

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>SOLIDARITY CENTER RETIREMENT PLAN</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>AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY</u> <u>1130 CONNECTICUT AVENUE, NW SUITE 8</u> <u>WASHINGTON, DC 20036</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>003</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1972</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>52-1984713</u></td> </tr> <tr> <td colspan="2">2c Plan Sponsor's telephone number <u>202-974-8340</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>813000</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>003</u>	1c Effective date of plan <u>01/01/1972</u>		2b Employer Identification Number (EIN) <u>52-1984713</u>		2c Plan Sponsor's telephone number <u>202-974-8340</u>		2d Business code (see instructions) <u>813000</u>	
1b Three-digit plan number (PN) ▶	<u>003</u>										
1c Effective date of plan <u>01/01/1972</u>											
2b Employer Identification Number (EIN) <u>52-1984713</u>											
2c Plan Sponsor's telephone number <u>202-974-8340</u>											
2d Business code (see instructions) <u>813000</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.	10/03/2022	YOSEF NEGASI
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	176
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)	114
a(2) Total number of active participants at the end of the plan year		6a(2)	124
b Retired or separated participants receiving benefits.....		6b	5
c Other retired or separated participants entitled to future benefits		6c	66
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	195
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	195
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	190
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	0
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 3D 2T 2S			
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>1</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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	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 SOLIDARITY CENTER RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	D Employer Identification Number (EIN) 52-1984713

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
VOYA RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
71-0294708	86509	YH1175	195	01/01/2021	12/31/2021

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid 6633	(b) Total amount of fees paid 0
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3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
MMA SECURITIES LLC
PO BOX 9497
NEW YORK, NY 10087

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
6633			3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end **4** 3305627**5** Current value of plan's interest under this contract in separate accounts at year end..... **5****6** Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier **6b****c** Premiums due but unpaid at the end of the year **6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **6d**
Specify nature of costs ▶**e** Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ GROUP PENSION FUNDING**b** Balance at the end of the previous year **7b** 3306806**c** Additions: (1) Contributions deposited during the year **7c(1)** 42888
(2) Dividends and credits..... **7c(2)**
(3) Interest credited during the year..... **7c(3)** 32657
(4) Transferred from separate account..... **7c(4)**
(5) Other (specify below)..... **7c(5)** 7264
▶ *(6) Total additions **7c(6)** 82809**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 3389615**e** Deductions:(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)** 114875
(2) Administration charge made by carrier..... **7e(2)** 7850
(3) Transferred to separate account..... **7e(3)**
(4) Other (specify below)..... **7e(4)** 46089
▶ *(5) Total deductions **7e(5)** 168814**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 3220801

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3))		9a(4)	
b Benefit charges (1) Claims paid	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2))		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. Specify nature of costs.	10b	

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

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 SOLIDARITY CENTER RETIREMENT PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	D Employer Identification Number (EIN) 52-1984713	

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
VOYA RETIREMENT INSURANCE & ANNUITY
71-0294708

(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)

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

(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?
64	RECORD KEEPER	68933	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

NIA SECURITIES LLC

PO BOX 9497
NEW YORK, NY 10087

(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?
55	BROKER/DEALER	0	Yes ☒ No ☐	Yes ☐ No ☒	52683	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
NIA SECURITIES LLC	55	52683

(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.
VOYA FINANCIAL PARTNERS 06-1375177	COMMISSION FEES (FINDERS FEES & TRAILS)

(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
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(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:	
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Explanation:

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

Explanation:

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 SOLIDARITY CENTER RETIREMENT PLAN	B Three-digit plan number (PN) ►	003
C Plan sponsor's name as shown on line 2a of Form 5500 AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	D Employer Identification Number (EIN) 52-1984713	

Part I	Asset and Liability Statement		(a) Beginning of Year	(b) End of Year
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	Total noninterest-bearing cash.....	1a		
b	Receivables (less allowance for doubtful accounts):			
	(1) Employer contributions	1b(1)		
	(2) Participant contributions.....	1b(2)		
	(3) Other	1b(3)		
c	General investments:			
	(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
	(2) U.S. Government securities	1c(2)		
	(3) Corporate debt instruments (other than employer securities):			
	(A) Preferred	1c(3)(A)		
	(B) All other	1c(3)(B)		
	(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)	280946	249313
	(9) Value of interest in common/collective trusts	1c(9)		
	(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)	24575305	27268309
	(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	3306806	3220801
	(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(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	28163057	30738423

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	28163057	30738423
---	-----------	----------	----------

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.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	25400	
(B) Participants	2a(1)(B)	1018585	
(C) Others (including rollovers).....	2a(1)(C)	104526	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1148511
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	12745	
(F) Other	2b(1)(F)	32657	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		45402
(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)	2079540	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2079540
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(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)		2271660
c Other income.....	2c		239
d Total income. Add all income amounts in column (b) and enter total.....	2d		5545352
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	2901053	
(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)		2901053
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
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)	68933	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		68933
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		2969986
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		2575366
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: CALIBRE CPA GROUP PLLC

(2) EIN: 47-0900880

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		2000000
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			
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 SOLIDARITY CENTER RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 AMERICAN CENTER FOR INTERNATIONAL LABOR SOLIDARITY	D Employer Identification Number (EIN) 52-1984713

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	
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): 71-0294708		
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.)
----------------	---

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
-----------------	-------------------

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 _____



SOLIDARITY CENTER RETIREMENT PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2021





SOLIDARITY CENTER RETIREMENT PLAN

FINANCIAL STATEMENTS AND SUPPLEMENTAL INFORMATION

YEARS ENDED DECEMBER 31, 2021 AND 2020

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BETHESDA, MD 20814
T: 202.331.9880 | F: 202.331.9890

INDEPENDENT AUDITOR'S REPORT

To the Trustees of the
Solidarity Center Retirement Plan

Opinion

We have audited the accompanying financial statements of Solidarity Center Retirement 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 benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Solidarity Center Retirement Plan as of 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 are presented and disclosed in the financial statements are in conformity with the Plan's 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, including omissions, 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 on the financial statements as a whole. The supplemental schedule of assets (held at end of year) is presented for purposes of additional analysis and is not a required part of the financial statements but are supplemental 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 the 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 schedules, including their form and content, are 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 accompanying 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.

