



 **ON TARGET  
WITH CCG**



# On Target with CCG







# Bonds and Your 401(k)

Greetings, IntegrITS Family! We are excited to have Cooper Capital Group share another quarterly message regarding our IntegrITS 401(k). Read along as they provide insight into bonds and the role they play in retirement portfolios.

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Welcome to another edition of *On Target with CCG*! Today we'll discuss the crucial role bonds play in your portfolio.

In your retirement journey, your investment strategy will likely fluctuate between a combination of equity and fixed income investments. When you are young, and further from retirement, your portfolio will typically consist mostly of equities, like growth stocks. Stocks provide the best opportunity for capital appreciation, and since you are young, there is time to recover from any short-term market volatility.

On the other hand, as you approach retirement, bonds should play a bigger role in your investment strategy. They provide a smoother ride toward retirement and are considered a safer option. So, what exactly are bonds, and what role do they play?

Bonds are essentially loans you give to governments or companies. In the same way that if you were to take out a loan, you would pay back that loan with interest, a bond works like that but in reverse. You are handing the entity a loan (bond) and they pay *you* back with interest.

A business or government will often issue bonds to raise capital to fund their endeavors. These bonds come with a maturity date and a promised yield. For example, if you buy \$5,000 in bonds that mature in 10 years, you will receive the principal \$5,000 back in 10 years, plus periodic interest payments (yield) of say, 5% annualized. With the power of compound interest, your ending market value will be \$8,144.

One thing that makes bonds different than loans is that they are tradable securities, meaning bonds can be bought and sold on the marketplace, like stocks. The value of bonds is tied to interest rates. When interest rates rise, that decreases the value of bonds. This is why bonds performed so poorly during the Federal Reserve's interest rate hiking campaign in 2022. This also means bonds perform well when interest rates are lowered. The Federal Reserve is expected to make their first rate cut in years this month, and that is why now is a good time to own bonds. In fact, the sheer anticipation of the upcoming rate cuts has caused bonds to rally.



## Bonds and Your 401k (cont.)

According to the Wall Street Journal, the S&P 500 delivered a -5.1% return between the end of July and August 5th. However, because of the strength of bonds, a portfolio consisting of 60% US equities and 40% bonds lost only -2.6%. Concentrating on last week alone, the -4.2% drawdown in the market translated into only a -1.9% loss in the 60/40 portfolio.

The following quote from the Wall Street Journal summarizes it perfectly, “Bonds tend to rally when the markets grow concerned about the economy and anticipate central banks cutting rates, which tends to make equities suffer. This is what happened this summer.”

We at CCG have made sure there are multiple healthy bond funds available in your 401k investment selection. For more information about fixed income and your portfolio please feel free to call our office at 760-452-6114 or email us at [nmiles@coopercapgroup.com](mailto:nmiles@coopercapgroup.com).

# 401(k) Educational Sessions



We are excited to announce that we will be hosting 401(k) Educational Sessions this fall! Our Financial Advisory team, Cooper Capital Group, will be onsite with us at many of our IntegrITS locations and will provide information on our Retirement Plan. They will cover upcoming new features, overall benefits of the 401(k) Retirement Plan, market climate, plan performance, and taking advantage of our Company match.

Below you will see what we have scheduled so far. Please be on the lookout for correspondence from HR that will provide more information on these sessions (especially those with information currently listed as “Pending”).

## **Edwards AFB – Monday, Oct 7**

10am session | Location: Chapel

1pm session | Location: Chapel

## **Ft. Irwin – Tuesday, Oct 8**

9:00am session | Location: Hampton Inn Barstow conference room

## **Nellis AFB – Wednesday, Oct 9**

Session times pending

Location: Onsite

## **Hill AFB – Thursday, Oct 10**

Session times pending

Location: Onsite

## **San Diego and All Remaining IntegrITS Locations – Tuesday, October 15**

12:00pm session | Location: IntegrITS San Diego Headquarters and Online



# Infosys McCamish Systems: Notice of Data Breach

You may have received one or more letters from Infosys McCamish Systems, a support vendor for New York Life Group Benefit Solutions, notifying of a data breach on November 2, 2023. Here is a note from Insperity regarding these letters:



