

A Guide to Capitalizing on Form 5500 Data

Form 5500 offers a potential goldmine of public information about retirement plan sponsors' current plans—and plan service providers. Analyzing much of the information in these filings is simple, and can play an important role in generating retirement plan conversion business. Knowing how to analyze the data to identify potential design or compliance issues a current plan may have can help financial professionals grow their retirement business by developing possible solutions tailored for individual prospects.

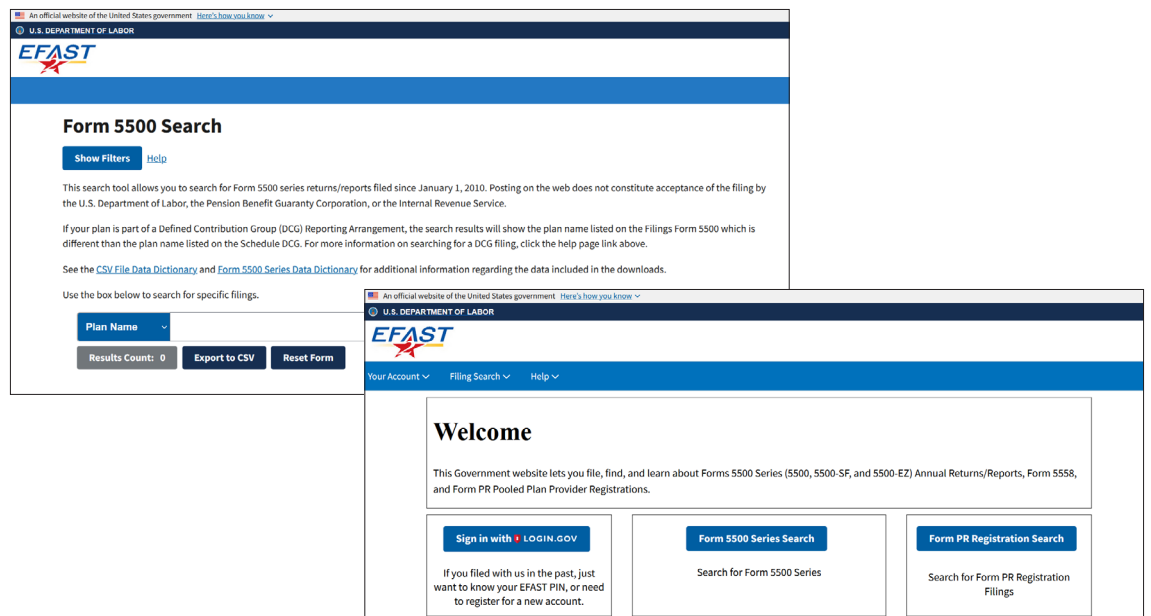
What is Form 5500?

Form 5500 is an annual governmental reporting form that is filed electronically each year by employee pension and welfare benefit plans. The Form and its various attachments are required under Title I and Title IV of the Employee Retirement Income Security Act of 1974 (ERISA) and the Internal Revenue Code.

What to look for in a Form 5500

When analyzing a Form 5500, look for any potential shortcomings in the plan's design or implementation. It may help to keep in mind four of the most commonly cited reasons plan sponsors change plan providers:

- Unsatisfactory participant services
- Inadequate plan sponsor services
- Limited investment menu
- Uncompetitive fees

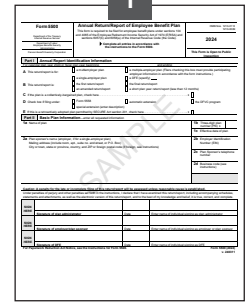


Accessing Form 5500 Data

To find and analyze Form 5500 data, go to efast.dol.gov. Under "Filings" click on "Form 5500/5500-SF Search" then begin searching.

An Overview of Form 5500

Using Form 5500 as a data-gathering tool to research retirement plans can help financial professionals offer solid, targeted solutions. Here, we explain the function of each of the Form's sections, and suggest questions to consider to help determine whether a particular plan is satisfying the needs of participants and the plan sponsor.



Part I A - E:

Annual Report Identification Information

Identifies plan year and type of entity filing report

Questions to consider:

- Is this a calendar-year plan?
- Is this a single-employer plan?
- Is this the most recent Form 5500 available?
- Is this plan filing as a delinquent filer under the Delinquent Filer Voluntary Compliance (DFVC) program?

Part II, Section 1 & 2:

Basic Plan Information

Provides contact information for the plan sponsor and defines type of business.

Questions to consider:

- What type of business is this?
- How old is the plan?
- Is there a third-party Direct Filing Entity (DFE) associated with this plan?