CalibreCPAGroup, PLLC

Bethesda, MD
September 16, 2022



SOLIDARITY CENTER RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
Assets		
Investments at fair value		
Mutual funds	\$ 27,268,308	\$ 24,575,305
Investments at contract value		
Insurance annuity contract	<u>3,220,801</u>	<u>3,306,806</u>
 Total investments	 30,489,109	 27,882,111
 Notes receivable from participants	 <u>249,313</u>	 <u>280,946</u>
Total assets/net assets available for benefits	<u>\$ 30,738,422</u>	<u>\$ 28,163,057</u>

See accompanying notes to financial statements.



SOLIDARITY CENTER RETIREMENT PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
Additions to net assets attributed to		
Investment income		
Net appreciation in		
fair value of investments	\$ 2,271,660	\$ 3,262,666
Interest and dividends	<u>2,112,195</u>	<u>871,665</u>
Net investment income	<u>4,383,855</u>	<u>4,134,331</u>
 Interest income on notes receivable	<u>12,745</u>	<u>14,015</u>
 Contributions - employer	25,400	26,800
Contributions - participants	1,018,585	919,109
Contributions - rollovers by participants	<u>104,526</u>	<u>384</u>
Total contributions	<u>1,148,511</u>	<u>946,293</u>
 Other income	<u>239</u>	<u>-</u>
 Total additions	<u>5,545,350</u>	<u>5,094,639</u>
 Deductions		
Distributions to participants	2,901,052	681,639
Administrative fees	<u>68,933</u>	<u>53,677</u>
 Total deductions	<u>2,969,985</u>	<u>735,316</u>
 Net change	2,575,365	4,359,323
 Net assets available for benefits		
Beginning of year	<u>28,163,057</u>	<u>23,803,734</u>
 End of year	<u>\$ 30,738,422</u>	<u>\$ 28,163,057</u>

See accompanying notes to financial statements.



SOLIDARITY CENTER RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2021 AND 2020

NOTE 1. DESCRIPTION OF THE PLAN

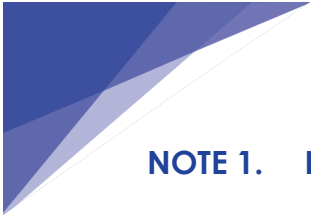
The following description of the Solidarity Center Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General - The Plan is a single employer defined contribution plan subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. All employees of the American Center for International Labor Solidarity (Solidarity Center) may become participants in the Plan at the end of their probation period retroactive to the first day of employment.

Contributions and Vesting - Each participant may elect to contribute a portion of their eligible earnings to the Plan. The Solidarity Center made contributions to the Plan at the rate of 17.4% of each participant's eligible earnings through June 30, 2004. Effective July 1, 2004, the Solidarity Center began participating in the AFL-CIO Staff Retirement Plan, a multiemployer defined benefit pension plan that covers substantially all employees of the Solidarity Center. The Solidarity Center no longer makes employer contributions to the Solidarity Center Retirement Plan, except that, effective January 1, 2008, the Solidarity Center makes a contribution for each eligible employee pursuant to a collective bargaining agreement with OPEIU Local No. 2, at a rate of \$16.67 per month.

A participant is fully vested in the balance of their pretax account and fully vested in employer contributions made on their behalf upon completion of the probationary period. Contributions to the Plan are invested as directed by the participant. Participants must evaluate their own investment goals and objectives and choose the investment options best suited to achieve those goals and objectives. Poor investment performance by investment vehicles selected by the participants may cause their account balances to be lower than the amounts contributed to the Plan on their behalf.

Participant-Directed Investment Accounts - Both the contributions made by an individual participant and the contributions made by the employer are added to the separate account established in each participant's name for each investment option they have selected. These participant-directed investment accounts also receive a proportionate share of the net income, gains and losses generated by each respective investment option.



NOTE 1. DESCRIPTION OF THE PLAN (CONTINUED)

Notes Receivable from Participants - Participants may elect to borrow the lesser of 50% of their account balance or \$50,000 from the Plan; these loans are secured by the value of the participant's vested benefit. Such loans must generally be repaid within five years. Each loan is treated as a directed investment of the participant, and all loan repayments are credited to that participant's account. The loans bear interest at rates established by the Plan Administrator.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The financial statements have been prepared using the accrual basis of accounting. Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

Investment Valuation and Income Recognition - The Plan's investments in mutual funds are stated at fair value based on quoted market prices. Fair value is 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 investment in an insurance contract is fully benefit responsive and stated at contract value, which approximates the fair value. Purchases and sales of securities are recorded on a trade-date basis. Interest income and dividends earned on mutual funds are recognized on the accrual basis. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold during the year as well as held at year-end.

Notes Receivable from Participants - Notes receivable from participants are carried at their unpaid principal balances, plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. No allowance for credit losses has been recorded as of December 31, 2021 and 2020.

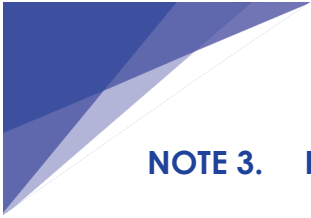
Distributions - Distributions are made upon termination of employment, financial hardship, retirement or death, as provided for under the Plan agreement and are recognized when paid.

