

**T.R. Paul Academy of Arts and Knowledge
aka Northern Colorado Academy of Arts and Knowledge
4512 McMurry Dr. Fort Collins, CO 80525**

Board Meeting Agenda for Wednesday, June 21 2017 at 4pm
4512 McMurry Drive, Fort Collins, Colorado, 80525
Room 106
Conference Line: 712-432-6100 pin 558-47941

I. OPENING SECTION

- A. Call to Order
- B. Board Members in attendance: Kilbon () Kornfeld () Manguso () Nyberg ()
Walser ()
- C. Approval of Agenda
Motion by: _____ Seconded by:
Kilbon () Kornfeld () Manguso () Nyberg () Walser ()

II. AUDIENCE COMMENTS

III. OFFICER REPORTS

- A. Secretary's Report
Motion to approve minutes from May 18th, 2017 meeting
Motion by: _____ Seconded by:
Kilbon () Kornfeld () Manguso () Nyberg () Walser ()
- B. Treasurer's Report
Motion to approve May Financials
Motion by: _____ Seconded by:
Kilbon () Kornfeld () Manguso () Nyberg () Walser ()
- C. Executive Summary

III. BUSINESS

- A. Discussion of TES move from One Point HRO to CoAdvantage
- B. TES Agreement
- C. Approval of estimate to move phones by Sanctified Communications
Motion to approve estimate for moving PBX and phones by Sanctified
Communications
Motion by: _____ Seconded by: _____

Kilbon () Kornfeld () Manguso () Nyberg () Walser ()

D. Approval of TPAAK Provider Service Agreement Extension

Motion to approve thirty-day extension of current TES Provider Service Agreement.

Motion by:

Seconded by:

Kilbon () Kornfeld () Manguso () Nyberg () Walser ()

E. TPAAK/CEL Preschool Agreement

Motion to approve forgiveness of \$5,555.55 owed to TPAAK by CEL Preschool contingent on signed agreement to pay the remaining \$5,555.55 owed in installments to be completed between July 1, 2017 and June 30, 2018

Motion by:

Seconded by:

Kilbon () Kornfeld () Manguso () Nyberg () Walser ()

F. CEC/TPAAK Lease for 4512 McMurry Ave

Motion to approve revised lease between TPAAK and CEC for 4512 McMurry Ave facility

Motion by:

Seconded by:

Kilbon () Kornfeld () Manguso () Nyberg () Walser ()

G. Approval of TPAAK Budget FY2018

Motion to approve preliminary budget presented allocating a 3% increase in salaries.

Motion by:

Seconded by:

Kilbon () Kornfeld () Manguso () Nyberg () Walser ()

H. Rebranding Discussion

IV. CLOSING SECTION

A. Adjourn

Executive Summary 6.21.2017

Enrollment/Recruitment

Budgeted FTE	202.7
Actual Enrollment	198.62
Enrollments Pending	11.58
Actual + Pending	210.2
Homeschool	1.5

*Homeschool not added into any totals

	Re-Enrolled	Not Re-Enrolling	New Applicants	Completed Apps	Potential Final Enrollment	Actual Final Enrollment	Budget: Submitted Projections	Homeschool Potential	Homeschool Completed	Max Per Grade	Potential Openings Remaining	Actual Openings Remaining
1/2 K	0	0	8	8	8	8	0	0	8	0	0	
Full K	0	0	32	31	32	32	0	0	34	2	3	
1st	30	9	9	5	39	35	39	1	0	48	9	13
2nd	34	5	9	6	43	40	42	4	3	48	5	8
3rd	26	2	5	5	31	31	28	0	0	48	17	17
4th	27	4	4	2	31	29	33	0	0	50	19	21
5th	36	4	7	5	43	41	40	2	0	50	7	9
Total	177	24	74	62	227	215	222	7	3	286	59	71
FTE	177	24	57.2	45.62	210.2	198.62	202.7	3.5	1.5	268.36	58.16	69.74

6301 postcards were sent to a five mile radius around 4800 Wheaton Drive to families with children between the ages of 4-11. Additional postcards will be sent out to target the overcrowded PSD schools when we hit the new fiscal year.

New banners are also displayed in front of the McMurry and Wheaton campuses.

Move

- Recommendation to approve estimate to transfer phone system.

Everything is lined up and ready to move over to the new facility on June 26th.

Retention

Please see attached climate survey.

