

FLORIDA
COMMISSION ON ETHICS

JUN 29 2021

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PROCESSED

*****AUTO**ALL FOR AADC 328 T5 P1 9 664

HON THOMAS J. LEEK
STATE REPRESENTATIVE
House Of Representatives
Elected Constitutional Officer
STE 240
1540 CORNERSTONE BLVD
DAYTONA BEACH FL 32117-7144



ID CODE



ID NO.

266457

CONF. CODE

Leek, Thomas J.

CHECK IF THIS IS A FILING BY A CANDIDATE ☐

PART A -- NET WORTH

Please enter the value of your net worth as of December 31, 2020 or a more current date. [Note: Net worth is not calculated by subtracting your *reported* liabilities from your *reported* assets, so please see the instructions on page 3.]

My net worth as of 6-25, 20 21 was \$ 4,243,241

PART B -- ASSETS

HOUSEHOLD GOODS AND PERSONAL EFFECTS:

Household goods and personal effects may be reported in a lump sum if their aggregate value exceeds \$1,000. This category includes any of the following, if not held for investment purposes: jewelry; collections of stamps, guns, and numismatic items; art objects; household equipment and furnishings; clothing; other household items; and vehicles for personal use, whether owned or leased.

The aggregate value of my household goods and personal effects (described above) is \$ 75,000

ASSETS INDIVIDUALLY VALUED AT OVER \$1,000:

DESCRIPTION OF ASSET (specific description is required - see instructions p.4)	VALUE OF ASSET
<u>See Attached</u>	

PART C -- LIABILITIES

LIABILITIES IN EXCESS OF \$1,000 (See instructions on page 4):

NAME AND ADDRESS OF CREDITOR	AMOUNT OF LIABILITY
<u>See Attached</u>	

JOINT AND SEVERAL LIABILITIES NOT REPORTED ABOVE:

NAME AND ADDRESS OF CREDITOR	AMOUNT OF LIABILITY
<u>None</u>	

PART D -- INCOME

Identify each separate source and amount of income which exceeded \$1,000 during the year, including secondary sources of income. Or attach a complete copy of your 2020 federal income tax return, including all W2s, schedules, and attachments. Please redact any social security or account numbers before attaching your returns, as the law requires these documents be posted to the Commission's website.

- ☐ I elect to file a copy of my 2020 federal income tax return and all W2's, schedules, and attachments.
[If you check this box and attach a copy of your 2020 tax return, you need not complete the remainder of Part D.]

PRIMARY SOURCES OF INCOME (See instructions on page 5):

NAME OF SOURCE OF INCOME EXCEEDING \$1,000	ADDRESS OF SOURCE OF INCOME	AMOUNT
Foundation Risk Partners Corp	1540 Cornerstone Blvd, Ste 250, Dayton, OH 45424	\$517,500
FL House of Rep	402 S. Monroe St, Tallahassee, FL 32399	29,697

SECONDARY SOURCES OF INCOME [Major customers, clients, etc., of businesses owned by reporting person--see instructions on page 5]:

NAME OF BUSINESS ENTITY	NAME OF MAJOR SOURCES OF BUSINESS' INCOME	ADDRESS OF SOURCE	PRINCIPAL BUSINESS ACTIVITY OF SOURCE
None			

PART E -- INTERESTS IN SPECIFIED BUSINESSES [Instructions on page 6]

	BUSINESS ENTITY # 1	BUSINESS ENTITY # 2	BUSINESS ENTITY # 3
NAME OF BUSINESS ENTITY	Foundation Risk Partners Corp		
ADDRESS OF BUSINESS ENTITY	1540 Cornerstone Blvd, Ste 250, Dayton, OH		
PRINCIPAL BUSINESS ACTIVITY	Insurance Brokerage		
POSITION HELD WITH ENTITY	Chief Legal Officer + EVP		
I OWN MORE THAN A 5% INTEREST IN THE BUSINESS	1/A		
NATURE OF MY OWNERSHIP INTEREST	1/A		

PART F - TRAINING

This section applies only to officers required to complete annual ethics training pursuant to section 112.3142, F.S. [See instructions p. 6]

☐ I CERTIFY THAT I HAVE COMPLETED THE REQUIRED TRAINING.

OATH

I, the person whose name appears at the beginning of this form, do depose on oath or affirmation and say that the information disclosed on this form and any attachments hereto is true, accurate, and complete.


SIGNATURE OF REPORTING OFFICIAL OR CANDIDATE

STATE OF FLORIDA
COUNTY OF Volusia

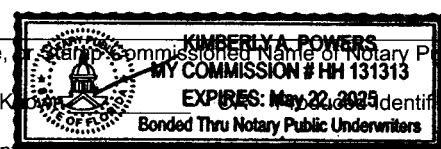
Sworn to (or affirmed) and subscribed before me by means of

☒ physical presence or ☐ online notarization, this _____ day of

June 25th, 2021 by Thomas J. Leek


(Signature of Notary Public--State of Florida)

(Print, Type, or Stamp: Commissioned Name of Notary Public)

Personally Known  MY COMMISSION # HH 131313

EXPIRES: May 22, 2025
Bonded Thru Notary Public Underwriters

Type of Identification Produced _____

If a certified public accountant licensed under Chapter 473, or attorney in good standing with the Florida Bar prepared this form for you, he or she must complete the following statement:

I, _____, prepared the CE Form 6 in accordance with Art. II, Sec. 8, Florida Constitution, Section 112.3144, Florida Statutes, and the instructions to the form. Upon my reasonable knowledge and belief, the disclosure herein is true and correct.

Signature

Date

Preparation of this form by a CPA or attorney does not relieve the filer of the responsibility to sign the form under oath.

