



From the Desk of:

Emily Fagle, Finance Director

383 Broadway, Fort Edward, NY 12828

Finance Committee Meeting

Minutes: 09/29/2021

Members in Attendance: Bob Dingman, Treasurer; Jeff Meyer, Chairman

Staff present: Emily Fagle, Finance Director

Guest Presenters: Sheila Grant and Jim Brown of NBT Bank

This meeting was held virtually via Microsoft Teams and hosted by partner agency NBT Bank's Jim Brown, VP & Trust Investment Officer. The purpose of the presentation was to review L.E.A.P.'s defined benefit pension plan funds as of 08/31/2021. These funds have been invested and managed by NBT since May of 2019. The meeting was called to order at 10:00am.

The following points serve as a summary for the discussion

- A brief economic review:
 - While unemployment rate is still high relative to years prior to COVID, the market has been strong throughout 2021.
 - The Government response to COVID-19 involved a massive stimulus that is expected to be funded through increased taxes (specifically corporate tax rate and tax rate on higher-income brackets)
 - Interest rates will continue to be low (record level low) until at least March 2023
 - Inflation still a risk
- Portfolio performance:
 - The portfolio is doing well overall (note: the portfolio was presented using figures net of expenses). The current market value of the plan is over \$3.7M (up from \$3.6M at 3/31/2021)
 - The portfolio is outperforming the benchmark index on the (1) month-to-date, (2) year-to-date and (3) 12-month view
 - The portfolio is only under-performing against the 'Since Inception' benchmark due to the performance early in 2020.
 - Sheila Grant shared a summary of fees assessed against the plan over a one year period – just under \$11k (absorbed back into the plan – not billed to and paid by LEAP); this was noted as being relatively small given the \$3.7M size of the portfolio (less than 1%)

Meeting concluded at 10:40am.

Respectfully Submitted,

Emily Fagle, Finance Director | L.E.A.P.

LEAP Services DB Plan

September 2021

Sheila Grant, J.D.

Vice President & Sr. Retirement Plan Administrator

James Brown

Vice President & Trust Investment Officer



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Market Overview

Market Overview

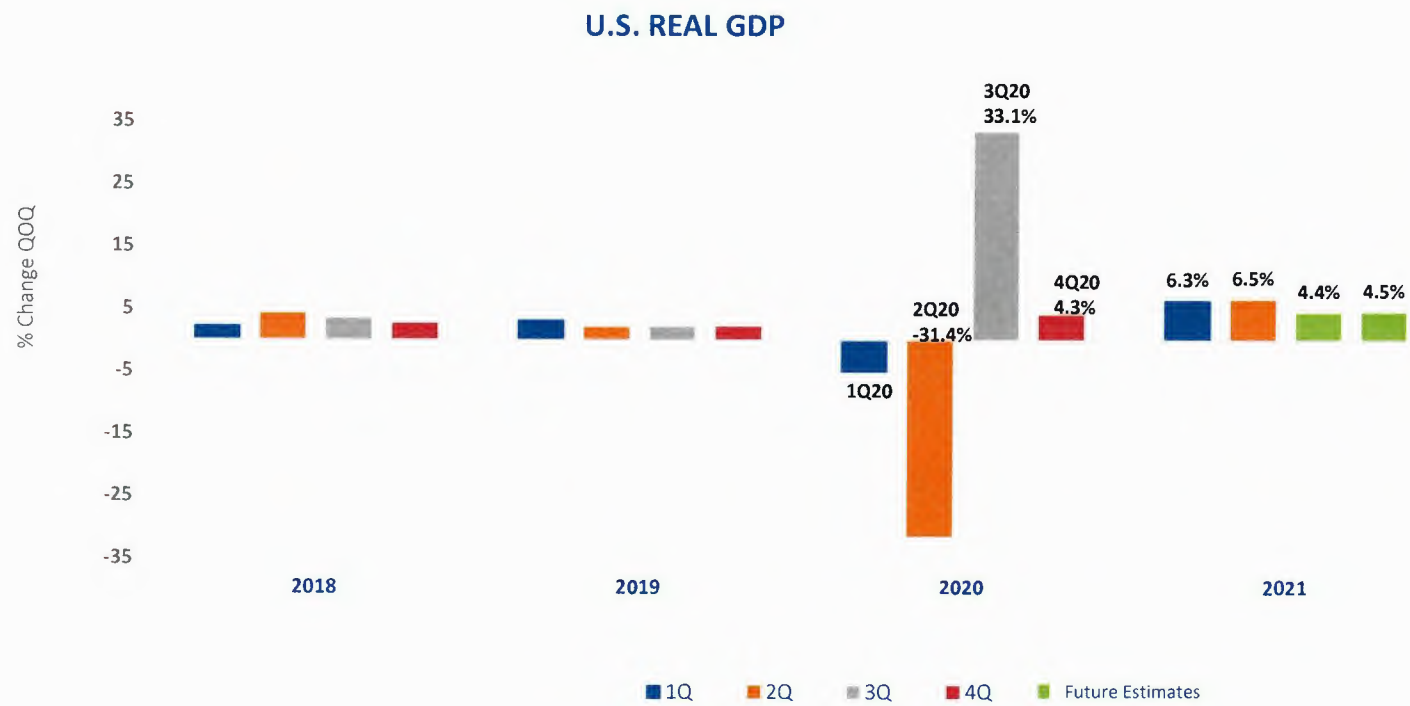


Equity Markets: S&P 500 Valuation Measures



Source: FactSet, FRB, Robert Shiller, Standard & Poor's, Thomson Reuters, J.P. Morgan Asset Management. August 31, 2021