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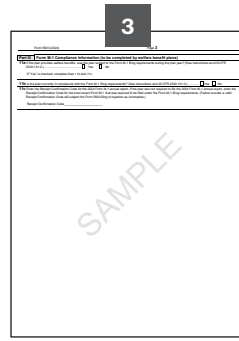
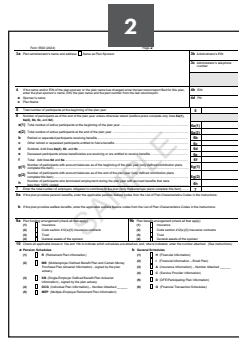
Form 5500 <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Annual Return/Report of Employee Benefit Plan <small>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</small> ▶ Complete all entries in accordance with the instructions to the Form 5500.	<small>OMB Nos. 1210-0110 1210-0089</small> 2024 This Form is Open to Public Inspection
Part I Annual Report Identification Information <small>For calendar plan year 2024 or fiscal plan year beginning and ending</small>		
A This return/report is for: <input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)		
B This return/report is: <input type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) _____ <input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report <input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)		
C If the plan is a collectively-bargained plan, check here: <input type="checkbox"/>		
D Check box if filing under: <input type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program <input type="checkbox"/> special extension (enter description)		
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here: <input type="checkbox"/>		
Part II Basic Plan Information —enter all requested information		
1a Name of plan		1b Three-digit plan number (PN) ▶
		1c Effective date of plan
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)		2b Employer Identification Number (EIN)
		2c Plan Sponsor's telephone number
		2d Business code (see instructions)
Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.		
<small>Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.</small>		
SIGN HERE		
	Signature of plan administrator	Date
	Enter name of individual signing as plan administrator	
SIGN HERE		
	Signature of employer/plan sponsor	Date
	Enter name of individual signing as employer or plan sponsor	
SIGN HERE		
	Signature of DFE	Date
	Enter name of individual signing as DFE	
<small>For Paperwork Reduction Act Notice, see the Instructions for Form 5500.</small>		
<small>Form 5500 (2024) v. 240311</small>		

Part II, Section 5 & 6:

Basic Plan Information

Questions to consider:

- How many participants does the plan have?
- How many participants did the plan have at the beginning of the year versus the end of the year?
- Is this plan growing or shrinking?
- Does the plan include a large number of retired/separated plan participants or deceased plan participants whose beneficiaries are entitled to benefits?



Part II, Section 8a:

Pension Feature Codes

Identifies plan characteristics and features using the pension benefits codes

Questions to consider:

- Does the Plan intend to comply with ERISA 404(c): does the plan provide participants or beneficiaries an opportunity to exercise control over assets?
- Is the plan utilizing a cross-tested profit sharing allocation method?
- Is the client currently using a salary deferral feature?
- Does the plan currently take advantage of automatic enrollment?

Part II, Section 9a & b:

Plan Funding Arrangement

Identifies how the plan is funded

Questions to consider:

- Is the plan funded with insurance?
- Is the insurance unduly expensive?
- Is there a more cost-effective solution?

Part II, Section 10a & b:

Schedules Attached

Identifies attached schedules, which may offer greater plan detail

Questions to consider:

- Do I have all the attached schedules?
- Is the plan sponsor using the appropriate schedules for filing, or do they need additional information to be compliant?

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3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:		4b EIN	
a Sponsor's name		4d PN	
c Plan Name			
5 Total number of participants at the beginning of the plan year		5	
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year		6a(1)	
a(2) Total number of active participants at the end of the plan year		6a(2)	
b Retired or separated participants receiving benefits		6b	
c Other retired or separated participants entitled to future benefits		6c	
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	
f Total. Add lines 6d and 6e		6f	
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)		6g(1)	
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply)		9b Plan benefit arrangement (check all that apply)	
(1) <input type="checkbox"/> Insurance		(1) <input type="checkbox"/> Insurance	
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts		(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	
(3) <input type="checkbox"/> Trust		(3) <input type="checkbox"/> Trust	
(4) <input type="checkbox"/> General assets of the sponsor		(4) <input type="checkbox"/> General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules		b General Schedules	
(1) <input type="checkbox"/> R (Retirement Plan Information)		(1) <input type="checkbox"/> H (Financial Information)	
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary		(2) <input type="checkbox"/> I (Financial Information - Small Plan)	
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		(3) <input type="checkbox"/> A (Insurance Information) - Number Attached _____	
(4) <input type="checkbox"/> DCG (Individual Plan Information) - Number Attached _____		(4) <input type="checkbox"/> C (Service Provider Information)	
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)		(5) <input type="checkbox"/> D (DFE/Participating Plan Information)	
		(6) <input type="checkbox"/> G (Financial Transaction Schedules)	

