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

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

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)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▸ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
THE MCGREGOR FOUNDATION EMPLOYEE BENEFITS PLAN

1b Three-digit plan number (PN) ▸ 502

1c Effective date of plan
01/01/1997

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)
THE MCGREGOR FOUNDATION

14900 PRIVATE DRIVE
EAST CLEVELAND, OH 44112

2b Employer Identification Number (EIN)
34-0714356

2c Plan Sponsor's telephone number
216-268-8398

2d Business code (see instructions)
623000

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.	06/30/2025	JENNIFER HAYES
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	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

3a	Plan administrator's name and address [X] 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:	**4b** EIN	
a	Sponsor's name	**4d** PN	
c	Plan Name		
5	Total number of participants at the beginning of the plan year	**5**	390
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	**6a(1)**	390
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	400
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	0
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	400
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	
f	Total. Add lines **6d** and **6e**.	**6f**	
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	0

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

4A 4B 4D 4E 4F 4H 4L

9a Plan funding arrangement (check all that apply)

- (1) [X] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [ ] Trust
- (4) [X] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) [X] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [ ] Trust
- (4) [X] General assets of the sponsor

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
- (4) [ ] **DCG** (Individual Plan Information) – Number Attached ______
- (5) [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) [ ] **H** (Financial Information)
- (2) [ ] **I** (Financial Information – Small Plan)
- (3) [X] **A** (Insurance Information) – Number Attached 2
- (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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance 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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan
THE MCGREGOR FOUNDATION EMPLOYEE BENEFITS PLAN

B Three-digit plan number (PN) ▶ 502

C Plan sponsor's name as shown on line 2a of Form 5500
THE MCGREGOR FOUNDATION

D Employer Identification Number (EIN)
34-0714356

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
UNITEDHEALTHCARE INSURANCE COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year **(f)** From	**(g)** To
36-2739571	79413	933241	263	01/01/2024	12/31/2024

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	**(b)** Total amount of fees paid
984	5283

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

USI INSURANCE SERVICES LLC
PO BOX 62817
VIRGINIA BEACH, VA 23466

(b) Amount of sales and base commissions paid	Fees and other commissions paid **(c)** Amount	**(d)** Purpose	**(e)** Organization code
0	5283	BONUS	3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

USI INSURANCE SERVICES LLC
1001 LAKESIDE AVENUE, SUITE 1200
CLEVELAND, OH 44114

(b) Amount of sales and base commissions paid	Fees and other commissions paid **(c)** Amount	**(d)** Purpose	**(e)** Organization code
984	0		3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	**4**	
5 Current value of plan's interest under this contract in separate accounts at year end	**5**	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier	**6b**	
c Premiums due but unpaid at the end of the year	**6c**	
d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	**6d**	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☐ other ▶

b Balance at the end of the previous year			**7b**	
c Additions: (1) Contributions deposited during the year	**7c(1)**			
(2) Dividends and credits	**7c(2)**			
(3) Interest credited during the year	**7c(3)**			
(4) Transferred from separate account	**7c(4)**			
(5) Other (specify below) ▶	**7c(5)**			
(6) Total additions			**7c(6)**	
d Total of balance and additions (add lines **7b** and **7c(6)**).			**7d**	
e Deductions:				
(1) Disbursed from fund to pay benefits or purchase annuities during year	**7e(1)**			
(2) Administration charge made by carrier	**7e(2)**			
(3) Transferred to separate account	**7e(3)**			
(4) Other (specify below) ▶	**7e(4)**			
(5) Total deductions			**7e(5)**	
f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			**7f**	

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

a ☐ Health (other than dental or vision)	**b** ☒ Dental	**c** ☒ Vision	**d** ☐ Life insurance
e ☐ Temporary disability (accident and sickness)	**f** ☐ Long-term disability	**g** ☐ Supplemental unemployment	**h** ☐ Prescription drug
i ☐ Stop loss (large deductible)	**j** ☐ HMO contract	**k** ☐ PPO contract	**l** ☐ Indemnity contract
m ☐ Other (specify) ▶			

9 Experience-rated contracts:

Line	Description	Code	Amount	Code	Amount
a	Premiums: (1) Amount received	**9a(1)**			
	(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
	(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
	(4) Earned ((1) + (2) - (3))			**9a(4)**	
b	Benefit charges (1) Claims paid	**9b(1)**			
	(2) Increase (decrease) in claim reserves	**9b(2)**			
	(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
	(4) Claims charged			**9b(4)**	
c	Remainder of premium: (1) Retention charges (on an accrual basis) --				
	(A) Commissions	**9c(1)(A)**			
	(B) Administrative service or other fees	**9c(1)(B)**			
	(C) Other specific acquisition costs	**9c(1)(C)**			
	(D) Other expenses	**9c(1)(D)**			
	(E) Taxes	**9c(1)(E)**			
	(F) Charges for risks or other contingencies	**9c(1)(F)**			
	(G) Other retention charges	**9c(1)(G)**			
	(H) Total retention			**9c(1)(H)**	
	(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
	(2) Claim reserves			**9d(2)**	
	(3) Other reserves			**9d(3)**	
e	Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	

