%
Sevenzo	81-1001484	0.03%
Sexual Health Innovations dba Callisto	45-4011283	0.01%
SGG USA Inc.	99-0368146	0.02%
Shadowbox Consulting Associates, LLC	45-3445413	0.00%
Shankar Ninan & CO LLP	47-3195476	0.07%
Shareablee, Inc.	46-1087668	0.18%
Shine, Inc.	61-1788410	0.00%
Shotzr, Inc.	82-0830571	0.01%
Showcase IDX	30-0717283	0.01%
ShowMojo	46-1323630	0.00%
Sigla, LLC	81-1507219	0.09%
Simon Data	46-4023302	0.08%
Simple Technology Solutions, Inc.	46-4048773	0.24%
Simple Tiger LLC	46-1905188	0.02%
SimpleHealth Ventures, Inc DBA CredSimple	46-2998905	0.18%
Singularity SciTech LLC	82-3701363	0.19%
Situation Management Systems, Inc.	04-2590461	0.02%
Skaled Consulting LLC	46-1995048	0.06%
Sketchfab	46-2368415	0.02%
Skubana, LLC	46-3698712	0.02%
SLADE ARCHITECTURE, PLLC	46-4716582	0.03%
SMA Rail Consulting + IT, Corp.	47-1240312	0.11%
Smart Adserver USA, Inc.	46-3317351	0.20%
Smart Lamp Inc.	81-3324764	0.03%
Smartling, Inc	27-0327547	0.58%
Smashcut	81-3768046	0.01%
SMI Media, INC	99-0360908	0.20%
Sofar Sounds LLC	47-1808986	0.01%
SourceCode Communications LLC	82-1694958	0.01%
Sourced Travel Inc	81-3990832	0.02%
South Coast Surety Insurance Services LLC	82-2903861	0.13%
Southpoint Consulting, Inc.	27-1461282	0.01%
SpareMin Inc	47-3576236	0.01%
Spark Community Investment Company	46-4201204	0.33%
Sparkweb Interactive Inc	26-4214750	0.01%
Sparrow Fund Management, LP	81-1592221	0.07%
Spatial Systems	81-4276774	0.03%
Spell Inc.	82-0612321	0.05%
Spin Development LLC	82-0888730	0.00%
Spreemo Health, Inc.	82-2143736	0.06%
SPT USA Inc	83-1633208	0.01%
Square Roots Urban Growers, Inc	81-3062267	0.01%
SRP Management Services, LLC	81-3180576	0.37%
Staffbase Inc	35-2560811	0.04%
Stafford Capital Partners	90-0628088	0.23%
Stage Harbor Financial LLC	82-4452475	0.08%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
StatePoint Media, Inc	37-1483829	0.02%
SteelCloud LLC	46-5034487	0.00%
Sterling Point Associates LLC	30-1113454	0.00%
Still Burton LLP	82-3247531	0.02%
Stoplight, Inc.	47-3439591	0.07%
Stout Heart	47-4043504	0.01%
Strategic Applications for Society LLC	26-0774600	0.02%
Stream.io, Inc.	47-2494521	0.06%
StreetCred Labs, Inc.	32-0558666	0.01%
StriveNine, LLC	46-5496766	0.01%
Strongcord Infrastructure Systems Management	27-0664976	0.00%
Stupid Cancer, Inc.	20-2027782	0.01%
Suits & Sandals LLC	45-4180612	0.00%
Sun Tech Drive, LLC	46-2428663	0.03%
Sunniva Caffè Inc	47-3563872	0.03%
Sunpointe, LLC	81-1643948	0.10%
Sunset Strategic Brands, LLC	81-4743886	0.09%
Support Driven Inc.	20-2384329	0.01%
Surface Media LLC	46-2730839	0.01%
Survival Servers, LLC	47-3138338	0.01%
Sutton PR, Inc	46-4467307	0.05%
SWH 2015 Holdings, Inc	81-0843133	0.18%
SwipeSense	45-4406541	0.26%
swyMed Incorporated	46-3987273	0.00%
Symbio Physiotherapy	27-0711082	0.03%
Syncapay, Inc.	82-1756794	0.06%
Syzygy 3, Inc	20-0768345	0.07%
Syzygy Digital Marketing, Inc.	33-1219659	0.16%
Talented, LLC	30-0937468	0.05%
Talkoot	81-1060862	0.02%
Tanya Taylor Designs LLC	45-2386783	0.02%