Expenses - Certain administrative expenses incurred by the Plan are paid by the Solidarity Center.

Estimates - The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures in the financial statements. Actual results could differ from those estimates.

NOTE 3. PRIORITIES UPON TERMINATION

It is the expressed intention and expectation of the sponsor that it will continue the Plan in full force and effect. However, in the unlikely event of termination, the interests of participants under the Plan shall be non-forfeitable to the extent funded. Termination shall



NOTE 3. PRIORITIES UPON TERMINATION (CONTINUED)

not permit any part of the Plan to be used for or diverted to purposes other than the exclusive benefit of the beneficiaries and participants. In the event the Plan terminates, the net assets of the Plan will be allocated as prescribed by ERISA and its related regulations.

NOTE 4. TAX STATUS

The Plan was formed by the Trustees utilizing the Putman Flexible 401(k) and Profit Sharing Plan Agreement. On February 5, 2004, the Plan received a favorable determination letter from the Internal Revenue Service. As of December 31, 2021, the statute of limitations for tax years 2018 through 2020 remains open with the U.S. Federal jurisdiction with which the Plan files returns.

NOTE 5. FAIR VALUE MEASUREMENTS

The accounting standards framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include other significant observable inputs including:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

NOTE 5. FAIR VALUE MEASUREMENTS (CONTINUED)

Following is the valuation methodology used for assets measured at fair value. There have been no changes in methodologies used at December 31, 2021 and 2020.

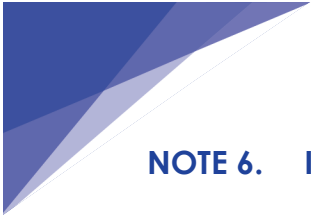
Registered investment companies: Mutual funds - Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission (SEC). The mutual funds held by the Plan are deemed to be actively traded.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value as of December 31, 2021 and 2020:

Description	2021			
	Total Investments at 12/31/2021	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Registered investment companies				
Mutual funds	<u>\$ 27,268,308</u>	<u>\$ 27,268,308</u>	<u>\$ -</u>	<u>\$ -</u>
Description	2020			
	Total Investments at 12/31/2020	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Registered investment companies				
Mutual funds	<u>\$ 24,575,305</u>	<u>\$ 24,575,305</u>	<u>\$ -</u>	<u>\$ -</u>

NOTE 6. INVESTMENT IN INSURANCE CONTRACT

As of December 31, 2021 and 2020, the Plan invests in the Voya Fixed Account, which is available through an annuity contract issued by Voya Retirement Insurance and Annuity Company (VRIAC). The Voya Fixed Account is an obligation of VRIAC's general account which supports all of the company's insurance and annuity commitments. The interest rate guarantees under the contract are subject to VRIAC's claims-paying ability. The fund guarantees the principal and a minimum guaranteed interest rate for the life of the contract, as well as featuring two declared interest rates: a current rate, determined at least monthly, and a guaranteed minimum floor rate, declared for one year. The guaranteed minimum floor rate may change after the defined period, but it will never be lower than the minimum guaranteed interest rate that applies for the life of the contract. Transfers within the contract are limited to the "window," which varies, but will never be less than 10 percent of the balance in the Voya Fixed Account as of the date of transfer, reduced by any prior transfers made during the same calendar year. Withdrawals from the Voya Fixed Account are not subject to this window limitation, and may be made for any reason, subject to Plan or Internal Revenue Code limitations. However, for contracts with a withdrawal fee schedule, the withdrawal may be subject to a withdrawal fee.



NOTE 6. INVESTMENT IN INSURANCE CONTRACT (CONTINUED)

The contract is fully benefit-responsive and is included in the financial statements at contract value. As of December 31, 2021 and 2020, the contract values were \$3,220,801 and \$3,306,806, respectively. Contract value is the relevant measurement for fully-benefit responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by VOYA, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investments at contract value.

The Plan's ability to receive amounts due is dependent on the issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments. Certain events might limit the ability of the Plan to transact at contract value with the issuer. Such events include (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan sponsor or other Plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA, or (5) premature termination of the contract. No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers and that also would limit the ability of the Plan to transact at contract value with the participants.

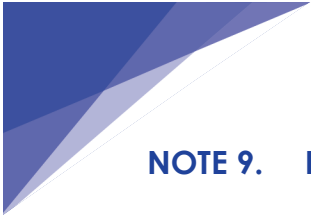
In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Such events include (1) an uncured violation of the Plan's investment guidelines, (2) a breach of material obligation under the contract, (3) a material misrepresentation, or (4) a material amendment to the agreement without the consent of the issuer.

NOTE 7. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan pays certain administrative and investment management fees to various service providers. The investment management fees are reflected in net investment return. In addition, VOYA, which is the trustee under the Plan, is the investment custodian and recordkeeper for the Plan. These transactions are party-in-interest transactions under ERISA.

NOTE 8. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the statements of net assets available for benefits.



NOTE 9. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

In 2021 and 2020, the Plan reported notes receivable from participants for financial statement purposes as loans to participants, separate from Plan investments, but reported such loans as investments in Form 5500.

The investment in insurance contract (Voya Fixed Account) is presented at contract value in the Form 5500, Schedule H; therefore, there is no reconciling item per the financial statements to the Form 5500.

NOTE 10. SUBSEQUENT EVENTS REVIEW

Subsequent events have been evaluated through September 16, 2022, which is the date the financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying financial statements.