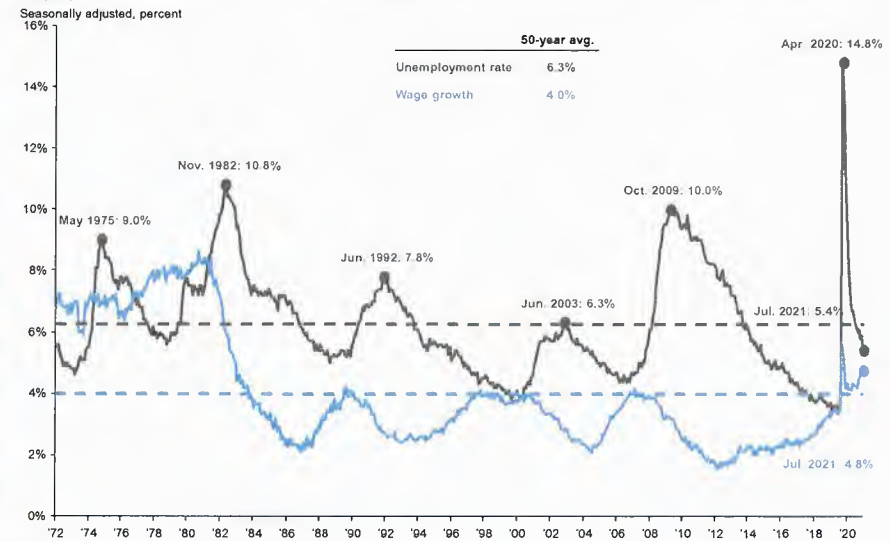
US GDP



Employment



Civilian unemployment rate and annualized y/2y wage growth for private production and non-supervisory workers



Source: BLS, FactSet, JP Morgan Asset Management as of August 31, 2021

Government Response – Monetary Policy

- Fed Funds Interest Rate remains in 0-.25% range
- Quantitative Easing Bond Purchases continue at \$120 billion / month!
- Many of the market support programs have been allowed to lapse with little consequence
- Fed Balance Sheet over \$8 trillion!
- Fed Commentary
 - ✓ Powell: “We feel like we’re at a place where the economy is about to start growing much more quickly and job creation coming much more quickly,” but would be highly unlikely the Fed would raise short-term rates this year.
 - ✓ Bowman: “I expect to maintain an accommodative stance of monetary policy until employment and inflation achieve levels consistent with... our goals. At this point, the economy is a long way from those goals.”
 - ✓ Waller: “I think the economy is ready to rip,” but “there’s no reason to be pulling the plug on our support.”
 - ✓ Harker: “While the economic situation is improving, recovery is still in its early stages, and there’s no reason to withdraw support yet.”
 - ✓ Barkin: “I think we are on the backside of this crisis”
- **INTEREST RATES WILL REMAIN LOW FOR A LONG TIME!**
 - ✓ Consensus estimate for next Fed Rate Hike: March 2023!