TapCloud, LLC	80-0914641	0.03%
Team Blackbird, LLC	61-1779029	0.01%
Tellic LLC	81-2191394	0.10%
Telzall, LLC	27-4515953	0.01%
TenDelta LLC	27-0432949	0.02%
Tent Collective	82-4859302	0.04%
TeraSys Technologies LLC	26-1092929	0.06%
Text IQ	47-2339771	0.04%
The Accountkeepers	82-3182791	0.02%
The Bastille Agency LLC	46-3688760	0.04%
The Berkeley Partnership US LP	32-0508345	0.05%
The Bindery, LLC	45-3852164	0.02%
The Block Crypto, Inc	82-5128211	0.05%
The CFO Squad, LLC	46-3121005	0.00%
The Class LLC / The Class LA LLC	46-5658104	0.02%
The Dcode Group Inc.	81-0940766	0.07%
The Design Gym LLC	46-2785808	0.00%
The Fashion Class LLC	45-4735026	0.01%
The Fearless Group USA, Inc.	27-4256181	0.01%
The Financial Gym, Inc.	82-4035372	0.00%
The Kila Group	82-5168348	0.00%
The Leadership Lyceum LLC	81-3666426	0.01%
The League App, Inc.	44-5512161	0.15%
The Medici Group, LLC	20-4408551	0.10%
The Movement Cooperative	82-2905563	0.03%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
The Nearby, Inc	46-1261900	0.01%
The Neibart Group	01-0666016	0.23%
The New York City Urban Debate League	45-5249743	0.02%
The Next Seed Inc.	47-1483554	0.18%
The Pekoe Group, Inc.	26-4356574	0.10%
The Praxis Project	30-0044814	0.04%
The SASB Foundation	45-2883197	1.09%
The Sill, Inc.	35-2601780	0.02%
The Smilist Dental	46-4286999	0.21%
The Smilist Management, Inc.	47-1486332	0.25%
theIRAPP, Inc dba APPrise Mobile	45-4907193	0.01%
Theory and Principle	82-3731058	0.01%
TheSquareFoot, Inc.	45-3641231	0.12%
THINKBASIC, Inc	27-4722993	0.57%
Thinkful Inc.	45-5500311	0.30%
ThinkIT U.S. dba Mindera	47-4558785	0.03%
THINX Inc.	27-4910185	0.13%
This Also, Inc.	46-3377426	0.11%
Thomas Phifer and Partners	13-4029824	0.01%
Thompson-Weiler Enterprises LLC dba Sprigs	13-3993560	0.01%
THRIVE CAPITAL MANAGEMENT, LLC	45-2837417	0.73%
Thrive Global Holdings, Inc.	81-3301652	0.68%
Thriveplan, LLC	45-1281979	0.05%
TICTAIL, INC.	33-1230652	0.05%
Tilt Creative + Production	82-3773835	0.09%
Timber Technologies, Inc.	81-1663538	0.01%
Times Three Clothier, LLC.	20-5942879	0.09%
Tiplinks, Inc dba Fetcher	46-1207551	0.06%
Toaster Inc.	36-4830084	0.02%
TodayTix	46-5249854	0.54%
TOJOY USA LLC	82-4357514	0.03%
Tomia Beauty Brands LLC dba Trestique	45-5630011	0.02%
Toni McGinley PT PC	13-4069633	0.00%
Touch Lab Events LLC dba Touchlab	83-2463602	0.08%
Town Hall Ventures LLC	81-3879752	0.03%
Trakt, Inc	45-4050926	0.01%
Trancendus Technology Inc. dba Portion	81-4907712	0.00%
Tranlin Chesterfield Campus	47-1042226	0.03%
Transcend, Inc.	30-0878820	0.31%
TreasuryXpress, Inc.	47-3163919	0.04%
Trellis Inc.	46-2460473	0.09%
Tribeca Venture Partners, LLC	45-2971987	0.04%
TriGate Management, LLC	37-1784018	0.11%
Tripoint Solutions Group, LLC	47-1747508	0.00%
True North Partners LLC	81-2945416	0.05%
Turn to Network, Inc	26-1579675	0.35%
Turtle Bay Group, Inc.	27-2761141	0.18%
Two Bulls	27-1963349	0.41%
Twosense, Inc.	81-1463959	0.00%
Type/Code LLC	27-3120509	0.04%
