

**PROFILE**

**JACK HENRY & ASSOCIATES INC**  
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**EIN** 431128385  
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**NAICS codes**  
 541512 - Computer Systems Design Services  
 518210 - Data Processing, Hosting, and Related Services  
 541511 - Custom Computer Programming Services  
 449210 - Electronics and Appliance Retailers  
 561110 - Office Administrative Services  
 541219 - Other Accounting Services  
 561990 - All Other Support Services  
 5416 - Management, Scientific, and Technical Consulting Services  
 54151 - Computer Systems Design and Related Services  
 522320 - Financial Transactions Processing, Reserve, and Clearinghouse Activities  
 and 2 others

*Jack Henry & Associates, Inc. is a provider of information processing solutions for community banks. The Company offers a range of products and services, including processing transactions, automating business processes, and managing information financial institutions and diverse corporate entities. It operates in two segments: bank systems and services (Bank) and credit union systems and services (Credit Union). It provides its products and services through approximately three business brands, which include Jack Henry Banking, Symitar and ProfitStars. The Core software system consists of the integrated applications required to process deposit, loan, and general ledger transactions, and to maintain centralized customer/member information. Jack Henry Banking markets over three software systems to banks and Symitar markets over two software systems to credit unions. Its subsidiaries include Jack Henry Services, Inc., Symitar Systems, Inc. and Bayside Business Solutions, Inc.*

5,000 - 9,999 employees  > 1B revenue

	2023	2022	2021	2020	2019	2018	2017	2016	2015
Eligible Employees	6,863	6,760	6,696	6,399	5,972	5,924	5,924	5,880	5,535

**Key Influencers**

	LOCKTON COMPANIES LLC LOCKTON COMPANIES <i>Benefits Broker</i>		LOCKTON COMPANIES, LLC LOCKTON COMPANIES <i>CL Broker</i>
	LOCKTON COMPANIES LLC LOCKTON COMPANIES <i>Benefits Broker</i>		LOCKTON COMPANIES, LLC LOCKTON COMPANIES <i>CL Broker</i>
	COMMONWEALTH FINANCIAL NETWORK <i>Retirement Advisor/Consultant</i>		BAKER TILLY US <i>Accounting Firm</i>

**Key Indicators**

KPI's	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Mega Wrap	M	M	M	M	M	M	M	M	M	
Collectively Bargained										
Self-funded Employee Benefits										
Filing with no Schedule A										

Multiple Employer (Welfare)

Multiple Employer (Retirement)

Filing Status	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
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Delinquent Filing

First Welfare Filing

Final Welfare Filing

Extension Filed										
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First Retirement Filing

