

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan 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). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>USAA RETIREMENT SAVINGS PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>002</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1968</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>002</u>	1c Effective date of plan <u>01/01/1968</u>	
1b Three-digit plan number (PN) ▶	<u>002</u>				
1c Effective date of plan <u>01/01/1968</u>					
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) <u>UNITED SERVICES AUTOMOBILE ASSOCIATION</u> <u>9800 FREDERICKSBURG ROAD, D SVC E</u> <u>SAN ANTONIO, TX 78288-4002</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>74-0959140</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>210-498-1450</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>524290</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>74-0959140</u>	2c Plan Sponsor's telephone number <u>210-498-1450</u>	2d Business code (see instructions) <u>524290</u>	
2b Employer Identification Number (EIN) <u>74-0959140</u>					
2c Plan Sponsor's telephone number <u>210-498-1450</u>					
2d Business code (see instructions) <u>524290</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

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.

SIGN HERE	Filed with authorized/valid electronic signature.	09/22/2022	ASA WATERMAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	09/22/2022	JEFF WALLACE
	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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

3a Plan administrator's name and address ☐ Same as Plan Sponsor USAA BENEFITS ADMINISTRATION COMMITTEE P.O. BOX 34178 SAN ANTONIO, TX 78625-4178		3b Administrator's EIN 74-0959140
		3c Administrator's telephone number 210-498-1450
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: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 47133
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) 35809
a(2) Total number of active participants at the end of the plan year		6a(2) 37261
b Retired or separated participants receiving benefits.....		6b 1094
c Other retired or separated participants entitled to future benefits		6c 11587
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 49942
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 91
f Total. Add lines 6d and 6e		6f 50033
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g 49942
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h 3894
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: 2E 2F 2G 2J 2K 2S 2T 3F 3H		
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) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ 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 (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan USAA RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 UNITED SERVICES AUTOMOBILE ASSOCIATION	D Employer Identification Number (EIN) 74-0959140	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65 50 14	RECORDKEEPER	384419	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

CONDUENT HR SERVICES LLC

04-3609848

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 16 50	CONSULTANT	5600	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan <u>USAA RETIREMENT SAVINGS PLAN</u>	B Three-digit plan number (PN) ►	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>UNITED SERVICES AUTOMOBILE ASSOCIATION</u>	D Employer Identification Number (EIN) <u>74-0959140</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>US INFLATION PRO BOND INDEX SLSF I</u>		
b Name of sponsor of entity listed in (a): <u>STATE STREET BANK AND TRUST</u>		
c EIN-PN <u>90-0337987-033</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>178149418</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>EXTENDED EQUITY MARKET INDEX-LEND</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-052</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1092498031</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>S&P 500 GROWTH INDEX FUND-LENDING</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-050</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1068221185</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>PIMCO COLLECTIVE INVESTMENT TRUST</u>		
b Name of sponsor of entity listed in (a): <u>SEI TRUST COMPANY</u>		
c EIN-PN <u>27-0834899-035</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>160755605</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>PRUDENTIAL CORE CONSERVATIVE BOND</u>		
b Name of sponsor of entity listed in (a): <u>PRUDENTIAL TRUST COMPANY</u>		
c EIN-PN <u>23-6994310-126</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>701913263</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>EQUITY INDEX FUND F</u>		
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST CO NA</u>		
c EIN-PN <u>94-3262720-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2987140860</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>S&P 500 VALUE INDEX FUND-LENDING</u>		
b Name of sponsor of entity listed in (a): <u>NORTHERN TRUST INVESTMENTS, INC.</u>		
c EIN-PN <u>45-6138589-051</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>289448347</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: **DIVERSIFIED COMMERCIAL PROPERTY**

b Name of sponsor of entity listed in (a): **JPMORGAN CHASE BANK, N.A**

c EIN-PN 26-1397584-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 46878911
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a Name of MTIA, CCT, PSA, or 103-12 IE: **MSCI ACWI EX-US IMI INDEX FUND F**

b Name of sponsor of entity listed in (a): **BLACKROCK INSTITUTIONAL TRUST CO NA**

c EIN-PN 27-4955447-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1601089249
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a Name of MTIA, CCT, PSA, or 103-12 IE: **NT COLLECTIVE SHORT TERM INVESTMENT**

b Name of sponsor of entity listed in (a): **NORTHERN TRUST INVESTMENTS, INC**

c EIN-PN 45-6138589-084	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan USAA RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN)	002
C Plan sponsor's name as shown on line 2a of Form 5500 UNITED SERVICES AUTOMOBILE ASSOCIATION	D Employer Identification Number (EIN) 74-0959140	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	214800610	13117327
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	3196668	5363284
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	58235629	242657165
(2) U.S. Government securities	1c(2)	381614191	282141690
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	66664413	157784618
(B) All other	1c(3)(B)	299054041	230378136
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	144037447	156253476
(9) Value of interest in common/collective trusts	1c(9)	6756313309	8126094869
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	1567785734	1286875151

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	9491702042 10500665716
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	1928629 2015518
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	88836369 2509990
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	90764998 4525508
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	9400937044 10496140208

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	273356486
	(B) Participants	2a(1)(B)	321206050
	(C) Others (including rollovers).....	2a(1)(C)	83580087
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	678142623
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	87742
	(B) U.S. Government securities	2b(1)(B)	8469425
	(C) Corporate debt instruments	2b(1)(C)	10201293
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	7596578
	(F) Other	2b(1)(F)	170058
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	26525096
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	0
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	1940373185
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	1950080621
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	-9707436
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	-1075775782
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	-1075775782

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		2363824981
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		1983009482
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	886478108	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		886478108
f Corrective distributions (see instructions).....	2f		103389
g Certain deemed distributions of participant loans (see instructions).....	2g		834802
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)		
(4) Other.....	2i(4)	390019	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		390019
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		887806318
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		1095203164
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: ERNST & YOUNG LLP

(2) EIN: 34-6565596

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		150000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m	X		
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n	X		
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.			

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan USAA RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 UNITED SERVICES AUTOMOBILE ASSOCIATION	D Employer Identification Number (EIN) 74-0959140

Part I	Distributions
--------	---------------

All references to distributions relate only to payments of benefits during the plan year.

1	Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2	Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.			
3	Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4	Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.				
5	If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6	a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
	b Enter the amount contributed by the employer to the plan for this plan year	6b		
	c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.				
7	Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8	If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
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9	If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
---	---	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
---------	--

10	Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11	a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
	b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12	Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____



USAA RETIREMENT SAVINGS PLAN

Financial Statements and Supplemental Schedule

December 31, 2021 and 2020

(With Report of Independent Auditors)



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Report of Independent Auditors

The USAA Benefits Investment Committee and USAA Benefits Administration Committee
USAA Retirement Savings Plan

Opinion

We have audited the financial statements of USAA Retirement Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statements of changes in net assets available for plan benefits for the years then ended, and the related notes (collectively referred to as the “financial statements”).

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan at December 31, 2021 and 2020, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan’s ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan’s transactions that are presented and disclosed in the financial statements are in conformity with the Plan’s



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provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion of the financial statements as a whole. The supplemental schedules of assets (held at end of year) as of December 31, 2021, (referred to as the "supplemental schedule"), is presented for purposes of additional



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analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the supplemental schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Ernst & Young LLP

August 12, 2022

USAA RETIREMENT SAVINGS PLAN

Statements of Net Assets Available for Benefits

(Dollars in thousands)

	December 31,	
	2021	2020
Assets		
Cash and cash equivalents	\$ 2,120	\$ 58,236
Investments at fair value:		
Short term investment funds	240,537	—
Banker's acceptance	2,579	—
U.S. Treasury securities	145,992	209,895
Governmental and municipal bonds	—	3,917
Foreign government bonds	3,392	9,461
Mortgage and asset-backed securities	237,550	232,099
Corporate bonds	286,762	305,339
Common/collective trusts	8,126,095	6,756,313
Total investments at fair value	9,042,907	7,517,024
Synthetic guaranteed investment contracts at contract value	1,280,904	1,554,408
Receivables:		
Due from brokers for securities sold	527	—
Receivable from plan sponsor	13,117	214,801
Notes receivable from participants	156,253	144,037
Accrued interest	4,837	3,196
Total receivables	174,734	362,034
Total assets	10,500,665	9,491,702
Liabilities		
Due to brokers for securities purchased	2,510	88,836
Accrued expenses	2,015	1,929
Total liabilities	4,525	90,765
Net assets available for benefits	\$ 10,496,140	\$ 9,400,937

See accompanying notes to financial statements.

USAA RETIREMENT SAVINGS PLAN

Statements of Changes in Net Assets Available for Benefits

(Dollars in thousands)

	Years ended December 31,	
	2021	2020
Increases in net assets		
Net appreciation in fair value of investments	\$ 1,278,342	\$ 1,026,476
Interest and dividends	18,929	49,365
Net investment income	1,297,271	1,075,841
Interest income on notes receivable from participants	7,596	7,751
Cash contributions:		
Plan sponsor, net of forfeitures	273,356	455,000
Employee contributions	321,206	314,413
Employee rollovers	83,580	29,833
Total cash contributions	678,142	799,246
Total increases	1,983,009	1,882,838
Decreases in net assets		
Benefits paid to participants and beneficiaries	887,416	777,638
Administrative expenses	390	5,991
Total decreases	887,806	783,629
Net increase	1,095,203	1,099,209
Net assets available for benefits:		
Beginning of year	9,400,937	8,301,728
End of year	<u>\$ 10,496,140</u>	<u>\$ 9,400,937</u>

See accompanying notes to financial statements.