Three community events over the summer:

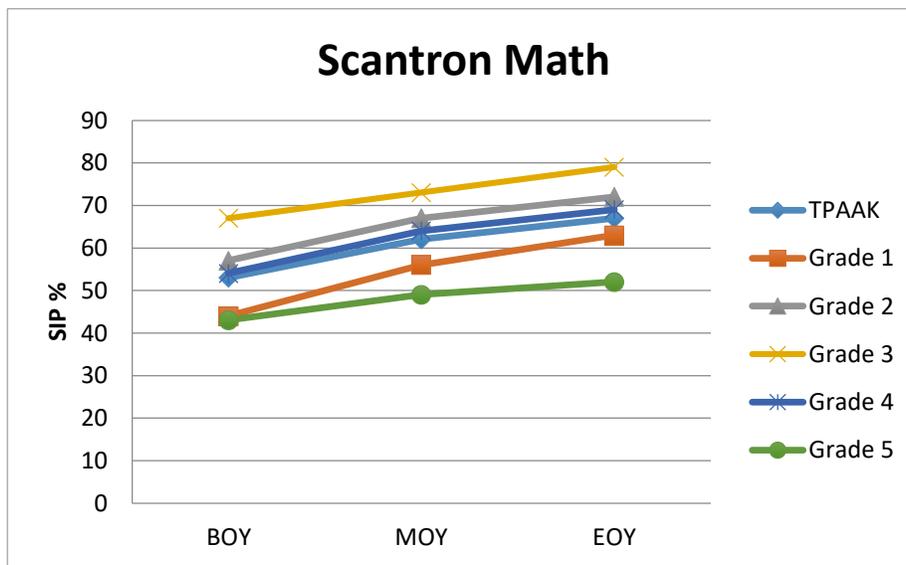
June 29th - Picnic at the Park, Spring Canyon Park

July 11th – TPAAK at Promenade Kid Days at Centerra

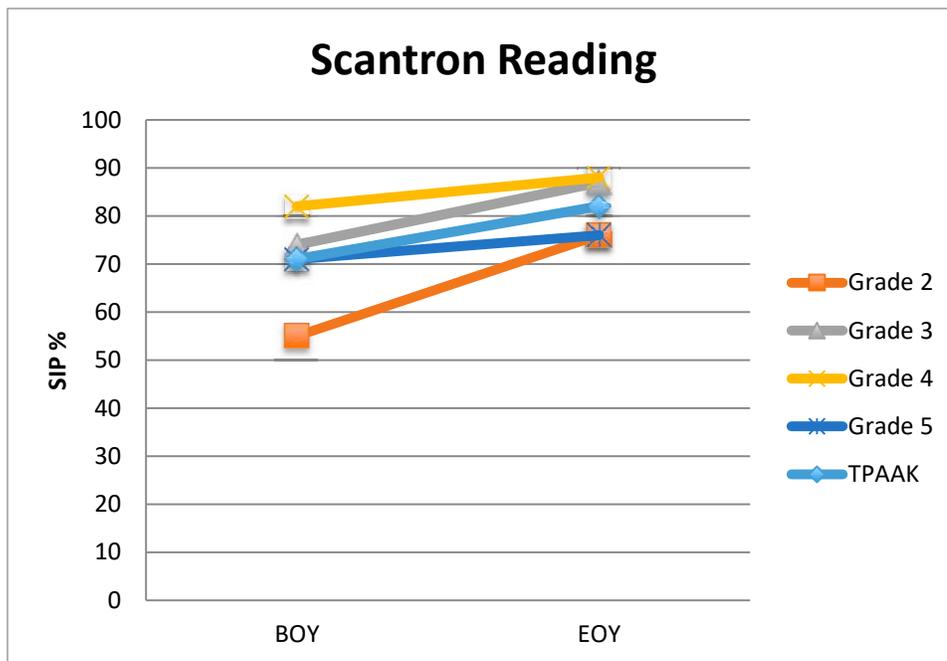
August 11th – School Warming Picnic

Assessment

Overall on Scantron, the school saw a 26% growth in SIP scores on math Scantron from the beginning of the year to middle of year benchmark. 1st grade saw the most growth at 43%. All grades except 5th are “Meeting” standard expectations at MOY, 3rd grade is nearly “Exceeding.” 5th grade is “Approaching” standards, is very close to “Meeting,” but has shown more growth than the 5th grade cohort did last year (21% from BOY to EOY).



All grades except 2nd and 5th met the reading SIP benchmark at EOY, although 2nd grade showed the most growth at 38%, and was close to meeting benchmark. The school showed an overall 15% growth in reading. Keep in mind that only 2nd-5th grade took the reading test this year. Next year with NWEA we will be testing K – 5 three times per year, with an additional progress monitoring tool to test students in specific subject matter based on needs. This will create a data point that teachers can use in student learning plans, and will also be helpful in teacher evaluations. Additionally, scores will look different next year, but the nationally normed data should be easy to transition to, and the reports that NWEA gives will be an invaluable tool to teachers when informing instruction and creating interventions. Teachers will get training during preservice on how to implement NWEA, and hopefully a more in-depth training in the fall on utilizing the reports to inform instruction in the classroom.