Final Retirement Filing

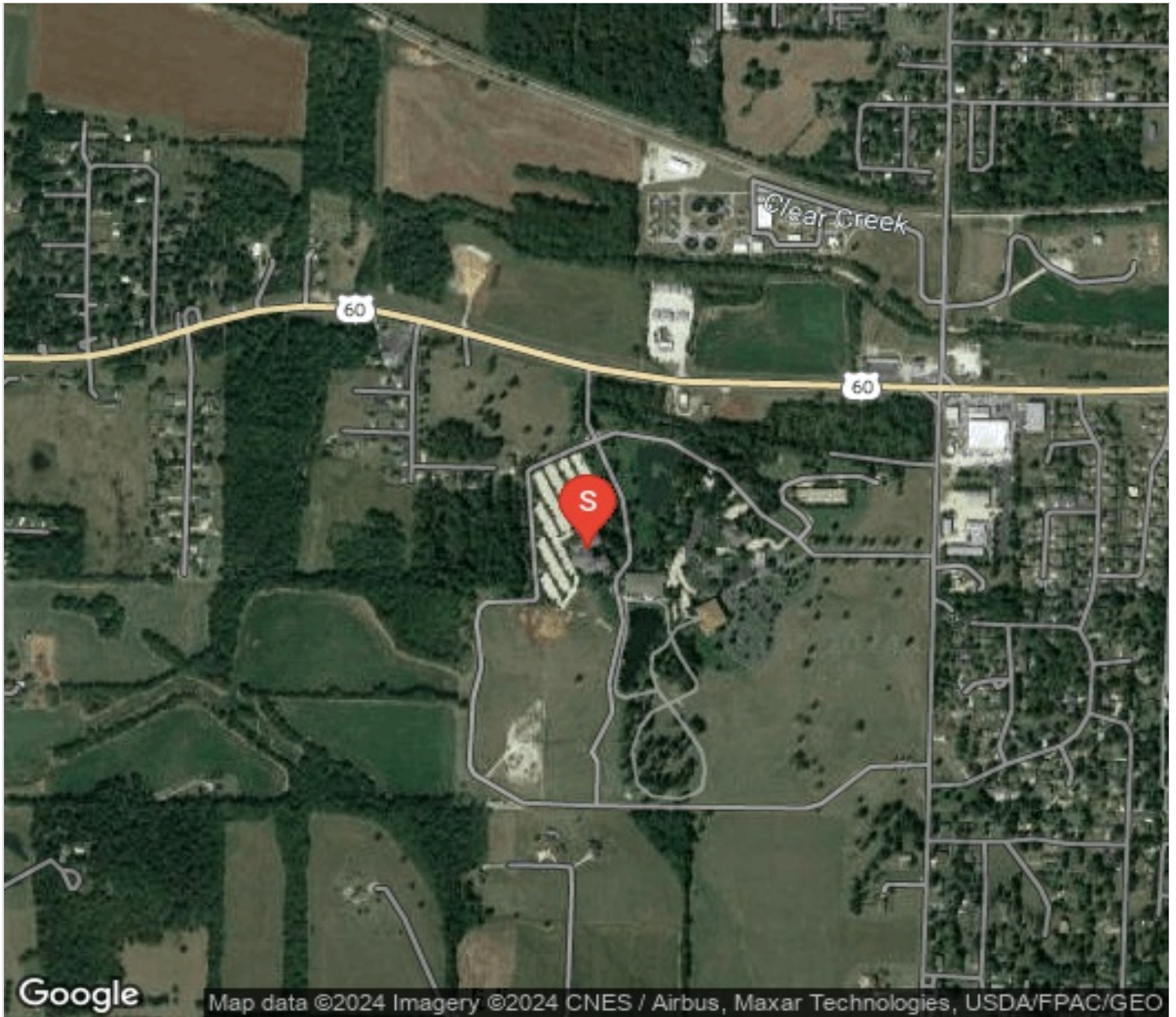
**Location** MONETT, BARRY COUNTY - MISSOURI

**Top 5 Carriers for Barry County - Missouri**

Rank	Carrier	Premium
1	CIGNA	\$5,262,560
2	ANTHEM	\$5,023,059
3	AETNA	\$3,059,459
4	KAISER	\$1,882,346
5	MET LIFE	\$1,306,342

**Top 5 Brokers for Barry County - Missouri**

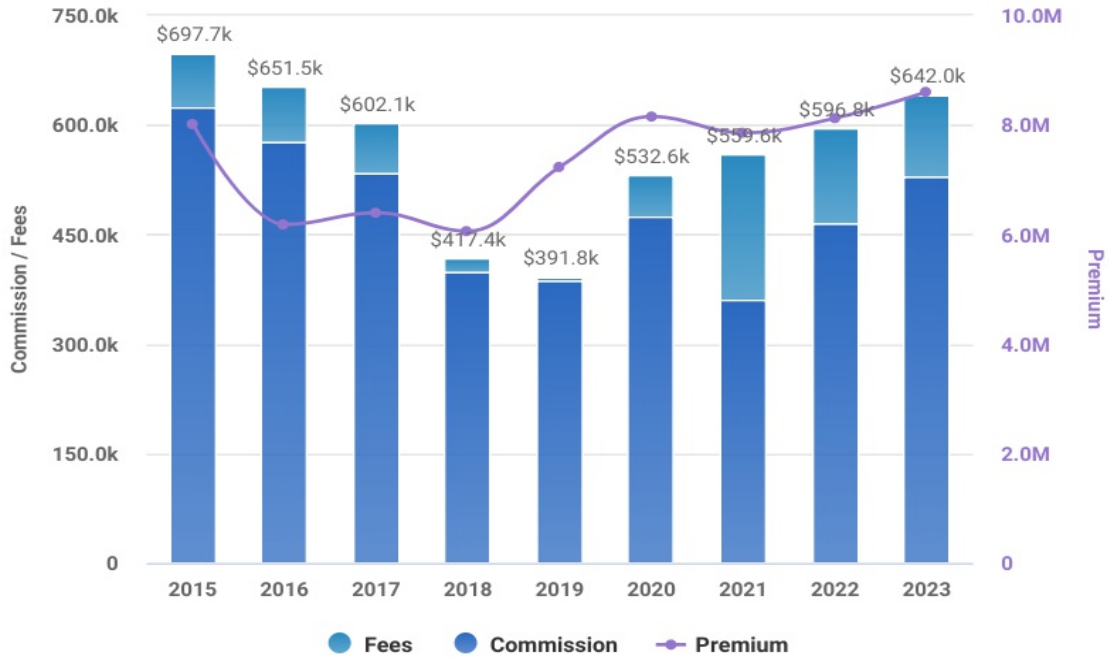
Rank	Broker	Commission	Fees
1	LOCKTON COMPANIES	\$529,938	\$112,039
2	AON	\$354,468	\$4,873
3	ONEDIGITAL	\$17,828	\$104
4	INNOVARE HEALTH PLANS GROUP	\$16,516	\$214
5	ACRISURE	\$10,924	\$900