USAA RETIREMENT SAVINGS PLAN

Notes to Financial Statements (Dollars in thousands)

(1) Description of the plan

The following description of the USAA Retirement Savings Plan (the Plan) provides only general information. Participants should refer to the Plan document and Summary Plan Description for a complete description of the Plan's provisions.

A. General

The Plan is a defined contribution plan which provides a source of retirement income to all participating United States employees of United Services Automobile Association and its participating subsidiaries (USAA or the Plan Sponsor). Administration of the Plan is performed by the USAA Benefits Administration Committee (UBAC or the Plan Administrator), whose members are appointed by the Executive Vice President of Human Resources. Management of the investment funds is performed by the USAA Benefits Investment Committee (UBIC), whose members are appointed by the USAA Chief Executive Officer. USAA provides certain facilities, services and administration without expense to the Plan. The trustee of the Plan is Fidelity Management Trust Company (the Trustee). The recordkeeper of the Plan is Fidelity Investments Institutional Operations Company, Inc. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

B. Contributions and eligibility

Participants are immediately eligible to participate in the Plan on their date of hire or rehire. Contributions are made by USAA and Plan participants. The maximum amount of all contributions is limited to a percentage of the participant's pay each payroll period and to an annual overall dollar limit. Generally, participants may contribute, as pre-tax/Roth contributions, anywhere from 0.01% to 50% of their pay each payroll period. However, for highly compensated employees, the maximum is reduced to 25% to assist in meeting nondiscrimination requirements. Roth contributions are contributions deducted from pay after Federal income taxes have been calculated. Pre-tax and Roth contributions are limited by law to \$19.5 in 2021 and 2020. Participants aged 50 and older, as of December 31 of the Plan year, are permitted to make elective catch-up deferrals, up to \$6.5 in 2021 and 2020, in accordance with the Internal Revenue Code (the Code), as amended. Participants are permitted to make rollover contributions into the Plan from other qualified sources.

After-tax contributions are limited to up to 4% of annual eligible compensation. USAA matches participant pre-tax and/or Roth contributions \$2 for every \$1 contributed up to 4% of a participant's eligible compensation.

Participants direct their contributions and USAA's contributions to one or more of the investment options available under the Plan. The International Stock Fund option has an internal restriction that the participant may only make one round trip (trade in and out) trade every 3 business days; however, there are no limits on the number of same direction trades.

Beginning in 2021, new participants are automatically enrolled with a contribution rate of 4%, which automatically increases to 6% upon their one-year anniversary but can subsequently opt out or adjust the contribution rate.

If the participant has not selected one or more investment options, automatic election contributions will be invested in a Target Fund consistent with their age and estimated retirement date. The Plan established a process whereby a participant may elect, at the time of initial participation or thereafter, to have contributions automatically increased by a chosen percentage.

USAA RETIREMENT SAVINGS PLAN

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(Dollars in thousands)

Prior to 2021, a USAA profit sharing contribution (Retirement Plus Contribution) was made on behalf of each eligible participant in an amount equal to a percentage of each participant's compensation for the Plan year based on the participant's age as of the last day of the Plan year in accordance with the following table (provided USAA meets annual corporate performance objectives):

Participant's Age	Retirement Plus Contribution as a Percentage of Compensation
Under 30	3%
At least 30 but less than 35	4%
At least 35 but less than 40	5%
At least 40 but less than 45	6%
At least 45 but less than 50	8%
50 or more	9%

If USAA made a Retirement Plus Contribution for the Plan year, each participant employed with a USAA Participating Employer on December 31 of the applicable Plan year, as well as participants who retired from a USAA participating employer during the applicable Plan year, would receive a Retirement Plus Contribution as soon as administratively possible following the end of the Plan year. Retirement for this purpose shall mean termination of employment on or after attainment of age 55 with at least 5 years of vesting service.

Beginning January 1, 2021, USAA no longer provides a Retirement Plus Contribution to participants. USAA provides an employer match true-up feature where USAA calculates the match each eligible employee received and compares it to the match each eligible employee should have received based on total contributions for the year. If an adjustment is needed, eligible employees will receive a separate contribution as soon as administratively possible in the following year. Also beginning January 1, 2021, Roth in-plan conversions are now allowed for employee contributions and some vested employer contributions. USAA allows the conversion of all, or a portion of, vested accounts (other than Roth contributions, rollover contributions of Roth amounts, and other Roth in-plan conversion amounts) into Roth rollover contributions, even if participants have not terminated their employment. The converted amounts will be held in a Roth in-plan conversion sub-account and will be subject to the same withdrawal and distribution restrictions as prior to the conversion. Once elected, the conversion cannot be reversed.

C. Participant accounts

Each participant's account is credited with the participant's and USAA's contributions and Plan earnings or losses, net of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

D. Administrative expenses

Investment management fees are allocated to participant accounts based upon the value of the account and the investment options selected. The decrease in *Administrative expenses* is due to a change in trustee. Previously, Northern Trust separately stated expenses in *Administrative expenses* on the Statement of Changes in Net Assets Available for Benefits. Fidelity presents these items through the Net Asset Value (NAV) within their respective investments. *Administrative expenses* with Fidelity are predominately loan setup fees and overnight mailing fees. Separated, non-retiree participants, their beneficiaries and alternate payees incur a fifteen-dollar quarterly account maintenance fee, which changed to a ten dollar quarterly account maintenance fee beginning January 1, 2021. At the time of initiation, participants incur a loan maintenance fee of one hundred dollars after the first loan is taken out. This maintenance fee changed to fifty dollars beginning January 1, 2021. Fees charged to the Plan for a domestic relations order are passed on to the participant. Beginning January 1, 2021, a twenty-five dollar

USAA RETIREMENT SAVINGS PLAN

Notes to Financial Statements

(Dollars in thousands)

per transaction overnight mailing fee is charged if the participant elects overnight mail. These expenses are reported on the Statement of Changes in Net Assets Available for Benefits as *Administrative expenses*. All other administrative expenses are paid by the Plan Sponsor on behalf of the Plan.

E. Withdrawals and vesting

Upon death, disability, retirement, separation in service at age 55 or termination, a participant shall be entitled to receive the value of their participant vested account balance as a single or partial lump sum distribution or in equal monthly installments from the Plan. Beginning January 1, 2021, participants can elect to receive installments on an annual, semi-annual, quarterly, monthly or semi-monthly basis. Participants are 100% vested in that portion of their participant accounts, which are the result of their contributions. The portion of a participant's account that results from USAA matching contributions shall vest 100% after two years of service. A participant's Retirement Plus Account (account designated for Retirement Plus Contribution) shall become 20% vested upon the participant's completion of 2 years of vesting service and increase 20% each year such that the participant's Retirement Plus Account shall be 100% vested upon the participant's completion of 6 years of vesting service. A year of vesting service is 12 months of continuous employment. Exceptions exist in the event of normal retirement, early retirement, permanent disability, or death. Forfeitures of non-vested account balances are used to reduce USAA's future matching contributions. In 2021 and 2020, Plan forfeitures applied were \$15,475 and \$10,040, respectively. Forfeitures available at December 31, 2021 and 2020, totaled \$1,978 and \$1,766, respectively. Participants may make in-service withdrawals from their after-tax, qualified rollover and pre-2008 vested employer matching accounts at any time. At age 59½, participants are eligible to make withdrawals from all vested accounts. Participants can take distributions for hardship purposes as defined by the Plan agreement. Effective January 1, 2020, Internal Revenue Service regulations removed the 6-month suspension of participant contributions after a hardship withdrawal. Participants, after termination of employment, are required to receive minimum distributions from their accounts during the calendar year in which they reach age 72 (previously age 70½).

Upon termination of employment, if the participant's vested account balance is equal to or less than one thousand dollars the account will be closed and distributed to the participant. If the participant's vested account balance is greater than one thousand dollars and they choose to leave their balance in the Plan, a ten-dollar quarterly maintenance fee will be assessed in the first month of following calendar quarter. This fee, however, will not be assessed in the quarter during which the participant terminates or the first full quarter following termination. Retirees and individuals on long-term disability and their beneficiaries are not assessed the quarterly account maintenance fee.

F. Participant notes

Participants may borrow a minimum of \$1 up to a maximum equal to the lesser of \$50 or 50 percent of their vested account balance. If the participant had a loan balance within the immediate preceding 12 months, the maximum amount of the loan is the lesser of \$50 minus the highest outstanding loan balance in the 12-month period immediately preceding the date of the loan request or 50% of the vested account balance minus the current loan balance, if any. Participants may have up to two loans outstanding at any time and maturities range from 1 to 5 years. A 30-day waiting period is required after repayment of a loan balance before the participant can request a new loan. Beginning January 1, 2021, a loan maintenance fee of fifty dollars is assessed for each loan requested. The loans are secured by the vested balance in the participant's account and bear interest at one percent above the prime rate. The interest rate on loans outstanding in both 2021 and 2020 ranged from 4.25% to 6.5%, respectively. Principal and interest is paid ratably through biweekly payroll deductions. Participants may elect through the recordkeeper to make partial or full loan prepayments.

USAA RETIREMENT SAVINGS PLAN

Notes to Financial Statements (Dollars in thousands)

G. Termination

Although it has not expressed any intent to do so, USAA has the right to amend or terminate the Plan and the related trust at any time subject to the provisions set forth in ERISA. In the event of Plan termination, participants would become 100 percent vested in their USAA contributions.