Pension Feature Codes

Refer to these codes when analyzing Part II, Section 8a of the Form 5500.¹

Defined Benefit Pension Features

	Code
Benefits are primarily pay related.	1A
Benefits are primarily flat dollar (includes dollars per year of service).	1B
Cash balance or similar plan – Plan has a “cash balance” formula. For this purpose, a “cash balance” formula is a benefit formula in a defined benefit plan by whatever name (for example, personal account plan, pension equity plan, life cycle plan, cash account plan, etc.) that rather than, or in addition to, expressing the accrued benefit as a life annuity commencing at normal retirement age, defines benefits for each employee in terms more common to a defined contribution plan such as a single sum distribution amount (for example, 10% of final average pay times years of service, or the amount of the employee’s hypothetical account balance).	1C
Floor-offset plan – to offset for retirement benefits provided by an employer-sponsored defined contribution plan.	1D
Code section 401(h) arrangement – Plan contains separate accounts under Code section 401(h) to provide employee health benefits.	1E
Code section 414(k) arrangement – Benefits are based partly on the balance of the separate account of the participant (also include appropriate defined contribution pension feature codes).	1F
Plan covered by PBGC that was terminated and closed out for PBGC purposes – Before the end of the plan year (or a prior plan year), (1) the plan terminated in a standard (or distress) termination and completed the distribution of plan assets in satisfaction of all benefit liabilities (or all ERISA Title IV benefits for distress termination); or (2) a trustee was appointed for a terminated plan pursuant to ERISA section 4042.	1H
Frozen plan – As of the last day of the plan year, the plan provides that no participant will get any new benefit accrual (whether because of service or compensation).	1I
Multiemployer plan covered by PBGC that was terminated by mass withdrawal in accordance with ERISA section 4041A(a)(2) during the plan year or in a prior plan year.	1J
Multiemployer plan covered by PBGC that was terminated by plan amendment in accordance with ERISA section 4041A(a)(1) during the plan year or in a prior plan year.	1K
Multiemployer plan covered by PBGC that became insolvent as defined in ERISA Sec 4245(b) during the plan year or in a prior plan year and was still insolvent as of the end of the plan year.	1L

Defined Contribution Pension Features

	Code
Use this code if employer contributions in the return year were based on one of the following allocation types: Age/service weighted or new comparability or similar plan – Age/service weighted plan: Allocations are based on age, service, or age and service. New comparability or similar plan: Allocations are based on participant classifications and a classification(s) consists entirely or predominantly of highly compensated employees; or the plan provides an additional allocation rate on compensation above a specified threshold, and the threshold or additional rate exceeds the maximum threshold or rate allowed under the permitted disparity rules of Code section 401(l).	2A
Target benefit plan.	2B
Money purchase (other than target benefit) plan.	2C
Offset plan – Plan benefits are subject to offset for retirement benefits provided in another plan or arrangement of the employer.	2D
Profit-sharing plan.	2E
ERISA section 404(c) plan – This plan, or any part of it, is intended to meet the conditions of 29 CFR 2550.404c-1.	2F
Total participant-directed account plan – Participants have the opportunity to direct the investment of all the assets allocated to their individual accounts, regardless of whether 29 CFR 2550.404c-1 is intended to be met.	2G
Partial participant-directed account plan – Participants have the opportunity to direct the investment of a portion of the assets allocated to their individual accounts, regardless of whether 29 CFR 2550.404c-1 is intended to be met.	2H
Stock bonus.	2I
Code section 401(k) feature – A cash or deferred arrangement described in Code section 401(k) that is part of a qualified defined contribution plan that provides for an election by employees to defer part of their compensation or receive these amounts in cash.	2J
Code section 401(m) arrangement – Employee contributions are allocated to separate accounts under the plan or employer contributions are based, in whole or in part, on employee deferrals or contributions to the plan. Not applicable if plan is a Code section 401(k) plan with only QNEC (Qualified Nonelective Contribution) and/or QMACs (Qualified Matching Contribution). Also not applicable if plan is a Code section 403(b)(1), 403(b)(7), or 408 arrangement/accounts annuities.	2K
An annuity contract purchased by Code section 501(c)(3) organization or public school as described in Code section 403(b)(1) arrangement.”	2L
Custodial accounts for regulated investment company stock as described in Code section 403(b)(7).	2M