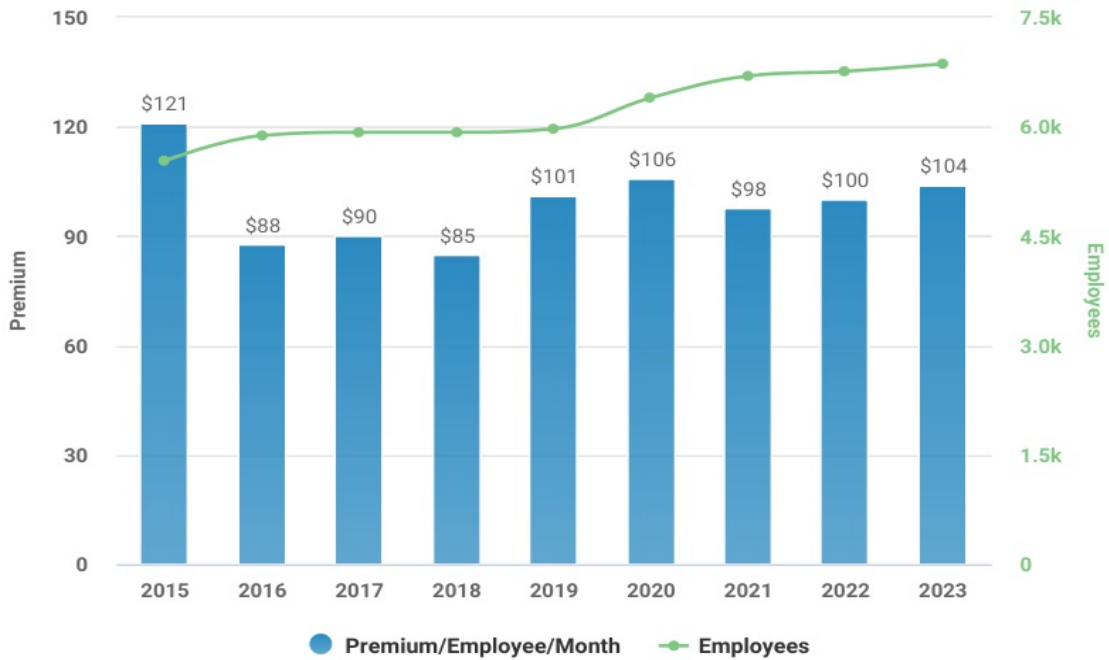
**INSIGHTS**

**BENEFITS**

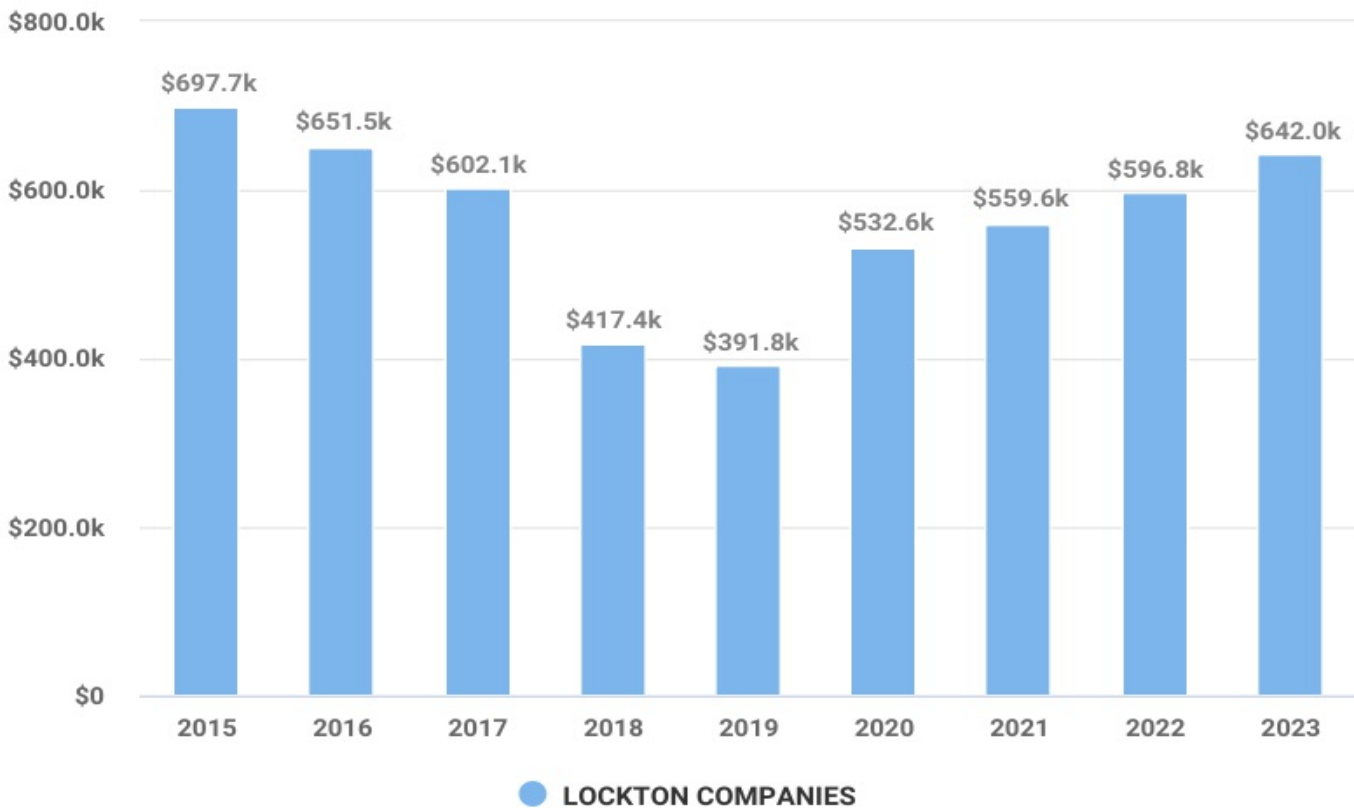
**Premium, Commission and Fees**



**Premium per Employee**



**Broker History**

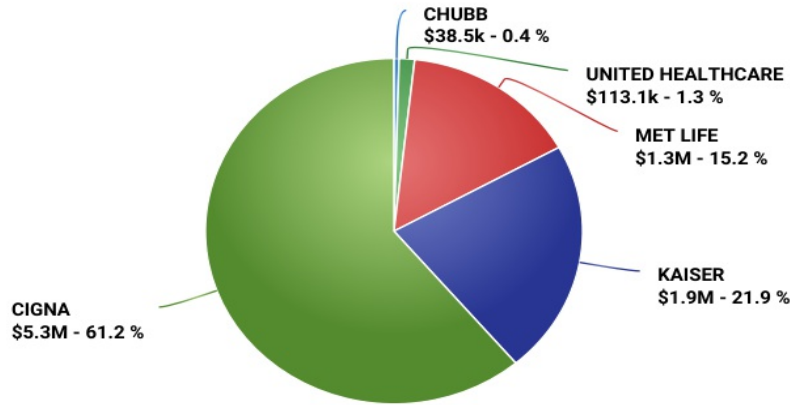


Name	Normalized Name	2023	2022	2021	2020	2019	2018	2017	2016	2015
LOCKTON COMPANIES LLC	LOCKTON COMPANIES	\$641,977	\$596,783	\$559,604	\$532,602	\$391,827	\$417,362	\$602,125	\$651,535	\$697,693

**Current/Future Retirees**

	2023	2022	2021	2020	2019	2018	2017	2016	2015
Current Retirees	55	72	156	187	0	0	0	0	51
Future Retirees	0	0	0	0	0	0	0	0	0