4th and 5th graders were given the DIBELS EOY assessment using the paper/pencil test booklets, but next year these grades will be on the Amplify system, making the test consistent K through 5th. 92% of 4th grade met the benchmark for reading fluency, a slight increase from MOY, and 84% for accuracy. Three 4th graders, one who is getting services through an IEP, and two who were on RtI plans. These three students also only scored well below on fluency, their accuracy and retell were comparatively better. 75% of 5th grade met the fluency benchmark, up from 70% at MOY. Two students are well below benchmark, and those who aren't receiving reading services through IEP or 504 plans are receiving RtI plans. The four students who were well below benchmark were receiving IEP and/or 504 services, and were recommended to stay on READ plans in the recent READ Act submission. We are looking forward to having all grades on the DIBELS Amplify system, which will be helpful in having a consistent additional reading data point for both student learning plans and teacher evaluations.

SCANTRON READING SUMMARY

	BOY	EOY	Growth
TPAAK	71	82	15%
Grade 2	55	76	38%
Grade 3	74	87	18%
Grade 4	82	88	7%
Grade 5	71	76	7%

Curriculum

We have moved forward on purchasing the EngageNY literacy curriculum for 3rd-5th. The bulk of the purchase is student books, and a plus to going with this particular curriculum is that the student books are a one-time purchase, save for a big boost in enrollment. The other materials are accessible online and readily available when teachers need them. K-2nd will continue using the curriculum they adopted two years ago, Rooted in Reading, with some additional standard alignment over the summer. K-2nd will also use a portion of the EngageNY curriculum, called the Skills Strand, for phonics instruction, so there will be a common thread in K through 5. Jami and Andy are continuing to work together to discuss ways to build up our leveled reader library for teachers and students, and what program might be best for the school to track student reading. Consumables were purchased for Singapore Math and Handwriting Without Tears, as well as additional manipulatives for math that were lacking the past school year. A schedule for preservice is currently being worked out so teachers get appropriate training for the new curriculum, as well as training and overview of school-wide systems and expectations, bullying prevention, Sped/ELL/GT, Alpine, Rtl/MTSS, teacher evaluations, etc.

Jami has been meeting with grade level teams over the past two weeks to work on next year's master schedule, specials rotations, duties, curriculum mapping, and the newly proposed enrichment block. The schedule is coming along nicely, and she only needs to meet with two more teams, so something should be nailed down by the end of the month. There is an imbedded "WIN" (What I Need) time in the schedule that is new from previous years. During WIN time, students will receive intervention services, gifted/talented services, ELL time with Stefanie, etc. The classroom teachers will then be left with a smaller group of students, allowing for them to provide more interventions and one-on-one time as needed. Specials teachers and Stefanie will help to provide pull-out or push-in services during this time.

Another new component to the proposed schedule for next year is an enrichment block. For the last 30 minutes of every day, all students will have the opportunity to choose an enrichment class. Dragon Scales, band, orchestra, and drama will be included in this block, but students who do not choose to participate in those activities will also be able to go to an enrichment class. All teachers will teach an enrichment each trimester, and there will be a course catalog given to students before each trimester starts. Ideas teachers have already come up with include crocheting, gardening, jewelry making, puzzling, and cooking. Teacher feedback for this enrichment time is very positive and enthusiastic.

What will change?

- Effective August 1st 2017, all TES employees will be moved from our current PEO One Point HRO, to our new provider CoAdvantage. The new provider platform will meaningfully change how TES processes payroll, tracks PTO, and on-boards our employees.
- We have elected to move our healthcare coverage to Anthem Blue Cross Blue Shield (please see summary of plan offerings and attachments).
- 401k plan will move to Mass Mutual; best in the industry! .39% participant fees for the employees participating which is far less than the national average in a 401k Plan. Employees have excellent funds to participate, all with Tickers so the funds can be tracked online. The accounts will be tied to the single-sign on portal. Changes to percentage of contributions and where contributions are being made can be made any time. A brochure is attached with a little more information including the funds available and associated Tickers.
- Worker's Compensation policy is with Zurich thru CoAdvantage.

Who will it affect?

The move is companywide; it will affect all Tatonka Education employees.

Why did we choose CoAdvantage?