SUPPLEMENTAL INFORMATION



SOLIDARITY CENTER RETIREMENT PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2021

Form 5500, Schedule H, Line 4i

E.I.N. 52-1984713
Plan No. 003

(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares								
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Collateral	Maturity Date	Rate of Interest	Par/ Maturity Value or Shares	(d) Cost	(e) Current Value
	Value of interest in insurance annuity contract	Insurance Company						
*	Voya Fixed Account	General Account	N/A	N/A	N/A	3,220,801	**	\$ 3,220,801
	Value of interest in registered investment companies							
	American Funds EuroPacif growth R6	Mutual Fund	N/A	N/A	N/A	1,051	**	68,036
	American Funds New Prospective R6	Mutual Fund	N/A	N/A	N/A	8,024	**	533,210
	Baird Core Plus Bond Fund Inst	Mutual Fund	N/A	N/A	N/A	110,639	**	1,291,151
	JPMorgan Smcp Growth Fnd R6	Mutual Fund	N/A	N/A	N/A	3,814	**	98,128
	BlackRock Emerging Markets Fund	Mutual Fund	N/A	N/A	N/A	4,483	**	134,520
	DFA Large Cap International Pft In	Mutual Fund	N/A	N/A	N/A	1,069	**	29,278
	DFA U.S. Targeted Value Port Inst	Mutual Fund	N/A	N/A	N/A	20,311	**	613,388
	Federid Instit High Yld Bond Fd Inst	Mutual Fund	N/A	N/A	N/A	33,115	**	328,836
	Vanguard Real Estate Index Adm	Mutual Fund	N/A	N/A	N/A	1,224	**	201,123
	JPMorgan US Equity Fund R6	Mutual Fund	N/A	N/A	N/A	193,421	**	4,292,022
	MFS International Value Fund R6	Mutual Fund	N/A	N/A	N/A	2,101	**	111,888
	PIMCO Income Fund Ins	Mutual Fund	N/A	N/A	N/A	26,265	**	313,606
	Prudential Gbl Total Rtn Fd Q	Mutual Fund	N/A	N/A	N/A	39,162	**	261,600
	BNY Mellon Smll/Mid Cap Growth Fnd	Mutual Fund	N/A	N/A	N/A	11,973	**	412,213
	TRwPr Blue Chip Growth Fnd I	Mutual Fund	N/A	N/A	N/A	1,003	**	178,766
*	Voya Gov Money Mkt Fnd A	Mutual Fund	N/A	N/A	N/A	5,345	**	5,345
	Vanguard 500 Index Fund Adm	Mutual Fund	N/A	N/A	N/A	1,346	**	591,999
	Vanguard Dev Mkts Inde Fd Adm	Mutual Fund	N/A	N/A	N/A	38,931	**	640,023
	Vanguard Energy Index Fund Adm	Mutual Fund	N/A	N/A	N/A	486	**	18,830
	Vanguard Materials Index Fund Adm	Mutual Fund	N/A	N/A	N/A	257	**	25,735
	Vanguard Explorer Fund Adm	Mutual Fund	N/A	N/A	N/A	16,597	**	1,976,047
	Vanguard GNMA Fund Adm	Mutual Fund	N/A	N/A	N/A	1,905	**	20,082
	Vanguard Growth Index Fund Adm	Mutual Fund	N/A	N/A	N/A	36,614	**	6,046,762
	Vanguard Inf-Prt Securities Fd Adm	Mutual Fund	N/A	N/A	N/A	9,198	**	261,584
	Vanguard Mid-Cap Index Fund Adm	Mutual Fund	N/A	N/A	N/A	1,703	**	537,144
	Vanguard Mid-Cap Value Index Fund Adm	Mutual Fund	N/A	N/A	N/A	4,384	**	341,225
	Putnam Large Cap Value Fund Cl R6	Mutual Fund	N/A	N/A	N/A	2,251	**	70,143
	Vanguard Short-Term Treasury Fd Inv	Mutual Fund	N/A	N/A	N/A	8,175	**	86,819
	Vanguard Small-Cap Index Fund Adm	Mutual Fund	N/A	N/A	N/A	1,598	**	173,129
	Vanguard Trgt Retire 2015 Fnd Inv	Mutual Fund	N/A	N/A	N/A	20,602	**	300,988
	Vanguard Trgt Retire 2020 Fnd Inv	Mutual Fund	N/A	N/A	N/A	38,530	**	1,195,213
	Vanguard Trgt Retire 2025 Fnd Inv	Mutual Fund	N/A	N/A	N/A	50,461	**	1,026,384
	Vanguard Trgt Retire 2030 Fnd Inv	Mutual Fund	N/A	N/A	N/A	40,034	**	1,538,109
	Vanguard Trgt Retire 2035 Fnd Inv	Mutual Fund	N/A	N/A	N/A	33,294	**	793,716
	Vanguard Trgt Retire 2040 Fnd Inv	Mutual Fund	N/A	N/A	N/A	18,002	**	756,619
	Vanguard Trgt Retire 2045 Fnd Inv	Mutual Fund	N/A	N/A	N/A	23,714	**	672,999
	Vanguard Trgt Retire 2050 Fnd Inv	Mutual Fund	N/A	N/A	N/A	8,430	**	395,369
	Vanguard Trgt Retire 2055 Fnd Inv	Mutual Fund	N/A	N/A	N/A	2,416	**	126,154
	Vanguard Trgt Retire 2060 Fnd Inv	Mutual Fund	N/A	N/A	N/A	1,630	**	78,281
	Vanguard Trgt Retire 2065 Fnd Inv	Mutual Fund	N/A	N/A	N/A	152	**	4,759
	Vanguard Trgt Retire Income Fnd Inv	Mutual Fund	N/A	N/A	N/A	9,010	**	130,279
	Vanguard Value Index Fund Adm	Mutual Fund	N/A	N/A	N/A	10,227	**	586,806
								27,268,308
*	Notes receivable from participants	Loans maturing at various dates, with repayments deducted from participants' paychecks each pay period (interest rates range from 4.25% to 8.75%), and secured by promissory notes and participants' vested interests in the Plan.						249,313
	Total assets (held at end of year)							\$ 30,738,422

* party-in-interest

** Column (d) cost information is not required to be disclosed when reporting investments of a participant directed individual account plan.