IF ANY OF PARTS A THROUGH E ARE CONTINUED ON A SEPARATE SHEET, PLEASE CHECK HERE ☐

2019 Form 6 Disclosure – Exhibit A					
ASSETS:		LIABILITIES:	NET VALUE:	INCOME:	
ID	Approx. Value	Approx. Amt.		Source	Amount
401(k) (VOYA)	\$ 993,198	\$ -	\$ 993,198		
Florida Prepaid 2 (SEL)	\$ 12,480	\$ -	\$ 12,480	Foundation Risk	\$ 517,500.00
Home - 120 John Anderson Dr	\$ 1,277,034	\$ 825,297.49	\$ 451,737	Fl. Legislature	\$ 29,697.00
Stock (WhiteCap, LLC)	\$ 47,493	\$ -	\$ 47,493		
Stock (115 S. Palmetto, LLC)	\$ 75,000	\$ -	\$ 75,000		
2020 Yukon	\$ 65,000	\$ 37,941.84	\$ 102,942	Total:	\$547,197.00
2008 BMW	\$ 9,000	\$ -	\$ 9,000		
1985 Jeep	\$ 20,000	\$ -	\$ 20,000		
2015 Toyota	\$ 10,000	\$ -	\$ 10,000		
2012 Sea Hunt	\$ 50,000	\$ -	\$ 50,000		
Checking Acct (Bank of America	\$ 43,638	\$ -	\$ 43,638		
Checking Acct (Bank of America	\$ 173	\$ -	\$ 173		
Checking Acct (Bank of America	\$ 810	\$ -	\$ 810		
Savings Acct (Bank of America -	\$ 3,636	\$ -	\$ 3,636		
Savings Acct (Bank of America -	\$ 5,456	\$ -	\$ 5,456		
Savings Acct (United Healthcare	\$ 4,354	\$ -	\$ 4,354		
Stock (Publix)	\$ 39,845	\$ -	\$ 39,845		
Stock (Huntington)	\$ 9,064	\$ -	\$ 9,064		
FRP A Units	\$ 842,986.50	\$ -	\$ 842,986.50		
FRP B Units	\$ 1,628,640.00		\$ 1,628,640.00		
FRP Loan	\$ 0.00	\$ 250,000.00	\$ (250,000.00)		
401(k) (Fidelity)	\$ 165,374.96	\$ -	\$ 165,374.96		
total:	\$ 5,303,181	\$ 1,113,239.33	\$ 4,265,826		
ADDITIONAL LIABILITIES:					
Student Loans (Naviant)		\$ 21,701.16			
HOUSEHOLD GOODS:	\$ 75,000				
NET WORTH:	\$ 4,243,241				

Table 1

Ameris Bank	1259 Granada Blvd, Ormond Beach, FL 32174	Mortgage
GMC Financial	GM Financial Credit Center, 240 E Central Pkwy #2000, Altamonte Springs, FL 32701	Yukon
Foundation Risk Partners	1450 Cornerstone Blvd, Daytona, FL 32117	FRP



Voya Financial
PO Box 990070
Hartford, CT 06199-0070

THOMAS LEEK
120 JOHN ANDERSON DR
ORMOND BEACH FL 32176-5704

At Your Service



www.voyaretirementplans.com



1-800-584-6001

National Relay Service (Hearing Impaired): 711
Automated Voice Response System available 24/7
Representatives are available Monday thru Friday,
8:00 a.m. - 9:00 p.m. ET

January 01, 2021 - March 31, 2021

Your Account Balance as of March 31, 2021

\$993,198.44

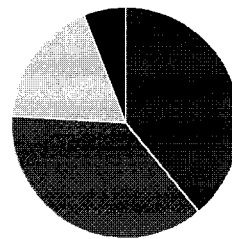
COBB & COLE, P.A. 401(K)

Location: COBB & COLE, P.A.

Your Account Summary

Account Balance on 01/01/2021	\$949,020.35
Your Contributions	\$0.00
Withdrawals	\$0.00
Investment Earnings	\$44,178.09
Account Balance on 03/31/2021	\$993,198.44
Vested Balance	\$993,198.44
Contributions YTD	\$0.00

Your Current Investment Mix



■ Large Cap Growth	39%
■ Large Cap Value	37%
■ Global / International	18%
■ Small/Mid/Specialty	6%

Percentages may not be exact due to rounding.

Your Personal Performance

Your return for the quarter	4.66%
Your return for the prior 12 months	63.57%

Past performance is no guarantee of future results. Data above as of most recent calendar quarter end. Important information regarding calculation methodology can be found in the Message section.

See Messages on Page 3

Coming soon! Experience a simpler way to navigate your financial future. We're evolving your online experience to make it easier to track your progress, manage your account and access resources to help you on your journey to financial wellness.

Keep an eye out -- more to come.



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January 01, 2021 - March 31, 2021

THOMAS LEEK

Your Estimated Monthly Income in Retirement

If you were age 65 today and about to retire, it's estimated that your retirement account(s) could generate this amount of income every month in retirement for life.

\$4,658.00

The Monthly Income amount is pre-tax and assumes you are retiring today at age 65. It is based on your most recent month-end account balance. Important information regarding calculation methodology can be found in the Message section.

About You

	Hire Date
THOMAS LEEK	06/01/1997

About Your Plan

Plan Number	Plan Type
██████████	401K

Activity Statement for Your 401(K) Plan ██████████

Your Current Investment Portfolio for Plan ██████████

Investment Objective	Balance on 01/01/2021	Total Activity	Investment Earnings	Balance on 03/31/2021	Number of Units/Shares	Unit/Share Price
Large Cap Value						
American Funds Fundamental Inv R6	\$255,850.28	\$0.00	\$16,075.77	\$271,926.05	7,919.7880	\$34.3350
DFA U.S. Core Equity 2 Port Inst	\$82,242.36	\$0.00	\$8,535.11	\$90,777.47	2,602.2080	\$34.8847
Large Cap Growth						
American Funds Growth Fnd R6	\$381,225.72	\$0.00	\$9,219.74	\$390,445.46	10,073.6650	\$38.7590
Small/Mid/Specialty						
DFA U.S. Small Cap Portfolio Inst	\$53,776.57	\$0.00	\$9,797.51	\$63,574.08	2,109.9400	\$30.1307
Global / International						
American Funds EuroPacific Grw R6	\$52,658.08	\$0.00	-\$292.52	\$52,365.56	2,492.6590	\$21.0079
American Funds New World R6	\$123,267.34	\$0.00	\$842.48	\$124,109.82	5,573.0600	\$22.2695
Total	\$949,020.35	\$0.00	\$44,178.09	\$993,198.44		

Unit/Share prices are displayed to four decimal places.