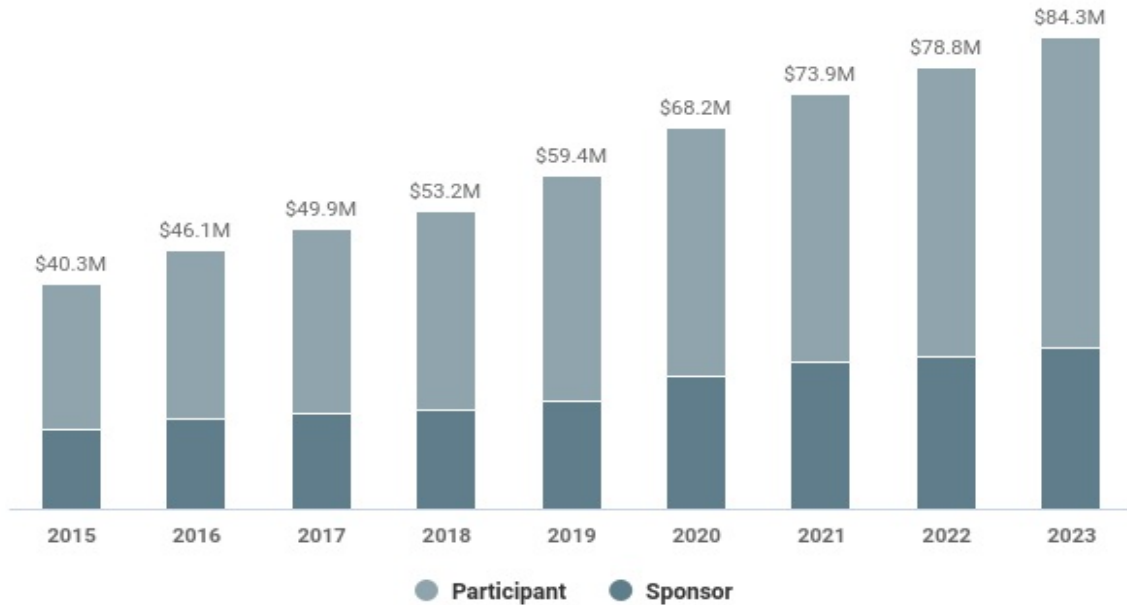
**Spend By Carrier**



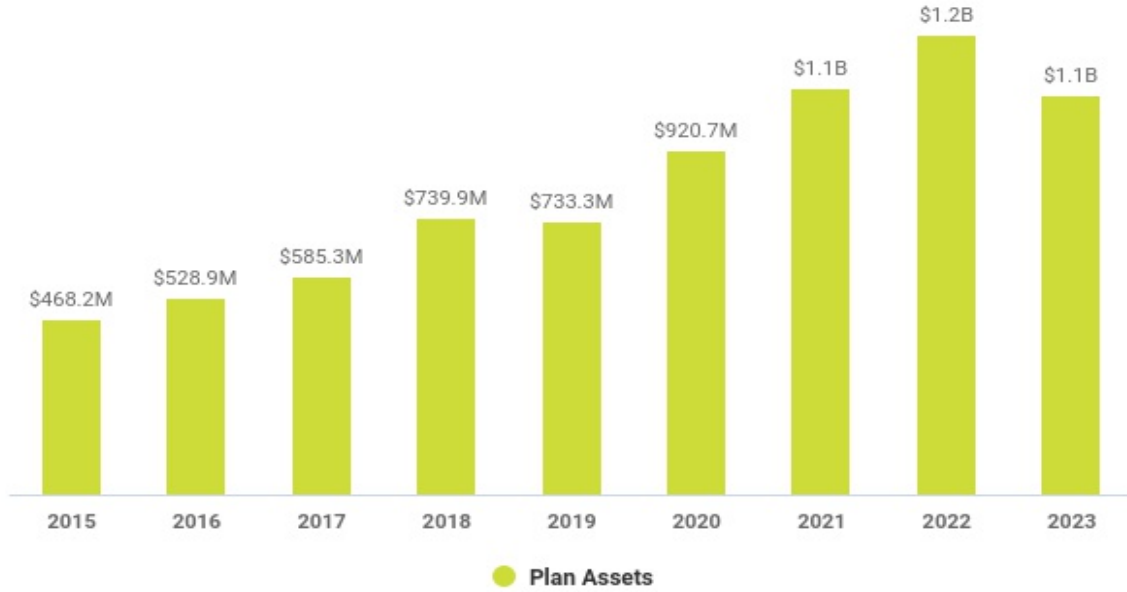
Name	Plan Types	Premium
CIGNA	Life LT Disability	\$5,262,560
KAISER	Health Prescription Drug	\$1,882,346
MET LIFE	Vision	\$1,306,342
UNITED HEALTHCARE		\$113,081
CHUBB	Business Travel	\$38,478

