

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>POMONA COLLEGE ACADEMIC RETIREMENT PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1920</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>01/01/1920</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>01/01/1920</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>POMONA COLLEGE</u> <u>101 S. MILLS AVE</u> <u>CLAREMONT, CA 91711-3998</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>95-1664112</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>909-607-3780</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>611000</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>95-1664112</u>	2c Plan Sponsor's telephone number <u>909-607-3780</u>	2d Business code (see instructions) <u>611000</u>	
2b Employer Identification Number (EIN) <u>95-1664112</u>					
2c Plan Sponsor's telephone number <u>909-607-3780</u>					
2d Business code (see instructions) <u>611000</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.	10/13/2022	MARY L. WOODS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2022	MARY L. WOODS
	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	2082
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)	1292
a(2) Total number of active participants at the end of the plan year		6a(2)	1325
b Retired or separated participants receiving benefits.....		6b	0
c Other retired or separated participants entitled to future benefits		6c	816
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	2141
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	40
f Total. Add lines 6d and 6e		6f	2181
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	2132
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: 2F 2G 2L 2M 2R 2T			
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 POMONA COLLEGE ACADEMIC RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 POMONA COLLEGE	D Employer Identification Number (EIN) 95-1664112

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
TIAA-CREF

(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
13-1624203	69345	100248	940	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	(b) Total amount of fees paid
0	0

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

(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	

(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	74576648
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	108531013

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. Specify nature of costs ▶	6d	

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 ▶

b	Balance at the end of the previous year	7b	73939970
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c	Additions: (1) Contributions deposited during the year	7c(1)	736344	
	(2) Dividends and credits.....	7c(2)		
	(3) Interest credited during the year.....	7c(3)	2504496	
	(4) Transferred from separate account.....	7c(4)	8964842	
	(5) Other (specify below)	7c(5)	95332	

▶ MISCELLANEOUS CREDITS, INCLUDING INVESTMENT GAINS AND TRANSFERS FROM FULLY ALLOCATED CONTRACTS

(6) Total additions	7c(6)	12301014
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	86240984
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e	Deductions:			
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	3684168	
	(2) Administration charge made by carrier.....	7e(2)	650	
	(3) Transferred to separate account.....	7e(3)	7939666	
	(4) Other (specify below)	7e(4)	39852	

▶ MISCELLANEOUS DEBITS, INCLUDING INVESTMENT LOSSES AND TRANSFERS TO FULLY ALLOCATED CONTRACTS

(5) Total deductions	7e(5)	11664336
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	74576648
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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 POMONA COLLEGE ACADEMIC RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 POMONA COLLEGE	D Employer Identification Number (EIN) 95-1664112	

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
TIAA
13-1624203
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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)

TIAA

13-1624203

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 17 27 28 38 50 52 54 64 66	NONE	92292	Yes ☒ No ☐	Yes ☒ No ☐	0	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 ☐

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2021 This Form is Open to Public Inspection.	
For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021					
A Name of plan POMONA COLLEGE ACADEMIC RETIREMENT PLAN				B Three-digit plan number (PN) ▶	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 POMONA COLLEGE				D Employer Identification Number (EIN) 95-1664112	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: TIAA REAL ESTATE					
b Name of sponsor of entity listed in (a): TIAA-CREF					
c EIN-PN 13-1624203-004		d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9076413		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		

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Schedule D (Form 5500) 2021 v. 201209

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

Part II Information on Participating Plans (to be completed by DFEs)

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan POMONA COLLEGE ACADEMIC RETIREMENT PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 POMONA COLLEGE	D Employer Identification Number (EIN) 95-1664112	

Part I	Asset and Liability Statement
---------------	--------------------------------------

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(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)	333822	371447
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	7904060	9076413
(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)	234186916	268236567
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	73939970	74576648
(15) Other.....	1c(15)	1597839	1873647

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	317962607 354134722
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	317962607 354134722

Part II Income and Expense Statement

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

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	6745238
	(B) Participants	2a(1)(B)	4416448
	(C) Others (including rollovers).....	2a(1)(C)	294697
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	11456383
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)	21780
	(F) Other	2b(1)(F)	2504496
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	2526276
(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)	4026074
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	4026074
(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)		1395009
(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)		32241288
c Other income.....	2c		387338
d Total income. Add all income amounts in column (b) and enter total.....	2d		52032368
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	15063407	
(2) To insurance carriers for the provision of benefits.....	2e(2)	704554	
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		15767961
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)	92292	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		92292
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		15860253
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		36172115
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: MOSS ADAMS LLP

(2) EIN: 91-0189318

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		5000000
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?		X	
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?		X	
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.)		X	
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?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
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 POMONA COLLEGE ACADEMIC RETIREMENT PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 POMONA COLLEGE	D Employer Identification Number (EIN) 95-1664112

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 82-2826183 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)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
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

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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 _____



REPORT OF INDEPENDENT AUDITORS AND FINANCIAL
STATEMENTS WITH SUPPLEMENTAL SCHEDULE

POMONA COLLEGE ACADEMIC RETIREMENT PLAN

December 31, 2021 and 2020



MOSSADAMS

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Report of Independent Auditors

The Plan Administrator and Participants of
Pomona College Academic Retirement Plan

Report on the Audit of the Financial Statements

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed an audit of the financial statements of Pomona College Academic Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section.