Allocation of Future Contributions for Plan ██████████

American Funds EuroPacific Grw R6	8%
American Funds Growth Fnd R6	32%
American Funds Fundamental Inv R6	27%
DFA U.S. Core Equity 2 Port Inst	8%
American Funds New World R6	18%
DFA U.S. Small Cap Portfolio Inst	7%
Total	100%

Your Current Contribution Levels

Employee PreTax	10.00%
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January 01, 2021 - March 31, 2021

THOMAS LEEK

Activity by Source of Contributions for Plan [REDACTED]

Investment Objective	Balance on 01/01/2021	Contributions	Withdrawals	Investment Earnings	Balance on 03/31/2021	% Vested
Employee PreTax	\$554,254.47	\$0.00	\$0.00	\$25,794.81	\$580,049.28	100.0%
Employer Profit Sharing	\$140,009.46	\$0.00	\$0.00	\$6,655.14	\$146,664.60	100.0%
Safe Harbor Non-Elective	\$254,756.42	\$0.00	\$0.00	\$11,728.14	\$266,484.56	100.0%
Total	\$949,020.35	\$0.00	\$0.00	\$44,178.09	\$993,198.44	

Vesting information provided by your plan's Third Party Administrator and/or your Sponsor. Please contact them should you have any questions regarding vesting.

Messages for Plan [REDACTED]

YOUR PERSONAL PERFORMANCE The returns shown are estimated dollar-weighted rates of return in your account, assuming evenly distributed cashflow throughout the period. The actual timing of cash flows into and out of your account may cause your actual returns to differ from these estimates. Past performance is no guarantee of future results.

In addition to any expense described above, some of the plan's administrative expenses for the preceding quarter were paid from the total annual operating expense of one or more of the plan's designated investment alternatives (e.g. through revenue sharing arrangements, 12b-1 fees, sub-transfer agent fees).

ESTIMATED MONTHLY RETIREMENT INCOME If your statement displays a monthly retirement income figure, the following information is important. The Estimated Monthly Retirement Income is designed to provide a better understanding of what you might expect in retirement. Based on your current retirement account balance in this plan and the assumptions noted below, a monthly pre-tax lifetime retirement income has been estimated.

The estimate above assumes you are 65 and retiring today. But that may not be the case. To estimate what your future monthly income might be based on your age, current and ongoing retirement savings, please log into your plan's website.

The monthly pre-tax lifetime income that is estimated to be generated by the balance shown above assumes you are age 65 and are making a lump sum purchase of a single life immediate annuity today which would pay you a level income amount each month as long as you live. Note that inflation will erode your spending power over time. The projected amount of the annuity income payment is based on the combination of the Society of Actuaries' Annuity 2000 Basic Mortality Table assuming an equal mix of males and females and recent Immediate Annuity interest rates from the Pension Benefit Guaranty Corporation (PBGC), a federal agency created by ERISA. The estimates are hypothetical and for illustrative purposes only and do not represent current or future performance of any specific investment.

No representations, warranties or guarantees are made as to the accuracy of any projections or calculations. This information does not serve, either directly or indirectly, as legal, financial or tax advice and you should always consult a qualified professional legal, financial and/or tax advisor when making decisions related to your individual tax situation. All investments carry a degree of risk and past performance is not a guarantee of future results.

Any insurance products, annuities and funding agreements that you may have purchased are sold as securities and are issued by Voya Retirement Insurance and Annuity Company ("VRIAC"). Fixed annuities are issued by VRIAC. VRIAC is solely responsible for meeting its obligations. Plan administrative services provided by VRIAC or Voya Institutional Plan Services, LLC ("VIPS"). Neither VRIAC nor VIPS engage in the sale or solicitation of securities. If custodial or trust agreements are part of this arrangement, they may be provided by Voya Institutional Trust Company. All companies are members of the Voya family of companies. **Securities distributed by Voya Financial Partners, LLC (member SIPC) or other broker-dealers with which it has a selling agreement.** All products or services may not be available in all states.

This statement contains time sensitive financial information. Please review the statement carefully and report any discrepancies or transactions that you did not initiate or request by calling one of our customer service representatives at the 1-800 Customer Service phone number provided above within 30 days of the date of this statement. Automated Voice Response System is available 24/7. Representatives are available Monday thru Friday, 8 a.m. to 9 p.m., ET or visit our web site at www.voyaretirementplans.com. The Company will investigate any claim and determine, in its sole discretion, whether an adjustment is warranted. Failure to report any discrepancy within 30 days will indicate that you are in agreement with transactions in your account as reported in this statement.

Voya Excessive Trading Policy - Voya has an Excessive Trading Policy and monitors fund transfer activity. To view Voya's Excessive Trading Policy refer to www.voyaretirementplans.com or your plan's website, or to obtain a copy of Voya's Excessive Trading Policy contact our customer service department at the number on the front of this statement.

Agreements to Share Trading Information with Funds For information please refer to www.voyaretirementplans.com or your plan's website.

Redemption Fees For information please refer to www.voyaretirementplans.com or your plan's website, or each fund's prospectus.

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January 01, 2021 - March 31, 2021

THOMAS LEEK

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Messages for Plan [REDACTED]

TAKE ADVANTAGE OF CURRENT CONTRIBUTION LIMITS For 2021, you may be able to contribute a maximum of \$19,500 to your 403(b) or 401(k) retirement plan (possibly up to \$22,500 for certain 403(b) participants) - and, unless your 457 plan is sponsored by a nonprofit organization, if you turn 50 during 2021, you can also take advantage of the 50 plus Catch-up Provision, which permits you to contribute an additional \$6,500 during the coming year if permitted under the terms of your plan. Employees in 457 plans can save up to \$39,000 (2 x the \$19,500 maximum) through the Normal Retirement Age (NRA) Catch-up Provisions. You may not use both the NRA and the 50 plus catch-ups in the 457 plan in the same year.

You should consider the investment objectives, risks, charges, and expenses of the investment options carefully before investing. Prospectuses containing this and other information can be obtained by contacting your local representative. Please read the information carefully before investing.

Getting too much paper from Voya? Visit your plan's website and learn more about how to sign up for e-Delivery.

To work toward a goal of long-term retirement security, investors often give careful consideration to the potential of a well-balanced and diversified investment portfolio. There is a risk that holding more than 20 percent of a portfolio in the security of an entity (such as employer securities) may not be adequately diversified. Spreading assets among different types of investments can help to minimize the overall risk of losing money. This is because market or other economic conditions that cause one category of assets, or one particular security, to perform well could often cause another asset category, or another particular security, to perform poorly. Although diversification neither assures nor guarantees better performance and cannot protect against loss in declining markets, it is a well-recognized risk management strategy.