**RETIREMENT**

**Contributions**



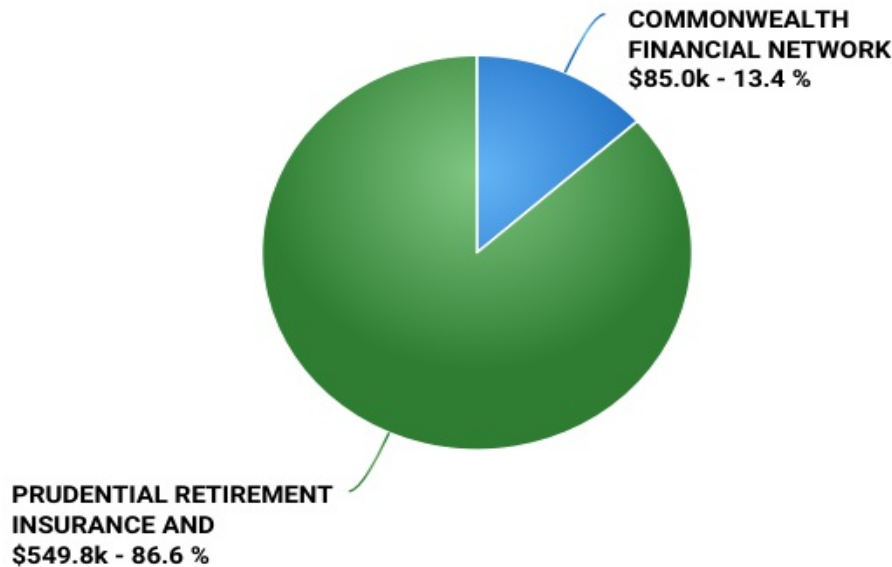
**Plan Assets**



**Fidelity Bond**

	Renewal	Beginning Assets	Ending Assets	Bond Amount	Ratio
JACK HENRY & ASSOCIATES, INC 401K RETIREMENT SAVINGS PLAN	01/01/2023	\$1,227,776,876	\$1,065,917,234	\$10,000,000	0.81%

**Spend by Retirement Service Provider**



Service Provider Name	Service Types	Total Compensation
PRUDENTIAL RETIREMENT INSURANCE AND	Service Providers - Contract Administrator, Recordkeeping and information mgt, Participant Loan Processing, Direct Payment from the plan, recordkeeping fees	\$549,835

COMMONWEALTH  
FINANCIAL NETWORK




















Advisers - Investment Advisory (Plan)

\$85,040



**PLANS AND SERVICES**

**Benefits Plans**

 <b>BENEFITS PLANS(7)</b>		\$8.6M Premium \$642.0k Revenue	\$529.9k Commission	\$112.0k Fees
 Life  Long Term Disability  Voluntary (All)  Critical Illness/Cancer  Other		JACK HENRY & ASSOCIATES, INC. Renewal: 01/01/2023		
<b>Carrier</b>  LIFE INSURANCE COMPANY OF NORTH AMERICA CIGNA		<b>Premium</b> \$5.3M	<b>Participants</b> 7,025	<b>Premium/Participant/Month</b> \$62
		<b>Revenue</b> \$598.5k 11.37%	<b>Commission</b> \$510.2k 9.70% (4.73%) 	<b>Fees</b> \$88.3k 1.68%
<b>Brokers</b>  LOCKTON COMPANIES LLC (DALLAS, TX) LOCKTON COMPANIES		<b>Revenue</b> \$510.2k 9.70%	<b>Commission</b> \$510.2k 9.70%	<b>Fees</b> \$0 0.00%
 LOCKTON COMPANIES LLC (DALLAS, TX) LOCKTON COMPANIES		<b>Revenue</b> \$88.3k 1.68%	<b>Commission</b> \$0 0.00%	<b>Fees</b> \$88.3k 1.68%
<b>Details</b>				
Contract #	FLX980397			
Line of Business	Life Insurance,Long-term disability,ACCIDENTAL DEATH AND DISMEMBERMENT,CRITICAL ILLNESS,ACCIDENT			
 Health  Prescription Drug <span style="float: right;">HMO</span>		JACK HENRY & ASSOCIATES, INC. Renewal: 01/01/2023		
<b>Carrier</b>  KAISER FOUNDATION HEALTH PLAN INC KAISER		<b>Premium</b> \$1.9M	<b>Participants</b> 346	<b>Premium/Participant/Month</b> \$453
		<b>Revenue</b> \$0 0.00%	<b>Commission</b> \$0 0.00% (1.18%) 	<b>Fees</b> \$0 0.00%
<b>Details</b>				
Contract #	127115			
Line of Business	Health,Prescription drug,HMO			
 Vision		JACK HENRY & ASSOCIATES, INC. Renewal: 01/01/2023		
<b>Carrier</b>  METROPOLITAN LIFE INSURANCE COMPANY MET LIFE		<b>Premium</b> \$1.1M	<b>Participants</b> 12,449	<b>Premium/Participant/Month</b> \$7
		<b>Revenue</b> \$18.3k 1.73%	<b>Commission</b> \$0 0.00% (7.30%) 	<b>Fees</b> \$18.3k 1.73%
<b>Brokers</b>  LOCKTON COMPANIES LLC (KANSAS CITY, MO) LOCKTON COMPANIES		<b>Revenue</b> \$18.2k 1.72%	<b>Commission</b> \$0 0.00%	<b>Fees</b> \$18.2k 1.72%
 LOCKTON COMPANIES LLC (DALLAS, TX) LOCKTON COMPANIES		<b>Revenue</b> \$87 0.01%	<b>Commission</b> \$0 0.00%	<b>Fees</b> \$87 0.01%