10 Nonexperience-rated contracts:

Line	Description	Code	Amount
a	Total premiums or subscription charges paid to carrier	**10a**	357861
b	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.	**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information	OMB No. 1210-0110 2024
	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.** ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	**This Form is Open to Public Inspection**

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan
THE MCGREGOR FOUNDATION EMPLOYEE BENEFITS PLAN

B Three-digit plan number (PN) ▶ 502

C Plan sponsor's name as shown on line 2a of Form 5500
THE MCGREGOR FOUNDATION

D Employer Identification Number (EIN)
34-0714356

Part I Information Concerning Insurance Contract Coverage, Fees, and Commissions

Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
THE LINCOLN NATIONAL LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year (f) From	Policy or contract year (g) To
35-0472300	65676	404003126	385	01/01/2024	12/31/2024

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
22266	8652

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

USI INSURANCE SERVICES LLC
PO BOX 62889
VIRGINIA BEACH, VA 23466

(b) Amount of sales and base commissions paid	Fees and other commissions paid (c) Amount	(d) Purpose	(e) Organization code
18693	8652	BROKER BONUS	3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

USI INSURANCE SERVICES LLC
1001 LAKESIDE AVENUE, SUITE 1200
CLEVELAND, OH 44114

(b) Amount of sales and base commissions paid	Fees and other commissions paid (c) Amount	(d) Purpose	(e) Organization code
3425	0		3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

FEDELI GROUP, INC. 5005 ROCKSIDE ROAD, 5TH FLOOR INDEPENDENCE, OH 44131

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	
74	0		3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

THE MCCLAIN GROUP, LLC 526 SCAIFE ROAD SEWICKLEY HEIGHTS, PA 15143

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	
74	0		3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	**4**	
5 Current value of plan's interest under this contract in separate accounts at year end	**5**	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier	**6b**	
c Premiums due but unpaid at the end of the year	**6c**	
d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	**6d**	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☐ other ▶

b Balance at the end of the previous year			**7b**	
c Additions: (1) Contributions deposited during the year	**7c(1)**			
(2) Dividends and credits	**7c(2)**			
(3) Interest credited during the year	**7c(3)**			
(4) Transferred from separate account	**7c(4)**			
(5) Other (specify below) ▶	**7c(5)**			
(6)Total additions			**7c(6)**	
d Total of balance and additions (add lines **7b** and **7c(6)**).			**7d**	
e Deductions:				
(1) Disbursed from fund to pay benefits or purchase annuities during year	**7e(1)**			
(2) Administration charge made by carrier	**7e(2)**			
(3) Transferred to separate account	**7e(3)**			
(4) Other (specify below) ▶	**7e(4)**			
(5) Total deductions			**7e(5)**	
f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			**7f**	

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** [ ] Health (other than dental or vision)
- **b** [ ] Dental
- **c** [ ] Vision
- **d** [X] Life insurance
- **e** [X] Temporary disability (accident and sickness)
- **f** [X] Long-term disability
- **g** [ ] Supplemental unemployment
- **h** [ ] Prescription drug
- **i** [ ] Stop loss (large deductible)
- **j** [ ] HMO contract
- **k** [ ] PPO contract
- **l** [ ] Indemnity contract
- **m** [X] Other (specify) ▶ ACCIDENT, CRITICAL ILLNESS, ACCIDENTAL DEATH AND DISMEMBERMENT

9 Experience-rated contracts:

Line	Description	Code	Amount	Code	Amount
a	Premiums: (1) Amount received	9a(1)			
	(2) Increase (decrease) in amount due but unpaid	9a(2)			
	(3) Increase (decrease) in unearned premium reserve	9a(3)			
	(4) Earned ((1) + (2) - (3))			9a(4)	0
b	Benefit charges (1) Claims paid	9b(1)			
	(2) Increase (decrease) in claim reserves	9b(2)			
	(3) Incurred claims (add (1) and (2))			9b(3)	
	(4) Claims charged			9b(4)	
c	Remainder of premium: (1) Retention charges (on an accrual basis) --				
	(A) Commissions	9c(1)(A)			
	(B) Administrative service or other fees	9c(1)(B)			
	(C) Other specific acquisition costs	9c(1)(C)			
	(D) Other expenses	9c(1)(D)			
	(E) Taxes	9c(1)(E)			
	(F) Charges for risks or other contingencies	9c(1)(F)			
	(G) Other retention charges	9c(1)(G)			
	(H) Total retention			9c(1)(H)	
	(2) Dividends or retroactive rate refunds. (These amounts were [ ] paid in cash, or [ ] credited.)			9c(2)	
d	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			9d(1)	
	(2) Claim reserves			9d(2)	
	(3) Other reserves			9d(3)	
e	Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)			9e	

10 Nonexperience-rated contracts:

Line	Description	Code	Amount
a	Total premiums or subscription charges paid to carrier	10a	169913
b	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? [ ] Yes [X] No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

Authorization to Electronically Sign and EFile Health and Welfare Form 5500

I hereby authorize any employee of Ascensus' Wrangle Team ("Wrangle") to electronically sign and transmit the Health and Welfare (H&W) Form 5500 on my behalf through EFAST 2.