In deciding how to invest toward retirement, an investor should take into account all of his/her assets, including any retirement savings outside of employer-sponsored retirement plans. No single approach is right for everyone because, among other factors, individual investors have different financial goals, different time horizons for meeting their goals, and different tolerances for risk.

It is also important for investors to periodically review his/her investment portfolio, investment objectives, and the investment options available to them under their employer-sponsored retirement plan to help ensure that his/her retirement savings stay on track toward his/her retirement goals.

The Department of Labor (DOL) Internet website provides other sources of information regarding individual investing and diversification. That site can be accessed at: <https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/pension-protection-act/investing-and-diversification>

Your plan may permit each plan participant to direct the investment of some or all of the assets in his or her own account under the plan. Certain restrictions may apply to the right to direct the investment of these assets with regard to timing and the types of assets involved. Please see your Summary Plan Description or other plan related documents and materials to determine if you have the right to direct the investment of the assets in your own account and if so, to determine whether any restrictions apply with regard to that right. Please note that the above message is not applicable for plans that are not subject to the ERISA guidelines, including all plans of public education employees.

Your plan may make available to you options (e.g. life insurance, self-directed brokerage account, and/or loans) that are not displayed on this statement because they are not administered or made available through Voya Retirement Insurance and Annuity Company. Please contact your plan administrator or employer for information about these options.



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PO Box 990070
Hartford, CT 06199-0070

January 01, 2021 - March 31, 2021

THOMAS LEEK

Investment Performance for Plan [REDACTED]

Average Annual Total Returns as of: 03/31/2021

THE PERFORMANCE DATA QUOTED REPRESENTS PAST PERFORMANCE. PAST PERFORMANCE DOES NOT GUARANTEE FUTURE RESULTS. FOR MONTH-END PERFORMANCE WHICH MAY BE LOWER OR HIGHER THAN THE PERFORMANCE DATA SHOWN PLEASE CALL 800-232-5422. INVESTMENT RETURN AND PRINCIPAL VALUE OF AN INVESTMENT WILL FLUCTUATE SO THAT, WHEN SOLD, AN INVESTMENT MAY BE WORTH MORE OR LESS THAN THE ORIGINAL COST.

(3) The Voya Lifetime Income Protection Program "portfolios" are target date asset allocation models through which amounts are invested in target date collective trust funds (the "Funds") and multiple group variable annuity contracts (the "Contracts") based on the portfolio's target date. A portfolio is not an investment separate from its allocation to between the Funds and the Contracts, is not an investment company and has not been registered with the Securities and Exchange Commission under the Investment Company Act of 1940 or the Securities Act of 1933.

The inception date shown below for the Voya Lifetime Income Protection Program portfolios is the later of the date when the Program was first available to Plans or the date amounts were first allocated through the portfolio.

(1) (1) Investment options in Separate Account D, reflecting total Separate Account charges of 0.50% on an annual basis.

(2) (2) Investment options that are direct investments in a mutual fund, and are not associated with the Separate Account.

DEPENDING UPON THE TYPE OF CONTRACT IN WHICH YOU PARTICIPATE, YOU HAVE EITHER RECEIVED DISCLOSURE BOOKLETS FOR THE SEPARATE ACCOUNT AND/OR FUND PROSPECTUSES. YOU SHOULD CONSIDER THE INVESTMENT OBJECTIVES, RISKS AND CHARGES, AND EXPENSES OF THE VARIABLE PRODUCT AND ITS UNDERLYING FUND OPTIONS CAREFULLY BEFORE INVESTING. THE DISCLOSURE BOOKLET CONTAINS THIS AND OTHER INFORMATION. ANYONE WHO WISHES TO OBTAIN A FREE COPY OF THE SEPARATE ACCOUNT DISCLOSURE BOOKLET AND/OR FUND PROSPECTUSES MAY CALL THEIR VOYA REPRESENTATIVE OR THE NUMBER ABOVE. PLEASE READ THE SEPARATE ACCOUNT DISCLOSURE BOOKLET AND/OR THE FUND PROSPECTUSES CAREFULLY BEFORE INVESTING.

Returns less than one year are not annualized. Fund Inception Date is the date of inception for the underlying fund, and is the date used in calculating the periodic returns. This date may also precede the portfolio's inclusion in the product.

Fund Number Investment Options	Gross / Net Fund Expense Ratio *	3-Mo	1-Yr	5-Yr	10-Yr/ Inception	Fund Inception Date
Stability of Principal						
Stability of Principal						
[REDACTED]-Voya Fixed Account ([REDACTED])		0.25%	1.00%	1.00%	1.14%	
This fund is not part of a separate account.						
Bonds						
Emerging Markets Bond						
3664-MFS Emerging Markets Debt Fund R6 (1)	0.73%/0.73%	-4.17%	16.95%	4.80%	4.64%	10/24/1995
Intermediate Core-Plus Bond						
3631-Janus Hndrsn Flexible Bond Fund N (1)	0.44%/0.44%	-3.35%	6.72%	3.49%	3.56%	07/07/1987
6591-PGIM Total Return Bond Fd R6 (1)	0.41%/0.39%	-4.55%	5.80%	3.81%	4.17%	01/10/1995
Asset Allocation						
Lifecycle						
2838-Voya Lifetime Inc Protection 2020 I (2)	2.00%/2.00%	1.34%	22.92%	6.39%	5.24%	02/28/2013
2839-Voya Lifetime Inc Protection 2025 I (2)	2.00%/2.00%	1.34%	23.51%	6.92%	6.68%	11/09/2012
2840-Voya Lifetime Inc Protection 2030 I (2)	1.90%/1.90%	2.07%	30.68%	8.56%	7.12%	09/14/2012
2841-Voya Lifetime Inc Protection 2035 I (2)	1.74%/1.74%	3.32%	43.39%	10.54%	9.63%	05/29/2012
2842-Voya Lifetime Inc Protection 2040 I (2)	1.36%/1.36%	4.40%	49.60%	11.49%	9.95%	05/04/2012
2843-Voya Lifetime Inc Protection 2045 I (2)	1.36%/1.36%	4.79%	52.63%	11.88%	9.80%	06/11/2013
2844-Voya Lifetime Inc Protection 2050 I (2)	1.36%/1.36%	4.85%	53.04%	11.88%	10.99%	05/29/2012
2845-Voya Lifetime Inc Protection 2055 I (2)	1.36%/1.36%	4.95%	53.84%	11.98%	9.69%	09/13/2013
6083-Voya Lifetime Inc Protection 2060 I (2)	1.36%/1.36%	4.99%	54.12%		12.56%	01/18/2017
E521-Voya Lifetime Inc Prt 2065 I (2)	1.36%/1.36%	5.17%			5.17%	12/30/2020
2846-Voya Lifetime Inc Protection Inc I (2)	2.00%/2.00%	1.34%	22.93%	6.39%	5.18%	10/17/2012
Lifecycle - Index						
791 -Vanguard Trgt Retire 2015 Fnd Inv (1)	0.13%/0.13%	0.19%	18.97%	6.93%	6.21%	10/27/2003
1296-Vanguard Trgt Retire 2020 Fnd Inv (1)	0.13%/0.13%	1.16%	26.53%	8.39%	7.15%	06/07/2006
926 -Vanguard Trgt Retire 2025 Fnd Inv (1)	0.13%/0.13%	1.73%	31.91%	9.40%	7.77%	10/27/2003
1297-Vanguard Trgt Retire 2030 Fnd Inv (1)	0.14%/0.14%	2.36%	36.51%	10.22%	8.30%	06/07/2006
793 -Vanguard Trgt Retire 2035 Fnd Inv (1)	0.14%/0.14%	3.05%	41.16%	11.01%	8.79%	10/27/2003