(2) Summary of significant accounting policies

A. Basis of accounting

The financial statements have been prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the U.S. (GAAP).

B. Investment valuation and income recognition

Fair value of financial assets and financial liabilities is based on the framework established in the Financial Accounting Standards Board's (FASB) fair value accounting guidance. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The framework is based on the inputs used in valuation, gives the highest priority to quoted market prices in active markets and requires that observable inputs be used in valuations where available. See Note 5 for further fair value information.

Investments held by the Plan, with the exception of the synthetic guaranteed investment contracts (synthetic GIC), are stated at fair value based on quoted market prices or, in the case of common/collective trusts (CCTs), the net asset value as determined by the issuer.

A synthetic GIC is an investment contract (wrapper) issued by an insurance company or bank, backed by a portfolio of securities that are owned by the Plan. These underlying securities include debt securities, such as U.S. Treasury securities, mortgage-backed securities and collateralized mortgage obligations and CCTs. The fair value of the wrapper contracts is determined by the replacement cost method. The Plan's synthetic GICs are fully benefit-responsive and are recorded at their contract value in the Statements of Net Assets Available for Benefits. Contract value represents the original cost of the contract, plus interest (based on the crediting rates of the underlying contracts) and deposits reduced by administrative fees, transfers out and withdrawals.

Net appreciation (depreciation) in fair value of investments includes gains and losses on investments sold during the year as well as appreciation and depreciation of investments held at the end of the year.

The purchase and sale of securities are recorded on a trade-date basis. Dividends are recorded on the ex-dividend date and interest is recorded as earned.

C. Payment of benefits

Benefits paid to participants and beneficiaries are recorded when paid.

D. Notes receivable from participants

Participant notes are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on an accrual basis. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan agreement. No allowance for credit losses has been recorded as of December 31, 2021 and 2020.

USAA RETIREMENT SAVINGS PLAN

Notes to Financial Statements (Dollars in thousands)

E. Use of estimates

The preparation of financial statements in conformity with GAAP requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

F. Risks and uncertainties

The Plan invests in various investment securities, and is therefore exposed to various risks, such as interest rate, credit and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits.

G. COVID-19

In 2020, the World Health Organization declared an infectious disease known as COVID-19 a "Public Health Emergency of International Concern." The COVID-19 pandemic resulted in authorities implementing numerous measures attempting to contain the spread and impact of COVID-19, such as travel bans and restrictions, quarantines, shelter-in-place orders, and limitations on business activity, including closures. These measures, among other things, severely restricted global economic activity. These measures also negatively impacted businesses, market participants, our counterparties and members, and the U.S. and/or global economy.

In March 2020, the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) was passed by Congress. This bill included several items specifically related to retirement plans that the Plan Sponsor implemented during 2020. To provide employees with more solutions that help with financial hardship, USAA offered the following provisions of the CARES Act through the Plan:

- CARES Act Loan Repayment Suspension through December 31, 2020
- CARES Act Withdrawal up to \$100 through December 30, 2020

The CARES Act enabled participants with a required minimum distribution (RMD) due in 2020 from the plan to skip those RMDs in 2020. This included participants who turned age 70 1/2 in 2019 and would have had to take the first RMD by April 1, 2020. The provisions of the CARES Act were effective and operationalized immediately, prior to amending the plan document.

We have been, and may continue to be, impacted by the COVID-19 pandemic. The macroeconomic outlook has begun to improve in the U.S. and several regions of the world. Reports of new COVID-19 cases in the U.S. are declining. Although some states have seen cases increase, many states continue to see sustained declines, and cases remain at their lowest levels nationally since 2021. U.S. COVID-19 hospitalizations also continue to fall. However, China recently recorded the highest daily tally in mainland China in more than two years. Given this uncertainty, the future direct and indirect impact of the pandemic on the Plan remains uncertain.

H. New accounting pronouncements

During 2021, the Plan did not adopt any Accounting Standards Updates (ASUs) issued by the FASB.

USAA RETIREMENT SAVINGS PLAN

Notes to Financial Statements

(Dollars in thousands)

I. New accounting pronouncements issued but not yet effective

All new accounting standards and updates of existing standards issued in 2021 were considered by the Plan Sponsor and did not relate to accounting policies and procedures pertinent to the Plan at this time or were not expected to have a material impact to the financial statements.

(3) Investments

The Plan has established investment policies which limit the type, credit quality and duration of the securities in which it invests in order to maintain a diversified portfolio and minimize potential concentrations of credit risk. Also, due diligence reviews of investments held are performed by the UBIC to reduce the exposure to loss. Investments, which potentially subject the Plan to concentrations of credit risk, consist principally of investments in CCT funds.

(4) Investment contracts

A. Synthetic GICs

The Plan invests in synthetic GICs, which are fully benefit-responsive and issued by insurance companies and other financial institutions. The assets underlying these wrapper contracts are maintained separate from the contract issuer's general assets, usually by a third party custodian. The issuer guarantees that all qualified participant withdrawals will occur at contract value. These contracts typically provide that realized and unrealized gains and losses on the underlying assets are not reflected immediately in the net assets of the fund, but rather are amortized, usually over the time to maturity or the duration of the underlying investments, through adjustments to the future interest crediting rates.

B. Crediting rate

The synthetic GICs are designed to reset the respective crediting rate on a periodic basis. Synthetic GICs cannot credit an interest crediting rate less than zero percent. The crediting rate of synthetic GICs will track current market yields on a trailing basis. The rate reset allows the contract value of the portfolio to converge to the market value over time, assuming the market value continues to earn the current portfolio yield for a period of time equal to the current portfolio duration.

Primary variables impacting future crediting rates of synthetic GICs include:

- (1) Current yield of the assets within the wrapper contract
- (2) Duration of the assets covered by the wrapper contract
- (3) Existing differences between the market value and contract value of the assets within the wrapper contract

C. Contract value limitation

Benefit-responsive investment contracts, including wrapper contracts, are agreements with high quality banks and insurance companies, which are designed to help preserve principal and provide a stable crediting rate. These contracts are fully benefit-responsive and provide that Plan participant initiated withdrawals permitted under a participating plan will be paid at contract value. In addition to certain wrap agreement termination provisions discussed below, the contracts generally provide for withdrawals associated with certain events which are not in the ordinary course of Plan operations, and that the issuer determines whether it will have a material adverse effect on the issuer's financial interest, and will be paid with a market value adjustment to the contract value amount of such withdrawal as defined in such contracts. While each contract issuer specifies the events which may trigger such a market value adjustment, typically such events include all or a portion of the following: (i) amendments to the Plan documents or Plan's administration; (ii) changes to the Plan's prohibition on competing investment options by participating plans or deletion of equity wash provisions; (iii) complete or partial termination of the Plan

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(Dollars in thousands)

or its merger with another plan; (iv) failure of the Plan or its trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA; (v) unless made in accordance with the withdrawal provisions of the Plan, the redemption of all or a portion of the interest in the fund held by the Plan at the direction of the Plan's Sponsor, including withdrawals due to the removal of a specifically identifiable group of employees from coverage under the Plan (such as a group layoff or early retirement incentive program), or the closing or sale of a subsidiary, employing unit or affiliate, the bankruptcy or insolvency of a Plan Sponsor, the merger of the Plan with another plan, or the Plan Sponsor's establishment of another tax qualified defined contribution plan; (vi) any change in law, regulation, ruling, administrative or judicial position or accounting requirement, in any case applicable to the fund or the Plan, and (vii) the delivery of any communication to Plan participants designed to influence a participant not to invest in the fund. At this time, the Plan does not believe that the occurrence of any such market value event which would limit the Plan's ability to transact at contract value with participants is probable.

D. Termination provisions

Wrapper contracts generally are evergreen contracts that contain termination provisions. Wrapper agreements permit the Plan's investment manager or issuer to terminate upon notice, at any time, at market value, and provide for automatic termination of the wrapper contract if the book value or the market value of the contract equals zero. The issuer is not excused from paying the excess contract value when the market value equals zero. Wrapper contracts that permit the issuer to terminate at market value generally provide that the Plan may elect to convert such termination to an amortization election as described below. In addition, if the Plan defaults in its obligations under the agreement (including the issuer's determination that the agreement constitutes a non-exempt prohibited transaction as defined under ERISA) and such default is not cured within the time permitted by any cure period, then the wrapper contract may be terminated by the issuer and the Plan will receive the market value as of the date of termination. Also, wrapper contracts generally permit the issuer or investment manager to elect at any time to convert the wrapped portfolio to a declining duration strategy whereby the contract would terminate at a date which corresponds to the duration of the underlying fixed income portfolio on the date of the amortization election. After the effective date of an amortization election, the fixed income portfolio must conform to the guidelines agreed upon by the wrapper issuer and the investment manager for the amortization election period. Such guidelines are intended to result in contract value equaling market value of the wrapped portfolio by such termination date.

(5) Fair Value

The FASB guidance on fair value measurements establishes a three-level valuation hierarchy for disclosure of assets and liabilities measured at fair value. The valuation hierarchy is based upon the transparency of inputs to the valuation of an asset or liability as of the measurement date. The three levels are defined as follows:

- Level 1 – inputs to the valuation methodology are quoted prices (unadjusted) in active markets for identical assets or liabilities that can be accessed at the measurement date
- Level 2 – inputs to the valuation methodology include quoted prices for similar assets and liabilities in active markets, and inputs that are observable for the asset or liability, either directly or indirectly
- Level 3 – inputs to the valuation methodology are unobservable for the asset or liability

A financial instrument's categorization within the valuation hierarchy is based upon the lowest level of input that is significant to the fair value measurement.