Government Response – Fiscal Policy

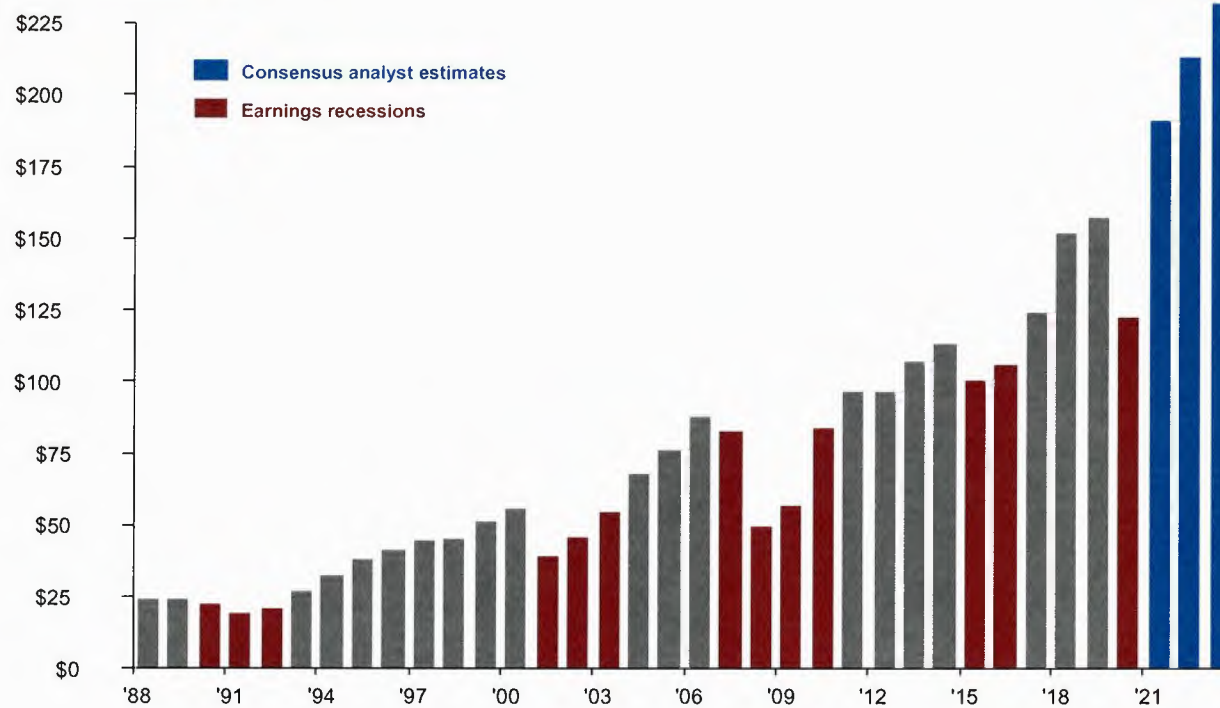
- Early Fiscal intervention, highlighted by the CARES Act, totaled \$3+ trillion and was messy but effective
- Political failure to extend several programs in Fall led to a slower but still expanding economic activity
- \$900 billion “supplement” passed in December 2020
- \$1.9 trillion of additional “Stimulus”

✓	\$1400-\$2000 Payments		\$465 (billions)
✓	State & Local Gov't		\$350
✓	\$400/week UI thru Sept.		\$350
✓	Schools and Colleges		\$170
✓	Vaccines, Testing, etc.		\$160
✓	Child Care Credit		\$40
✓	Small Business	\$40	
✓	Housing		\$35
✓	Public Transit	\$20	
✓	\$15/hour Minimum Wage		
✓	Paid Leave and Family Support	\$150	
- Infrastructure (\$1-2T?)
 - Bipartisan \$550bln, \$3.5 Trillion additional

Corporate Fiscal State

S&P 500 earnings per share

Index annual operating earnings

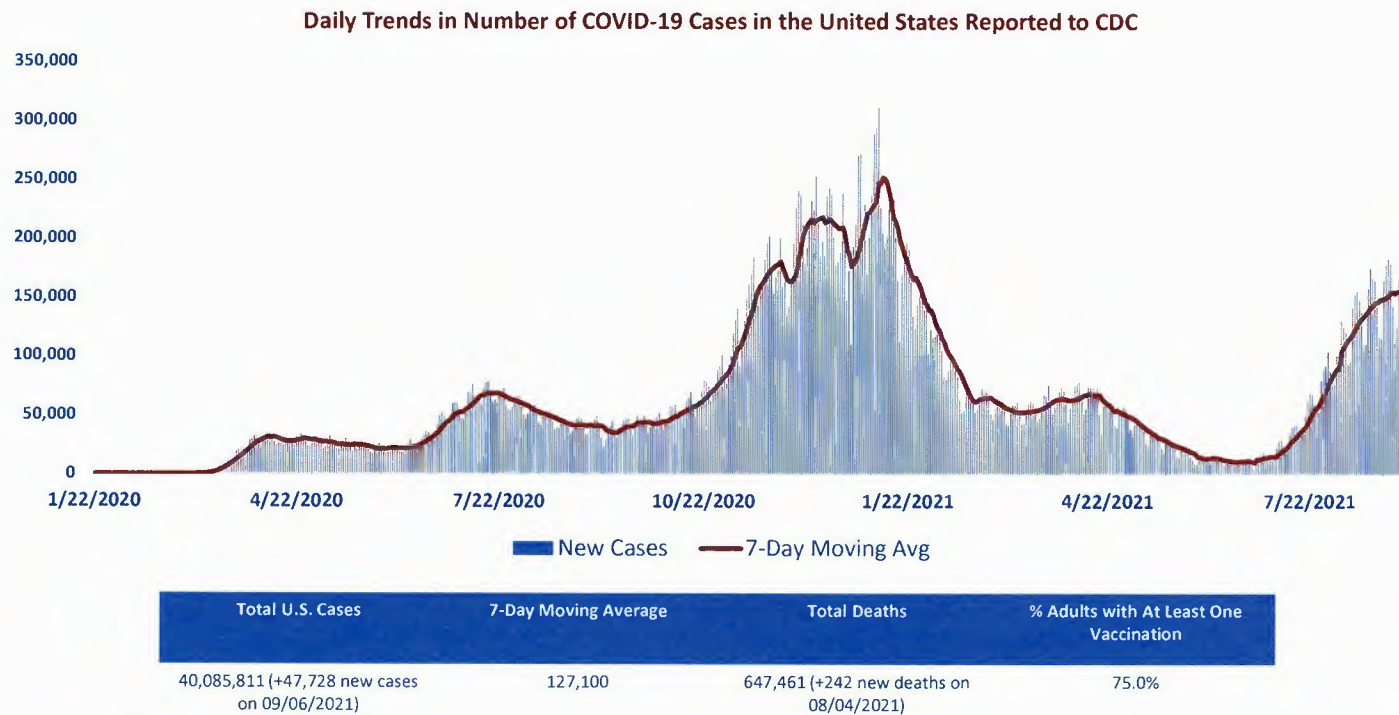


Source: Compustat, FactSet, Standard & Poor's, J.P. Morgan Asset Management.