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January 01, 2021 - March 31, 2021

THOMAS LEEK

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Investment Performance for Plan [REDACTED]

Average Annual Total Returns as of: 03/31/2021

See Performance Introduction Page for Additional Information

Fund Number Investment Options	Gross / Net Fund Expense Ratio *	3-Mo	1-Yr	5-Yr	10-Yr Inception	Fund Inception Date
1298-Vanguard Trgt Retire 2040 Fnd Inv (1)	0.14%/0.14%	3.69%	45.91%	11.80%	9.24%	06/07/2006
794 -Vanguard Trgt Retire 2045 Fnd Inv (1)	0.15%/0.15%	4.34%	50.89%	12.33%	9.50%	10/27/2003
1299-Vanguard Trgt Retire 2050 Fnd Inv (1)	0.15%/0.15%	4.40%	51.07%	12.37%	9.51%	06/07/2006
2473-Vanguard Trgt Retire 2055 Fnd Inv (1)	0.15%/0.15%	4.41%	51.04%	12.36%	9.52%	08/18/2010
3447-Vanguard Trgt Retire 2060 Fnd Inv (1)	0.15%/0.15%	4.41%	50.99%	12.35%	10.78%	01/19/2012
8995-Vanguard Trgt Retire 2065 Fnd Inv (1)	0.15%/0.15%	4.42%	50.91%		11.52%	07/12/2017
795 -Vanguard Trgt Retire Income Fnd Inv (1)	0.12%/0.12%	-0.05%	16.44%	5.85%	5.14%	10/27/2003
Lifestyle						
2608-Vanguard LifeStrat Cnsv Grw Fd Inv (1)	0.12%/0.12%	0.08%	20.86%	7.06%	5.87%	09/30/1994
2609-Vanguard LifeStrat Growth Fd Inv (1)	0.14%/0.14%	3.58%	44.58%	11.32%	8.75%	09/30/1994
2610-Vanguard LifeStrat Income Fd Inv (1)	0.11%/0.11%	-1.66%	10.23%	4.82%	4.32%	09/30/1994
2618-Vanguard LifeStrat Mod Grwth Fd Inv (1)	0.13%/0.13%	1.80%	32.26%	9.21%	7.40%	09/30/1994
Balanced						
Tactical Allocation						
7642-PIMCO All Asset Fund Instl (1)	1.34%/1.19%	6.06%	36.45%	8.01%	4.82%	07/31/2002
Large Cap Value						
Large Blend						
2323-American Funds Fundamental Inv R6 (1)	0.28%/0.28%	6.28%	54.24%	14.79%	12.22%	08/01/1978
3226-DFA U.S. Core Equity 2 Port Inst (1)	0.20%/0.20%	10.38%	70.89%	14.79%	11.94%	09/15/2005
Large Cap Growth						
Large Growth						
1724-American Funds Growth Fnd R6 (1)	0.30%/0.30%	2.42%	66.07%	19.57%	14.77%	12/01/1973
Small/Mid/Specialty						
Small Blend						
9753-DFA U.S. Small Cap Portfolio Inst (1)	0.35%/0.35%	18.22%	94.64%	12.92%	10.70%	03/19/1992
Specialty - Global Real Estate						
3484-DFA Global Real Estate Sec Port Inst (1)	0.34%/0.24%	6.01%	34.28%	4.91%	7.07%	06/04/2008
Global / International						
Diversified Emerging Mkts						
3491-American Funds New World R6 (1)	0.59%/0.59%	0.68%	61.36%	13.96%	6.87%	06/17/1999
Foreign Large Growth						
1723-American Funds EuroPacific Grw R6 (1)	0.46%/0.46%	-0.56%	59.99%	12.33%	7.18%	04/16/1984

The risks of investing in small company stocks may include relatively low trading volumes, a greater degree of change in earnings and greater short-term volatility.

Foreign investing involves special risks such as currency fluctuation and public disclosure, as well as economic and political risks.

Some of the Funds invest in securities guaranteed by the U.S. Government as to the timely payment of principal and interest; however, shares of the Funds are not insured nor guaranteed.

High yielding fixed-income securities generally are subject to greater market fluctuations and risks of loss of income and principal than are investments in lower yielding fixed-income securities.

Sector funds may involve greater-than average risk and are often more volatile than funds holding a diversified portfolio of stocks in many industries. Examples include: banking, biotechnology, chemicals, energy, environmental services, natural resources, precious metals, technology, telecommunications, and utilities.

*The Gross Expense Ratios shown do not reflect any temporary fee or expense waivers that may be in effect for a fund. The performance of a fund with a temporary fee or expense waiver would have been lower if the gross fund fees / expenses listed had been reflected.