Code section 408 accounts and annuities – See Limited Pension Plan Reporting instructions for pension plan utilizing Code section 408 individual retirement accounts or annuities as the funding vehicle for providing benefits.	2N
ESOP (Employee Stock Ownership Plan) other than a leveraged ESOP	2O
Leveraged ESOP – An ESOP that acquires employer securities with borrowed money or other debt-financing techniques.	2P
The employer maintaining this ESOP is an S corporation.	2Q
Participant-directed brokerage accounts provided as an investment option under the plan.	2R
401(k) plan or 403(b) plan that provides for automatic enrollment in plan that has elective contributions deducted from payroll.	2S
Total or partial participant-directed account plan – plan uses default investment account for participants who fail to direct assets in their account.	2T
Multiple-employer pension plan sponsored by a bona fide group or association of employers that is an Association Retirement Plan that meets all the conditions under 29 CFR 2510.3-55(b).	2U
Multiple-employer pension plan that is a Professional Employer Organization Plan (PEO Plan) that meets all the conditions under 29 CFR 2510.3-55(c).	2V
Multiple-employer pension plan that is a pooled employer plan that meets the definition under ERISA section 3(43).	2W
Multiple-employer defined contribution pension plan that does not fall under characteristics codes 2U, 2V or 2W.	2X
Pension-linked emergency savings account – A short-term savings account established as part of the plan in accordance with ERISA section 801.	2Y

Other Pension Benefit Features

	Code
Use this code if the plan covered self-employed individuals in the return year.	3B
Plan not intended to be qualified - A plan not intended to be qualified under Code sections 401, 403, or 408.	3C
Pre-approved pension plan - A pre-approved plan under sections 401, 403(a), 403(b), and 4975(e)(7) of the Code that is subject to a favorable opinion letter from the IRS.	3D
Plan sponsor(s) received services of leased employees, as defined in Code section 414(n), during the plan year.	3F
Plan sponsor(s) is (are) a member(s) of a controlled group under Code section 414(b) or (c) or of an affiliated service group under section 414(m).	3H
Plan requiring that all or part of employer contributions be invested and held, at least for a limited period, in employer securities.	3I
U.S.-based plan that covers residents of Puerto Rico and is qualified under both Code section 401 and section 1165 of the Internal Revenue Code of Puerto Rico.	3J

Welfare Benefit Features

	Code
Health (other than vision or dental).	4A
Life insurance.	4B
Supplemental unemployment.	4C
Dental.	4D
Vision.	4E
Temporary disability (accident and sickness).	4F
Prepaid legal.	4G
Long-term disability.	4H
Severance pay.	4I
Apprenticeship and training.	4J
Scholarship (funded).	4K
Death benefits (include travel accident but not life insurance).	4L
Taft-Hartley Financial Assistance for Employee Housing Expenses.	4P
Other.	4Q
Unfunded, fully insured, or combination unfunded/fully insured welfare plan that will not file an annual report for next plan year pursuant to 29 CFR 2520.104-20.	4R
Unfunded, fully insured, or combination unfunded/fully insured welfare plan that stopped filing annual reports in an earlier plan year pursuant to 29 CFR 2520.104-20.	4S
10 or more employer plan under Code section 419A(f)(6).	4T
Collectively-bargained welfare benefit arrangement under Code section 419A(f)(5).	4U