TZP Management Associates, LLC/TZP Growth Fund Manager, LP	11-3831146	0.66%
ULTRATA, LLC	47-1711584	0.06%
UMVLT LLC dba Aspiris	47-1939336	0.01%
Unacast Inc.	37-1827895	0.28%
Uniphore Software Systems, Inc	35-2600235	0.00%
Unison Computing, PBC	81-4435462	0.03%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Unity Influence, Inc.	81-4747780	0.01%
Upside Services, Inc.	47-5651051	0.11%
Urban Space Grand Central LLC/Foodhall Enterprises LLC	81-3754317	0.06%
Urban Space Holdings	26-4801640	0.03%
US Green Building Council NY Chapter	01-0601798	0.02%
User Interviews, Inc	46-4614588	0.07%
UserScape, Inc	20-2548657	0.15%
Vagaro Inc	46-4013144	0.31%
Vale Insurance Partners, LLC	47-1552262	0.64%
Valiantys America INC	82-3053602	0.00%
Valo Ventures Management, LP	83-0680841	0.03%
Valuation Shop, Inc. dba Preferred Return	82-4633866	0.00%
Velem LLC	46-0627294	0.20%
Venn Global Macro Advisors LP	30-1002029	0.03%
Verso, Inc	13-3823180	0.05%
Vert Mobile, LLC	26-4055133	0.20%
Vetterly, Inc.	46-2067366	0.68%
Vinod Mitta MD PC dba Modern Medical	81-4293897	0.07%
Vision Research LLC	32-0363531	0.02%
Vitals Enterprises, Inc dba Vitals Software	45-0841754	0.02%
VitalTech Affiliates LLC	82-3623420	0.05%
Vitamin Retailer Magazine Inc. (dba VRM Media)	22-3259278	0.16%
Vitek, Incorporated	20-8150137	0.05%
Vivli, Inc	81-4368586	0.08%
VMG Creative LLC	27-3182546	0.02%
VNDLY, Inc	82-1007636	0.02%
Voray	47-1629484	0.14%
VOYlegal LLC	45-5101607	0.04%
VREAL Inc.	47-4371408	0.33%
VWH Capital Management LP	47-1809231	0.03%
Vy Capital Advisors (US) Inc.	81-1321300	0.07%
Wachsman PR LLC	47-5009608	0.06%
Wagner Insurance Group	26-3085950	0.06%
Walks, LLC	90-1035862	0.05%
Walkup Studio LLC	47-1811846	0.00%
Waveset Group, LLC	83-0888591	0.04%
We Own It, Inc.	47-4058872	0.02%
Well+Good LLC	27-1966167	0.06%
Wellthie Inc.	46-2776943	0.02%
WeTheAction	82-1550002	0.12%
WeTransfer	32-0489632	0.02%
WhereBy.US Enterprises, Inc	47-1042060	0.01%
Whistle Sports Inc.	26-3743104	0.48%
White Harris PLLC	80-0621475	0.00%
Who Gives A Crap Inc.	33-1219586	0.03%
Wickfire LLC	45-2621983	0.01%
Wildbit, LLC	23-3061076	0.10%
Wingo NYC	13-3914252	0.02%
WnW Capital Inc	27-1229290	0.09%
Wolf & Wilhelmine Inc.	46-4080046	0.22%
Wolf Den Associates, LLC	26-4595260	0.69%
Workers Benefit Consortium, Inc	82-2087332	0.03%
Workrails, Inc.	81-0923799	0.09%
Xogene Services LLC	47-2585969	0.07%
Xpressmyself.com LLC dba Smartsign	11-3522111	0.40%
YAPP	45-0647630	0.01%

(a) Name of participating employer	(b) EIN	(c) Percent of Total Contributions
Yoon Law, APC	27-5359575	0.02%
YouCanBookMe, Inc.	32-0467175	0.00%
Your Tech Team LLC	22-6267367	0.04%
Zamo Technologies, LLC	45-3793378	0.00%
Zapp360	46-2860853	0.01%
Zeamo, Inc.	32-0506965	0.00%
Zeva Inc	20-3918889	0.16%
ZHANG & YAN, P.C.	20-1611554	0.03%
Zola, Inc.	46-1986421	0.03%
Zoomifier Corporation	36-4720700	0.01%
ZRG Partners LLC	30-0008265	1.12%
ZynBit.com, Inc.	81-0715606	0.09%

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR).