Attachment to 2021 Form 5500
Schedule H, line 4i - Schedule of Assets
(Held at End of Year)
SOLIDARITY CENTER RETIREMENT PLAN
EIN#52-1984713
Plan#003
As Of December 31, 2021

(a) (b) Identity of issue, borrower, lessor or similar party	(c) Description of investments including maturity date, rate of interest, collateral, par, or maturity date	(d) Cost	(e) Current Value
American Funds EuroPacific R6	Registered Investment Company		\$68,036
American Funds Nw Prspctv R6	Registered Investment Company		\$533,210
Baird Core Plus Bond Fund Ins	Registered Investment Company		\$1,291,151
BlkRck Emrg Mkts Fnd K	Registered Investment Company		\$134,520
BNY Mellon SmMidCp Grw Fd Y	Registered Investment Company		\$412,213
DFA Large Cap Intl Port Ins	Registered Investment Company		\$29,278
DFA US Targeted VI Port Ins	Registered Investment Company		\$613,388
FdtdHrms Inst Hg Yld BdFndIns	Registered Investment Company		\$328,836
JPMorgan SmCp Growth Fnd R6	Registered Investment Company		\$98,128
JPMorgan US Equity Fund R6	Registered Investment Company		\$4,292,022
MFS Intl Intrinsic Val Fnd R6	Registered Investment Company		\$111,888
PGIM Global Total Return Fd R6	Registered Investment Company		\$261,600
PIMCO Income Fund Ins	Registered Investment Company		\$313,606
Putnam Lrg Cp Val Fd - CI R6	Registered Investment Company		\$70,143
TRwPr Blue Chip Growth Fnd I	Registered Investment Company		\$178,766
Vangrd 500 Index Fund Adm	Registered Investment Company		\$591,999
Vangrd Dev Mkts Index Fd Adm	Registered Investment Company		\$640,023
Vangrd Energy Index Fund Adm	Registered Investment Company		\$18,830
Vangrd Explorer Fund Adm	Registered Investment Company		\$1,976,047
Vangrd GNMA Fund Adm	Registered Investment Company		\$20,082
Vangrd Growth Index Fund Adm	Registered Investment Company		\$6,046,762
Vangrd Infl-Prt Secs Fund Adm	Registered Investment Company		\$261,584
Vangrd Materials Index Fd Adm	Registered Investment Company		\$25,735
Vangrd Mid-Cap Index Fund Adm	Registered Investment Company		\$537,144
Vangrd Mid-Cap VI Indx Fnd Adm	Registered Investment Company		\$341,225
Vangrd Small-Cap Index Fnd Adm	Registered Investment Company		\$173,129
Vangrd St-Trm Treasury Fnd Inv	Registered Investment Company		\$86,819
Vangrd Trgt Retire 2015 Fd Inv	Registered Investment Company		\$300,988
Vangrd Trgt Retire 2020 Fd Inv	Registered Investment Company		\$1,195,213
Vangrd Trgt Retire 2025 Fd Inv	Registered Investment Company		\$1,026,384
Vangrd Trgt Retire 2030 Fd Inv	Registered Investment Company		\$1,538,109
Vangrd Trgt Retire 2035 Fd Inv	Registered Investment Company		\$793,716
Vangrd Trgt Retire 2040 Fd Inv	Registered Investment Company		\$756,619
Vangrd Trgt Retire 2045 Fd Inv	Registered Investment Company		\$672,999
Vangrd Trgt Retire 2050 Fd Inv	Registered Investment Company		\$395,369
Vangrd Trgt Retire 2055 Fd Inv	Registered Investment Company		\$126,154
Vangrd Trgt Retire 2060 Fd Inv	Registered Investment Company		\$78,281
Vangrd Trgt Retire 2065 Fd Inv	Registered Investment Company		\$4,759
Vangrd Trgt Retire Inc Fd Inv	Registered Investment Company		\$130,279
Vangrd Value Index Fund Adm	Registered Investment Company		\$586,806
Vanguard Real Estate Indx Adm	Registered Investment Company		\$201,123
* Voya Fixed Account (4062)	Insurance Company General Account		\$3,220,801
* Voya Gv Mny Mkt F A (Hld Acct)	Registered Investment Company		\$5,345
LOAN FUND	Participant Loans - Rates 4.25% to 6.50%		\$249,313
TOTAL			\$30,738,423

* denotes party-in-interest

Column (d) is not required as the Plan's investments are totally participant directed.

SOLIDARITY CENTER RETIREMENT PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2021





SOLIDARITY CENTER RETIREMENT PLAN

FINANCIAL STATEMENTS AND SUPPLEMENTAL INFORMATION

YEARS ENDED DECEMBER 31, 2021 AND 2020

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INDEPENDENT AUDITOR'S REPORT

To the Trustees of the
Solidarity Center Retirement Plan

Opinion

We have audited the accompanying financial statements of Solidarity Center Retirement 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 benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Solidarity Center Retirement Plan as of 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 are presented and disclosed in the financial statements are in conformity with the Plan's 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, including omissions, 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 on the financial statements as a whole. The supplemental schedule of assets (held at end of year) is presented for purposes of additional analysis and is not a required part of the financial statements but are supplemental 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 the 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 schedules, including their form and content, are 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 accompanying 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.