Historical EPS levels are based on annual operating earnings per share. Earnings estimates are based on estimates from FactSet Market Aggregates. Past performance is not indicative of future returns.

Guide to the Markets – U.S. Data are as of August 31, 2021

COVID-19 Statistics: United States

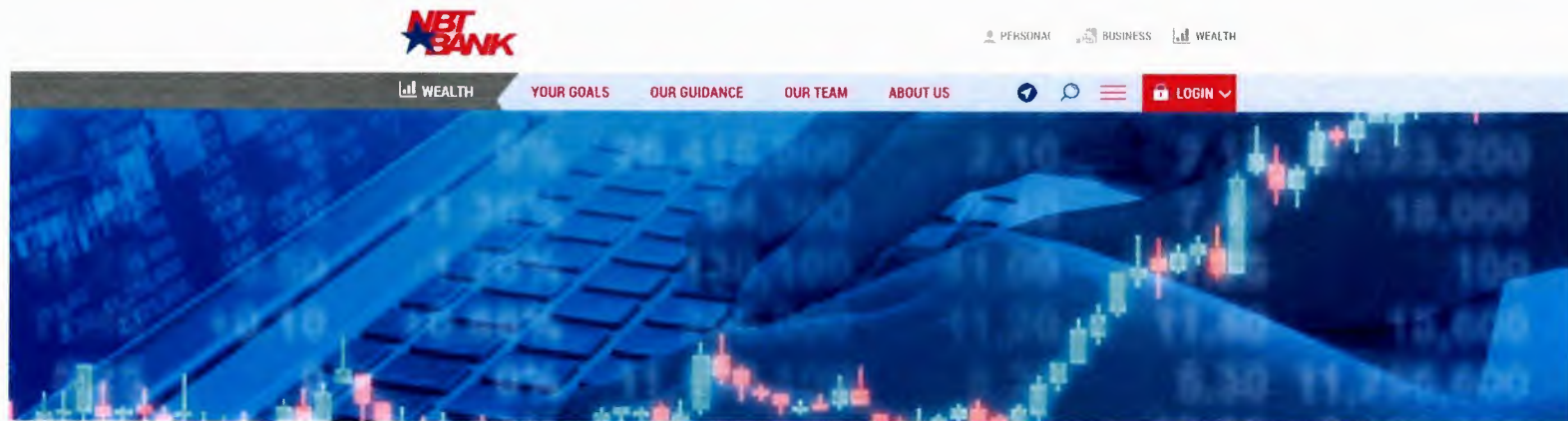


Source: CDC.gov, Data as of September 8th, 2021

Government Response: How do you pay for all this?

Biden Proposals

- Higher Corporate Tax Rates
 - ✓ Increase from 21% to 28%
 - ✓ Minimum 15% book rate
 - ✓ Carried Interest
- Higher Individual Rates
 - ✓ Top rate back to 39.6%
 - ✓ Capital Gains (20%) and Dividends (22%) go to ordinary rates
 - ✓ SALT Tax
- Social Security Taxation
 - ✓ Eliminate income cap at \$142,800
- Higher Estate Taxes
 - ✓ Increase tax rate from 40% to graduated rate of 77%
 - ✓ Reduce exemption from \$11.58mm to \$3.5mm
 - ✓ Eliminate step-up basis
- “Wealth Tax”
 - ✓ Taxation of Assets
 - ✓ Taxation of Unrealized Capital Gains



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MARKET INSIGHTS

Disrupting Irony

by Kenneth J. Entenmann, CFA® 1/16/2019, 4:52:30 PM

Recently, Amazon (AMZN) regained its position as the "most valuable company in the world." While it is a far cry from its high market capitalization of over \$1 trillion, AMZN's \$825 billion market cap is today the highest in the world. Ironically, this is happening at the same time the Sears Holdings (SHLDQ) is in the midst of bankruptcy proceedings. It appears that Sears will shave off liquidation bankruptcy, enabling the company to survive (at least for now) with roughly 400 stores. While these 2 stories are indirectly related, they provide important lessons for investors.