TES began the process of selecting a new PEO in the fall of 2016. As you recall, it was our decision when we began our management contracts with Charter Schools to provide a calm and stable environment for all parties. Over the course of the first year we identified inefficiencies with our current PEO and engaged an HR consultant to conduct an interview process of new PEO providers. We selected CoAdvantage from 23 candidates and we believe them to be the best PEO on the market. TES chose to go with CoAdvantage because they have unparalleled tools and services that will make a real difference to our schools. Online onboarding for new hires, a centralized time keeping system, centralized PTO tracking will material impact the time office staff and employees were using interacting in basic tasks. We will be offering hundreds of free online training and compliance programs that Heads of Schools can identify for professional development. The implementation of this new system will drastically reduce busy work for the back office staff, and give more time back to Shannon and Jamie to focus the school's academic goals.

Why did we choose Anthem?

After selecting CoAdvantage as our new PEO, we did review quotes from 3 healthcare providers: United Health Group, Humana, and Anthem. We choose Anthem because they have the most competitive rates and enough plan options to suit any employee. ***Please note that we are only offering the highlighted plans on the "Summary of Plan Offerings" document.***

What does this mean for TPAAK's Staff Specifically?

During our decision making process, we calculated the impact to each employee (attached). Some see a slight increase in annual expense while others have a cost savings. Total increase in cost to the employee is within the standard healthcare cost increase state-wide. TPAAK can establish its one employer contribution amount for all employees on site in Ft. Collins. Contribution levels are determined per location. The spread sheet attached show how benefits will change with a \$425 contribution.

Proposal for Tatonka Capital Corporation
Anthem Plan Summary
Policy Period 10/01/16 through 09/30/17

Anthem HMO 3000	Anthem HMO 1500	Anthem HMO 500	Anthem - M Plan	Anthem - I Plan	Anthem PPO 2000
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In Network (\$ Copay or % Coinsurance)

Deductible (Individual/Family)	\$3,000 / \$9,000	\$1,500 / \$4,500	\$500 / \$1,500	\$1,000 / \$3,000	\$0 / \$0	\$2,000 / \$6,000
Maximum Out-of-Pocket (Individual/Family)	\$6,350 / \$12,700	\$6,000 / \$12,700	\$4,000 / \$8,000	\$4,500 / \$10,000	\$4,500 / \$7,500	\$6,350 / \$12,700
Coinsurance	30%	30%	30%	20%	20%	20%
Primary Care	\$30	\$30	\$30	\$35 / 20%	\$35 / 20%	\$50
Specialist	\$50	\$50	\$50	\$60 / 20%	\$60 / 20%	\$100
Hospital/IP	30%	30%	\$750 per Admit	20%	\$500 per Admit + 20%	20%
Surgical/OP Hospital	30%	30%	\$300	\$250 / 20%	\$500 / 20%	20%
Emergency Room	\$250	\$200	\$200	20%	\$200 / 20%	\$250
Urgent Care	\$50	\$50	\$50	\$60 / 20%	\$60 / 20%	\$30
Lab Services	\$0	\$0	\$0	\$0	\$0	\$0
X-Ray Indiv. Facility	0%	0%	0%	0%	0%	\$30
Complex Medical Imaging	30%	30%	\$250	20%	20%	\$150
Generic	\$15	\$15	\$15	\$15	\$15	\$15
Formulary	\$40	\$40	\$40	\$40	\$40	\$40
Non-Formulary	\$60	\$60	\$60	\$60	\$60	\$60
Specialty Pharmacy Benefit	30% (\$250 Max)	30% (\$250 Max)	30% (\$250 Max)	30% (\$250 Max)	30% (\$250 Max)	30% (\$250 Max)

Out Of Network

Deductible (Individual/Family)	N/A	N/A	N/A	\$3,000 / \$9,000	\$2,000 / \$6,000	\$4,000 / \$12,000
Out-of-Pocket Max (Individual/Family)	N/A	N/A	N/A	\$10,000 / \$23,000	\$17,000 / \$25,400	\$8,000 / \$20,000
Out-of-Network Coinsurance	N/A	N/A	N/A	40%	40%	50%

		Monthly Rate					
Colorado	Employee	\$423.04	\$500.75	\$512.85	\$579.80	\$644.24	\$499.83
	Employee Plus Spouse	\$941.69	\$1,115.19	\$1,142.16	\$1,291.50	\$1,435.42	\$1,113.01
	Employee Plus Child(ren)	\$863.85	\$1,021.64	\$1,046.34	\$1,182.04	\$1,312.95	\$1,019.69
	Family	\$1,312.33	\$1,552.56	\$1,590.11	\$1,796.77	\$1,996	\$1,549.59

Final rates are based on actual enrollment. Rates shown include all administrative, underwriting, and commission expenses.