CalibreCPAGroup, PLLC

Bethesda, MD
September 16, 2022



SOLIDARITY CENTER RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
Assets		
Investments at fair value		
Mutual funds	\$ 27,268,308	\$ 24,575,305
Investments at contract value		
Insurance annuity contract	<u>3,220,801</u>	<u>3,306,806</u>
 Total investments	 30,489,109	 27,882,111
 Notes receivable from participants	 <u>249,313</u>	 <u>280,946</u>
 Total assets/net assets available for benefits	 <u>\$ 30,738,422</u>	 <u>\$ 28,163,057</u>

See accompanying notes to financial statements.



SOLIDARITY CENTER RETIREMENT PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2021 AND 2020

	<u>2021</u>	<u>2020</u>
Additions to net assets attributed to		
Investment income		
Net appreciation in		
fair value of investments	\$ 2,271,660	\$ 3,262,666
Interest and dividends	<u>2,112,195</u>	<u>871,665</u>
Net investment income	<u>4,383,855</u>	<u>4,134,331</u>
 Interest income on notes receivable	<u>12,745</u>	<u>14,015</u>
 Contributions - employer	25,400	26,800
Contributions - participants	1,018,585	919,109
Contributions - rollovers by participants	<u>104,526</u>	<u>384</u>
Total contributions	<u>1,148,511</u>	<u>946,293</u>
 Other income	<u>239</u>	<u>-</u>
 Total additions	<u>5,545,350</u>	<u>5,094,639</u>
 Deductions		
Distributions to participants	2,901,052	681,639
Administrative fees	<u>68,933</u>	<u>53,677</u>
 Total deductions	<u>2,969,985</u>	<u>735,316</u>
 Net change	2,575,365	4,359,323
 Net assets available for benefits		
Beginning of year	<u>28,163,057</u>	<u>23,803,734</u>
 End of year	<u>\$ 30,738,422</u>	<u>\$ 28,163,057</u>

See accompanying notes to financial statements.



SOLIDARITY CENTER RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2021 AND 2020

NOTE 1. DESCRIPTION OF THE PLAN

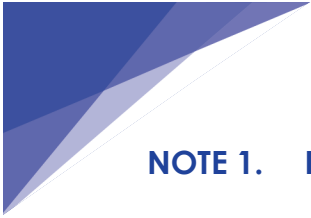
The following description of the Solidarity Center Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General - The Plan is a single employer defined contribution plan subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. All employees of the American Center for International Labor Solidarity (Solidarity Center) may become participants in the Plan at the end of their probation period retroactive to the first day of employment.

Contributions and Vesting - Each participant may elect to contribute a portion of their eligible earnings to the Plan. The Solidarity Center made contributions to the Plan at the rate of 17.4% of each participant's eligible earnings through June 30, 2004. Effective July 1, 2004, the Solidarity Center began participating in the AFL-CIO Staff Retirement Plan, a multiemployer defined benefit pension plan that covers substantially all employees of the Solidarity Center. The Solidarity Center no longer makes employer contributions to the Solidarity Center Retirement Plan, except that, effective January 1, 2008, the Solidarity Center makes a contribution for each eligible employee pursuant to a collective bargaining agreement with OPEIU Local No. 2, at a rate of \$16.67 per month.

A participant is fully vested in the balance of their pretax account and fully vested in employer contributions made on their behalf upon completion of the probationary period. Contributions to the Plan are invested as directed by the participant. Participants must evaluate their own investment goals and objectives and choose the investment options best suited to achieve those goals and objectives. Poor investment performance by investment vehicles selected by the participants may cause their account balances to be lower than the amounts contributed to the Plan on their behalf.

Participant-Directed Investment Accounts - Both the contributions made by an individual participant and the contributions made by the employer are added to the separate account established in each participant's name for each investment option they have selected. These participant-directed investment accounts also receive a proportionate share of the net income, gains and losses generated by each respective investment option.



NOTE 1. DESCRIPTION OF THE PLAN (CONTINUED)

Notes Receivable from Participants - Participants may elect to borrow the lesser of 50% of their account balance or \$50,000 from the Plan; these loans are secured by the value of the participant's vested benefit. Such loans must generally be repaid within five years. Each loan is treated as a directed investment of the participant, and all loan repayments are credited to that participant's account. The loans bear interest at rates established by the Plan Administrator.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The financial statements have been prepared using the accrual basis of accounting. Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

Investment Valuation and Income Recognition - The Plan's investments in mutual funds are stated at fair value based on quoted market prices. Fair value is 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 investment in an insurance contract is fully benefit responsive and stated at contract value, which approximates the fair value. Purchases and sales of securities are recorded on a trade-date basis. Interest income and dividends earned on mutual funds are recognized on the accrual basis. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold during the year as well as held at year-end.

Notes Receivable from Participants - Notes receivable from participants are carried at their unpaid principal balances, plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. No allowance for credit losses has been recorded as of December 31, 2021 and 2020.

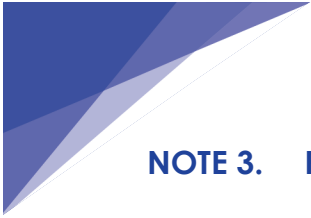
Distributions - Distributions are made upon termination of employment, financial hardship, retirement or death, as provided for under the Plan agreement and are recognized when paid.

Expenses - Certain administrative expenses incurred by the Plan are paid by the Solidarity Center.

Estimates - The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures in the financial statements. Actual results could differ from those estimates.

