

2023

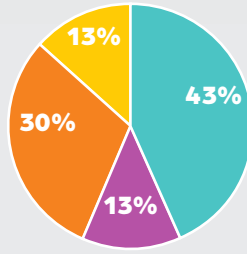
**THE YEAR IN
REVIEW**

THANEXUS[®]
INCORPORATED

BENEFIT PLAN PARTICIPATION

Healthcare Plan Type

- EPO 100
- OMNIA 80/60 with HSA
- HSA 100/70
- EPO 100 with HSA



70%
Have Dental Coverage

THANEXUS RETIREMENT PLAN

\$120 MILLION
Total Plan Assets

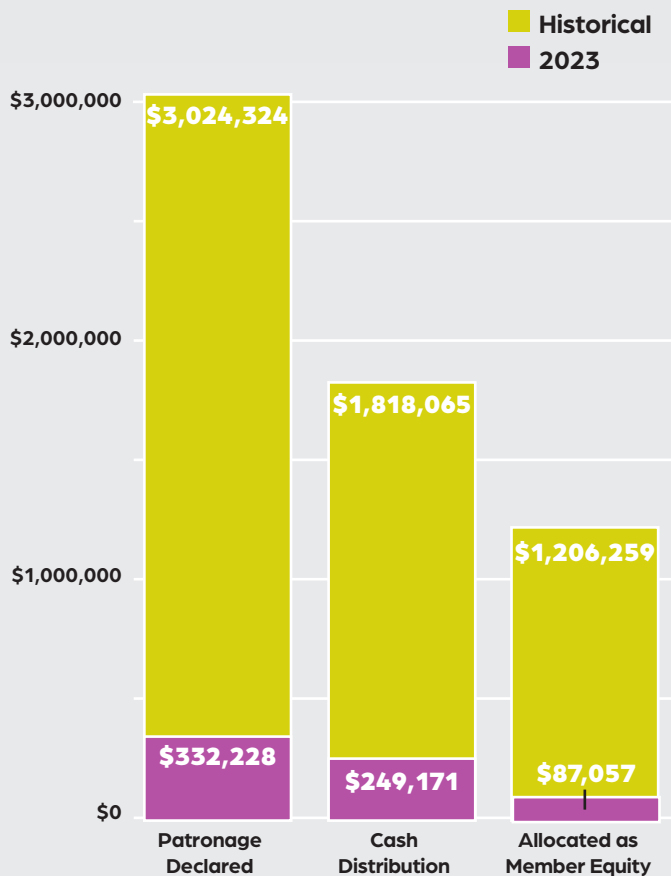
9.9%
Average Deferral Rate

481
Participants

\$326,061
Average Account Balance
for 40–59 Age Group

0.3%
Average Weighted
Expense Ratio

PATRONAGE DIVIDENDS



THANEXUS WORKSITES AND REGISTRATIONS

70
Shareholders

107
Worksites

124
Registered Mortuaries

FUNERAL MATTERS WORKSITES AND REGISTRATIONS

20
Subscribers

31
Worksites

35
Registered Mortuaries

funeral matters

INSURANCE PREMIUMS

\$3,906,573



COMPENSATION DATA

Licensed Owner

2023 AVERAGE

\$133,652

2023 MEDIAN

\$133,400

2022 AVERAGE

\$145,007

2021 AVERAGE

\$132,247

Licensed Non-Owner

2023 AVERAGE

\$87,967

2023 MEDIAN

\$84,293

2022 AVERAGE

\$92,634

2021 AVERAGE

\$88,205

Newly Licensed Non-Owner

2023 AVERAGE

\$69,765

2023 MEDIAN

\$67,496

2022 AVERAGE

\$68,385

2021 AVERAGE

\$56,280

Clerical and Administrative

2023 AVERAGE

\$24.32

2023 MEDIAN

\$22.00

2022 AVERAGE

\$24.23

2021 AVERAGE

\$23.23

Funeral Attendant

2023 AVERAGE

\$24.03

2023 MEDIAN

\$20.00

2022 AVERAGE

\$21.58

2021 AVERAGE

\$20.36

Interns

2023 AVERAGE

\$21.38

2023 MEDIAN

\$20.00

2022 AVERAGE

\$20.98

2021 AVERAGE

\$19.19

EMPLOYEE STATISTICS

856

Total Employees



Licensees Non-licensed Staff

\$35.5 MILLION

Gross Annual Payroll

GOVERNANCE AND ADMINISTRATION

The members of the Board of Directors, along with the Management Team, are dedicated to the business of Thanexus and to the continuous improvement of employee and shareholder services.

BOARD MEMBERS

Timothy W. Brock, CFSP, Chair

Vander Plaats Funeral Home of Wyckoff
Wyckoff, NJ

Thomas J. Givnish

Givnish Funeral Homes
Maple Shade, Cinnaminson and Marlton, NJ

Andrea Ippolito

Paul Ippolito Memorial Homes
Berkeley Heights, Caldwell and Summit, NJ

Joseph C. Parell III, CFSP

Poulson & Van Hise Funeral Directors
Lawrenceville, NJ

R. Michael Gallaway, Vice Chair

Gallaway & Crane Funeral Home
Basking Ridge, NJ

Nicholas J. Tomasello, CFSP

Gardner Funeral Home
Runnemeade and Bellmawr, NJ

Kiera Scanlan-Wespestad

M. John Scanlan Funeral Home
Pompton Plains, NJ

Chrissy Buteas

President/CEO
HealthCare Institute of New Jersey

Eric Peerless

President/CEO
Mad Development

MANAGEMENT TEAM

George R. Kelder Jr., CFSP

President

Barbara Guinta

Chief Operating & Financial Officer

Gregg Amato

Controller

Victoria Kuchtyak

Director of Human Resources

Chris Murphy

Business Development Manager



P.O. Box L
Manasquan NJ 08736-0642
888.309.5137
www.thanexus.coop

Thanexus is an economic development program of New Jersey Funeral Directors Services, Inc.