In most instances the Coinsurance (%) is applied after the deductible has been met. See SBC for verification

Inpatient hospital cost reflects the cost of a 3 day hospital stay; see SPD or SBC for details

**Proposal for Tatonka Capital Corporation
Anthem Plan Summary**

Policy Period 10/01/16 through 09/30/17

Anthem PPO - Blue Classic	Anthem HSA \$6,350	Anthem HSA \$5,000	Anthem HSA \$3,000	Anthem HSA \$2,000
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In Network (\$ Copay or % Coinsurance)

Deductible (Individual/Family)	\$3,000 / \$9,000	\$6,350 / \$12,700	\$5,000 / \$10,000	\$3,000 / \$6,000	\$2,000 / \$4,000
Maximum Out-of-Pocket (Individual/Family)	\$6,350 / \$12,700	\$6,350 / \$12,700	\$5,800 / \$11,600	\$6,000 / \$12,000	\$4,000 / \$8,000
Coinsurance	20%	0%	0%	10%	20%
Primary Care	\$25 / 20%	0%	0%	10%	20%
Specialist	\$50 / 20%	0%	0%	10%	20%
Hospital/IP	20%	0%	0%	10%	20%
Surgical/OP Hospital	20%	0%	0%	10%	20%
Emergency Room	20%	0%	0%	10%	20%
Urgent Care	\$50 / 20%	0%	0%	10%	20%
Lab Services	20%	\$0	\$0	10%	20%
X-Ray Indiv. Facility	20%	0%	0%	10%	20%
Complex Medical Imaging	20%	0%	0%	10%	20%
Generic	\$15	0%	\$15	10%	20%
Formulary	\$40	0%	\$40	10%	20%
Non-Formulary	\$60	0%	\$60	0%	0%
Specialty Pharmacy Benefit	30% (\$250 Max)	0%	30% (\$250 Max)	10%	20%

Out Of Network

Deductible (Individual/Family)	\$6,000 / \$18,000	\$12,700 / \$25,400	\$5,000 / \$10,000	\$6,000 / \$12,000	\$4,000 / \$8,000
Out-of-Pocket Max (Individual/Family)	\$12,700 / \$25,400	\$12,700 / \$50,000	\$11,600 / \$23,200	\$12,000 / \$24,000	\$8,000 / \$16,000
Out-of-Network Coinsurance	40%	50%	30%	40%	40%

		Monthly Rate				
Colorado	Employee	\$523.90	\$373.24	\$400.24	\$503.61	\$526.03
	Employee Plus Spouse	\$1,166.81	\$830.50	\$890.77	\$1,121.59	\$1,171.57
	Employee Plus Child(ren)	\$1,068.64	\$762.65	\$817.54	\$1,027.17	\$1,072.95
	Family	\$1,624.15	\$1,158.32	\$1,241.83	\$1,561.06	\$1,630.65

Final rates are based on actual enrollment. Rates shown include all administrative, underwriting, and commission expenses.

In most instances the Coinsurance (%) is applied after the deductible has been met. See SBC for verification

Inpatient hospital cost reflects the cost of a 3 day hospital stay; see SPD or SBC for details

Adding Value to Your Benefits Offering

CoAdvantage Corporation Retirement Savings Plan



FOR PLAN SPONSOR USE ONLY.

CoADVANTAGE®

 **MassMutual**
FINANCIAL GROUP®



You've already taken an important first step. By managing your benefits through CoAdvantage Corporation, you have demonstrated that you are committed to delivering a robust benefits package to your employees while maintaining focus on growing your business. In addition to your core business solutions, a strong 401(k) offering can round out your value-added employee benefits services.

Contents

- 4 | The value of adopting the CoAdvantage Corporation Retirement Savings Plan
- 4 | A low-cost solution
- 4 | Streamlined plan management
- 4 | Dedication to plan health
- 6 | Smooth installation
- 6 | Flexible plan design
- 6 | Variety of investment options
- 7 | Survey form



CoAdvantage Corporation, working with MassMutual, offers a comprehensive retirement plan solution for smaller businesses that offers simple implementation and administration at low cost to you. CoAdvantage enables you to offer a high-quality retirement benefit that relieves the administrative burden you may be facing if you're managing a plan on your own today. It can also help minimize your fiduciary responsibilities.

Perhaps most importantly, the plan can help you not only attract and retain quality employees, but will encourage these employees to make good decisions today that will move them closer to their retirement goals tomorrow.

The Value of Adopting the CoAdvantage Corporation Retirement Savings Plan

The plan offers:

- A low-cost solution to enhance your benefits package
- Streamlined plan management with features and services typically available only to larger companies
- A dedication to plan health, powered by targeted communications and education
- A comprehensive variety of investment options
- Flexible plan design options
- A seamless installation process

MassMutual's commitment to the Multiple Employer Plan (MEP) industry stems from many years of experience, which has enabled us to design a plan that achieves these objectives.