Following is a description of the Plan's valuation methodologies for assets and liabilities measured at fair value:

If listed prices or quotes are not available, fair value is based upon independent or internally developed models that primarily use, as inputs, market-based or independently sourced market parameters, including

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but not limited to yield curves, interest rates, volatilities, equity or debt prices, foreign exchange rates and credit curves. Valuation adjustments may be made to ensure that financial instruments are recorded at fair value.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different estimate of fair value at the reporting date.

A. Securities

Where quoted prices are available in an active market, securities are classified in Level 1 of the valuation hierarchy. These securities include U.S. Treasury securities.

If quoted market prices are not available for the specific security, then fair values are estimated by using pricing models utilized by an independent pricing service to ascertain the fair values. The UBIC has reviewed the processes and procedures employed by the pricing service and takes full responsibility for the fair value measurements presented herein.

The following represents a summary of the techniques employed by the pricing service:

- All valuations are based on market data which use pricing models that vary by asset class and incorporate available trade, bid and other market information. Because many fixed income securities do not trade on a daily basis, different pricing applications are applied based upon available information through processes such as benchmark curves, benchmarking of like securities, sector groupings, and matrix pricing. In addition, model processes, such as the Option Adjusted Spread model are used to develop prepayment and interest rate scenarios.
- The models and processes also take into account market convention. For each asset class, teams of evaluators gather information from market sources and integrate relevant credit information, perceived market movements, and sector news into the evaluated pricing applications and models.
- The market inputs (referred to as Standard Inputs) used for valuations of securities, listed in approximate order of priority, include; benchmark yields, reported trades, broker-dealer quotes, issuer spreads, two-sided markets, benchmark securities, bids, offers and reference data. Market indicators, industry, and economic events are also monitored and incorporated as necessary. Information of this nature is a trigger to acquire further market data. For certain security types, additional inputs may be used, or some of the Standard Inputs may not be applicable. Evaluators may prioritize inputs differently on any given day for any security based on market conditions, and not all inputs listed are available for use in the valuation process for each security valuation on any given day. For broker-quoted only securities, quotes are only obtained from market makers or broker-dealers that are recognized to be market participants. Pricing of private-placements is similar to that of corporate and public securities but include an unobservable liquidity premium.

Based upon an analysis of the procedures and techniques developed by an independent pricing service, the UBIC has determined that securities valued using models and observable Standard Inputs are classified within Level 2 of the valuation hierarchy whereas securities classified as broker-quoted only are classified within Level 3 of the valuation hierarchy.

Valuation techniques utilized by pricing services and prices obtained from external sources are reviewed by internal investment professionals who are familiar with the securities being priced and the markets in which they trade to validate the reasonableness of the prices obtained. These investment professionals

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(Dollars in thousands)

consider widely published indices (as benchmarks), recent trades, changes in interest rates, general economic conditions and the credit quality of the specific issuers.

The following methods and assumptions were used to estimate the fair value of each class of financial instruments:

- Cash and cash equivalents and Short Term Investment Funds: The carrying values approximate fair value because of the short-term maturity of the instruments.
- U.S. Treasury securities: Valued at closing price reported on the active market on which the individual securities are traded.
- Banker's acceptance, government and municipal bonds, foreign government bonds, mortgage and asset-backed securities, and corporate bonds: The fair value is estimated based on using observable, market-based inputs for these instruments.
- CCTs: The fair value is net asset value (practical expedient) as determined by the issuer of the trust. The holdings in these trusts are investments that focus on the investment strategy as described by the name of the fund.

B. Investments measured at fair value on a recurring basis

The following table presents the assets carried at fair value as of December 31, 2021, by caption, on the Statements of Net Assets Available for Benefits and by the FASB valuation hierarchy (as described above):

	Fair Value Measurements at the End of the Reporting Period Using			
	Level 1	Level 2	Level 3	Total
Assets:				
Cash and cash equivalents	\$ 2,120	\$ —	\$ —	\$ 2,120
Investments:				
Short Term Investment Funds	240,537	—	—	240,537
Banker's acceptance	—	2,579	—	2,579
U.S. Treasury securities	145,992	—	—	145,992
Foreign government bonds	—	3,392	—	3,392
Mortgage and asset-backed securities	—	237,550	—	237,550
Corporate bonds	—	286,762	—	286,762
Total investments in fair value hierarchy	<u>\$ 386,529</u>	<u>\$ 530,283</u>	<u>\$ —</u>	<u>\$ 916,812</u>
Investments measured at net asset value:				
Common/collective trusts				8,126,095
Total assets at fair value				<u>\$ 9,045,027</u>

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(Dollars in thousands)

The following table presents the assets carried at fair value as of December 31, 2020, by caption, on the Statements of Net Assets Available for Benefits and by the FASB valuation hierarchy (as described above):

	Fair Value Measurements at the End of the Reporting Period Using			
	Level 1	Level 2	Level 3	Total
Assets:				
Cash and cash equivalents	\$ 58,236	\$ —	\$ —	\$ 58,236
Investments:				
U.S. Treasury securities	209,895	—	—	209,895
Government and municipal bonds	—	3,917	—	3,917
Foreign government bonds	—	9,461	—	9,461
Mortgage and asset-backed securities	—	232,099	—	232,099
Corporate bonds	—	305,339	—	305,339
Total investments in fair value hierarchy	<u>\$ 209,895</u>	<u>\$ 550,816</u>	<u>\$ —</u>	<u>\$ 760,711</u>
Investments measured at net asset value:				
Common/collective trusts				6,756,313
Total assets at fair value				<u>\$ 7,575,260</u>

C. Fair value of investments in entities that use NAV

The following table summarizes investments measured at fair value based on NAV per share at December 31, 2021:

Investments	Fair Value	Unfunded Commitments	Redemption frequency (if currently eligible)	Redemption notice period
Common/collective trusts:				
NT Collective S&P 500 Value Index Fund-Lending	\$ 289,448	N/A	Daily	1 day
NT Collective Extended Equity Market Index Fund-Lending	1,092,498	N/A	Daily	1 day
NT Collective S&P 500 Growth Index Fund-Lending	1,068,221	N/A	Daily	1 day
Blackrock Equity Index Lending Fund	2,987,141	N/A	Daily	1 day
Blackrock MSCI ACWI Ex-U.S. IMI Index Fund F	1,601,089	N/A	Daily	1 day
JPMCB Core Diversified Commercial Property Fund	46,879	N/A	10 business days	10 business days
PIMCO CommoditiesPLUS® Collective Trust	160,756	N/A	Daily	1 day
Prudential Core Conservative Bond Fund	701,913	N/A	Daily	1 day
State Street U.S. Inflation Protected Bond Index Securities Lending Series Fund	178,150	N/A	Daily	1 day
Total common/collective trusts	<u>\$ 8,126,095</u>			

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Notes to Financial Statements (Dollars in thousands)

The following table summarizes investments measured at fair value based on NAV per share at December 31, 2020:

Investments	Fair Value	Unfunded Commitments	Redemption frequency (if currently eligible)	Redemption notice period
Common/collective trusts:				
Short Term Investment Fund ¹	\$ 41,917	N/A	Daily	1 day
NT Collective S&P 500 Value Index Fund-Lending ¹	207,521	N/A	Daily	1 day
NT Collective Extended Equity Market Index Fund-Lending ¹	948,331	N/A	Daily	1 day
NT Collective S&P 500 Growth Index Fund-Lending ¹	833,051	N/A	Daily	1 day
Blackrock Equity Index Lending Fund	2,378,828	N/A	Daily	1 day
Blackrock MSCI ACWI Ex-U.S. IMI Index Fund F	1,367,985	N/A	Daily	1 day
JPMCB Core Diversified Commercial Property Fund	32,497	N/A	10 business days	10 business days
PIMCO CommoditiesPLUS® Collective Trust	122,306	N/A	Daily	1 day
Prudential Core Conservative Bond Fund	696,922	N/A	Daily	1 day
State Street U.S. Inflation Protected Bond Index Securities Lending Series Fund	126,955	N/A	Daily	1 day
Total common/collective trusts	<u>\$ 6,756,313</u>			

¹ Indicates a Party-in-interest

(6) Party-in-interest

In 2020, Plan investments included certain CCTs which are managed and distributed by the Trustee. These transactions qualify as party-in-interest and are covered by an exemption from the “prohibited transaction” provisions of ERISA and the Code.

(7) Qualified plan status

The Plan has received a determination letter from the Internal Revenue Service dated July 24, 2017, stating that the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. Subsequent to the receipt of the determination letter, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The Plan Administrator has indicated that it will take the necessary steps, if any, to bring the Plan's operations into compliance with the Code.

The Plan is required to evaluate tax positions taken, or expected to be taken, in the course of preparing the Plan's tax returns to determine whether the tax positions are “more-likely-than-not” of being sustained by the applicable tax authority. Income tax and related interest and penalties would be recognized by the Plan as tax expense in the financial statements, if the tax positions were deemed to not meet the more-likely-than-not threshold. For the tax years ended December 31, 2021 and 2020, the Plan did not incur any income tax, interest, or penalties. As of December 31, 2021 and 2020, the Plan has been reviewed for all open tax years and there was no impact to the Plan's net assets or results of operations.