I further understand the following in granting this authority:

I, the Plan Administrator/Plan Sponsor and signer, have the final responsibility for the information reported in the H&W Form 5500, and by signing below I acknowledge that I have reviewed and accepted the information as accurate and correct.

I am providing to Wrangle a PDF copy of the first three pages of the Form 5500 with signature(s) and date. These signed copies are required per Department of Labor (DOL) rules and will be attached to the H&W Form 5500 when transmitted.

Ascensus, LLC and the Wrangle Team are not liable for and do not have a duty to indemnify or hold the Plan Administrator/Plan Sponsor harmless from any penalties, damages, incidental charges or consequential damages imposed or caused as a result of the transmission of the H&W Form 5500 on my behalf. Wrangle is merely providing an option to me that will make the filing process easier should I elect this option. Ascensus LLC, the Wrangle Team and its employees shall not be deemed an administrator or other fiduciary with respect to any plan. I understand that I do have the option to obtain signing credentials and to directly submit the H&W Form 5500 to the DOL electronically.

I will also sign and keep a copy of the completed H&W Form 5500 in my files, per ERISA.

An electronic image of my signature will be included with the rest of the H&W Form 5500 posted by the DOL on the internet for public disclosure.

By the signature below, I am acknowledging that I am the person responsible for the H&W Form 5500 for the entity listed below and am authorizing Wrangle to submit this H&W Form 5500.

I may revoke or change authorization at any time by written notification to Wrangle.

Company/Entity Name: THE MCGREGOR FOUNDATION

Plan Administrator Name: Jennifer L. Hayes

Please print your name clearly or type in from your computer.

Plan Administrator Signature: Signed by: Jennifer Hayes A56F3AA8AA9346B...

Date: 6/30/2025

Note: A copy of this authorization must be kept in your records.

Failure to follow these instructions and complete this form in its entirety, including signature, will delay transmission of the 5500.

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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

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan
- ☐ a DFE (specify) ____

B This return/report is:
- ☐ the first return/report
- ☐ the final return/report
- ☐ an amended return/report
- ☐ a short plan year return/report (less than 12 months)

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)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
THE MCGREGOR FOUNDATION EMPLOYEE BENEFITS PLAN

1b Three-digit plan number (PN) ▶ 502

1c Effective date of plan
01/01/1997

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)

THE MCGREGOR FOUNDATION

14900 PRIVATE DRIVE
EAST CLEVELAND, OH 44112

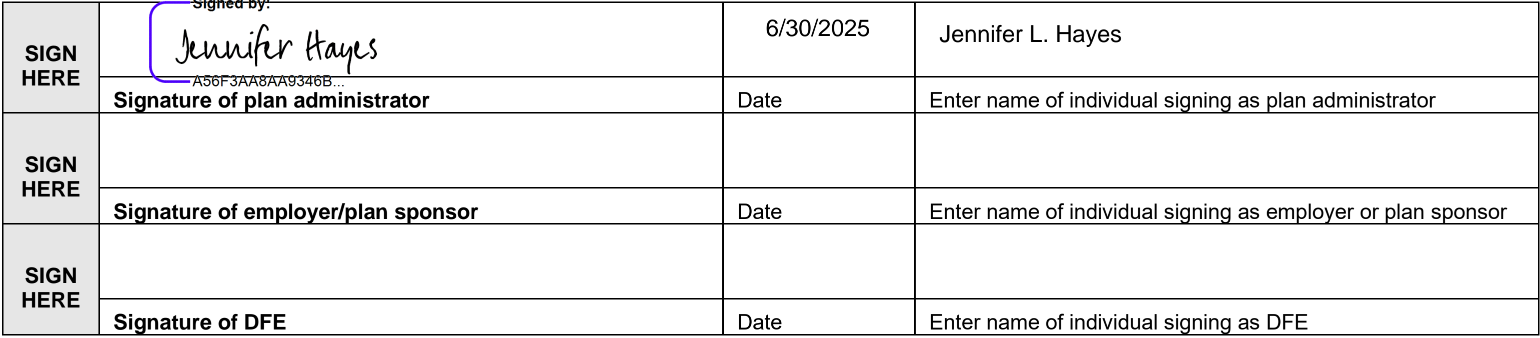
2b Employer Identification Number (EIN)
34-0714356

2c Plan Sponsor's telephone number
216-268-8398

2d Business code (see instructions)
623000

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	Signed by: Jennifer Hayes A56F3AA8AA9346B...	6/30/2025	Jennifer L. Hayes
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	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

3a	Plan administrator's name and address [X] 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:	**4b** EIN	
a	Sponsor's name	**4d** PN	
c	Plan Name		
5	Total number of participants at the beginning of the plan year	**5**	390
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	**6a(1)**	390
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	400
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	0
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	400
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	
f	Total. Add lines **6d** and **6e**.	**6f**	
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	
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:

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

4A 4B 4D 4E 4F 4H 4L

9a Plan funding arrangement (check all that apply)

- (1) [X] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [ ] Trust
- (4) [X] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) [X] Insurance
- (2) [ ] Code section 412(e)(3) insurance contracts
- (3) [ ] Trust
- (4) [X] General assets of the sponsor

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
- (4) [ ] **DCG** (Individual Plan Information) – Number Attached ______
- (5) [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

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

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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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance 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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan
THE MCGREGOR FOUNDATION EMPLOYEE BENEFITS PLAN

B Three-digit plan number (PN) ▶ 502

C Plan sponsor's name as shown on line 2a of Form 5500
THE MCGREGOR FOUNDATION

D Employer Identification Number (EIN)
34-0714356

Part I Information Concerning Insurance Contract Coverage, Fees, and Commissions

Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier

UNITEDHEALTHCARE INSURANCE COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year **(f)** From	Policy or contract year **(g)** To
36-2739571	79413	933241	263	01/01/2024	12/31/2024

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	**(b)** Total amount of fees paid
984	5283

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

USI INSURANCE SERVICES LLC
PO BOX 62817
VIRGINIA BEACH, VA 23466

(b) Amount of sales and base commissions paid	Fees and other commissions paid **(c)** Amount	Fees and other commissions paid **(d)** Purpose	**(e)** Organization code
	5283	BONUS	3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

USI INSURANCE SERVICES LLC
1001 LAKESIDE AVENUE, SUITE 1200
CLEVELAND, OH 44114

(b) Amount of sales and base commissions paid	Fees and other commissions paid **(c)** Amount	Fees and other commissions paid **(d)** Purpose	**(e)** Organization code
984			3

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(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	**4**	
5 Current value of plan's interest under this contract in separate accounts at year end	**5**	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier	**6b**	
c Premiums due but unpaid at the end of the year	**6c**	
d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	**6d**	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☐ other ▶

b Balance at the end of the previous year			**7b**	
c Additions: (1) Contributions deposited during the year	**7c(1)**			
(2) Dividends and credits	**7c(2)**			
(3) Interest credited during the year	**7c(3)**			
(4) Transferred from separate account	**7c(4)**			
(5) Other (specify below) ▶	**7c(5)**			
(6) Total additions			**7c(6)**	
d Total of balance and additions (add lines **7b** and **7c(6)**).			**7d**	
e Deductions:				
(1) Disbursed from fund to pay benefits or purchase annuities during year	**7e(1)**			
(2) Administration charge made by carrier	**7e(2)**			
(3) Transferred to separate account	**7e(3)**			
(4) Other (specify below) ▶	**7e(4)**			
(5) Total deductions			**7e(5)**	
f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			**7f**	

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☒ Dental
- **c** ☒ Vision
- **d** ☐ Life insurance
- **e** ☐ Temporary disability (accident and sickness)
- **f** ☐ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☐ Other (specify) ▶

9 Experience-rated contracts:

Item	Line	Amount	Line	Amount
a Premiums: (1) Amount received	9a(1)			
(2) Increase (decrease) in amount due but unpaid	9a(2)			
(3) Increase (decrease) in unearned premium reserve	9a(3)			
(4) Earned ((1) + (2) - (3))			9a(4)	
b Benefit charges (1) Claims paid	9b(1)			
(2) Increase (decrease) in claim reserves	9b(2)			
(3) Incurred claims (add (1) and (2))			9b(3)	
(4) Claims charged			9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	9c(1)(A)			
(B) Administrative service or other fees	9c(1)(B)			
(C) Other specific acquisition costs	9c(1)(C)			
(D) Other expenses	9c(1)(D)			
(E) Taxes	9c(1)(E)			
(F) Charges for risks or other contingencies	9c(1)(F)			
(G) Other retention charges	9c(1)(G)			
(H) Total retention			9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			9d(1)	
(2) Claim reserves			9d(2)	
(3) Other reserves			9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			9e	

10 Nonexperience-rated contracts:

Item	Line	Amount
a Total premiums or subscription charges paid to carrier	10a	357861
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

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SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance 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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan
THE MCGREGOR FOUNDATION EMPLOYEE BENEFITS PLAN

B Three-digit plan number (PN) ▶ 502

C Plan sponsor's name as shown on line 2a of Form 5500
THE MCGREGOR FOUNDATION

D Employer Identification Number (EIN)
34-0714356

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
THE LINCOLN NATIONAL LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year (f) From	Policy or contract year (g) To
35-0472300	65676	404003126	385	01/01/2024	12/31/2024

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
22266	8652

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

USI INSURANCE SERVICES LLC
PO BOX 62889
VIRGINIA BEACH, VA 23466

(b) Amount of sales and base commissions paid	Fees and other commissions paid (c) Amount	(d) Purpose	(e) Organization code
18693	8652	BROKER BONUS	3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