A low cost solution

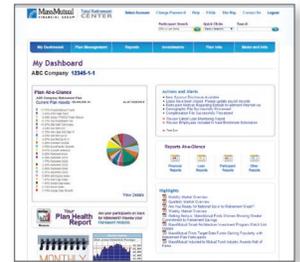
If you are managing a plan on your own today, then you're probably used to paying for basic plan services, such as annual audits, Form 5500 preparation and filing, and non-discrimination testing. These costs are included in the overall pricing of the CoAdvantage Retirement Saving Plan. Overall costs may be lower as well since you benefit from being part of a much larger plan.

If you do not manage your own plan today, consider this: Through CoAdvantage, you may be able to adopt the 401(k) Plan without adding to the cost that you already pay for your benefits administration.

Streamlined plan management

You can focus on your other business priorities, knowing that knowledgeable retirement professionals handle the daily operations of your plan.

The Total Retirement Center (TRC), MassMutual's secure plan sponsor website, provides timely access to information and the ability to initiate plan transactions quickly and easily. The TRC delivers:



- Easy transfers of contribution and demographic data
- Investment performance information
- Financial, participant, loan and other reporting
- Complete loan administration
- Detailed plan information and event summary
- Industry and compliance updates/alerts

We offer compliance services, such as testing, required minimum distribution reporting, merger/acquisition assistance, and more.

Dedication to plan health

For you:

MassMutual

PlanSMARTSM Analysis Tool

Provided we have the proper data, the PlanSmart Analysis tool provides a consolidated view of your entire plan. With income replacement ratios as a key metric, the report shows you the percentage of employees that is on track for a successful retirement. And most importantly, the report will help you develop the actions needed to help a greater percentage of those employees achieve a comfortable level of monthly income when they retire.

Using the latest technology, PlanSmart analyzes your plan and provides critical estimates on how many of your employees have a good chance to replace at least a certain amount of their income in retirement. With more rigorous data analysis, your organization can make better decisions, implement more effective strategies and, ultimately, find clearer paths to achieving plan health and greater success for your participants.

For your participants:

MassMutual RetireSMARTSM Experience

MassMutual RetireSmart is a powerful blend of communications and tools designed to complement the natural tendencies, attitudes and preferences of participants. Using a combination of personalized, relevant messages, a variety of media channels and unique timing, our RetireSmart communications platform applies behavioral lessons to each touch point of an employee's journey toward retirement.



When intelligent plan design is combined with interactive communication such as our highly successful e4 education workshops and the RetireSmart Ready tool, participant outcomes can improve. The RetireSmart Ready tool provides participants with a simple way to check their likelihood of having enough income in retirement and also includes guidance and advice components.*



Services included:

Standard MEP Services

- Track historical employee status
- Eligibility determination
- Mail enrollment packages
- Enrollment/automatic enrollment
- Salary deferral changes/automatic deferral increase
- Contribution limit monitoring
- Loan monitoring
- Hardship withdrawal suspension monitoring
- Process distributions and Qualified Domestic Relations Orders (QDROs)
- Investment line-up changes
- Direct mail to participants
- Electronic/paperless loans Installments/payments
- Beneficiary changes
- Hardship approval services
- e4 education services
- Terminations
- Re-instatements
- Vesting calculations
- Gap statements

ERISA Advisory Services

- **Compliance** – Information on plan sponsor website
- **Consulting** – Plan design, investment policy statements, document preparation
- **Testing** – General 416, 415, 410(b), defined contribution Actual Deferral Percentage/ Actual Contribution Percentage, 402(g), plan limit, 401(a)(4)
- **Reporting** – Form 5500, transitional 5500, auditors package, discretionary year end calculations, outstanding regulatory contribution funding reporting
- Form 5330 preparation
- Regulatory participant notice service

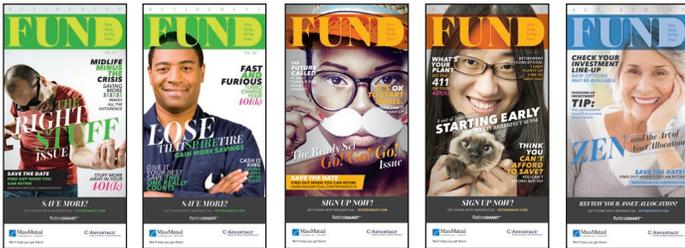
On-Boarding

- Prior plan review
- Contact with prior record keeper
- Schedule asset transfer
- **New business mailings** – Transition booklets, auto-enrollment notification, summary plan descriptions, safe harbor notifications, Pension Protection Act (PPA) mailing (Qualified Default Investment Alternatives [QDIA])

* Guidance and advice services are provided by a third party not affiliated with MassMutual.