There is no cooler moniker for a company than to be called a "disruptor," a first moving company that changes an old world paradigm. Investors run over each other



Kenneth J. Entenmann, CFA®
Chief Investment Officer

Ken's Biography

Kenneth J. Entenmann is Senior Vice President and Chief Investment Officer at NBT Wealth Management. Ken has over 33 years of investment experience.

nbtbank.com/marketinsights

LEAP Services DBPP – 00B767 – Performance 8/31/21

Selected Period Performance
LEAP Services DB Plan for Op. Head Start (Net of Fees)

Account: 00B767
Period Ending: 8/31/2021

Sector	%	Exp Ratio	1 Month	Year-to-Date	1 Year	Since Inception 06/01/2019
Total Fund			1.20	8.62	16.72	12.53
Blended Index			0.99	8.38	15.98	13.10
Portfolio Fund Net Exp		0.36				
Short Term Cash	2%		0.00	-0.26	-0.30	0.28
FTSE Treasury Bill 3 Mon USD			0.00	0.03	0.06	
Fixed Income	45%		-0.01	0.93	2.90	5.71
Inflation Protected Bond	6%					
Bloomberg U.S. Treasury TIPS 1-5Y TR USD			-0.01	4.39	5.72	
Fidelity® Inflation-Prot Bd Index		FIPDX	0.05	4.26	5.54	
Peer Group Rank %			43	38	51	
Taxable Funds	32%					
Bloomberg US Agg Bond TR USD			-0.19	-0.69	-0.08	
Dodge & Cox Income		DODIX	0.42	0.11	2.29	
Peer Group Rank %			70	48	37	
Fidelity® US Bond Index		FXNAX	0.03	-0.84	-0.18	
Peer Group Rank %			44	77	75	
Loomis Sayles Bond Instl		LSBDX	0.67	3.85	8.39	
Peer Group Rank %			24	23	20	
Intl. Fixed	1%					
Bloomberg Gbl Agg Ex USD TR USD			-0.61	-3.57	0.75	
Dodge & Cox Global Bond		DODLX	0.45	0.56	5.65	
Peer Group Rank %			18	11	8	
High Yield Bonds	5%					
Bloomberg US Corporate High Yield TR USD			0.51	4.55	10.14	
Federated Hermes Instl High Yield Bd IS		FIHBX	0.49	4.16	8.78	
Peer Group Rank %			40	47	58	
Equities	53%		2.26	15.69	30.45	19.09
Large Cap Equity	23%					
S&P 500 TR USD			3.04	21.58	31.17	
Fidelity® 500 Index		FXAIX	0.02	21.57	31.15	
Peer Group Rank %			24	35	53	
JPMorgan Large Cap Growth I		SEEGX	0.69	16.13	23.72	
Peer Group Rank %			46	82	87	
Columbia Dividend Income Inst3		CDDYX	0.57	19.61	29.87	

Sector		%	Exp Ratio	1 Month	Year-to-Date	1 Year	Since Inception 06/01/2019
Peer Group Rank %							
Mid Cap Equity							
		3%		65	63	79	
Russell Mid Cap TR USD				2.54	20.12	41.24	
Diamond Hill Small-Mid Cap I	DHMX		0.91	3.39	23.86	47.85	
<i>Peer Group Rank %</i>				4	46	45	
Small Cap Equity							
		2%					
Russell 2000 TR USD				2.24	15.83	47.08	
Fidelity® Small Cap Index	FSSNX		0.03	2.23	15.80	46.97	
<i>Peer Group Rank %</i>				40	85	61	
Intl Developed Markets							
		15%					
MSCI EAFE NR USD				1.76	11.58	26.12	
Dodge & Cox International Stock	DODFX		0.63	1.60	11.56	31.55	
<i>Peer Group Rank %</i>				19	60	27	
Invesco Oppenheimer International Gr Y	OIGYX		0.85	3.67	14.35	31.77	
<i>Peer Group Rank %</i>				23	20	16	
iShares MSCI EAFE Growth ETF	EFG		0.39	2.11	11.00	24.59	
<i>Peer Group Rank %</i>				75	58	62	
DFA International Small Company I	DFISX		0.53	2.03	16.57	36.12	
<i>Peer Group Rank %</i>				52	37	29	
Intl Emerging Markets							
		6%					
MSCI EM NR USD				2.62	2.84	21.12	
DFA Emerging Markets I	DFEMX		0.44	2.34	6.26	26.87	
<i>Peer Group Rank %</i>				45	41	34	
Fidelity® Emerging Markets Idx	FPADX		0.08	2.27	2.35	20.16	
<i>Peer Group Rank %</i>				49	69	71	
REITs							
		2%					
FTSE EPRA Nareit Global REITs TR USD				1.62	25.01	37.86	
DFA Global Real Estate Securities Port	DFGEX		0.12	1.91	24.19	33.90	
<i>Peer Group Rank %</i>				21	9	27	
Global Listed Infrastructure							
		1%					
S&P Global Infrastructure TR USD				1.81	8.36	20.91	
Lazard Global Listed Infrastructure Inst	GLIFX		0.96	0.37	12.13	17.25	
<i>Peer Group Rank %</i>				100	39	75	
Natural Resources							
		2%					
Morningstar Gbl Upstrm Nat Res TR USD				-1.14	15.90	28.99	
FlexShares Mstar Gbl Upstrm Nat Res ETF	GUNR		0.46	-1.16	15.58	28.31	
<i>Peer Group Rank %</i>				79	88	97	

Past performance is not indicative of future results. The U.S. Dollar is the currency used to express performance. Returns are presented net of management fees and include the reinvestment of all income when and where applicable. Additional information regarding policies for calculating and reporting returns is available upon request.