The Plan is a safe harbor plan under Code Section 401(k)(13) and automatically satisfies the nondiscrimination requirements of Code Section 401(k)(3).

(8) Subsequent events

Subsequent events have been evaluated through August 12, 2022, which is the date the financial statements were available to be issued.

USAA RETIREMENT SAVINGS PLAN

PLAN SPONSOR: USAA

PLAN SPONSOR EIN: 74-0959140

PLAN NUMBER: 002

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)

December 31, 2021

USAA RETIREMENT SAVINGS PLAN

PLAN SPONSOR: USAA
 PLAN SPONSOR EIN: 74-0959140
 PLAN NUMBER: 002

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
 December 31, 2021

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
<u>U.S. Treasury securities:</u>	
UNITED STATES TREASURY BOND 1.75% 08/15/2041	\$ 2,889,203
UNITED STATES TREASURY BOND 1.875% 11/15/2051	1,820,377
UNITED STATES TREASURY BOND 2% 08/15/2051	9,510,769
UNITED STATES TREASURY BOND 2% 11/15/2041	991,178
UST NOTES 1% 12/15/2024	37,971,486
UST NOTES 1.25% 04/30/2028	5,529,213
UST NOTES 1.25% 12/31/2026	57,072,509
UST NOTES 1.375% 10/31/2028	4,441,881
UST NOTES 3MB+3.5 10/31/2023	8,551,606
USTB 2.25% 8/15/46	17,213,556
Total U.S. Treasury securities	145,991,778
<u>Foreign government bonds:</u>	
REPUBLIC OF INDONESIA T-BOND 4.75% 02-11-2029	3,392,331
Total Foreign government bonds	3,392,331
<u>Mortgage and asset-backed securities:</u>	
AVIS BUDGET RENTCAR FDG AE LLC 3.35% 09/22/2025 14	1,309,204
BANK 2017 BNK7 3.435% 09/15/2060	355,888
BANK 2017-BNKS 3.39% 06/15/2060	699,173
BANK 2017-BNKS 3.896% 06/15/2060	293,655
BANK 2019-BNK20 3.011% 09/15/2062	1,848,492
BANK 2020-BNK25 2.649% 01/15/2063	3,300,946
BANK 2020-BNK26 2.403% 03/15/2063	3,513,016
BANK 2021-BNK32 2.643% 04/15/2054	3,443,767
BBCMS MTG TR 2020-C7 2.037% 04/15/2053	2,297,760
BENCHMARK 2018-B1 MTG TR 3.666% 01/15/2051	6,007,881
BENCHMARK 2019-B9 MTG TR 2.928% 12/15/2072	2,941,371
BENCHMARK 2020-B18 A5 MORTGAGE TRUST 1.925% 07/15/	1,082,087
BENCHMARK 2021 MORTGAGE TRUST 2.577% 04/15/2054	514,667
BENCHMARK 2021-B24 MTG TR 2.5843% 03/15/2054	1,110,277
BETHP 2021 3ML+113 01/15/2035 144A	2,998,218
CD 2019-CD8 MTG TR CD8 A4 2.912% 08/15/2057	236,302
CF 2019-CF2 2.8744% 11/15/2052	312,024
CFCRE COMMERCIAL MORTGAGE TRUST 2016-C7 A3 3.8385%	553,345
CITIGROUP COML MTG TR 14-GC25 A4 3.635% 10/10/2047	378,539
CITIGROUP COML MTG TR 2015-GC27 3.137% 02/10/2048	380,269

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
CITIGROUP COML MTG TR 2017-C4 3.471% 10/12/2050	322,156
CITIGROUP COMMERCIAL MORTGAGE TRUST 2019-C7 3.102%	250,316
CITIGROUP COMMERCIAL MORTGAGE TRUST 3.329% 04/15/2	569,466
COMM 2013-CCRE6 MTG TR 3.147% 03/10/2046 144A	285,047
COMM 2013-WWP MTG TR 3.424% 03/10/2031 144A	133,259
COMM 2014-CCRE19 MTG TR 3.796% 08/10/2047	237,406
COMM 2014-CR20 AM 3.938% 11/10/2047	527,142
COMM 2015-3BP MTG TR 3.178% 02/10/2035 144A	2,959,562
COMM 2015-CCRE23 MTG TR 3.497% 05/10/2048	390,807
COMM 2016-CR28 A4 3.762% 02/49	363,781
COMMERCIAL MORTGAGE CD 2016-CD2 MTG TR 3.248% 11/1	457,696
DBJPM 16-C1 A4 3.276% 05/49	568,031
DIAMOND INFRASTRUCTURE FUNDING LLC 1.76% 04/15/204	2,207,716
FANNIE MAE POOL 30YR 2.5% 08/01/2050#BQ0240	5,227,503
FHLG 15YR 2% 12/01/2035#SB0450	2,785,840
FHLG 15YR 3% 03/01/2035#SB0297	2,133,906
FHLG 20YR 2% 03/01/2041#RB5105	1,964,024
FHLG 20YR 2% 04/01/2041#	1,791,953
FHLG 20YR 2.5% 06/41#RB5115	3,317,006
FHLG 30YR 2% 09/01/2051#QC7453	1,623,094
FHLG 30YR 2.5% 02/01/2051#SD7536	1,589,305
FHLG 30YR 2.5% 10/01/2050#QB3973	1,042,685
FHLG 30YR 2.5% 11/01/2050#RA3976	1,405,657
FHLG 30YR 3% 05/01/2051#SD0593	3,316,705
FHLG 30YR 3% 08/01/2048#G61592	1,612,707
FHLG 30YR 3% 08/01/2051#RA5663	942,557
FHLG 30YR 3.5% 11/01/2048#G61748	5,584,124
FHLG 30YR 4% 09/01/2049#SD7506	1,518,775
FHLG 30YR 4.5% 03/01/2042#C03825	121,270
FHLG 30YR 4.5% 03/01/2049#ZA6531	93,162
FHLG 30YR 4.5% 07/01/2045#G60711	523,877
FHLG 30YR 5.5% 09/01/2041#G61654	802,260
FHLM STRCTRD ACR DBT NTS 1ML+105 12/25/2029	196,867
FHLM STRCTRD ACR DBT NTS 1ML+250 03/25/2030	253,184
FNMA 15YR 2% 03/01/2036#FM6085	638,177
FNMA 20YR 2% 03/01/2041#MA4287	1,722,769
FNMA 20YR 2% 04/01/2041#	787,645
FNMA 20YR 2% 05/01/2041#MA4333	1,369,873
FNMA 20YR 3% 01/01/2038#BM3374	408,799
FNMA 20YR 3% 12/01/2037#BJ2485	250,400
FNMA 30YR 2% 01/01/2051#MA4237	10,504,048
FNMA 30YR 2% 03/01/2051#BR4694	1,771,197
FNMA 30YR 2% 03/01/2051#MA4281	1,669,833
FNMA 30YR 2% 12/01/2050#FM5301	1,685,207

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
FNMA 30YR 2.5% 05/01/2051#CB0455	3,664,926
FNMA 30YR 2.5% 07/01/2051#	324,629
FNMA 30YR 2.5% 07/01/2051#CB1131	6,899,122
FNMA 30YR 2.5% 07/01/2051#FM8313	1,187,914
FNMA 30YR 2.5% 08/01/2051#CB1381	1,274,857
FNMA 30YR 2.5% 08/01/2051#FM8438	532,040
FNMA 30YR 2.5% 09/01/2051#CB1553	2,636,176
FNMA 30YR 2.5% 10/01/2050#FM4545	4,206,657
FNMA 30YR 2.5% 12/01/2051#FM9894	15,372,059
FNMA 30YR 3% 03/01/2050#FM2870	181,267
FNMA 30YR 3% 05/01/2051#FM7289	361,395
FNMA 30YR 3% 07/01/2050#CA6350	3,000,486
FNMA 30YR 3% 07/01/2050#FM3553	1,053,801
FNMA 30YR 3% 08/01/2046#AS7728	1,771,697
FNMA 30YR 3% 08/01/2050#FM6118	1,229,077
FNMA 30YR 3% 12/01/2051#FM9850	1,175,097
FNMA 30YR 3.5% 02/01/2048#CA1182	4,105,836
FNMA 30YR 3.5% 07/01/2047#FM7120	474,525
FNMA 30YR 3.5% 12/01/2049#CA4804	3,476,254
FNMA 30YR 4% 10/01/2048#FM1321	1,563,152
FNMA 30YR 4.5% 01/01/2049#BN3927	1,002,901
FNMA 30YR 4.5% 02/01/2046#AL9128	1,499,851
FNMA 30YR 4.5% 04/01/2048#FM1569	9,381,082
FNMA 30YR 4.5% 05/01/2046#FM1568	1,672,331
FNMA 30YR 4.5% 05/01/2046#FM2560	114,539
FNMA 30YR 4.5% 06/01/2040#AB2894	115,475
FNMA 30YR 4.5% 08/01/2041#890362	420,395
FNMA 30YR 5% 07/01/2047#FM4386	327,378
FNMA 30YR 5% 12/01/2048#BM5102	1,309,388
FNMA 30YR 5.5% 05/01/2044#BM3196	217,618
FNMA 30YR 5.5% 05/01/2044#FM6080	859,731
FNMA 30YR 6% 01/01/2042#BM4775	484,161
FNMA FHAL 4.5% 07/01/2040#AB2959	81,530
FORD CR AUTO OWNER TR 2018-REV1 3.19% 07/15/2031 1	416,236
FORD CR AUTO OWNER TR 2021-A B 0.7% 10/15/2026	1,175,345
FREDDIE MAC STACR REMIC TR 2019-HQA4 1ML+205 11/25	72,121
FREMF 2014-K37 MTG TR VAR 01/25/2047 144A	132,407
FREMF 2017-K71 MORTGAGE TRUST VAR 11/25/2050 144A	242,347
FREMF 20K22 3.6866% 08/45 144A	522,645
GM FINL AUTOMOBILE LEASING TR 2021-1 B 0.54% 02/20	1,786,974
GNII II 3% 07/51#MA7473	3,336,349
GNII II 3% 12/20/2051#MA7768	1,696,521
GNII II 5.5% 05/20/2037#AR8429	23,519
GNII II 6.5% 06/20/2039#MA4133	91,876