1. Source: 2025 DOL Instructions for Form 5500.

Principal Business Activity Codes

Refer to these codes when analyzing Part II, Section 2d of the Form 5500.¹

Code	Code	Code
Agriculture, Forestry, Fishing and Hunting		
Crop Production		
111100	Oilseed & Grain Farming	312130 Wineries
111210	Vegetable & Melon Farming (including potatoes & yams)	312140 Distilleries
111300	Fruit & Tree Nut Farming	312200 Tobacco Manufacturing
111400	Greenhouse, Nursery, & Floriculture Production	Textile Mills and Textile Product Mills
111900	Other Crop Farming (including tobacco, cotton, sugarcane, hay, peanut, sugar beet, & all other crop farming)	313000 Textile Mills
Animal Production		
112111	Beef Cattle Ranching & Farming	314000 Textile Product Mills
112112	Cattle Feedlots	Apparel Manufacturing
112120	Dairy Cattle & Milk Production	315100 Apparel Knitting Mills
112210	Hog & Pig Farming	315210 Cut & Sew Apparel Contractors
112300	Poultry & Egg Production	315220 Men's & Boys' Cut & Sew Apparel Mfg.
112400	Sheep & Goat Farming	315240 Women's, Girls' and Infants' Cut & Sew Apparel Mfg.
112510	Aquaculture (including shellfish & finfish farms & hatcheries)	315280 Other Cut & Sew Apparel Mfg
112900	Other Animal Production	315990 Apparel Accessories & Other Apparel Mfg
Forestry and Logging		
113110	Timber Tract Operations	Leather and Allied Product Manufacturing
113210	Forest Nurseries & Gathering of Forest Products	316110 Leather & Hide Tanning, & Finishing
113310	Logging	316210 Footwear Mfg (including rubber & plastics)
Fishing, Hunting and Trapping		
114110	Fishing	316990 Other Leather & Allied Product Mfg
114210	Hunting & Trapping	Wood Product Manufacturing
Support Activities for Agriculture and Forestry		
115110	Support Activities for Crop Production (including cotton ginning, soil preparation, planting, & cultivating)	321110 Sawmills & Wood Preservation
115210	Support Activities for Animal Production	321210 Veneer, Plywood, & Engineered Wood Product Mfg
115310	Support Activities for Forestry	321900 Other Wood Product Mfg
Mining		
211120	Crude Petroleum Extraction	Paper Manufacturing
211130	Natural Gas Extraction	322100 Pulp, Paper, & Paperboard Mills
212110	Coal Mining	322200 Converted Paper Product Mfg
212200	Metal Ore Mining	Printing and Related Support Activities
212310	Stone Mining & Quarrying	323100 Printing & Related Support Activities
212320	Sand, Gravel, Clay, & Ceramic & Refractory Minerals Mining, & Quarrying	Petroleum and Coal Products Manufacturing
212390	Other Nonmetallic Mineral & Quarrying	324110 Petroleum Refineries (including integrated)
213110	Support Activities for Mining	324120 Asphalt Paving, Roofing, & Saturated Materials Mfg
Utilities		
221100	Electric Power Generation, Transmission & Distribution	324190 Other Petroleum & Coal Products Mfg
221210	Natural Gas Distribution	Chemical Manufacturing
221300	Water, Sewage & Other Systems	325100 Basic Chemical Mfg
221500	Combination Gas & Electric	325200 Resin, Synthetic Rubber, & Artificial & Synthetic Fibers & Filaments Mfg
Construction		
Construction of Buildings		
236110	Residential Building Construction	325300 Pesticide, Fertilizer, & Other Agricultural Chemical Mfg
236200	Nonresidential Building Construction	325410 Pharmaceutical & Medicine Mfg
Heavy and Civil Engineering Construction		
237100	Utility System Construction	325500 Paint, Coating, & Adhesive Mfg
237210	Land Subdivision	325600 Soap, Cleaning Compound, & Toilet Preparation Mfg
237310	Highway, Street, & Bridge	325900 Other Chemical Product & Preparation Mfg
237990	Other Heavy & Civil Engineering Construction	
Specialty Trade Contractors		
238100	Foundation, Structure, & Building Exterior Contractors (including framing carpentry, masonry, glass, roofing, & siding)	
238210	Electrical Contractors	
238220	Plumbing, Heating, & Air-Conditioning Contractors	
238290	Other Building Equipment Contractors	
238300	Building Finishing Contractors (including drywall, insulation, painting, wallcovering, flooring, tile, & finish carpentry)	
238900	Other Specialty Trade Contractors (including site preparation)	
Manufacturing		
Food Manufacturing		
311110	Animal Food Mfg	
311200	Grain & Oilseed Milling	
311300	Sugar & Confectionary Product Mfg	
311400	Fruit & Vegetable Preserving & Specialty Food Mfg	
311500	Dairy Product Mfg	
311610	Animal Slaughtering and Processing	
311710	Seafood Product Preparation & Packaging	
311800	Bakeries, Tortilla & Dry Pasta Mfg	
311900	Other Food Mfg (including coffee, tea, flavorings & seasonings)	
Beverage and Tobacco Product Manufacturing		
312110	Soft Drink & Ice Mfg	
312120	Breweries	

1. Source of data: 2025 DOL Instructions for Form 5500.

Principal Business Activity Codes (cont.)

