

Summary Annual Report

For Penmac Staffing Services 401(k) Retirement Savings Plan

This is a summary of the annual report for Penmac Staffing Services 401(k) Retirement Savings Plan, Employer Identification Number 43-1625388, Plan No. 001 for the period January 01, 2017 through December 31, 2017. 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).

Basic Financial Statement

Benefits under the plan are provided through a trust fund. Plan expenses were \$224,691. These expenses included \$21,157 in administrative expenses and \$193,701 in benefits paid to participants and beneficiaries and \$9,833 in other expenses. A total of 776 persons were participants in or beneficiaries of the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$3,326,993, as of December 31, 2017 compared to \$2,813,960 as of January 01, 2017. During the plan year, the plan experienced an increase in its net assets of \$513,033. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$737,724, including employer contributions of \$61,075, employee contributions of \$165,172, other contributions of \$22, and earnings from investments of \$511,455.

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:

1. financial information and information on payments to service providers;
2. an accountant's report;
3. assets held for investment;

To obtain a copy of the full annual report, or any part thereof, write or call Penmac Staffing Services, Inc., 447 South Ave , Springfield, MO 65806, 417-616-6345.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan at Penmac Staffing Services, Inc., 447 South Ave , Springfield, MO 65806, 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, N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.