IMPORTANT INFORMATION ABOUT THE VOYA LIFETIME INCOME PROTECTION PROGRAM PORTFOLIOS

The Voya Lifetime Income Protection Program (the "Program") is a target date asset allocation program that provides various target date asset allocation models or "portfolios," each of which includes a Glide Path through which amounts are automatically allocated between the following

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Additional Notes

investments:

Target date collective trust funds (the "Funds"); and

Multiple group variable annuity contracts (the "Contracts"), each issued by a different insurer.

The Program "portfolios" are target date asset allocation models and a portfolio is not an investment separate from its allocation between the Funds and Contracts, is not an investment company and has not been registered with the Securities and Exchange Commission under the Investment Company Act of 1940 or the Securities Act of 1933.

The "Gross Fund Exp %" and "Net Fund Exp. %" shown in the table include the combined Investment Management Fees and Other Expenses of the Funds available through the Program and the Daily Benefit Charges and Daily Program Fees of the Contracts available through the Program. Please refer to the Voya Lifetime Income Protection Program - Program Guide or Program Fact Sheet for more specific information about the underlying fees and expenses of the Funds and the Contracts.

The value of each Program portfolio is determined on the basis of the values of each of the underlying Funds and Contracts. Program portfolios are not separate investments from their allocations to the Funds and Contracts; however, a unit price is determined for each Program portfolio by blending the values of the underlying Funds and Contracts. This unit price is used to determine the performance returns for each portfolio. Please refer to the Program Guide for more specific information about the valuation of the portfolios.

The Funds are not mutual funds and their units are not deposits and are not insured by the Federal Deposit Insurance Corporation or any other agency. The units have not been registered under the Securities Act of 1933 and the Funds are exempt from investment company registration under the Investment Act of 1940. Voya Investment Trust Co. is the trustee of the Funds and Voya Investment Management Co. may provide advisory services.

Past performance does not guarantee future results.

The Funds available through the Program portfolios are the Voya Target Solution Trust Fund series (used when Participants are 100% allocated to the Funds) and the Voya Lifetime Income Protection Fund series (used when amounts begin to be allocated to the Contracts). The values of the Funds will fluctuate and may be worth more or less than the original amount allocated.

The Contracts available through the Program are currently issued by EQUITABLE FINANCIAL LIFE INSURANCE COMPANY, New York, NY, policy form # AE11-GRIF (may vary by state), VOYA RETIREMENT INSURANCE AND ANNUITY COMPANY, Windsor, CT, policy form # G-GRIF-11 (may vary by state) and NATIONWIDE LIFE INSURANCE COMPANY, Columbus, OH, policy form # VAC-0125AO (may vary by state). Deposits into the Contracts are allocated to one or more of the participating insurers. Additional information can be obtained in the Voya Lifetime Income Protection Program Guide. The Accumulation Value and Individual Account Value under each Contract will fluctuate and may be worth more or less than the original amount allocated; however, any decreases in such values due to market performance will not affect the Minimum Guaranteed Withdrawal Benefit ("MGWB") guarantees provided under the Contracts.

Plan administrative services provided by Voya Retirement Insurance and Annuity Company ("VRIAC") or Voya Institutional Plan Services, LLC ("VIPS"). Securities distributed by Voya Financial Partners, LLC ("VFP") (member SIPC) or other broker-dealers or selling firms with which it has a selling agreement. VRIAC, VIPS and VFP are members of the Voya family of companies. Equitable Financial Life Insurance Company and Nationwide Life Insurance Company are not affiliated with the Voya family of companies. May not be available in all states.

Be aware that there are risks associated with choosing to invest through the Program. The MGWB guarantees provided under the Contracts are contingent on several conditions being met. In certain circumstances a Participant may not realize a benefit from the MGWB under the Program. Please refer to the Program Guide for a list of some of the risks associated with investing through the Program.

NOT A DEPOSIT OF OR GUARANTEED BY A BANK/CREDIT UNION. NOT FDIC/NUCA/NUCUSIF INSURED. NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY. VALUE NOT GUARANTEED. MAY LOSE VALUE.

The current rate for the Voya Fixed Account (4062) MC 925, Fund 4062 is 1.00%, expressed as an annual effective yield. The current rate may change and be higher or lower than the previously identified rate but is guaranteed not to be less than 1.00%. VRIAC will not apply a decrease to the current rate following a rate change initiated solely by us prior to the last day of the three-month period measured from the first day of the month in which such change was effective. Note: The current rate for an initial investment in the fixed account previously identified may be in effect for less than a full three-month period.

Janus Henderson Flexible Bond Fund - Class N Shares: Janus Capital has contractually agreed to waive its investment advisory fee and/or reimburse operating expenses to the extent that the Fund's total annual fund operating expenses (excluding the fees payable pursuant to a Rule 12b-1 plan, shareholder servicing fees, such as transfer agency fees (including out-of-pocket costs), administrative services fees and any networking/omnibus/administrative fees payable by any share class; brokerage commissions; interest; dividends; taxes; acquired fund fees and expenses; and extraordinary expenses) exceed 0.45% until at least November 1, 2018. The contractual waiver may be terminated or modified prior to this date only at the discretion of the Board of Trustees.

Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the work force. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in the Target Retirement Fund is not guaranteed at any time, including on or after the target date.

Vanguard Target Retirement Funds: Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in a Target Retirement Fund is not guaranteed at any time, including on or after the target date.

These fund suggestions are based on an estimated retirement age of approximately 65. Should you choose to retire significantly earlier or later, you

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Additional Notes

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may want to consider a fund with an asset allocation more appropriate to your particular situation.

All investing is subject to risk, including the possible loss of the money you invest. Diversification does not ensure a profit or protect against a loss. Investments in bonds are subject to interest rate, credit, and inflation risk.

PIMCO All Asset Fund - Institutional Class: PIMCO has contractually agreed, through July 31, 2020, to reduce its advisory fee to the extent that the Underlying PIMCO Fund Expenses attributable to advisory and supervisory and administrative fees exceed 0.64% of the total assets invested in Underlying PIMCO Funds. PIMCO may recoup these waivers in future periods, not exceeding three years from the date of waiver, provided total expenses, including such recoupment, do not exceed the annual expense limit that was in place at the time the amount being recouped was originally waived and the current annual expense limit. This waiver will automatically renew for one-year terms unless PIMCO provides written notice to the Trust at least 30 days prior to the end of the then current term. The fee reduction is implemented based on a calculation of Underlying PIMCO Fund Expenses attributable to advisory and supervisory and administrative fees that is different from the calculation of Acquired Fund Fees and Expenses listed in the table in the prospectus.