LEAP Services DBPP – 00B767 – Account Summary 8/31/21

Account Profile For Account : 00B767:LEAP Services DB Plan for Op. Head Start

Prices As Of : 08/31/2021

As Of : 08/31/2021

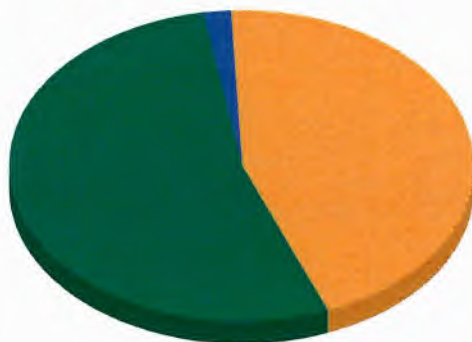
Administrative Information

Account Title : * LEAP Services DB Plan for Op. Head Start
Account Number : * 00B767
Administrator : * Sheila Grant
Capacity : * Trustee
Inception Date : * 04/18/2019

Investment Profile

Investment Officer : * James Brown
Investment Authority : * Sole
Investment Objective : * NBT Moderate Risk/Return

* These reflect current information



Cash Equivalents	1.97%
Fixed Income	44.79%
Stocks/Real Assets	53.24%
Total:	100.00%

Liabilities Excluded From Summary

Asset Class	Total Cost	Market Value	Income	Yield(%)	MV(%)
Cash Equivalents	74,508.40	74,508.40	7.45	0.01	1.97
Fixed Income	1,602,436.99	1,690,562.55	36,230.42	2.14	44.79
Stocks/Real Assets	1,426,983.65	2,009,448.27	23,410.69	1.17	53.24
Total Portfolio	3,103,929.04	3,774,519.22	59,648.56	1.58	100.00

Portfolio Holdings For Account : 00B767:LEAP Services DB Plan for Op. Head Start

As Of Date : 08/31/2021

Price Date : 08/31/2021

Account Name : LEAP Services DB Plan for Op. Head Start

Account No : 00B767

		Investment Objective : NBT Moderate Risk/Return								
Cusip/Ticker	Description	Price	Quantity	Cost	Market Value	Gain/Loss	Income	Yield (%)	TMV (%)	Asset Class%
Cash Equivalents										
Money Market Funds - Taxable										
GOFXX	Federated Government Obligations Fund	1.00	74,508.4	74,508.40	74,508.40	0.00	7.45	0.01	1.97	100.00
Total Money Market Funds - Taxable				74,508.40	74,508.40	0.00	7.45	0.01	1.97	100.00
Total Cash Equivalents				74,508.40	74,508.40	0.00	7.45	0.01	1.97	100.00
Fixed Income										
Inflation-Protected Bond Funds										
FIPDX	Fidelity Inflation Protected Bond Instl Prem	11.51	20,547.307	206,456.74	236,499.50	30,042.76	492.87	0.21	6.27	
Total Inflation-Protected Bond Funds				206,456.74	236,499.50	30,042.76	492.87	0.21	6.27	0.00
US Taxable Bond Funds										
DODIX	Dodge & Cox Income Fund	14.43	34,370.065	475,806.39	495,960.04	20,153.65	10,551.61	2.13	13.14	
FXNAX	Fidelity US Bond Index Instl Premium	12.20	46,471.762	542,457.38	566,955.50	24,498.12	10,359.95	1.83	15.02	
LSBDX	Loomis Sayles Bond Fund	13.83	11,384.329	153,331.85	157,445.27	4,113.42	5,063.75	3.22	4.17	
Total US Taxable Bond Funds				1,171,595.62	1,220,360.81	48,765.19	25,975.31	2.13	32.33	0.00
Global Bond Funds										
DODLX	Dodge & Cox Global Bond Fund	12.10	3,181.835	34,437.70	38,500.20	4,062.50	0.00	0.00	1.02	
Total Global Bond Funds				34,437.70	38,500.20	4,062.50	0.00	0.00	1.02	0.00
High Yield Taxable Bond Funds										
FIHBX	Federated Institutional High Yield Bond Fund	10.04	19,442.434	189,946.93	195,202.04	5,255.11	9,762.24	5.00	5.17	
Total High Yield Taxable Bond Funds				189,946.93	195,202.04	5,255.11	9,762.24	5.00	5.17	0.00
Total Fixed Income				1,602,436.99	1,690,562.55	88,125.56	36,230.42	2.14	44.79	
Stocks/Real Assets										
US Large Cap Equity Funds										
CDDYX	Columbia Dividend Income Inst3	31.18	10,430.309	247,033.79	325,217.03	78,183.24	4,813.07	1.48	8.62	
FXAIX	Fidelity 500 Index Fund	157.27	2,101.725	207,710.82	330,538.29	122,827.47	4,100.47	1.24	8.76	
SEEGX	JPMorgan Large Cap Growth I	69.84	2,852.29	130,636.70	199,203.93	68,567.23	94.44	0.05	5.28	
Total US Large Cap Equity Funds				585,381.31	854,959.25	269,577.94	9,007.97	1.05	22.66	0.00
US Mid Cap Equity Funds										
DHMX	Diamond Hill Small-Mid Cap Fund	28.40	3,477.85	64,362.87	98,770.94	34,408.07	550.54	0.56	2.62	
Total US Mid Cap Equity Funds				64,362.87	98,770.94	34,408.07	550.54	0.56	2.62	0.00