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
GNMA 30YR 3% 03/15/2050#BT0809	273,872
GNMA 30YR 3% 08/15/2045#785600	23,898
GRACE TRUST 2020-GRCE 2.347% 12/10/2040 144A	549,441
GS MORTGAGE-BACKED SECURITIES TRUST 2021-PJ7 A2 VA	1,145,860
GS MTG SECS TR 2015-GC32 A4 3.764% 07/10/2048	1,258,302
GS MTG SECS TR 2017-GS5 3.674% 03/10/2050	541,497
GS MTG SECS TR 2017-GS6 3.433% 05/10/2050	347,615
GS MTG SECS TR 2019-GC39 3.567% 05/10/2052	1,203,115
GS MTG SECS TR 2019-GC42 3.0005% 09/01/2052	635,909
GS MTG SECS TR 2020-GC47 2.3772% 05/12/2053	268,776
HARDEES FDG LLC / CARLS JR FDG LLC 3.981% 12/20/20	5,543,984
HYUNDAI AUTO RECEIVABLES TR 2020-C 0.26% 09/15/202	414,035
J P MORGAN MTG TR 2014-2 VAR 06/25/2029 144A	62,470
J P MORGAN MTG TR 2015-5 VAR 05/25/2045 144A	123,108
JP MORGAN CH CMS 13-LC11 3.499% 04/15/2046	414,051
JP MORGAN CM TR 2016-JP2 D 2.8218% 08/15/2049	3,164,216
JP MORGAN CM TR 2016-JP2 D 3.0556% 08/15/2049	504,686
JP MORGAN MORTGAGE TRUST 2.5% 12/25/2051 144A	769,466
JP MORGAN MORTGAGE TRUST 2015-4 VAR 06/25/2045 144	169,330
JP MORGAN MORTGAGE TRUST 2016-4 VAR 10/25/2046 144	81,059
JP MORGAN MORTGAGE TRUST 2017-2 3.5% 05/25/2047 14	29,445
JP MORGAN TRUST 2015-6 VAR 10/25/2045 144A	126,034
JPMBB 2015 C33 A4 VAR 12/15/2048	1,870,239
JPMBB 2015-C31 A3 3.8014% 08/48	2,574,947
JPMCC 2015-JP1 A5 3.914% 01/15/2049	480,160
JPMDB COML MTG SECS TR 2017-C7 3.4092% 10/15/2050	3,006,193
LBUBS 06-C6 AJ CSTR 9/39	33,743
MERCEDES BENZ MASTER OWNER TR 2.61% 05/15/2024 144	806,508
MORGAN STANLEY BK AMER MERRILL LYNCH TR 2015-C23 3	668,757
MORGAN STANLEY BK AMER MERRILL LYNCH TR 2015-C26 3	345,790
MORGAN STANLEY BK OF AMER MERRILL LYNCH TR 2014-C1	288,496
MORGAN STANLEY EATON VANCE CLO 2021-1 LTD 3ML+116	3,397,987
MORGAN STANLEY RESIDENTIAL MTG LN TR 2021-4 A3 CST	386,538
MSBAM 2016-C29 3.325% 05/15/49	285,626
NEW RESIDENTIAL MORTGAGE LOAN TRUST 2018-RPL1 3.5%	84,845
SEQUOIA MORTGAGE TRUST 2015-1 VAR 01/25/2045 144A	48,469
TACO BELL FDG LLC 1.946% 08/25/2051 144A	2,999,602
TOWD POINT MORTGAGE TRUST 2015-6 2.75% 04/25/2055	1,505
TOWD PT MTG TR 2018-1 A1 3% 01/28/2058 144A	117,712
TPMT 17-1 A1 2.75% 10/56	27,955
TPMT 2016-2 A1 3% 08/55 144A	9,505
TPMT 2016-3 2.25% 04/25/2056	5,856
TPMT 2017-2 A1 2.75% 04/57	16,900
TRAFIGURA SECURITISATION FIN PLC 1.08% 01/15/2025	5,032,736

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
UBSCM 2012-C1 A3 3.4% 5/45	9,640
VERIZON OWNER TR 2020-C 0.41% 04/21/2025	995,426
VOLKSWAGEN AUTO LEASE TRUST 2020-A 0.45% 07/21/202	3,383,432
VOYA CLO 2020-3 LTD / LLC 3ML+115 10/20/2034 144A	3,495,905
WELLS FARGO COML MTG TR 2014-LC18 3.405% 12/15/204	99,829
WELLS FARGO COML MTG TR 2017-C38 3.453% 07/15/2050	447,351
WELLS FARGO COMMERCIAL MORTGAGE TRUST 2015-NXS3 3.	250,513
WELLS FARGO COMMERCIAL MORTGAGE TRUST 2016-BNK1 2.	460,485
WELLS FARGO TR 2013-LC12 2.092% 07/15/2053	3,467,000
WFRBS 2012-C10 A3 2.875% 12/45	702,854
WP GLIMCHER MALL TRUST 2016-C2 A4 3.1439% 06/15/20	1,120,362
Total mortgage and asset-backed securities	237,550,397

Corporate Bonds:

ABBVIE INC 2.95% 11/21/2026	3,994,158
AEP TEXAS INC 3.45% 01/15/2050	167,833
AERCAP IRELAND CAP LTD / AERCAP GLOBAL AVIATION TR	5,451,944
AIR LEASE CORP 2.875% 01/15/2026	3,078,848
AIR LEASE CORP 3% 02/01/2030	1,442,252
ALBERTA PROVINCE CDA 1.875% 11/13/2024	5,754,805
ALLY FINL INC 8% 11/01/2031	2,300,300
AMERICAN TOWER CORP 1.875% 10/15/2030	822,118
AMERICAN TOWER CORP 2.9% 01/15/2030	3,069,388
AMGEN INC 2% 01/15/2032	455,107
AMGEN INC 2.8% 08/15/2041	317,495
ANHEUSER BUSCH INBEV WORLD INC 4.5% 06/01/2050	3,809,408
ANHEUSER-BUSCH COS LLC / ANHEUSER-BUSCH INBEV WORL	1,266,912
AON CORP / AON GLOBAL HOLDINGS PLC 2.9% 08/23/2051	1,087,728
APTIV PLC 3.1% 12/01/2051	1,612,638
ASHTAD CAPITAL INC 1.5% 08/12/2026 144A	304,311
ASHTAD CAPITAL INC 2.45% 08/12/2031 144A	267,765
AT&T INC 3.1% 02/01/2043	486,070
AT&T INC 3.5% 06/01/2041	292,907
AT&T INC 3.5% 09/15/2053	3,384,843
AUTODESK INC 2.4% 12/15/2031	852,505
BAIDU INC 1.72% 04/09/2026	2,624,545
BANK OF AMERICA CORPORATION 2.482%/VAR 09/21/2036	3,666,415
BANK OF AMERICA CORPORATION 3.456% VAR 03/15/2025	1,537,343
BANK OF AMERICA CORPORATION SOFR 0.981%/VAR 09/25/	2,726,486
BARCLAYS PLC (UNGTD) 2.667%/VAR 03/10/2032	525,637
BAT CAPITAL CORP 2.259% 03/25/2028	3,079,216
BAXTER INTERNATIONAL INC 3.132% 12/01/2051 144A	218,112
BBVA BANCOMER SA TEXAS BRH 1.875% 09/18/2025 144A	3,524,041
BIOGEN INC 3.15% 05/01/2050	418,106