DFA Global Real Estate Securities Portfolio - Inst Class: Dimensional Fund Advisors LP (the Advisor) has agreed to waive certain fees and in certain instances, assume certain expenses of the Portfolio. The Fee Waiver and Expense Assumption Agreement for the Portfolio will remain in effect through February 28, 2020, and may only be terminated by the Fund's Board of Directors prior to that date. Under certain circumstances, the Advisor retains the right to seek reimbursement for any fees previously waived and/or expenses previously assumed up to thirty-six months after such fee waiver and/or expense assumption.

The Investment Option is neither a mutual fund nor part of a Separate Account. The returns listed do not include the impact of contract charges. Please refer to the contract or disclosure book to determine which Fixed Interest Options are available for your specific plan. The Investment Option is offered through Voya Retirement Insurance and Annuity Company.


PGIM Total Return Bond Fund - Class R6: PGIM Investments LLC (PGIM Investments) has contractually agreed, through February 28, 2021, to limit Total Annual Fund Operating Expenses after fee waivers and/or expense reimbursements to 0.39% of average daily net assets for Class R6 shares. This contractual waiver excludes interest, brokerage, taxes (such as income and foreign withholding taxes, stamp duty and deferred tax expenses), acquired fund fees and expenses, extraordinary expenses, and certain other Fund expenses such as dividend and interest expense and broker charges on short sales. Where applicable, PGIM Investments agrees to waive management fees or shared operating expenses on any share class to the same extent that it waives such expenses on any other share class. In addition, Total Annual Fund Operating Expenses for Class R6 shares will not exceed Total Annual Fund Operating Expenses for Class Z shares. Fees and/or expenses waived and/or reimbursed by PGIM Investments may be recouped by PGIM Investments within the same fiscal year during which such waiver and/or reimbursement is made if such recoupment can be realized without exceeding the expense limit in effect at the time of the recoupment for that fiscal year. This waiver may not be terminated prior to February 28, 2021 without the prior approval of the Fund's Board of Directors. These waivers may not be terminated prior to February 28, 2021 without the prior approval of the Fund's Board of Directors.

FOUNDATION RISK

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VIEW YOUR PERFORMANCE


In the table below and when you view charts, your personal rate of return is calculated with a time-weighted formula. The calculated value reflects the result of your investment selections as well as any activity in the plan accounts shown. The personal rate of return is an estimate only and should not be used solely in making investment decisions. You cannot invest directly in a benchmark and benchmark returns may not take into account your same investment contributions, exchanges and other cash flows which makes comparisons with your personal returns difficult. There are other personal rate of return formulas used that may yield different results. Remember that past performance is no guarantee of future results. Also, please note that your Personal Rate of Return may be positively impacted by certain non-market related account adjustments including payments related to settlements and restitutions. Click on an investment to view its performance including quarter-end returns, risk, fees and expenses.

[Balance Overview](#)  [Annualized Returns](#) [Cumulative Returns](#)

Name/Initial Purchase Date	Asset Class	Category	% Invested	Balance	Cost Basis	YTD	Returns As Of	View Chart
TRP RETIRE I 2030 I (TRPCX) 08/01/2019	Blended Investment*	N/A	100.00%	\$165,374.96	\$135,608.94	10.30%	06/25/2021	
Account Total			100%	\$165,374.96		10.30%		

*-- Not Available; 'N/A' Not applicable

Investment Choices

[How to read this table](#) [Recently Viewed Investments](#)**29** Investment Options
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This page shows a performance summary of all the investments in your plan. The investments you hold are marked with a check-mark icon. Click an investment to view quarter-end returns, risk, fees, and expenses.

The performance data featured represents past performance, which is no guarantee of future results. Investment return and principal value of an investment will fluctuate; therefore you may have a gain or loss when you sell your shares. Current performance may be higher or lower than the performance data quoted.

You may lose money by investing in a money market fund. Not all money market funds operate the same way and depending on the fund, you may be subject to certain operating policies and risks not applicable to other money market funds. Please click on the name of the fund below for risks specific to that fund.

[Average Annual Total Returns](#)  [Cumulative Total Returns](#) [Daily Quotes](#) [Fees](#) [Restrictions](#)

Name/Inception Date	Asset Class	Category	1 Year	3 Year	5 Year	10 Year/LOF*	Returns As Of	Bench- mark
FID 500 INDEX (FXAIX) 02/17/1988	Stock Investments	Large Cap	40.31%	17.99%	17.15%	14.37%	05/31/2021	Show
FID CONTRAFUND K (FCNKX) 05/17/1967	Stock Investments	Large Cap	38.58%	19.66%	20.47%	15.93%	05/31/2021	Show
HARBOR CAP APP RET (HNACX) 12/29/1987	Stock Investments	Large Cap	41.91%	23.23%	23.84%	17.57%	05/31/2021	Show
VANG WINDSOR II ADM (VWNAX) 06/24/1985	Stock Investments	Large Cap	53.53%	17.58%	15.42%	12.73%	05/31/2021	Show
HARTFORD MID CAP Y (HMDYX) 12/31/1997	Stock Investments	Mid-Cap	44.17%	15.41%	17.16%	13.89%	05/31/2021	Show
JPM MIDCAP VALUE L (FLMVX) 11/13/1997	Stock Investments	Mid-Cap	56.75%	12.34%	11.50%	11.78%	05/31/2021	Show
VANG MIDCAP IDX ADM (VIMAX) 05/21/1998	Stock Investments	Mid-Cap	47.12%	16.16%	15.32%	12.65%	05/31/2021	Show
FID SM CAP IDX (FSSNX) 09/08/2011	Stock Investments	Small Cap	64.61%	13.16%	16.15%	14.63%	05/31/2021	Show
FID INTL INDEX (FSPSX) 11/05/1997	Stock Investments	International	38.62%	8.52%	10.05%	6.04%	05/31/2021	Show
LZRD INTL STR EQ IS (LISIX) 10/31/2005	Stock Investments	International	42.41%	9.21%	9.89%	7.41%	05/31/2021	Show
TRP OVERSEAS STOCK I (TROIX) 12/29/2006	Stock Investments	International	42.87%	8.76%	10.93%	6.48%	05/31/2021	Show
FID BALANCED K (FBAKX) 11/06/1986	Blended Investment*	N/A	34.65%	15.99%	14.30%	11.25%	05/31/2021	Show
TRP RETIRE I 2010 I (TRPAX) 09/29/2015	Blended Investment*	N/A	21.47%	9.95%	8.92%	9.09%	05/31/2021	Show