Justworks Retirement Savings Plan

Plan #333

EIN #: 46-2283648

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date rate of interest, collateral, par, or maturity value	(d) cost	(e) Current value
	American Funds	RERGX - American Funds EuroPacifc R6		8,373,477
	DFA	DFCEX - DFA Emerging Markets Core Equity		4,434,053
	DFA	DFESX - DFA Emerging Markets Social Core Portfol		435,045
	DFA	DFLVX - DFA US Large Cap Value Prtf Instl		1,538,233
	DFA	DFSPX - DFA International Sustainability Core 1		423,738
	DFA	DFUEX - DFA Social Equity Core 2		372,086
	DFA	DIPSX - DFA Inflation Protected SEC Port		1,161,083
	Dreyfus Funds	FATIX - Fidelity Advisor Technology		4,005,104
	Fidelity	FMFEX - Fidelity Advisor Materials I		429,078
	Fidelity	FUSVX - Fidelity 500 Index Premium		-
	Fidelity	FXAIX - Fidelity 500 Index		8,250,852
	Franklin/Templeton	FGADX - Franklin Gold and Precious Metals		-
	Franklin/Templeton	FUFRX - Franklin Utilities R6		342,737
	JPMorgan	JCPUX - JPMorgan Core Plus Bond Fund R6		1,552,271
	JPMorgan	JPIEX - JPMorgan US Research Enhanced Equity L		777,108
	Oppenheimer Funds	OGMIX - Invesco Oppenheimer Gold & Special Miner		512,355
	Prudential	PHYZX - Prudential High Yield Z		940,996
	Vanguard	VBIRX - Vanguard Short-Term Bond Index Admiral		883,922
	Vanguard	VBTLX - Vanguard Total Bond Market Index Admiral		3,417,723
	Vanguard	VFFVX - Vanguard Target Retirement 2055		2,988,663
	Vanguard	VFIFX - Vanguard Target Retirement 2050		5,351,547
	Vanguard	VFORX - Vanguard Target Retirement 2040		3,986,626
	Vanguard	VFTSX - Vanguard FTSE Social Index		1,319,315
	Vanguard	VGELX - Vanguard Energy Admiral		664,540
	Vanguard	VGSLX - Vanguard Real Estate Index Admiral		1,201,737
	Vanguard	VIGAX - Vanguard Growth Index Admiral		5,944,566
	Vanguard	VIMAX - Vanguard Mid Cap Index Admiral		2,590,593
	Vanguard	VINAX - Vanguard Industrial Index Admiral		4,705,680
	Vanguard	VITAX - Vanguard Information Technology Index Ad		7,082,408
	Vanguard	VLXVX - Vanguard Target Retirement 2065 Inv		487,232
	Vanguard	VMFXX - Vanguard Federal Money Market		16,766,741
	Vanguard	VMGMX - Vanguard Mid Cap Growth Index Admiral		1,895,343
	Vanguard	VMMXX - Vanguard Money Market Prime		127
	Vanguard	VMVAX - Vanguard Mid Cap Value Index Admiral		2,123,722
	Vanguard	VSGAX - Vanguard Small Cap Growth Index Adm		2,306,205
	Vanguard	VSGDX - Vanguard Short-Term Federal Admiral		27,435,327
	Vanguard	VSIAX - Vanguard Small Cap Value Index Adm		1,757,595
	Vanguard	VSMAX - Vanguard Small Cap Index Admiral		2,201,288
	Vanguard	VTHRX - Vanguard Target Retirement 2030		1,943,434
	Vanguard	VTIAX - Vanguard Total Int'l Stock Index Admiral		5,786,063
	Vanguard	VTINX - Vanguard Target Retirement Income		2,596,362
	Vanguard	VTIVX - Vanguard Target Retirement 2045		5,119,661
	Vanguard	VTSAAX - Vanguard Total Stock Market Index Admira		59,219,579
	Vanguard	VTTHX - Vanguard Target Retirement 2035		2,381,331
	Vanguard	VTTSX - Vanguard Target Retirement 2060		1,152,485
	Vanguard	VTTVX - Vanguard Target Retirement 2025		1,983,041
	Vanguard	VTWNX - Vanguard Target Retirement 2020		312,888
	Participant Loans	3.5% - 7%		2,184,046