**Details**

Contract # 216040  
Line of Business Vision

Legal  Other		JACK HENRY & ASSOCIATES, INC. Renewal: 01/01/2023		
<i>Carrier</i>				
	METLIFE LEGAL PLANS MET LIFE	Premium \$249.3k	Participants 1,302	Premium/Participant/Month \$16
		Revenue \$24.3k 9.75%	Commission \$19.7k 7.91% (9.97%)	Fees \$4.6k 1.84%
<i>Brokers</i>				
	LOCKTON COMPANIES LLC (KANSAS CITY, MO) LOCKTON COMPANIES	Revenue \$20.8k 8.34%	Commission \$19.7k 7.91%	Fees \$1.1k 0.42%
	LOCKTON COMPANIES LLC (DENVER, CO) LOCKTON COMPANIES	Revenue \$3.4k 1.38%	Commission \$0 0.00%	Fees \$3.4k 1.38%
	LOCKTON COMPANIES LLC (KANSAS CITY, MO) LOCKTON COMPANIES	Revenue \$96 0.04%	Commission \$0 0.00%	Fees \$96 0.04%

**Details**

Contract # 6090265  
Line of Business LEGAL

Wellness/EAP  Other		JACK HENRY & ASSOCIATES, INC. Renewal: 01/01/2023		
<i>Carrier</i>				
	UNITED BEHAVIORAL HEALTH DBA OPTUM UNITED HEALTHCARE	Premium \$113.1k	Participants 7,025	Premium/Participant/Month \$1
		Revenue \$0 0.00%	Commission \$0 0.00% (3.16%)	Fees \$0 0.00%

**Details**



Contract # 15520  
Line of Business EMPLOYEE ASSISTANCE PROGRAM

Business Travel  Other		JACK HENRY & ASSOCIATES, INC. Renewal: 01/01/2023		
<i>Carrier</i>				
	ACE AMERICAN INSURANCE COMPANY CHUBB	Premium \$38.5k	Participants 7,025	Premium/Participant/Month \$0
<i>Broker</i>				
	LOCKTON COMPANIES LLC (KANSAS CITY, MO) LOCKTON COMPANIES	Revenue \$866 2.25%	Commission \$0 0.00% (25.00%)	Fees \$866 2.25%


**Details**

Contract # N10845932  
Line of Business BUSINESS TRAVEL ACCIDENT

Health  Prescription Drug		JACK HENRY & ASSOCIATES, INC. Renewal: 01/01/2023		
<i>Carrier</i>				
		Premium	Participants	Premium/Participant/Month

 <b>KAISER FOUNDATION HEALTH PLAN, INC.</b> <b>KAISER</b>		\$2.9k	1	\$243
		<i>Revenue</i>	<i>Commission</i>	<i>Fees</i>
		\$0	\$0	\$0
		0.00%	0.00% (1.18%) 	0.00%
<b>Details</b>				
Contract #	17883			
Line of Business	Health,Prescription drug			

**Retirement Plans**

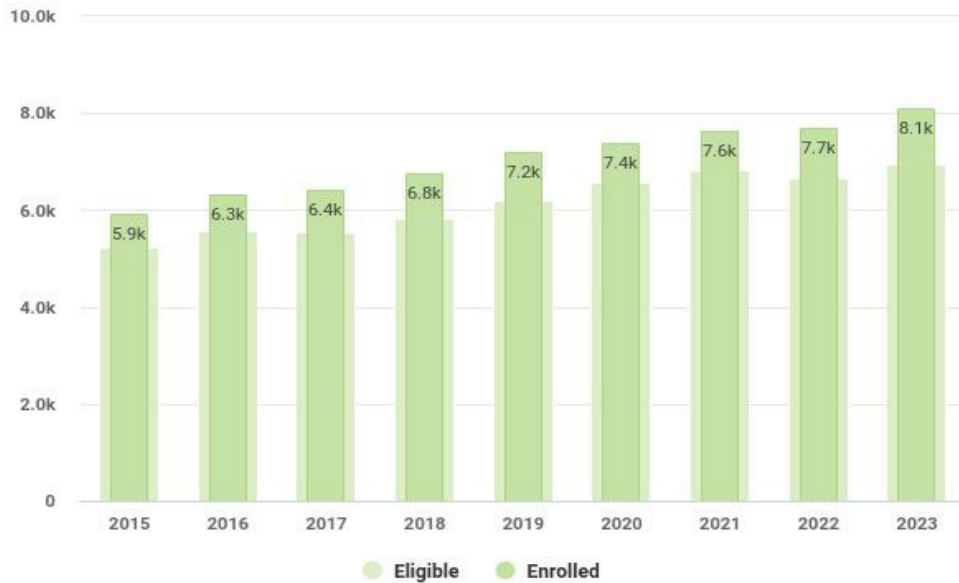
	<b>RETIREMENT PLANS(1)</b>	\$1.2B Beginning of Year Assets	\$1.1B End of Year Assets
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	<b>JACK HENRY &amp; ASSOCIATES, INC 401K RETIREMENT SAVINGS PLAN</b> <i>Defined Contribution Pension</i>	\$1.1B Assets	JACK HENRY & ASSOCIATES INC Plan Date:01/01/2023
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**Contributions**