Name/Inception Date	Asset Class	Category	1 Year	3 Year	5 Year	10 Year/LOF*	Returns As Of	Benchmark
TRP RETIRE 2015 (TRFGX) 09/29/2015	Blended Investment*	N/A	23.66%	10.47%	9.74%	9.89%	05/31/2021	Show
TRP RETIRE 2020 (TRBRX) 09/29/2015	Blended Investment*	N/A	25.98%	11.04%	10.70%	10.85%	05/31/2021	Show
TRP RETIRE 2025 (TRPHX) 09/29/2015	Blended Investment*	N/A	29.80%	11.99%	11.77%	11.88%	05/31/2021	Show
 TRP RETIRE 2030 (TRPCX) 09/29/2015	Blended Investment*	N/A	33.70%	12.95%	12.82%	12.85%	05/31/2021	Show
TRP RETIRE 2035 (TRPJX) 09/29/2015	Blended Investment*	N/A	37.33%	13.75%	13.68%	13.66%	05/31/2021	Show
TRP RETIRE 2040 (TRPDX) 09/29/2015	Blended Investment*	N/A	40.57%	14.49%	14.45%	14.36%	05/31/2021	Show
TRP RETIRE 2045 (TRPKX) 09/29/2015	Blended Investment*	N/A	42.88%	14.96%	14.83%	14.69%	05/31/2021	Show
TRP RETIRE 2050 (TRPMX) 09/29/2015	Blended Investment*	N/A	42.85%	14.98%	14.85%	14.70%	05/31/2021	Show
TRP RETIRE 2055 (TRPNX) 09/29/2015	Blended Investment*	N/A	42.90%	14.98%	14.85%	14.69%	05/31/2021	Show
TRP RETIRE BAL (TRPTX) 09/29/2015	Blended Investment*	N/A	20.67%	9.54%	8.43%	8.50%	05/31/2021	Show
BAIRD SH TM BOND IS (BSBIX) 08/31/2004	Bond Investments	Income	2.22%	3.50%	2.52%	2.24%	05/31/2021	Show
DODGE & COX INCOME (DODIX) 01/03/1989	Bond Investments	Income	3.92%	6.11%	4.69%	4.14%	05/31/2021	Show
FID US BOND IDX (FXNAX) 03/08/1990	Bond Investments	Income	-0.68%	5.08%	3.19%	3.25%	05/31/2021	Show
PIM REAL RETURN INST (PRRIX) 01/29/1997	Bond Investments	Income	8.42%	6.85%	4.91%	3.45%	05/31/2021	Show
PIMCO INCOME INST (PIMIX) 03/30/2007	Bond Investments	Income	11.20%	5.55%	5.85%	6.82%	05/31/2021	Show
FID GOVT MMKT (SPAXX) 02/05/1990 7 day yield as of 05/31/2021 0.01%	Short-Term Investments	N/A	0.01%	1.03%	0.82%	0.42%	05/31/2021	Show

Investments you currently hold This option is frozen from further investing

Total returns are historical and include change in share price and reinvestment of dividends and capital gains, if any. These figures do not include the effect of sales charges, if any, as these fees are waived for contributions made through your retirement plan. If sales charges were included, returns would have been lower.

* Performance provided is Life of Fund, which is since the inception date noted, when the investment option has been in existence for less than 10 years. Life of fund figures are from the inception date to the period shown. For unitized funds, the inception date shown may be that of the fund's underlying investment option. For non-mutual fund pools and trusts whose strategies may be offered to multiple clients and whose returns may be based on a composite, the inception date shown may be the beginning date of the composite's returns.

Daily return information, including MTD (Daily) and YTD (Daily) returns are calculated by Fidelity, using NAV and distribution information provided by third party providers, including, but not limited to: Investment Managers, Morningstar LLC, Plan Fiduciaries, Third party Trustees, Issuers and other outside entities. The daily returns calculated by Fidelity may vary slightly from the non-daily returns calculated by the third party providers for similar time periods. The official returns offered by the third party providers shall constitute the final returns for the investment options.

The analysis on these pages may be based, in part, on historical returns for periods prior to the class's actual inception. Generally, these calculated returns reflect the historical performance of an older share class of the investment, which may be adjusted to reflect the fees and expenses of the newer share class. Pre-inception returns are not actual returns and return calculation methodologies utilized by Morningstar, other entities and the investment option may differ. Pre-inception returns generally will be replaced by the actual returns of the newer share class over time. Please click on dedicated web page or refer to the fund prospectus or plan information for specific information regarding fees, expenses and returns.

Generally, among asset classes stocks are more volatile than bonds or short-term instruments and can decline significantly in response to adverse issuer, political, regulatory, market, or economic developments. Although the bond market is also volatile, lower-quality debt securities including leveraged loans generally offer higher yields compared to investment grade securities, but also involve greater risk of default or price changes. Foreign markets can be more volatile than U.S. markets due to increased risks of adverse issuer, political, market or economic developments, all of which are magnified in emerging markets.

** For an investment option, the expense ratio is the total annual fund or class operating expenses (before waivers or reimbursements) paid by the fund and stated as a percent of the fund's total net assets. Where the fund is not a mutual fund, the figure displayed in the expense ratio field is intended to reflect similar information. However, it may have been calculated using methodologies that differ from those used for mutual funds. Mutual fund data has been drawn from the most recent prospectus and has been provided by FMR LLC for Fidelity mutual funds and Morningstar, LLC for non-Fidelity mutual funds. For non-mutual fund investment options, the information has been provided by Morningstar, LLC, the trustee or plan sponsor. When no ratio is shown for these options, it may be due to the fact that none was available, or in the case of non-unitized company stock funds it is not applicable. Nevertheless, there may be fees and expenses associated with the investment option.

Before investing, consider the investment objectives, risks, charges and expenses of the fund or annuity and its investment options. Contact Fidelity for a free prospectus and, if available, summary prospectus containing this information. Read it carefully.