The participant campaigns portion of RetireSmart is a value-added service for all of our retirement plan sponsors. In addition to encouraging participants to take action towards retirement readiness, these campaigns also serve as a reminder to participants of the valuable benefit program offered by their organization.

The advantage for plan sponsors is that MassMutual does all the work. Plan sponsors do not need to do anything to initiate the campaigns and can opt-out of the program at any time. If a plan is eligible for a particular campaign, participants who meet the data and profile requirements will automatically be included in the campaign distribution.



Smooth installation

If you manage your own plan today, you can rest assured that plan installation will be seamless to your participants. Working with MassMutual, we take care of the participant notifications and by doing so, hope to generate interest and excitement in the plan. We will conduct education sessions for your participants and offer assistance with the enrollment process. Most importantly, our seasoned and dedicated transition team will ensure the shortest possible blackout period for you and your participants.

Flexible plan design options

As an employer choosing to participate in the Plan, you will have the ability to customize specific features of the Plan to best align with your retirement plan goals.

A comprehensive variety of investment options

Investment Options	Ticker
Stable Value	
SAGIC Diversified Bond II	SAGIC P5
Fixed Income	
Western Asset Core Plus Bond IS	WAPSX
Pioneer Strategic Income K	STRKX
PIMCO Real Return Instl	PRRIX
Lord Abbett High Yield I	LAHYX
Templeton Global Bond R6	FBNRX
Large Cap Value	
Dodge & Cox Stock	DODGX
Large Cap Blend	
Vanguard 500 Index Inv	VFINX
Oakmark I	OAKMX
Large Cap Growth	
Select Sands/Delaware Growth Opportunities Fund I	MMAZX
Mid Cap Value	
Harbor Mid Cap Value Instl	HAMVX
Mid Cap Blend	
Vanguard Mid Cap Index Adm	VIMAX
Vanguard Strategic Equity Inv	VSEQX
Mid Cap Growth	
Select T. Rowe Price/Frontier Mid Cap Growth II Fund I	MEFZX
Small Cap Value	
Putnam Small Cap Value R6	PSCMX
Small Cap Blend	
Vanguard Strategic Small-Cap Equity Inv	VSTCX
Vanguard Small Cap Index Inv	NAESX
Small Cap Growth	
Vanguard Explorer Adm	VEXRX
Global/ International	
Artisan International Institutional	APHIX
Dodge & Cox Global Stock	DODWX
American Funds New World R6	RNWXG
Oakmark International I	OAKIX
Specialty	
Franklin Biotechnology Discovery A	FBDIX
Balanced/Moderate Allocation	
American Funds American Balanced R6	RLBGX
Lifecycle/Lifestyle	
Invesco Equity and Income R6	IEIFX
Vanguard Target Retirement 2010 Inv	VTENX
Vanguard Target Retirement 2015 Inv	VTXVX
Vanguard Target Retirement 2020 Inv	VTWNX
Vanguard Target Retirement 2025 Inv	VTTVX
Vanguard Target Retirement 2030 Inv	VTHRX
Vanguard Target Retirement 2035 Inv	VTTHX
Vanguard Target Retirement 2040 Inv	VFORX
Vanguard Target Retirement 2045 Inv	VTIVX
Vanguard Target Retirement 2050 Inv	VFIFX
Vanguard Target Retirement 2055 Inv	VFFVX
Vanguard Target Retirement 2060 Inv	VTTSX
Vanguard Target Retirement Income Inv	VTINX
Vanguard Wellesley® Income Admiral™	WWIAX

Investors should consider an investment's objectives, risks, charges and expenses carefully before investing. For this and other information, see the prospectus available by calling 1-800-309-3539. Read it carefully before investing.

To get started, please fill out this brief questionnaire and e-mail it to RS-SalesOperations@MassMutual.com

401(k) Survey

CoAdvantage Corporation

Prospect's legal business name _____

DBA _____

Owner/Officer contact _____ Title _____

Phone number _____ Fax number _____

Email address _____

401(k) Plan information

Section 1 – Current plan information & requested service(s)

1. Does the Company currently sponsor a qualified plan? Yes No
If Yes, Estimated assets _____ Estimated participants _____
2. Who is your current plan's recordkeeper and/or investment manager? _____
3. Is the Company currently participating in a multiple employer plan? Yes No
4. If the Company sponsors a plan, is it Safe Harbor Plan? Yes No
5. Does the Company currently sponsor a plan with a Roth 401(k) feature? Yes No
6. Does the Company currently sponsor a plan with a New Comparability feature? Yes No
7. Does the Company sponsor a SIMPLE 401(k) or SIMPLE IRA? Yes No
8. Does the Company have an existing frozen plan, or has the Company terminated a 401(k) plan in the last 12-months? Yes No
9. If the Company sponsors a plan, are they using Automatic Enrollment of participants? Yes No
10. Is the company a subsidiary of another company? Yes No
11. Would you like to learn more about a multiple-employer plan offering sponsored by CoAdvantage? Yes No

Type of corporation

Corp S Corp Limited Liability Company (LLC) Sole proprietor Non Profit

Company contact for 401(k) plan purposes if other than the Owner/Officer contact listed above.