Code		Code		Code	
445291	Baked Goods Stores	454210	Vending Machine Operators		
445292	Confectionery & Nut Stores	454310	Fuel Dealers (including Heating Oil and Liquefied Petroleum)		
445299	All Other Specialty Food Stores				
445310	Beer, Wine, & Liquor Stores	454390	Other Direct Selling Establishments (including door-to-door retailing, frozen food plan providers, party plan merchandisers, & coffee-break service providers)		
Health and Personal Care Stores		Transportation and Warehousing		Information	
446110	Pharmacies & Drug Stores	Air, Rail, and Water Transportation		Publishing Industries (except Internet)	
446120	Cosmetics, Beauty Supplies, & Perfume Stores	481000	Air Transportation	511110	Newspaper Publishers
446130	Optical Goods Stores	482110	Rail Transportation	511120	Periodical Publishers
446190	Other Health & Personal Care Stores	483000	Water Transportation	511130	Book Publishers
Gasoline Stations		Truck Transportation		511140	Directory & Mailing List Publishers
447100	Gasoline Stations (including convenience stores with gas)	484110	General Freight Trucking, Local	511190	Other Publishers
Clothing and Clothing Accessories Stores		484120	General Freight Trucking, Long-distance	512100	Software Publishers
448110	Men's Clothing Stores	484200	Specialized Freight Trucking	Motion Picture and Sound Recording Industries	
448120	Women's Clothing Stores	Transit and Ground Passenger Transportation		512100	Motion Picture & Video. Industries (except video rental)
448130	Children's & Infants' Clothing Stores	485110	Urban Transit Systems	512200	Sound Recording Industries
448140	Family Clothing Stores	485210	Interurban & Rural Bus Transportation	Broadcasting (except Internet)	
448150	Clothing Accessories Stores	485310	Taxi Service	515100	Radio & Television Broadcasting
448190	Other Clothing Stores	485320	Limousine Service	515210	Cable & Other Subscription Programming
448210	Shoe Stores	485410	School & Employee Bus Transportation	Telecommunications	
448310	Jewelry Stores	485510	Charter Bus Industry	517000	Telecommunications (including paging, cellular, satellite, cable & other program distribution, resellers, other telecommunications, & internet service providers)
448320	Luggage & Leather Goods Stores	485990	Other Transit & Ground Passenger Transportation	Data Processing Services	
Sporting Goods, Hobby, Book, and Music Stores		Pipeline Transportation		518210	Data Processing, Hosting, & Related Services
451110	Sporting Goods Stores	486000	Pipeline Transportation	Other Information Services	
451120	Hobby, Toy, & Game Stores	Scenic & Sightseeing Transportation		519100	Other Information Services (including news syndicates, libraries, internet publishing & broadcasting)
451130	Sewing, Needlework, & Piece Goods Stores	487000	Scenic & Sightseeing Transportation	Finance and Insurance	
451140	Musical Instrument & Supplies Stores	Support Activities for Transportation		Depository Credit Intermediation	
451211	Book Stores	488100	Support Activities for Air Transportation	522110	Commercial Banking
451212	News Dealers & Newsstands	488210	Support Activities for Rail Transportation	522120	Savings Institutions
General Merchandise Stores		488300	Support Activities for Water Transportation	522130	Credit Unions
452200	Department Stores	488410	Motor Vehicle Towing	522190	Other Depository Credit Intermediation
452300	General Merchandise Stores, incl. Warehouse Clubs & Supercenters	488490	Other Support Activities for Road Transportation	Nondepository Credit Intermediation	
Miscellaneous Store Retailers		488510	Freight Transportation Arrangement	522210	Credit Card Issuing
453110	Florists	488990	Other Support Activities for Transportation	522220	Sales Financing
453210	Office Supplies & Stationery Stores	Couriers and Messengers		522291	Consumer Lending
453220	Gift, Novelty, & Souvenir Stores	492110	Couriers	522292	Real Estate Credit (including mortgage bankers & originators)
453310	Used Merchandise Stores	492210	Local Messengers & Local Delivery	522293	International Trade Financing
453910	Pet & Pet Supplies Stores	Warehousing and Storage		522294	Secondary Market Financing
453920	Art Dealers	493100	Warehousing & Storage (except lessors of miniwarehouses & self-storage units)	522298	All Other Nondepository Credit Intermediation
453930	Manufactured (Mobile) Home Dealers			Activities Related to Credit Intermediation	
453990	All Other Miscellaneous Store Retailers (including tobacco, candle, & trophy shops)			522300	Activities Related to Credit Intermediation (including loan brokers, check clearing, & money transmitting)
Nonstore Retailers					
454110	Electronic Shopping & Mail-Order Houses				

Principal Business Activity Codes (cont.)