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
BOEING CO 3.75% 02/01/2050	1,044,534
BP CAP MARKETS AMERICA INC 3.06% 06/17/2041	2,610,980
BP CAPITAL MARKETS PLC T5Y 4.875%/VAR PERP	577,800
BRIGHTHOUSE FINANCIAL INC 3.85% 12/22/2051	1,405,494
BRIGHTHOUSE FINANCIAL INC 4.7% 06/22/2047	167,910
BROADCOM INC 3.137% 11/15/2035 144A	97,578
BROADCOM INC 3.187% 11/15/2036 144A	2,126,290
BROADCOM INC 3.419% 04/15/2033 144A	333,360
BROADCOM INC 3.469% 04/15/2034 144A	301,441
BROOKLYN UNION GAS CO 3.865% 03/04/2029 144A	1,420,811
BUNGE LTD FIN CORP 1.63% 08/17/2025	3,452,496
CANADIAN PAC RY CO 2.45% 12/02/2031	265,091
CANADIAN PAC RY CO 3% 12/02/2041	117,595
CDW LLC / CDW FIN CORP 2.67% 12/01/2026	215,167
CDW LLC / CDW FIN CORP 3.276% 12/01/2028	225,420
CDW LLC / CDW FIN CORP 3.569% 12/01/2031	228,885
CENTERPOINT ENERGY INC 3.85% 02/01/2024	170,771
CENTERPOINT ENERGY INC 4.25% 11/01/2028	1,838,763
CHARTER COMMUNICATIONS OPERATING LLC / CHARTER COM	3,516,284
CHEVRON USA INC 3.9% 11/15/2024	363,873
CIGNA CORP 2.4% 03/15/2030	1,261,026
CIGNA CORP 3.2% 03/15/2040	341,856
CIGNA CORP 4.125% 11/15/2025	1,408,578
CIGNA CORP FRN 3ML+89 07/15/2023	403,744
CITIGROUP INC 2.52%/VAR 11/03/2032	674,201
CITIGROUP INC 3.106%/VAR 04/08/2026	3,994,126
CITIZENS FINANCIAL GRP INC 2.85% 07/27/2026	2,010,475
COMCAST CORP NEW 3.2% 07/15/2036	469,248
COMCAST CORP NEW 3.7% 04/15/2024	2,560,419
CREDIT AGRICOLE SA 2.811% 01/11/2041 144A	1,023,822
CREDIT AGRICOLE SA 3.25% 01/14/2030 144A	2,536,895
CREDIT SUISSE GRP AG 2.593%/VAR 09/11/2025 144A	944,567
CREDIT SUISSE GRP AG 3.869%/VAR 01/12/2029 144A	2,895,498
CREDIT SUISSE GRP AG 4.194%/VAR 04/01/2031 144A	821,614
CREDIT SUISSE GRP AG 7.25%/VAR PERP 144A	576,912
CVS HEALTH CORP 3.375% 08/12/2024	3,163,339
CVS HEALTH CORP 3.75% 04/01/2030	1,299,178
CVS HEALTH CORP 4.3% 03/25/2028	201,994
CVS HEALTH CORP 4.78% 03/25/2038	1,279,329
DAIMLER TRUCKS FINANCE NORTH AMERICA LLC 2.375% 12	286,355
DELTA AIRLINES INC 7% 05/01/2025 144A	2,098,157
DEVON ENERGY CORP NEW 4.75% 05/15/2042	341,560
DISCOVERY COMMUNICATIONS LLC 4% 09/15/2055	2,949,664
DOLLAR GEN CORP NEW 3.5% 04/03/2030	1,657,705

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
DOW CHEMICAL CO 2.1% 11/15/2030	3,101,623
DUKE ENERGY CORP 4.875%/VAR 12/31/2199	1,032,313
DUKE ENERGY IND INC 2.75% 04/01/2050	1,023,053
DUKE ENERGY IND INC 3.25% 10/01/2049	941,515
ENEL CHILE SA 4.875% 06/12/2028	3,375,657
ENEL FINANCE INTL NV 1.875% 07/12/2028 144A	307,115
ENEL FINANCE INTL NV 2.25% 07/12/2031 144A	328,856
ENEL FINANCE INTL NV 2.875% 07/12/2041 144A	191,755
ENERGY TRANSFER LP 5.25% 04/15/2029	435,252
ENERGY TRANSFER LP 6.25% 04/15/2049	418,004
ENERGY TRANSFER LP 6.5/VAR PERP	203,500
ENGIE ENERGIA CHILE SA 3.4% 01/28/2030 144A	3,233,687
ENTERGY ARKANSAS LLC 4.2% 04/01/2049	166,021
ENTERGY LA LLC 4% 03/15/2033	68,176
ENTERGY LA LLC 4.95% 01/15/2045	182,691
ENTERGY MISSISSIPPI LLC 2.85% 06/01/2028	396,339
ENTERGY TEX INC 3.55% 09/30/2049	1,028,416
ENTERPRISE PRODS OPER LLC 3.2% 02/15/2052	3,515,003
ENTERPRISE PRODS OPER LLC 3.3% 02/15/2053	263,566
EQUITABLE FINANCIAL LIFE GLOBAL FUNDING 1.4% 08/27	2,747,449
ESSENTIAL UTILITIES INC 2.704% 04/15/2030	345,326
ESSENTIAL UTILITIES INC 3.351% 04/15/2050	341,551
EXELON CORP 4.05% 04/15/2030	672,192
FALABELLA SA 3.375% 01/15/2032 144A	3,544,200
FIRSTENERGY TRANSMISSION LLC 4.55% 04/01/2049 144A	182,651
GENERAL MTRS FINL CO INC 4.35% 04/09/2025	3,921,589
GENERAL MTRS FINL CO INC 5.25% 03/01/2026	317,354
GEORGIA PAC LLC 1.75% 09/30/2025 144A	456,782
GEORGIA PAC LLC 2.1% 04/30/2027 144A	364,442
GEORGIA PAC LLC 2.3% 04/30/2030 144A	1,912,303
GEORGIA PAC LLC 8% 01/15/2024	653,008
GILEAD SCIENCES INC 1.2% 10/01/2027	2,696,625
GLOBAL PAYMENTS INC 2.15% 01/15/2027	341,353
GLOBAL PAYMENTS INC 2.65% 02/15/2025	2,290,693
GLOBAL PAYMENTS INC 2.9% 11/15/2031	334,714
GOLDMAN SACHS GROUP INC (THE) 1.542%/VAR 09/10/202	4,124,699
GOLDMAN SACHS GROUP INC (THE) 2.65%/VAR 10/21/2032	296,846
INTERNATIONAL FLAVS & FRAG INC 2.3% 11/01/2030 144	3,378,044
INTERSTATE PWR & LT CO 4.1% 09/26/2028	1,225,610
JACKSON FINANCIAL INC 3.125% 11/23/2031 144A	457,394
JACKSON FINANCIAL INC 4% 11/23/2051 144A	448,576
JD.COM INC 3.875% 04/29/2026	1,732,906
JEFFERIES GROUP LLC / JEFFERIES GROUP CAP FIN INC	968,815
JEFFERIES GROUP LLC 6.5% 01/20/2043	89,760

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
JPMORGAN CHASE & CO 2.545%/VAR 11/08/2032	2,383,324
JPMORGAN CHASE & CO 3.328%/VAR 04/22/2052	240,755
JPMORGAN CHASE & CO 4.023%/VAR 12/05/2024	3,168,374
JPMORGAN CHASE & CO 4.6%/VAR PERP	179,594
JPMORGAN CHASE & CO SOFR 1.47%/VAR 09/22/2027	215,650
KEYBANK NATL ASSN 3.4% 05/20/2026	958,540
KEYBANK NATL ASSN 4.39% 12/14/2027	368,675
LAM RESEARCH CORP 2.875% 06/15/2050	652,640
LLOYDS BANKING GROUP PLC 2.438%/VAR 02/05/2026	535,228
LOWES COS INC 3% 10/15/2050	1,706,124
LUKOIL CAPITAL DAC 3.6% 10/26/2031 144A	1,716,674
LYB INTERNATIONAL FINANCE III LLC 3.375% 10/01/204	2,109,027
METLIFE INC 3.6% 04/10/2024	828,528
METROPOLITAN LIFE GLBL FDG I 2.95% 04/09/2030 144A	811,944
MICROCHIP TECHNOLOGY INC 4.333% 06/01/2023	1,167,427
MICRON TECHNOLOGY INC 2.703% 04/15/2032	400,452
MORGAN STANLEY 2.484%/VAR 09/16/2036	1,805,531
MORGAN STANLEY 2.511%/VAR 10/20/2032	309,670
MORGAN STANLEY 3.622%/VAR 04/01/2031	490,362
MORGAN STANLEY 5% 11/24/2025	1,639,976
MPLX LP 1.75% 03/01/2026	346,479
MPLX LP 4% 03/15/2028	455,137
MPLX LP 4.125% 03/01/2027	1,739,582
MPLX LP 4.7% 04/15/2048	51,918
MPLX LP 5.5% 02/15/2049	197,935
NATIONAL SEC CLEARING CORP 1.2% 04/23/2023 144A	810,480
NEWMONT CORP 2.25% 10/01/2030	601,411
NEWMONT CORP 2.6% 07/15/2032	190,407
NEXTERA ENERGY CAP HLDGS INC 2.25% 06/01/2030	651,060
NEXTERA ENERGY CAP HLDGS INC 3% 01/15/2052	499,113
NISOURCE INC 0.95% 08/15/2025	1,114,503
NISOURCE INC 3.6% 05/01/2030	1,896,968
NRG ENERGY INC 3.75% 06/15/2024 144A	406,887
NRG ENERGY INC 4.45% 06/15/2029 144A	1,517,520
NUTRIEN LTD 1.9% 05/13/2023	2,217,976
NXP B V/NXP FDG LLC/NXP USA INC 2.7% 05/01/2025 14	92,977
NXP B V/NXP FDG LLC/NXP USA INC 3.125% 02/15/2042	427,631
NXP BV/NXP FDG LLC 4.875% 03/01/2024 144A	1,557,599
NXP BV/NXP FDG LLC 5.55% 12/01/2028 144A	263,478
OTIS WORLDWIDE CORP 2.056% 04/05/2025	421,899
OTIS WORLDWIDE CORP 2.565% 02/15/2030	1,562,138
OTIS WORLDWIDE CORP 3.112% 02/15/2040	594,933
OTIS WORLDWIDE CORP 3.362% 02/15/2050	105,383
PACIFIC GAS & ELECTRIC CO 2.1% 08/01/2027	1,964,676