Contact name _____

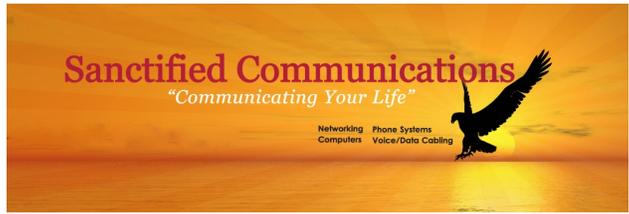
Phone number _____

Email address _____

CoAdvantage holds the following PEO licenses in Florida: GL82, GM280, GM260, GL69, GL36, GM75, GM74, GM286, GM142, GM141, GM285, GM517, GL8, GM293, GM279, GH27, GM294, GL147, GM365, GM367, GM516, GL187, GM498, GM497, GM496

FOR PLAN SPONSOR USE ONLY.





Estimate

Date	Estimate #
6/16/2017	223

Sanctified Communications

1907 S. Douglas Ave.

Loveland, CO 80537

970-669-7028

970-685-4570

www.sanctifiedcommunications.com

support@sanctifiedcommunications.com

Bill To
TR Paul Academy of Arts and Knowledge 4512 McMurry Ave Fort Collins, CO 80525

P.O. No.	Terms	Project
	Net 15	

Item	Quantity	Description	Rate	Amount
7'-19' Relay Rack	1	19' Wide, 7' Tall Relay Rack for Datacom or Telecom Equipment	299.95	299.95T
Discount	1	Discount on used rack	-249.95	-249.95T
Cabling Work	12	SC Techs will move existing Comcast RG11 feed cable in the customer's closet. They will then install (mount to backboard and floor - if needed). They will then move customer's existing IW Patch Panels (with cables connected) from existing 12U Swing-out rack to the new 7' rack. This estimate does not include cost of having to un-terminate and re-terminate cables. If that happens it will be charged at \$70.00/hr.	70.00	840.00
Phone Work	16	SC Techs will forward the customer's main number to Mrs. Keigan's cell phone. They will then disconnect and pack up the customer's PBX along with their TPU and Paging adapter. They will bring both 50 pair 66 Blocks with their 89B Brackets. They will bring what phones the customer has ready for them to take. They will bring all equipment to the new building and IDF that they have created. They will install the system and set it back up exactly as it already is. They will connect up 8 phones at 8 locations designated by Mrs. Keigan. Inbound, Outbound and Internal calling will be tested. Paging will be tested. This estimate does not cover any additional cost associated with cabling or jack issues to make the 8 extensions work or for the paging to work. This estimate assumes the existence of a necessary infrastructure.	80.00	1,280.00
Discount	1	Mr. Sprague has authorized a 5% customer discount.	-148.50	-148.50

PLEASE NOTE:

A deposit of 50% of the invoice or the cost of the material, whichever is the greater, is required upon acceptance of this estimate.

Your Signature is required for acceptance of this estimate.

CUSTOMER SIGNATURE

Subtotal
Sales Tax (0.0%)
Total



Estimate

Date	Estimate #
6/16/2017	223

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P.O. No.	Terms	Project
	Net 15	

Item	Quantity	Description	Rate	Amount
2U Rack Mount Ca...	2	*Fits all 19" racks and cabinets to hold various IT, network, and AV equipment. *Vent design maximizes airflow while maintaining structural integrity. *100 pound weight capacity, up to 80% more than other cantilever rack shelves. *Heavy-duty 2.4mm thick SPCC cold rolled steel construction. *2U height, 16" deep	69.99	139.98T
Discount	2	As Mr. Sprague had forgot to mention that we needed to add two rack mount shelves, he will give those to the customer at no cost if this estimate is accepted.	-69.99	-139.98T

PLEASE NOTE:

A deposit of 50% of the invoice or the cost of the material, whichever is the greater, is required upon acceptance of this estimate.

Your Signature is required for acceptance of this estimate.

CUSTOMER SIGNATURE

Subtotal	\$2,021.50
Sales Tax (0.0%)	\$0.00
Total	\$2,021.50