## Infosys McCamish Systems (IMS) Letters Regarding Their Data Breach

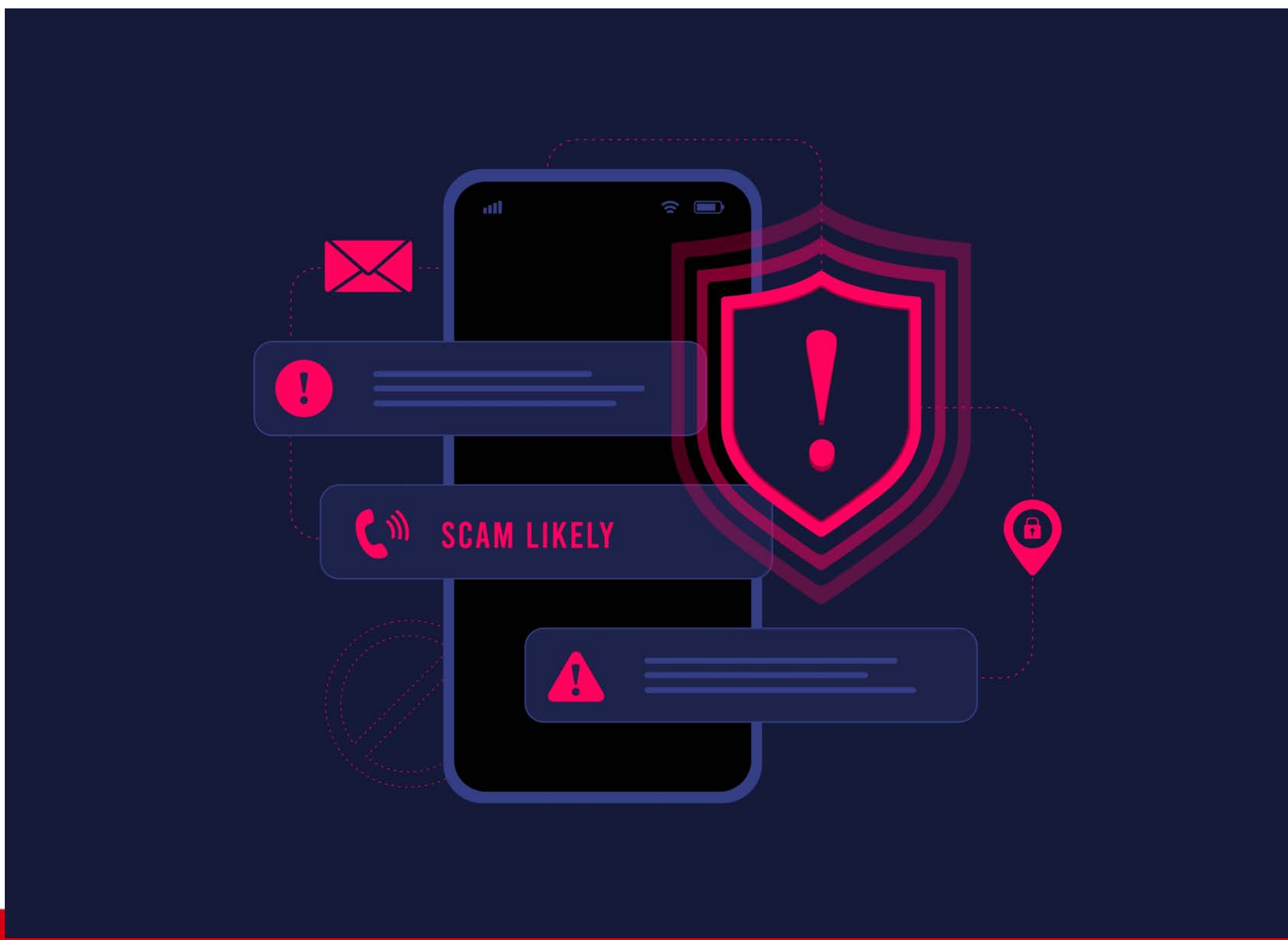
Infosys McCamish Systems, LLC (IMS) is a third-party vendor that provides benefit administration services for New York Life Group Benefit Solutions (NYL), the carrier for Insperity's basic and voluntary life, accidental death & dismemberment and disability insurance.

IMS and NYL issued letters to individuals whose personal information was accessed due to a cybersecurity incident and data breach that IMS experienced in November 2023. These letters outlined what happened in detail, the personal information that may have been exposed and IMS provided the following dedicated contact number to call if you have any questions regarding this incident: (866) 992-9742 toll-free Monday – Friday between 8 am – 5:30 pm CT (excluding major U.S. holidays).

You and some of your employees may have received multiple letters from IMS and NYL regarding IMS' cybersecurity incident. They sent a letter to individuals based on the names associated with their plan, including different combinations of first and last names. Additionally, spouses, beneficiaries and dependents may have also received letters. If you received letters, IMS has assured us that this is all related to this one cybersecurity event.

IMS is offering impacted individuals 24 months of complimentary identity monitoring services through Kroll. Details on how to access these services and timing for doing so can be found in IMS's letter. If you received multiple letters, you can use any of the membership numbers provided to access the Kroll portal.

We apologize if receiving multiple mailings from IMS caused confusion. If you have any questions regarding this issue, please contact the dedicated phone number provided by IMS, (866) 992-9742.



# Tip of the Week

We believe this is a timely moment to also highlight the fraud and identity theft prevention available to us through our Insperity benefits. Large-scale data breaches are happening more frequently and put sensitive consumer personal information at risk. Insperity benefits include free resources to protect you from fraud and identity theft, including:

- Credit monitoring
- Immediate alerts about new accounts and potential fraud
- Monitoring of your Social Security Number, driver's license, credit cards, and more Online courses and articles about protecting yourself from identity theft and fraud
- Access to Fraud Resolution Specialists to work to restore and repair your credit and identity after fraudulent activity has taken place
- Free attorney consultation

[Click here](#) to learn more.



# The IntegrITS Suggestion Box

We have created a space online where you can submit feedback, questions, or any other insight you have. Suggestion box entries are submitted anonymously, however, if you would like our Team to reach out to you individually, you can include your name and contact information. [Click here to visit The IntegrITS Suggestion Box.](#)





## Coming Soon

Join us on the first Thursday of October for a message from Mr. Carter in The CEO's Corner.

## Employee Referral Bonus Program

At the end of each quarter, everyone who refers a prospective employee who makes it to the interview process will be entered into a raffle for a \$500 gift card. We will select two winners from this pool of contestants—meaning two people have the chance to win a \$500 gift card each quarter! Furthermore, we will enter all employees who refer a job applicant into another raffle (regardless of the stage they make it to in the hiring process), with the winner receiving a \$250 gift card.

We have a number of job openings across multiple IntegrITS locations ([IntegrITS Opportunity Central](#)). Let's work together to find the best candidates for these open positions!

## Comments / Questions

If you have any comments or questions about this week's newsletter, email us at [news@integrits.com](mailto:news@integrits.com).

We have also created a website where we are storing the archives of all our newsletters to date:  
<https://integrits.com/digest-archives/>.



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You are receiving this email because you are one of our incredible IntegrITS Employees, or you are an extended member of the IntegrITS Family.

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