NOTE 3. PRIORITIES UPON TERMINATION

It is the expressed intention and expectation of the sponsor that it will continue the Plan in full force and effect. However, in the unlikely event of termination, the interests of participants under the Plan shall be non-forfeitable to the extent funded. Termination shall



NOTE 3. PRIORITIES UPON TERMINATION (CONTINUED)

not permit any part of the Plan to be used for or diverted to purposes other than the exclusive benefit of the beneficiaries and participants. In the event the Plan terminates, the net assets of the Plan will be allocated as prescribed by ERISA and its related regulations.

NOTE 4. TAX STATUS

The Plan was formed by the Trustees utilizing the Putman Flexible 401(k) and Profit Sharing Plan Agreement. On February 5, 2004, the Plan received a favorable determination letter from the Internal Revenue Service. As of December 31, 2021, the statute of limitations for tax years 2018 through 2020 remains open with the U.S. Federal jurisdiction with which the Plan files returns.

NOTE 5. FAIR VALUE MEASUREMENTS

The accounting standards framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described as follows:

Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 Inputs to the valuation methodology include other significant observable inputs including:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

NOTE 5. FAIR VALUE MEASUREMENTS (CONTINUED)

Following is the valuation methodology used for assets measured at fair value. There have been no changes in methodologies used at December 31, 2021 and 2020.

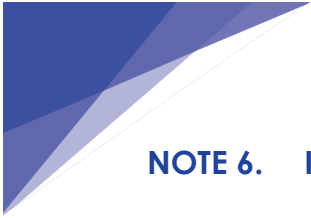
Registered investment companies: Mutual funds - Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission (SEC). The mutual funds held by the Plan are deemed to be actively traded.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value as of December 31, 2021 and 2020:

Description	2021			
	Total Investments at 12/31/2021	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Registered investment companies				
Mutual funds	<u>\$ 27,268,308</u>	<u>\$ 27,268,308</u>	<u>\$ -</u>	<u>\$ -</u>
Description	2020			
	Total Investments at 12/31/2020	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Registered investment companies				
Mutual funds	<u>\$ 24,575,305</u>	<u>\$ 24,575,305</u>	<u>\$ -</u>	<u>\$ -</u>

NOTE 6. INVESTMENT IN INSURANCE CONTRACT

As of December 31, 2021 and 2020, the Plan invests in the Voya Fixed Account, which is available through an annuity contract issued by Voya Retirement Insurance and Annuity Company (VRIAC). The Voya Fixed Account is an obligation of VRIAC's general account which supports all of the company's insurance and annuity commitments. The interest rate guarantees under the contract are subject to VRIAC's claims-paying ability. The fund guarantees the principal and a minimum guaranteed interest rate for the life of the contract, as well as featuring two declared interest rates: a current rate, determined at least monthly, and a guaranteed minimum floor rate, declared for one year. The guaranteed minimum floor rate may change after the defined period, but it will never be lower than the minimum guaranteed interest rate that applies for the life of the contract. Transfers within the contract are limited to the "window," which varies, but will never be less than 10 percent of the balance in the Voya Fixed Account as of the date of transfer, reduced by any prior transfers made during the same calendar year. Withdrawals from the Voya Fixed Account are not subject to this window limitation, and may be made for any reason, subject to Plan or Internal Revenue Code limitations. However, for contracts with a withdrawal fee schedule, the withdrawal may be subject to a withdrawal fee.



NOTE 6. INVESTMENT IN INSURANCE CONTRACT (CONTINUED)

The contract is fully benefit-responsive and is included in the financial statements at contract value. As of December 31, 2021 and 2020, the contract values were \$3,220,801 and \$3,306,806, respectively. Contract value is the relevant measurement for fully-benefit responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by VOYA, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investments at contract value.

The Plan's ability to receive amounts due is dependent on the issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments. Certain events might limit the ability of the Plan to transact at contract value with the issuer. Such events include (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan sponsor or other Plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA, or (5) premature termination of the contract. No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers and that also would limit the ability of the Plan to transact at contract value with the participants.

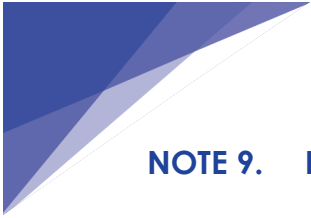
In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Such events include (1) an uncured violation of the Plan's investment guidelines, (2) a breach of material obligation under the contract, (3) a material misrepresentation, or (4) a material amendment to the agreement without the consent of the issuer.

NOTE 7. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan pays certain administrative and investment management fees to various service providers. The investment management fees are reflected in net investment return. In addition, VOYA, which is the trustee under the Plan, is the investment custodian and recordkeeper for the Plan. These transactions are party-in-interest transactions under ERISA.

NOTE 8. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participant account balances and the amounts reported in the statements of net assets available for benefits.



NOTE 9. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

In 2021 and 2020, the Plan reported notes receivable from participants for financial statement purposes as loans to participants, separate from Plan investments, but reported such loans as investments in Form 5500.

The investment in insurance contract (Voya Fixed Account) is presented at contract value in the Form 5500, Schedule H; therefore, there is no reconciling item per the financial statements to the Form 5500.

NOTE 10. SUBSEQUENT EVENTS REVIEW

Subsequent events have been evaluated through September 16, 2022, which is the date the financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying financial statements.