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
PACIFIC GAS & ELECTRIC CO 3.25% 06/01/2031	215,710
PACIFIC GAS & ELECTRIC CO 3.3% 08/01/2040	477,412
PACKAGING CORP OF AMERICA 3% 12/15/2029	2,139,275
PENSKE TRUCK LEASING CO LP /CORP 1.2% 11/15/2025 1	1,402,972
PNC BANK NA PITTSBURGH PA 2.7% 11/01/2022	701,499
PNC FINANCIAL SERVICES GRP INC 2.6% 07/23/2026	1,446,884
PRUDENTIAL FINL INC 4.35% 02/25/2050	654,873
QORVO INC 3.375% 04/01/2031 144A	819,442
REGENERON PHARMACEUTICALS INC 1.75% 09/15/2030	397,174
ROPER TECHNOLOGIES INC 2.35% 09/15/2024	343,464
ROPER TECHNOLOGIES INC 2.95% 09/15/2029	3,521,764
ROYALTY PHARMA PLC 1.75% 09/02/2027	2,883,566
SABINE PASS LIQUEFACTION LLC 5.625% 03/01/2025	682,788
SABINE PASS LIQUEFACTION LLC 5.75% 05/15/2024	1,294,181
SAN DIEGO GAS & ELECTRIC CO 3.32% 04/15/2050	399,905
SCHLUMBERGER HOLDINGS CORPORATION 4.3% 05/01/2029	1,447,948
SCHLUMBERGER INVT SA 2.65% 06/26/2030	3,207,300
SCHWAB CHARLES CORP 4/VAR PERP	494,700
SOUTHERN CALIFORNIA EDISON CO 4% 04/01/2047	446,559
SOUTHERN CALIFORNIA EDISON CO 4.875% 03/01/2049	842,333
SOUTHWESTERN ELEC POWER CO 4.1% 09/15/2028	1,556,210
SPRINT SPECTRUM CO LLC 4.738% 09/20/2029 144A	289,013
SVB FINANCIAL GROUP 1.8% 02/02/2031	374,222
SVB FINANCIAL GROUP 1.8% 10/28/2026	363,737
SVB FINANCIAL GROUP 3.125% 06/05/2030	2,676,195
SVB FINANCIAL GROUP 4.0%/VAR PERP	1,085,400
TAKEDA PHARMACEUTICAL CO LTD 2.05% 03/31/2030	592,448
TAKEDA PHARMACEUTICAL CO LTD 3.025% 07/09/2040	508,790
TARGET CORP 2.35% 02/15/2030	1,320,529
TARGET CORP 3.5% 07/01/2024	1,876,698
TELEDYNE TECHNOLOGIES INC 2.25% 04/01/2028	1,019,256
TELEDYNE TECHNOLOGIES INC 2.75% 04/01/2031	907,605
TENNESSEE GAS PIPELINE CO 2.9% 03/01/2030 144A	2,285,429
THERMO FISHER SCIENTIFIC INC 2.8% 10/15/2041	101,160
TIME WARNER CABLE LLC 6.75% 06/15/2039	688,032
TIME WARNER CABLE LLC 7.3% 07/01/2038	1,450,696
TIME WARNER ENTERTAINMNT CO LP 8.375% 03/15/2023	433,737
T-MOBILE USA INC 2.4% 03/15/2029 144A	85,823
T-MOBILE USA INC 2.55% 02/15/2031	1,159,145
T-MOBILE USA INC 3% 02/15/2041	3,407,308
TOTAL CAP INTL 2.986% 06/29/2041	1,681,690
TRUIST FINANCIAL CORP 1.887%/VAR 06/07/2029	1,147,172
TRUST FIBRA UNO 5.25% 01/30/2026 144A	1,744,531
UBS AG LON BRANCH 1.75% 04/21/2022 144A	275,865

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
UBS GROUP AG 1.364%/VAR 01/30/2027 144A	200,372
US BANCORP DEL 1.45% 05/12/2025	3,760,422
US BANCORP DEL 2.491%/VAR 11/03/2036	433,327
US BANCORP DEL 3.6% 09/11/2024	706,313
US BANCORP DEL 3.7%/VAR PERP	424,915
USAA CAPITAL CORP 2.125% 05/01/2030 144A	3,054,405
VERIZON COMMUNICATIONS INC 2.355% 03/15/2032 144A	793,181
VERIZON COMMUNICATIONS INC 3.4% 03/22/2041	994,596
VERIZON COMMUNICATIONS INC 4.5% 08/10/2033	2,856,833
VIACOMCBS INC 4.375% 03/15/2043	767,935
VIATRIS INC 1.65% 06/22/2025	159,394
VIATRIS INC 2.3% 06/22/2027	130,758
VIATRIS INC 2.7% 06/22/2030	2,669,438
VIATRIS INC 4% 06/22/2050	239,644
VISTRA OPERATIONS CO LLC 3.55% 07/15/2024 144A	659,057
VISTRA OPERATIONS CO LLC 4.3% 07/15/2029 144A	433,102
VODAFONE GROUP PLC 4.875% 06/19/2049	2,358,201
WASTE CONNECTION INC 2.6% 02/01/2030	1,367,211
WEC ENERGY GROUP INC 1.8% 10/15/2030	448,246
WELLS FARGO & CO NEW 3.9%/VAR PERP	400,725
WESTLAKE CHEMICAL CORP 3.125% 08/15/2051	3,399,704
Total corporate bonds	286,762,269
<u>Common/collective trusts:</u>	
BLACKROCK MS ACWI EXUS INXFD F	1,601,089,249
BTC EQUITY INDEX FUND CL F	2,987,140,860
JPMCB Core Diversified Commercial Property Fund CF	46,878,911
NT EXTENDED MARKET INDEX FD	1,092,498,031
NTGI COLL S&P 500 BARRA GTH FD	1,068,221,185
NTGI COLL S&P500 BAR VAL EQ FD	289,448,347
PIMCO COMMODITIES PLUS	160,755,605
Prudential Core Conserv Bond Fund 1	701,913,263
SS US INFL PRO BD II	178,149,418
Total common/collective trusts	8,126,094,869
<u>Short term investment funds:</u>	
BBH STIF FUND	20,915,265
FIMM MM Government Portfolio - Instl Cl	219,622,003
Total short term investment funds	240,537,268
<u>Synthetic investment contracts:</u>	
METROPOLITAN LIFE INTERMEDIATE CORE FUND	94,301,888
METROPOLITAN LIFE LOOMIS - INT G/C	98,830,950
METROPOLITAN LIFE TERM FUND 2021	1,713,267

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
METROPOLITAN LIFE TERM FUND 2022	17,546,981
METROPOLITAN LIFE TERM FUND 2023	21,984,034
METROPOLITAN LIFE TERM FUND 2024	21,962,540
METROPOLITAN LIFE TERM FUND 2025	19,001,443
Total Metropolitan Life synthetic investment contracts	275,341,103
PRUDENTIAL GA TERM FUND 2021	1,207,915
PRUDENTIAL GA TERM FUND 2022	24,844,774
PRUDENTIAL GA TERM FUND 2023	23,856,151
PRUDENTIAL GA TERM FUND 2024	32,440,830
PRUDENTIAL GA TERM FUND 2024	17,523,504
STATE STREET BANK TERM FUND 2021	24,630,177
STATE STREET BANK TERM FUND 2022	155,168,368
STATE STREET BANK TERM FUND 2023	21,998,868
STATE STREET BANK TERM FUND 2024	7,165,459
STATE STREET BANK TERM FUND 2025	10,565,608
TRANSAMERICA PREMIER TERM FUND 2021	4,983,994
TRANSAMERICA PREMIER TERM FUND 2022	26,193,872
TRANSAMERICA PREMIER TERM FUND 2023	44,374,561
TRANSAMERICA PREMIER TERM FUND 2024	30,800,997
TRANSAMERICA PREMIER TERM FUND 2025	7,702,847
VOYA TERM FUND 2021	942,582
VOYA TERM FUND 2022	19,629,203
VOYA TERM FUND 2023	24,011,850
VOYA TERM FUND 2024	32,939,463
VOYA TERM FUND 2025	13,360,640
Total wrapped maturing	524,341,663
PRUDENTIAL CORE CONSERVATIVE INT BOND FUND	171,523,371
STATE STREET BANK LOOMIS SAYLES INTERMEDIATE GOV/CREDIT FUND	171,291,239
VOYA WELLINGTON INTERMEDIATE CORE PORTFOLIO	161,916,544
Total wrapped broad market	504,731,154
Insurance Wrapper	(23,509,669)
Total synthetic investment contracts	1,280,904,251
Cash and cash equivalent:	
Cash - interest bearing	2,119,897
Total cash and cash equivalent	2,119,897

Identity of issue, borrower, lessor or similar party/Description of investment, including maturity date and rate of interest	Current value
<u>Banker's acceptance:</u>	
BB&T BRH BKG & TR CO GLOBAL BK MEDIUM TERM NT PROG	2,197,290
PNC BANK NA PITTSBURGH PA 4.05% 07/26/2028	381,279
Total banker's acceptance	2,578,569
<u>Loans</u>	
* Participant Notes - Interest rates ranging from 4.25% to 6.50%	156,253,476
Total loans	156,253,476
Total	\$10,482,185,105

* A party-in-interest, as defined by the Employee Retirement Income Security Act of 1974, as amended.

See

Audited Financial

Statements

For

Schedule of Assets Held

(Schedule H 4i)