USI INSURANCE SERVICES LLC
1001 LAKESIDE AVENUE, SUITE 1200
CLEVELAND, OH 44114

(b) Amount of sales and base commissions paid	Fees and other commissions paid (c) Amount	(d) Purpose	(e) Organization code
3425			3

INCLUDES 405003897, 10247314, 10247315, 10247003, 40000100024512

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(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

FEDELI GROUP, INC.
5005 ROCKSIDE ROAD, 5TH FLOOR
INDEPENDENCE, OH 44131

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	
74			3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

THE MCCLAIN GROUP, LLC
526 SCAIFE ROAD
SEWICKLEY HEIGHTS, PA 15143

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	
74			3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

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Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	**4**	
5	Current value of plan's interest under this contract in separate accounts at year end	**5**	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	**6b**	
c	Premiums due but unpaid at the end of the year	**6c**	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	**6d**	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			**7b**	
c	Additions: (1) Contributions deposited during the year	**7c(1)**			
	(2) Dividends and credits	**7c(2)**			
	(3) Interest credited during the year	**7c(3)**			
	(4) Transferred from separate account	**7c(4)**			
	(5) Other (specify below) ▶	**7c(5)**			
	(6) Total additions			**7c(6)**	
d	Total of balance and additions (add lines **7b** and **7c(6)**).			**7d**	
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	**7e(1)**			
	(2) Administration charge made by carrier	**7e(2)**			
	(3) Transferred to separate account	**7e(3)**			
	(4) Other (specify below) ▶	**7e(4)**			
	(5) Total deductions			**7e(5)**	
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			**7f**	

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☐ Dental
- **c** ☐ Vision
- **d** ☒ Life insurance
- **e** ☒ Temporary disability (accident and sickness)
- **f** ☒ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☒ Other (specify) ▶ ACCIDENT, CRITICAL ILLNESS, ACCIDENTAL DEATH AND DISMEMBERMENT

9 Experience-rated contracts:

Item	Line	Amount
a Premiums: (1) Amount received	9a(1)	
(2) Increase (decrease) in amount due but unpaid	9a(2)	
(3) Increase (decrease) in unearned premium reserve	9a(3)	
(4) Earned (**(1)** + **(2)** - **(3)**)	9a(4)	0
b Benefit charges (1) Claims paid	9b(1)	
(2) Increase (decrease) in claim reserves	9b(2)	
(3) Incurred claims (add **(1)** and **(2)**)	9b(3)	
(4) Claims charged	9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --		
(A) Commissions	9c(1)(A)	
(B) Administrative service or other fees	9c(1)(B)	
(C) Other specific acquisition costs	9c(1)(C)	
(D) Other expenses	9c(1)(D)	
(E) Taxes	9c(1)(E)	
(F) Charges for risks or other contingencies	9c(1)(F)	
(G) Other retention charges	9c(1)(G)	
(H) Total retention	9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)	9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement	9d(1)	
(2) Claim reserves	9d(2)	
(3) Other reserves	9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)	9e	

10 Nonexperience-rated contracts:

Item	Line	Amount
a Total premiums or subscription charges paid to carrier	10a	169913
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

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Carriers' Schedules

Initial

JH I have reviewed the Carrier Schedules.

The following document(s) are the Schedules from the Carrier(s) of the Plan Sponsor's ERISA Plan.

These documents represent a snap shot taken on the last day of the policy period per the Carriers' systems. The data was copied and placed into the Plan Sponsor's 5500 report.

Please note: If the data was altered in any way, the liability of the data will no longer rest on the Carrier; instead, it would rest upon the Plan Sponsor/Plan Administrator.

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Stop Loss Schedule A

A Schedule A will not be included in the 5500 as the benefit was Stop Loss. Typically, the fully insured portion is considered insurance on the Plan Sponsor, and it is outside of ERISA reporting.

The self-insured benefit is not reported on a Schedule A, but we did include benefit code *4A* for medical and checked general assets.

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Docusign Envelope ID: 9562D29C-D8A1-4529-9D1D-AABF1D5A0E6E

THE LINCOLN NATIONAL LIFE INSURANCE COMPANY
SCHEDULE A REPORTING INFORMATION

A. Name of Plan: MCGREGOR FOUNDATION

Part I - Information Concerning Insurance Contract Coverage, Fees, and Commissions

1. Coverage:
   (a) Name of insurance carrier: The Lincoln National Life Insurance Company
   (b) EIN: 35-0472300
   (c) NAIC code: 65676
   (d) Contract or identification number: 000404003126 00000

Benefits & Contract Type (Part III,#8)	Number of Persons on the Last Day of the Reporting Period (e)	Reporting Period From (f)	Reporting Period To (g)
ACC	44	01/01/2024	12/31/2024

2. Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
$1,223.58	$452.95

3. Insurance fees and commissions paid to agents, brokers, and other persons:

Name and address to whom payments were paid (a)		Amount of sales and base commissions paid (b)	Fees and other commissions paid Amount (c)	Fees and other commissions paid Purpose (d)	Org. Code (e)
USI INSURANCE SERVICES LLC 1001 LAKESIDE AVE STE 1200 CLEVELAND, OH 44114		$1,161.44			3
	Totals:	**$1,161.44**	**$0.00**		
USI INSURANCE SERVICES LLC PO BOX 62889 VIRGINIA BEACH, VA 23466			$452.95	Broker Bonus	3
	Totals:	**$0.00**	**$452.95**		
FEDELI GROUP INC 5005 ROCKSIDE RD 5TH FL INDEPENDENCE, OH 44131		$31.07			3
	Totals:	**$31.07**	**$0.00**		

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THE MCCLAIN GROUP LLC 526 SCAIFE ROAD SEWICKLEY HEIGHTS, PA 15143	$31.07		3
Totals:	**$31.07**	**$0.00**	

Part III - Welfare Benefit Contract Information

8. Benefit and contract type: see Part I, section 1, column 1 above
10. Nonexperience-rated contracts:
    (a) Total premiums or subscription charges paid to carrier... $10,283.90

The Lincoln National Life Insurance Company
8801 Indian Hills Drive
Omaha, NE 68114-4066

THE LINCOLN NATIONAL LIFE INSURANCE COMPANY
SCHEDULE A REPORTING INFORMATION

A. Name of Plan: MCGREGOR FOUNDATION

Part I - Information Concerning Insurance Contract Coverage, Fees, and Commissions

1. Coverage:
   (a) Name of insurance carrier: The Lincoln National Life Insurance Company
   (b) EIN: 35-0472300
   (c) NAIC code: 65676
   (d) Contract or identification number: 000405003897 00000

Benefits & Contract Type (Part III,#8)	Number of Persons on the Last Day of the Reporting Period (e)	Reporting Period From (f)	Reporting Period To (g)
CI	40	01/01/2024	12/31/2024

2. Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
$2,350.07	$533.54

3. Insurance fees and commissions paid to agents, brokers, and other persons:

Name and address to whom payments were paid (a)		Amount of sales and base commissions paid (b)	Fees and other commissions paid Amount (c)	Fees and other commissions paid Purpose (d)	Org. Code (e)
USI INSURANCE SERVICES LLC 1001 LAKESIDE AVE STE 1200 CLEVELAND, OH 44114		$2,263.95			3
	Totals:	**$2,263.95**	**$0.00**		
USI INSURANCE SERVICES LLC PO BOX 62889 VIRGINIA BEACH, VA 23466			$533.54	Broker Bonus	3
	Totals:	**$0.00**	**$533.54**		
FEDELI GROUP INC 5005 ROCKSIDE RD 5TH FL INDEPENDENCE, OH 44131		$43.06			3
	Totals:	**$43.06**	**$0.00**		

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THE MCCLAIN GROUP LLC 526 SCAIFE ROAD SEWICKLEY HEIGHTS, PA 15143	$43.06		3
Totals:	**$43.06**	**$0.00**	

Part III - Welfare Benefit Contract Information

8. Benefit and contract type: see Part I, section 1, column 1 above
10. Nonexperience-rated contracts:
    (a) Total premiums or subscription charges paid to carrier... $11,804.48

The Lincoln National Life Insurance Company
8801 Indian Hills Drive
Omaha, NE 68114-4066

Schedule A (Form 5500) Parts I and III
Insurance Information Certified by Carrier
Department of Labor Pension and Welfare Benefits

Principal Address:
14900 Private Dr.
Cleveland OH 44112

A) Name of Plan:
McGregor Foundation

Part I Information Concerning Insurance Contract Coverage, Fee, and Commissions

1. Coverage

(a) Name of Insurance carrier: UnitedHealthcare Insurance Company

(b) EIN: 36-2739571 (c) NAIC code: 79413 (d) Contract or identification number: 933241

(e) Approximate number of persons covered at the end of policy or contract year: * 263

*** If the policy holder determines that they have a more accurate count, they should use their figure.**

Policy or Contract year (f) from: 01/01/2024 **(g) to:** 12/31/2024

2. Insurance fees and commissions paid to agents, brokers, and other persons

Totals Total amount of commissions paid: $983.90 **Total fees paid/amount:** $0.00

(a) Name and address of the agents, brokers or other persons to whom commissions or fees were paid:

USI INSURANCE SERVICES LLC
1001 LAKESIDE AVE E STE 1200
CLEVELAND OH 44114-1172

(b) Amount of commissions paid: $983.90
(c) Fees paid / Amount: $0.00
(d) Fees paid/Purpose: N/A
(e) Organizational Code: 3

Part III Welfare Benefit Contract Information

7. Benefit and contract type
(a) Health

9. Non experience-rated contracts
(a) Total premiums or subscription charges paid to carrier: $357,860.51
Total Fees paid to carrier: $0.0

(b) Additional costs incurred by carrier, service, or other Organization not reported in Part 1, item 2 above: $0.00
Specify Nature of cost:

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Addendum to Schedules A & C (Form 5500) Part I *
Insurance Information Certified by Carrier
Department Labor Pension and Welfare Benefits

Principal Address:
14900 Private Dr.
Cleveland OH 44112

Name of Plan: McGregor Foundation

Schedule A

Part I Information Concerning Insurance Contract Coverage, Fee and Compensations

1. **(a) Name of insurance carrier:** United HealthCare Insurance Company

   (b) Contract or Identification number: 933241

2. Insurance fees and compensations paid to agents, brokers, and other persons

Totals **Compensations Paid / Amount:**

(a) Name and address of the agents, brokers, and other persons to whom fees were paid:

USI INSURANCE SERVICES LLC
PO BOX 62817, VIRGINIA BEACH, VA 23466

Bonus Amount: $5,282.55
Manual Payment:
Total (b):

Schedule C

Part I Service Provider Information

2. List service providers in descending order of the compensation they received for services rendered during the plan year.

(a) Name

(b) Employer Identification Number

(e) Fees and Commissions paid by plan

Bonus Amount:
Manual Payment:
Total (f):

(f) Nature of service code

*** The amounts shown in this addendum will need to be added to the amounts shown in Schedule A Part I, Line 2, element (b), or Schedule C Part I, Line 2, element (f).**

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THE LINCOLN NATIONAL LIFE INSURANCE COMPANY
SCHEDULE A REPORTING INFORMATION

A. Name of Plan: MCGREGOR FOUNDATION

Part I - Information Concerning Insurance Contract Coverage, Fees, and Commissions

1. Coverage:
   (a) Name of insurance carrier: The Lincoln National Life Insurance Company
   (b) EIN: 35-0472300
   (c) NAIC code: 65676
   (d) Contract or identification number: 000010247314 00000

Benefits & Contract Type (Part III,#8)	Number of Persons on the Last Day of the Reporting Period (e)	Reporting Period From (f)	Reporting Period To (g)
LTD	27	01/01/2024	12/31/2024

2. Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
$7,453.04	$2,519.17

3. Insurance fees and commissions paid to agents, brokers, and other persons:

Name and address to whom payments were paid (a)	Amount of sales and base commissions paid (b)	Fees and other commissions paid Amount (c)	Fees and other commissions paid Purpose (d)	Org. Code (e)
USI INSURANCE SERVICES LLC PO BOX 62889 VIRGINIA BEACH, VA 23466	$7,453.04			3
Totals:	**$7,453.04**	**$0.00**		
USI INSURANCE SERVICES LLC PO BOX 62889 VIRGINIA BEACH, VA 23466		$2,519.17	Broker Bonus	3
Totals:	**$0.00**	**$2,519.17**		

Part III - Welfare Benefit Contract Information

8. Benefit and contract type: see Part I, section 1, column 1 above
10. Nonexperience-rated contracts:
    (a) Total premiums or subscription charges paid to carrier... $49,687.06

The Lincoln National Life Insurance Company
8801 Indian Hills Drive
Omaha, NE 68114-4066

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THE LINCOLN NATIONAL LIFE INSURANCE COMPANY
SCHEDULE A REPORTING INFORMATION

A. Name of Plan: MCGREGOR FOUNDATION

Part I - Information Concerning Insurance Contract Coverage, Fees, and Commissions

1. Coverage:
   (a) Name of insurance carrier: The Lincoln National Life Insurance Company
   (b) EIN: 35-0472300
   (c) NAIC code: 65676
   (d) Contract or identification number: 000010247315 00000

Benefits & Contract Type (Part III,#8)	Number of Persons on the Last Day of the Reporting Period (e)	Reporting Period From (f)	Reporting Period To (g)
Weekly Income	83	01/01/2024	12/31/2024

2. Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
$7,227.39	$2,472.11

3. Insurance fees and commissions paid to agents, brokers, and other persons:

Name and address to whom payments were paid (a)		Amount of sales and base commissions paid (b)	Fees and other commissions paid Amount (c)	Fees and other commissions paid Purpose (d)	Org. Code (e)
USI INSURANCE SERVICES LLC PO BOX 62889 VIRGINIA BEACH, VA 23466		$7,227.39			3
	Totals:	**$7,227.39**	**$0.00**		
USI INSURANCE SERVICES LLC PO BOX 62889 VIRGINIA BEACH, VA 23466			$2,472.11	Broker Bonus	3
	Totals:	**$0.00**	**$2,472.11**		

Part III - Welfare Benefit Contract Information

8. Benefit and contract type: see Part I, section 1, column 1 above
10. Nonexperience-rated contracts:
    (a) Total premiums or subscription charges paid to carrier... $48,182.62

The Lincoln National Life Insurance Company
8801 Indian Hills Drive
Omaha, NE 68114-4066

THE LINCOLN NATIONAL LIFE INSURANCE COMPANY
SCHEDULE A REPORTING INFORMATION

A. Name of Plan: MCGREGOR FOUNDATION

Part I - Information Concerning Insurance Contract Coverage, Fees, and Commissions

