

SUMMARY ANNUAL REPORT

For Compass Family Services Employees Welfare Benefit Plan

This is a summary of the annual report of the Compass Family Services Employees Welfare Benefit Plan, EIN 94-1156622, Plan No. 501, for period January 1, 2024 through December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with Kaiser Foundation Health Plan, Inc., United of Omaha Life Insurance Company and Metropolitan Life Insurance Company to pay health, vision, life insurance, long-term disability, prescription drug and AD&D claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2024 were \$1,773,147.

Uninsured Components

Certain benefits of the Plan are not funded. Compass Family Services has committed itself to pay these benefits out of its general assets.

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 Compass Family Services who is Plan Administrator at 37 Grove Street, San Francisco, CA 94102, or by telephone at (415) 644-0504.

You also have the legally protected right to examine the annual report at the main office of the plan (Compass Family Services, 37 Grove Street, San Francisco, CA 94102) 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 N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.