Code	Code	Code		
Securities, Commodity Contracts, and Other Financial Investments and Related Activities				
523110	532281	541910		
Investment Banking & Securities Dealing	Formal Wear & Costume Rental	Marketing Research & Public Opinion Polling		
523120	532282	541920		
Securities Brokerage	Video Tape & Disc Rental	Photographic Services		
523130	532283	541930		
Commodity Contracts Dealing	Home Health Equipment Rental	Translation & Interpretation Services		
523140	532284	541940		
Commodity Contracts Brokerage	Recreational Goods Rental	Veterinary Services		
523210	532289	541990		
Securities & Commodity Exchanges	All Other Consumer Goods Rental	All Other Professional, Scientific, & Technical Services		
523900	532310	Management of Companies (Holding Companies)		
Other Financial Investment Activities (including portfolio management & investment advice)	General Rental Centers	551111	Offices of Bank Holding Companies	
Insurance Carriers and Related Activities			551112	Offices of Other Holding Companies
524130	532400	Administrative and Support and Waste Management and Remediation Services		
Reinsurance Carriers	Commercial & Industrial Machinery & Equipment Rental & Leasing	Administration and Support Services		
524140	Lessors of Nonfinancial Intangible Assets (except copyrighted works)			
Direct Life, Health, & Medical Insurance Carriers	533110	561110 Office Administrative Services		
524150	Lessors of Nonfinancial Intangible Assets (except copyrighted works)	561210 Facilities Support Services		
Direct Insurance (except Life, Health & Medical) Carriers	Professional, Scientific, and Technical Services			
524210	Legal Services			
Insurance Agencies & Brokerages	541110	561300 Employment Services		
524290	Offices of Lawyers	561410 Document Preparation Services		
Other Insurance Related Activities (including third-party administration of Insurance and pension funds)	541190	561420 Telephone Call Centers		
Funds, Trusts, and Other Financial Vehicles			561430	Business Service Centers (including private mail centers & copy shops)
525100	Accounting, Tax Preparation, Bookkeeping, and Payroll Services			
Insurance & Employee Benefit Funds	541211	561440 Collection Agencies		
525910	Offices of Certified Public Accountants	561450 Credit Bureaus		
Open-End Investment Funds (Form 1120-RIC)	541213	561490 Other Business Support Services (including repossession services, court reporting, & stenotype services)		
525920	Tax Preparation Services	561500		
Trusts, Estates, & Agency Accounts	541214	Travel Arrangement & Reservation Services		
525990	Payroll Services	561600		
Other Financial Vehicles (including mortgage REITs & closed-end investment funds)	541219	Investigation & Security Services		
"Offices of Bank Holding Companies" and "Offices of Other Holding Companies" are located under Management of Companies (Holding Companies).			561710	Exterminating & Pest Control Services
Real Estate and Rental and Leasing			561720	Janitorial Services
Real Estate			561730	Landscaping Services
531110	Architectural, Engineering, and Related Services			
Lessors of Residential Buildings & Dwellings (including equity REITs)	541310	561740		
531120	Architectural Services	Carpet & Upholstery Cleaning Services		
Lessors of Nonresidential Buildings (except Miniwarehouses) (including equity REITs)	541320	561790		
531130	Landscape Architecture Services	Other Services to Buildings & Dwellings		
Lessors of Miniwarehouses & Self-Storage Units (including equity REITs)	541330	561900		
531190	Engineering Services	Other Support Services (including packaging & labeling services, & convention & trade show organizers)		
Lessors of Other Real Estate Property (including equity REITs)	541340	Waste Management and Remediation Services		
531210	Drafting Services	562000		
Offices of Real Estate Agents & Brokers	541350	Waste Management and Remediation Services		
531310	Building Inspection Services	Educational Services		
Real Estate Property Managers	541360	611000		
531320	Geophysical Surveying & Mapping Services	Educational Services (including schools, colleges, & universities)		
Offices of Real Estate Appraisers	541370	Health Care and Social Assistance		
531390	Surveying & Mapping (except Geophysical) Services	Offices of Physicians and Dentists		
Other Activities Related to Real Estate	541380	621111		
Rental and Leasing Services			621112	
532100	Specialized Design Services			621210
Automotive Equipment Rental & Leasing	541400	Custom Computer Programming Services		Offices of Dentists
532210	Specialized Design Services (including interior, industrial, graphic, & fashion design)	621111		
Consumer Electronics & Appliances Rental	541511	Offices of Physicians (except mental health specialists)		
Computer Systems Design and Related Services			621112	
541512	Computer Systems Design Services			Offices of Physicians, Mental Health Specialists
541513	Computer Facilities Management Services			621210
541519	Computer Facilities Management Services			Offices of Dentists
541519	Other Computer Related Services			
Other Professional, Scientific, and Technical Services				
541600	Management, Scientific, & Technical Consulting Services			
541700	Scientific Research & Development Services			
541800	Advertising & Related Services			

Principal Business Activity Codes (cont.)