**Participation**




 **BAKER TILLY US, LLP**  
Accounting Firm

**Assets (2022)**

**Fidelity Bond (2022)**

Beginning \$1,227,776,876

Ending	\$1,065,917,234	\$10,000,000(0.81%)		
Average participant balance	\$131,643			
<b>Plan Descriptions</b>				
2E Profit-sharing		2F ERISA section 404(c) Plan		
2G Total participant-directed Plan		2J Code section 401(k) feature		
2K Stock bonusCode section 401(m)		2O ESOP other than a leveraged ESOP		
2S Provides for automatic enrollment		2T Default investment account		
<b>Advisors</b>		<b>Service Providers</b>		
COMMONWEALTH FINANCIAL NETWORK	\$85,040	PRUDENTIAL RETIREMENT INSURANCE AND		\$549,835
<b>Other Plan Details</b>				
Participant Loans	\$21,389,971	Retirees Current/Future		33/1,362

**Benefits Services**



**BENEFITS SERVICES**

This company has not reported any Benefits Services

**Retirement Services**



**RETIREMENT SERVICES(2)**

\$634.9k Direct Compensation

\$0 Indirect Compensation



**PRUDENTIAL RETIREMENT INSURANCE AND Retirement - Service Providers**

\$549.8k Total Compensation

JACK HENRY & ASSOCIATES INC  
JACK HENRY & ASSOCIATES, INC 401K RETIREMENT SAVINGS PLAN

EIN	061050034	Direct Compensation	\$549,835
Service Description	Contract Administrator, Recordkeeping and information mgt, Participant Loan Processing, Direct Payment from the plan, recordkeeping fees	Indirect Compensation	\$0
Total Compensation			\$549,835



**COMMONWEALTH FINANCIAL NETWORK Retirement - Advisers**

\$85.0k Total Compensation

JACK HENRY & ASSOCIATES INC  
JACK HENRY & ASSOCIATES, INC 401K RETIREMENT SAVINGS PLAN

EIN	042675571	Direct Compensation	\$85,040
Service Description	Investment Advisory (Plan)	Indirect Compensation	\$0
Total Compensation			\$85,040

**INFLUENCERS**

 **Benefits Brokers**

LOCKTON COMPANIES	100.00%	\$641,977
LOCKTON COMPANIES LLC LOCKTON COMPANIES	PO BOX 123042 DALLAS, TX	\$510,294
LOCKTON COMPANIES LLC LOCKTON COMPANIES	2100 ROSS AVE STE 1200 DALLAS, TX	\$88,312
LOCKTON COMPANIES LLC LOCKTON COMPANIES	PO BOX 843844 KANSAS CITY, MO	\$20,786
LOCKTON COMPANIES LLC LOCKTON COMPANIES	444 W 47TH ST STE 900 KANSAS CITY, MO	\$18,289
LOCKTON COMPANIES LLC LOCKTON COMPANIES	PO BOX 173850 DENVER, CO	\$3,430
LOCKTON COMPANIES LLC LOCKTON COMPANIES	PO BOX 802707 KANSAS CITY, MO	\$866

**Total for JACK HENRY & ASSOCIATES INC - 2023 Benefits Broker Commission and Fees**

**\$641,977**

 **CL Brokers**

LOCKTON COMPANIES LLC LOCKTON COMPANIES	KANSAS CITY MO	Latest Policy Date: 11/30/2023
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 **Retirement Service Providers**

PRUDENTIAL RETIREMENT INSURANCE AND Service Providers	In-Force revenue of \$549,835
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COMMONWEALTH FINANCIAL NETWORK Advisers	In-Force revenue of \$85,040
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 **Accounting Firms**

BAKER TILLY US BAKER TILLY US
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**CONTACTS**

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