Portfolio Holdings For Account : 00B767:LEAP Services DB Plan for Op. Head Start

As Of Date : 08/31/2021

Price Date : 08/31/2021

Account Name : LEAP Services DB Plan for Op. Head Start

Account No : 00B767

Investment Objective : NBT Moderate Risk/Return

Cusip/Ticker	Description	Price	Quantity	Cost	Market Value	Gain/Loss	Income	Yield (%)	TMV (%)	Asset Class%
US Small Cap Equity Funds										
FSSNX	Fidelity Small Cap Index Fund	28.86	3,056.034	45,875.97	88,197.14	42,321.17	776.23	0.88	2.34	
Total US Small Cap Equity Funds				45,875.97	88,197.14	42,321.17	776.23	0.88	2.34	0.00
International Equity Funds										
DFISX	DFA International Small Company Portfolio	23.57	3,543.342	59,015.50	83,516.57	24,501.07	1,321.95	1.58	2.21	
DODFX	Dodge & Cox Intl Stock Fund	48.75	4,767.334	181,335.86	232,407.53	51,071.67	3,861.54	1.66	6.16	
OIGYX	Invesco Oppenheimer Intl Growth Y	53.62	2,156.553	83,636.11	115,634.37	31,998.26	105.46	0.09	3.06	
Total International Equity Funds				323,987.47	431,558.47	107,571.00	5,288.95	1.23	11.43	0.00
International Equity ETFs										
EFG	Ishares MSCI EAFE Growth ETF	111.29	1,130	88,489.51	125,757.70	37,268.19	1,407.53	1.12	3.33	
Total International Equity ETFs				88,489.51	125,757.70	37,268.19	1,407.53	1.12	3.33	0.00
Emerging Markets Equity Funds										
DFEMX	DFA Emerging Mkts Portfolio	34.48	3,329.083	86,570.00	114,786.78	28,216.78	1,777.03	1.55	3.04	
FPADX	Fidelity Emerging Mkts Index Fund	13.04	8,360.264	80,331.08	109,017.84	28,686.76	1,596.81	1.46	2.89	
Total Emerging Markets Equity Funds				166,901.08	223,804.62	56,903.54	3,373.84	1.51	5.93	0.00
Real Assets: Natural Resources ETFs										
GUNR	FlexShares Mstar Gbl Upstrm Nat Res Idx	37.28	1,885	53,511.88	70,272.80	16,760.92	1,772.30	2.52	1.86	
Total Real Assets: Natural Resources ETFs				53,511.88	70,272.80	16,760.92	1,772.30	2.52	1.86	0.00
Real Assets: REIT/MLP Funds										
DFGEX	DFA Global Real Estate Securities Portfolio	13.35	4,611.03	49,283.61	61,557.25	12,273.64	989.02	1.61	1.63	
Total Real Assets: REIT/MLP Funds				49,283.61	61,557.25	12,273.64	989.02	1.61	1.63	0.00
Real Assets: Infrastructure Funds										
GLIFX	Lazard Global Listed Infrastructure Fund	16.38	3,331.508	49,189.95	54,570.10	5,380.15	244.31	0.45	1.45	
Total Real Assets: Infrastructure Funds				49,189.95	54,570.10	5,380.15	244.31	0.45	1.45	0.00
Total Stocks/Real Assets				1,426,983.65	2,009,448.27	582,464.62	23,410.69	1.17	53.25	
Total Portfolio				3,103,929.04	3,774,519.22	670,590.18	59,648.56	1.58	100.01	
Principal Cash				0.00						
Income Cash				0.00						
Trade Cash				0.00						

Portfolio Review & Outlook

LEAP Services – August 2021 Portfolio Outlook

- Exposure to credit within the Intermediate Core and International categories detracted the greatest from portfolio returns in the month of August and Y-T-D. High Yield continued to be the bright spot in the August period with both High Yield and Inflation Protected Bond segments contributing strong performance in the Y-T-D and 1 Year periods.
- The Value tilt, across domestic Equity Asset Classes – Large, Mid & Small Cap, continued to contribute positively to performance relative to the benchmark over the Y-T-D and 1 Year time frames yet during the Month of August Growth outpaced Value. Greatest contributors: JP Morgan Large Cap Growth, Diamond Hill Small-Mid and Fidelity Small Cap Index.
- Exposure to both Foreign Large Growth and Small Blend has continued to add alpha relative to the MSCI EAFE index in each reporting time frame – 1 Month, Y-T-D and 1 Year Period. The Greatest contributions came from the Invesco Oppenheimer International Growth Fund & the DFA International Small Co. Fund.
- The Portfolio (NET of Fees) outperformed the benchmark by +21 bps (1.20% vs. .99)% during the month of August. On the Y-T-D and 1 Year time frames the portfolio continued to outperform (NET of Fees) relative to the benchmark (8.62% vs. 8.38% Y-T-D and 16.72% vs. 15.98% 1Year).
- While Performance (Net of Fees), is trailing Since Inception, 12.53% vs. 13.10% the portfolio continued to narrow that gap to -.57%, an improvement over the prior month (-.78%) and Y-T-D (-1.16%).
- Portfolio Fund Expense Ratio held steady at .36%