SUPPLEMENTAL INFORMATION



SOLIDARITY CENTER RETIREMENT PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2021

Form 5500, Schedule H, Line 4i

E.I.N. 52-1984713
Plan No. 003

(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares								
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Collateral	Maturity Date	Rate of Interest	Par/ Maturity Value or Shares	(d) Cost	(e) Current Value
	Value of interest in insurance annuity contract	Insurance Company						
*	Voya Fixed Account	General Account	N/A	N/A	N/A	3,220,801	**	\$ 3,220,801
	Value of interest in registered investment companies							
	American Funds EuroPacif growth R6	Mutual Fund	N/A	N/A	N/A	1,051	**	68,036
	American Funds New Prospective R6	Mutual Fund	N/A	N/A	N/A	8,024	**	533,210
	Baird Core Plus Bond Fund Inst	Mutual Fund	N/A	N/A	N/A	110,639	**	1,291,151
	JPMorgan Smcp Growth Fnd R6	Mutual Fund	N/A	N/A	N/A	3,814	**	98,128
	BlackRock Emerging Markets Fund	Mutual Fund	N/A	N/A	N/A	4,483	**	134,520
	DFA Large Cap International Pft In	Mutual Fund	N/A	N/A	N/A	1,069	**	29,278
	DFA U.S. Targeted Value Port Inst	Mutual Fund	N/A	N/A	N/A	20,311	**	613,388
	Federid Instit High Yld Bond Fd Inst	Mutual Fund	N/A	N/A	N/A	33,115	**	328,836
	Vanguard Real Estate Index Adm	Mutual Fund	N/A	N/A	N/A	1,224	**	201,123
	JPMorgan US Equity Fund R6	Mutual Fund	N/A	N/A	N/A	193,421	**	4,292,022
	MFS International Value Fund R6	Mutual Fund	N/A	N/A	N/A	2,101	**	111,888
	PIMCO Income Fund Ins	Mutual Fund	N/A	N/A	N/A	26,265	**	313,606
	Prudential Gbl Total Rtn Fd Q	Mutual Fund	N/A	N/A	N/A	39,162	**	261,600
	BNY Mellon Smll/Mid Cap Growth Fnd	Mutual Fund	N/A	N/A	N/A	11,973	**	412,213
	TRwPr Blue Chip Growth Fnd I	Mutual Fund	N/A	N/A	N/A	1,003	**	178,766
*	Voya Gov Money Mkt Fnd A	Mutual Fund	N/A	N/A	N/A	5,345	**	5,345
	Vanguard 500 Index Fund Adm	Mutual Fund	N/A	N/A	N/A	1,346	**	591,999
	Vanguard Dev Mkts Inde Fd Adm	Mutual Fund	N/A	N/A	N/A	38,931	**	640,023
	Vanguard Energy Index Fund Adm	Mutual Fund	N/A	N/A	N/A	486	**	18,830
	Vanguard Materials Index Fund Adm	Mutual Fund	N/A	N/A	N/A	257	**	25,735
	Vanguard Explorer Fund Adm	Mutual Fund	N/A	N/A	N/A	16,597	**	1,976,047
	Vanguard GNMA Fund Adm	Mutual Fund	N/A	N/A	N/A	1,905	**	20,082
	Vanguard Growth Index Fund Adm	Mutual Fund	N/A	N/A	N/A	36,614	**	6,046,762
	Vanguard Inf-Prt Securities Fd Adm	Mutual Fund	N/A	N/A	N/A	9,198	**	261,584
	Vanguard Mid-Cap Index Fund Adm	Mutual Fund	N/A	N/A	N/A	1,703	**	537,144
	Vanguard Mid-Cap Value Index Fund Adm	Mutual Fund	N/A	N/A	N/A	4,384	**	341,225
	Putnam Large Cap Value Fund Cl R6	Mutual Fund	N/A	N/A	N/A	2,251	**	70,143
	Vanguard Short-Term Treasury Fd Inv	Mutual Fund	N/A	N/A	N/A	8,175	**	86,819
	Vanguard Small-Cap Index Fund Adm	Mutual Fund	N/A	N/A	N/A	1,598	**	173,129
	Vanguard Trgt Retire 2015 Fnd Inv	Mutual Fund	N/A	N/A	N/A	20,602	**	300,988
	Vanguard Trgt Retire 2020 Fnd Inv	Mutual Fund	N/A	N/A	N/A	38,530	**	1,195,213
	Vanguard Trgt Retire 2025 Fnd Inv	Mutual Fund	N/A	N/A	N/A	50,461	**	1,026,384
	Vanguard Trgt Retire 2030 Fnd Inv	Mutual Fund	N/A	N/A	N/A	40,034	**	1,538,109
	Vanguard Trgt Retire 2035 Fnd Inv	Mutual Fund	N/A	N/A	N/A	33,294	**	793,716
	Vanguard Trgt Retire 2040 Fnd Inv	Mutual Fund	N/A	N/A	N/A	18,002	**	756,619
	Vanguard Trgt Retire 2045 Fnd Inv	Mutual Fund	N/A	N/A	N/A	23,714	**	672,999
	Vanguard Trgt Retire 2050 Fnd Inv	Mutual Fund	N/A	N/A	N/A	8,430	**	395,369
	Vanguard Trgt Retire 2055 Fnd Inv	Mutual Fund	N/A	N/A	N/A	2,416	**	126,154
	Vanguard Trgt Retire 2060 Fnd Inv	Mutual Fund	N/A	N/A	N/A	1,630	**	78,281
	Vanguard Trgt Retire 2065 Fnd Inv	Mutual Fund	N/A	N/A	N/A	152	**	4,759
	Vanguard Trgt Retire Income Fnd Inv	Mutual Fund	N/A	N/A	N/A	9,010	**	130,279
	Vanguard Value Index Fund Adm	Mutual Fund	N/A	N/A	N/A	10,227	**	586,806
								27,268,308
*	Notes receivable from participants	Loans maturing at various dates, with repayments deducted from participants' paychecks each pay period (interest rates range from 4.25% to 8.75%), and secured by promissory notes and participants' vested interests in the Plan.						249,313
	Total assets (held at end of year)							\$ 30,738,422

* party-in-interest

** Column (d) cost information is not required to be disclosed when reporting investments of a participant directed individual account plan.