Code	Code	Code
Offices of Other Health Practitioners		
621310	Offices of Chiropractors	
621320	Offices of Optometrists	
621330	Offices of Mental Health Practitioners (except Physicians)	
621340	Offices of Physical, Occupational & Speech Therapists, & Audiologists	
621391	Offices of Podiatrists	
621399	Offices of all Other Miscellaneous Health Practitioners	
Outpatient Care Centers		
621410	Family Planning Centers	
621420	Outpatient Mental Health & Substance Abuse Centers	
621491	HMO Medical Centers	
621492	Kidney Dialysis Centers	
621493	Freestanding Ambulatory Surgical & Emergency Centers	
621498	All Other Outpatient Care Centers	
Medical and Diagnostic Laboratories		
621510	Medical & Diagnostic Laboratories	
Home Health Care Services		
621610	Home Health Care Services	
Other Ambulatory Health Care Services		
621900	Other Ambulatory Health Care Services (including ambulance services & blood & organ banks)	
Hospitals		
622000	Hospitals	
Nursing and Residential Care Facilities		
623000	Nursing & Residential Care Facilities	
Social Assistance		
624100	Individual & Family Services	
624200	Community Food & Housing, & Emergency & Other Relief Services	
624310	Vocational Rehabilitation Services	
624410	Child Day Care Services	
Arts, Entertainment, and Recreation		
Performing Arts, Spectator Sports, and Related Industries		
711100	Performing Arts Companies	
711210	Spectator Sports (including sports clubs & racetracks)	
711300	Promoters of Performing Arts, Sports, & Similar Events	
711410	Agents & Managers for Artists, Athletes, Entertainers, & Other Public Figures	
711510	Independent Artists, Writers, & Performers	
Museums, Historical Sites, and Similar Institutions		
712100	Museums, Historical Sites, & Similar Institutions	
Amusements, Gambling, and Recreation Industries		
713100	Amusement Parks & Arcades	
713200	Gambling Industries	
713900	Other Amusement & Recreation Industries (including golf courses, skiing facilities, marinas, fitness centers, & bowling centers)	
Accommodation and Food Services		
Accommodation		
721110	Hotels (except Casino Hotels) & Motels	
721120	Casino Hotels	
721191	Bed & Breakfast Inns	
721199	All other Traveler Accommodation	
721210	RV (Recreational Vehicle)	
721310	Parks & Recreational Camps Rooming and Boarding Houses, Dormitories, and Workers' Camps	
Food Services and Drinking Places		
722300	Special Food Services (including food service contractors & caterers)	
722410	Drinking Places (Alcoholic Beverages)	
722511	Full-Service Restaurants	
722513	Limited-Service Restaurants	
722514	Cafeterias and Buffets Beverage Bars	
722515	Snack and Non-alcoholic Beverage Bars	
Other Services		
Repair and Maintenance		
811110	Automotive Mechanical, & Electrical Repair & Maintenance	
811120	Automotive Body, Paint, Interior, & Glass Repair	
811190	Other Automotive Repair & Maintenance (including oil change & lubrication shops & car washes)	
811210	Electronic & Precision Equipment Repair & Maintenance	
811310	Commercial & Industrial Machinery & Equipment (except Automotive & Electronic) Repair & Maintenance	
811410	Home & Garden Equipment & Appliance Repair & Maintenance	
811420	Reupholstery & Furniture Repair	
811430	Footwear & Leather Goods Repair	
811490	Other Personal & Household Goods Repair & Maintenance	
Personal and Laundry Services		
812111	Barber Shops	
812112	Beauty Salons	
812113	Nail Salons	
812190	Other Personal Care Services (including diet & weight reducing centers)	
812210	Funeral Homes & Funeral Services	
812220	Cemeteries & Crematories	
812310	Coin-Operated Laundries & Drycleaners	
812320	Drycleaning & Laundry Services (except Coin-Operated)	
812330	Linen & Uniform Supply	
812910	Pet Care (except Veterinary) Services	
812920	Photofinishing	
812930	Parking Lots & Garages	
812990	All Other Personal Services	
Religious, Grantmaking, Civic, Professional, and Similar Organizations		
813000	Religious, Grantmaking, Civic, Professional, & Similar Organizations (including condominium and homeowners associations)	
813930	Labor Unions and Similar Labor Organizations	
921000	Governmental Instrumentality or Agency	

TAKE ACTION

- Contact your Invesco DC professional at (800) 370-1519 to help you review prospective clients' Form 5500 data and to discuss potential solutions.
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