LEAP Services – August 2021 Portfolio Outlook

- Exposure to broadly diversified credit within the Intermediate Core, Inflation Protected and High Yield segments, responding to interest rate volatility.
- Continue to be positioned to benefit from the Value tilt, with tactical positioning that has contributed to the portfolios Alpha with 1 Month, Y-T-D and 1 Year Outperformance.
- Over the past year, 75% of the funds have outperformed their peer group average. For the 3-year and 5 Year time frames, 70% of the funds have done so, and for the funds that have a 10-year history, 87% are beating their peer group averages. The quality and long-term performance of our funds continues to be solid.
- We will continue to analyze each fund and the overall composition very diligently to make sure we are putting forward the best portfolio we can in a cost-effective manner.

Fee Transaction Report

Filtered By : Account - 00B767:LEAP Services DB Plan for Op. Head Start, Covering The Period 10/01/2020 To 08/31/2021

Date Run : 09/28/2021

Processing Date : 09/28/2021

Time Printed : 10:12:48 AM

Account Name : LEAP Services DB Plan for Op. Head Start

Account Number : 00B767

Date	Account Number	Account Name			
10/13/2020	00B767	LEAP Services DB Plan for Op. Head Start			
		Market Fee	30 bps Flat	Based On Market Value Of	3,295,583.55
		Amount From Principal	2,471.69	Amount From Income	0.00
				Fee Due On	09/30/2020
		Date Of Market Value	09/30/2020		
		Frequency Of Fee Is	Quarterly		
		Transaction # :	3863932		
10/13/2020	00B767	LEAP Services DB Plan for Op. Head Start			
		Activity Fee	Activity Fee Norml Distributions 2.00		
		Amount From Principal	32.00		
		Amount From Income	0.00		
		Frequency Of Fee Is	Quarterly		
		Fee Due On	09/30/2020		
		Transaction # :	3864409		
01/11/2021	00B767	LEAP Services DB Plan for Op. Head Start			
		Market Fee	30 bps Flat	Based On Market Value Of	3,625,821.82
		Amount From Principal	2,719.37	Amount From Income	0.00
				Fee Due On	12/31/2020
		Date Of Market Value	12/31/2020		
		Frequency Of Fee Is	Quarterly		
		Transaction # :	4115229		
04/12/2021	00B767	LEAP Services DB Plan for Op. Head Start			
		Market Fee	30 bps Flat	Based On Market Value Of	3,628,726.55
		Amount From Principal	2,721.55	Amount From Income	0.00
				Fee Due On	03/31/2021
		Date Of Market Value	03/31/2021		
		Frequency Of Fee Is	Quarterly		
		Transaction # :	4300401		

Fee Transaction Report

Filtered By : Account - 00B767:LEAP Services DB Plan for Op. Head Start, Covering The Period 10/01/2020 To 08/31/2021

Date Run : 09/28/2021

Processing Date : 09/28/2021

Time Printed : 10:12:48 AM

Account Name : LEAP Services DB Plan for Op. Head Start

Account Number : 00B767

Date	Account Number	Account Name			
04/12/2021	00B767	LEAP Services DB Plan for Op. Head Start			
	Activity Fee	Activity Fee Norml Distributions 2.00			
	Amount From Principal	28.00			
	Amount From Income	0.00			
	Frequency Of Fee Is	Quarterly			
	Fee Due On	03/31/2021			
	Transaction # :	4300932			
07/12/2021	00B767	LEAP Services DB Plan for Op. Head Start			
	Market Fee	30 bps Flat	Based On Market Value Of	3,731,689.26	
	Amount From Principal	2,798.77	Amount From Income	0.00	
			Fee Due On	06/30/2021	
	Date Of Market Value	06/30/2021			
	Frequency Of Fee Is	Quarterly			
	Transaction # :	4478995			
07/12/2021	00B767	LEAP Services DB Plan for Op. Head Start			
	Activity Fee	Activity Fee Normal Distributions 2.00			
	Amount From Principal	18.00			
	Amount From Income	0.00			
	Frequency Of Fee Is	Quarterly			
	Fee Due On	06/30/2021			
	Transaction # :	4479535			
			<i>Amount</i>	<i>Number Of Transactions</i>	
Total Miscellaneous Fees			0.00	0	
Total Automatic Fees			10,711.38	4	
Total Income Commissions			0.00	0	
Total Activity Fees			78.00	3	
Total Issue Fees			0.00	0	
Total Fees			10,789.38	7	