1. Coverage:
   (a) Name of insurance carrier: The Lincoln National Life Insurance Company
   (b) EIN: 35-0472300
   (c) NAIC code: 65676
   (d) Contract or identification number: 000010247003 00000

Benefits & Contract Type (Part III,#8)	Number of Persons on the Last Day of the Reporting Period (e)	Reporting Period From (f)	Reporting Period To (g)
AD&D	385	01/01/2024	12/31/2024
Life	384	01/01/2024	12/31/2024

2. Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
$0.00	$1,185.19

3. Insurance fees and commissions paid to agents, brokers, and other persons:

Name and address to whom payments were paid (a)	Amount of sales and base commissions paid (b)	Fees and other commissions paid Amount (c)	Fees and other commissions paid Purpose(d)	Org. Code(e)
USI INSURANCE SERVICES LLC PO BOX 62889 VIRGINIA BEACH, VA 23466		$1,185.19	Broker Bonus	3
Totals:	**$0.00**	**$1,185.19**		

Part III - Welfare Benefit Contract Information

8. Benefit and contract type: see Part I, section 1, column 1 above
10. Nonexperience-rated contracts:
    (a) Total premiums or subscription charges paid to carrier... $23,207.46

The Lincoln National Life Insurance Company
8801 Indian Hills Drive
Omaha, NE 68114-4066

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THE LINCOLN NATIONAL LIFE INSURANCE COMPANY
SCHEDULE A REPORTING INFORMATION

A. Name of Plan: MCGREGOR FOUNDATION

Part I - Information Concerning Insurance Contract Coverage, Fees, and Commissions

1. Coverage:
   (a) Name of insurance carrier: The Lincoln National Life Insurance Company
   (b) EIN: 35-0472300
   (c) NAIC code: 65676
   (d) Contract or identification number: 000400001000 24512

Benefits & Contract Type (Part III,#8)	**Number of Persons on the Last Day of the Reporting Period (e)**	**Reporting Period From (f)**	**Reporting Period To (g)**
Vol Child Life	18	01/01/2024	12/31/2024
Vol Spouse AD&D	23	01/01/2024	12/31/2024
Vol Spouse Life	24	01/01/2024	12/31/2024
Voluntary AD&D	93	01/01/2024	12/31/2024
Voluntary Life	93	01/01/2024	12/31/2024

2. Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
$4,012.17	$1,489.24

3. Insurance fees and commissions paid to agents, brokers, and other persons:

Name and address to whom payments were paid (a)	Amount of sales and base commissions paid (b)	Fees and other commissions paid Amount (c)	Purpose (d)	Org. Code (e)
USI INSURANCE SERVICES LLC PO BOX 62889 VIRGINIA BEACH, VA 23466	$4,012.17			3
Totals:	**$4,012.17**	**$0.00**		
USI INSURANCE SERVICES LLC PO BOX 62889 VIRGINIA BEACH, VA 23466		$1,489.24	Broker Bonus	3
Totals:	**$0.00**	**$1,489.24**		

Part III - Welfare Benefit Contract Information

8. Benefit and contract type: see Part I, section 1, column 1 above
10. Nonexperience-rated contracts:
    (a) Total premiums or subscription charges paid to carrier... $26,747.38

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The Summary Annual Report…SAR

Initial JH I have reviewed the SAR.

The Summary Annual Report, also known by its acronym, the SAR, is, generally speaking, a one-page summary of the ERISA Plan's Form 5500 report. ERISA mandates for the SAR to be distributed to Plan Participants within two months from the Form 5500's due date (the SAR is not required to be issued if the plan is 100% self-funded such as a Health FSA plan).

The SAR's purpose is to inform the Plan Participants of the carriers and the policies included within the Form 5500 report. Additionally, funding is noted as well as the financials including the total premium spent and the claim total, if applicable.

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SUMMARY ANNUAL REPORT

For The McGregor Foundation Employee Benefits Plan

This is a summary of the annual report of the The McGregor Foundation Employee Benefits Plan, EIN 34-0714356, Plan No. 502, for period 01/01/2024 through 12/31/2024. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The McGregor Foundation has committed itself to pay certain self-insured Medical claims incurred under the terms of the plan.

Insurance Information

The plan has contracts with UnitedFealthcare Insurance Company, and The Lincoln National Life Insurance Company to pay Dental, Vision, Life Insurance, Short-term Disability, Long-term Disability, Accidental Death and Dismemberment, Critical Illness, and Accident claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2024 were $527,773.

Your Rights To Additional Information

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

- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of The McGregor Foundation at 14900 Private Drive, East Cleveland, OH, 44112 or by telephone at 216-268-8398.

You also have the legally protected right to examine the annual report at the main office of the plan (The McGregor Foundation, 14900 Private Drive, East Cleveland, OH, 44112) and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. Or you may access a copy on the DOL's web site www.efast.dol.gov.

Paperwork Reduction Act Statement

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

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

OMB Control Number 1210-0040 (expires 03/31/2026)