- the amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP).
- the information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audit 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 Pomona College Academic Retirement Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) 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 GAAP, 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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 Pomona College Academic Retirement Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Pomona College Academic Retirement 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 Pomona College Academic Retirement Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

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.

Other Matters

Supplemental Schedule Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2021, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audit 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. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosures under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Pomona College Academic Retirement Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated September 28, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Moss Adams LLP

Los Angeles, California
October 6, 2022

Pomona College Academic Retirement Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2021	2020
ASSETS		
Investments, at fair value		
Registered investment companies	\$ 268,236,567	\$ 234,186,916
Group annuity contracts	56,027,757	55,863,908
Pooled separate account	9,076,413	7,904,060
Self directed accounts	1,873,647	1,597,839
	335,214,384	299,552,723
Investments, at contract value – group annuity contracts	18,548,891	18,076,062
Total investments	353,763,275	317,628,785
Receivables		
Notes receivable from participants	371,447	333,822
	371,447	333,822
NET ASSETS AVAILABLE FOR BENEFITS	\$ 354,134,722	\$ 317,962,607

Pomona College Academic Retirement Plan **Statement of Changes in Net Assets Available for Benefits**

	Year Ended December 31, 2021
ADDITIONS TO NET ASSETS ATTRIBUTED TO	
Investment income	
Net appreciation in fair value of investments	\$ 33,636,297
Interest and dividends	6,917,908
	<u>40,554,205</u>
Net investment income	
Interest income on notes receivable from participants	<u>21,780</u>
Contributions	
Employer	6,745,238
Participant	4,416,448
Rollovers	294,697
	<u>11,456,383</u>
Total contributions	
Total additions	<u>52,032,368</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO	
Benefits paid to participants	15,767,961
Administrative expenses	92,292
	<u>15,860,253</u>
Total deductions	
CHANGE IN NET ASSETS	36,172,115
NET ASSETS AVAILABLE FOR BENEFITS	
Beginning of year	<u>317,962,607</u>
End of year	<u>\$ 354,134,722</u>

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 1 – Description of the Plan

The following brief description of the Pomona College Academic Retirement Plan (the “Plan”) is provided for general information purposes only. Participants and other interested parties should refer to the Plan Document for more complete information.

General – The Plan is an Internal Revenue Code (the “Code”) Section 403(b) Plan for eligible employees of Pomona College (the “Institution” or “Employer”). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). All employees except for students and post-doctoral fellows, are eligible to participate in the Plan.

Participant contributions – Each year, participants may contribute between 1–100% of pretax annual compensation, as defined by the Plan. Participants may also elect to make Roth contributions utilizing after-tax contributions. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans.

Employer contributions – The Institution makes contributions equal to 10% of each eligible participant’s compensation, plus 2% of the participant’s excess compensation for the year. Excess compensation is defined as compensation that exceeds the Social Security taxable wage base for the year. Participants must be at least 21 years of age and satisfy certain service requirements which may vary depending on pay grade and type of position to become eligible for employer contributions. Participants whose employment is governed by the terms of a collective bargaining agreement, student employees, and Post-Doctoral Fellows are not eligible to receive employer contributions under the Plan. Contributions are subject to regulatory limitations.

Participant accounts – Each participant’s account is credited with contributions and allocations of plan earnings and charged with withdrawals and an allocation of administrative expenses. Allocations of plan earnings are based on participant earnings on account balances.

Vesting – Participants are 100% vested in their accounts at all times.

Investments – Investments are participant directed and are reported at fair value and contract value as certified by the Plan’s custodians. Investments offered by the Plan comprise various mutual funds, variable annuities, a real estate pooled separate account, and the Teachers Insurance and Annuity Association of America (TIAA) Traditional Annuity Accounts, which are guaranteed fixed annuity accounts. Certain mutual funds impose a 2% redemption fee to amounts redeemed or exchanged out of the fund during a 60-day holding period after the initial purchase date. See Note 4 for discussion of fair value measurements.

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 1 – Description of the Plan (continued)

The Plan invests in two types of TIAA Traditional Annuity Account Contracts, fully benefit responsive and non-fully benefit responsive contracts. Fully benefit responsive group annuity contracts are presented at contract value on the statements of net assets available for benefits because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. The contract value equals the accumulated cash contributions and interest credited to the Plan's contract, less withdrawals. Non-fully benefit responsive group annuity contracts are presented at fair value on the statements of net assets available for benefits.

Payment of benefits – On termination of employment, the normal form of distribution is a joint and survivor annuity for a married participant or a life annuity for an unmarried participant. For a married participant, a qualified joint and survivor annuity will provide equal monthly payments to the participant until the participant's death. Upon death of the participant, the surviving spouse will receive 50% of the participant's monthly payment. Alternatively, a participant may elect to receive a lump-sum amount equal to the value of the participant's account or substantially equal installments over a specific period of time.

Effective January 1, 2021, the Plan was amended to allow participants in-service distributions upon reaching the age of 59 ½ or upon becoming disabled with no limits on the amount of participant withdrawals taken for the year. Withdrawals may also be made for financial hardship which is determined pursuant to the provisions of the Code.

Plan loans – A participant may borrow from TIAA a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 45% of his or her account balance secured by his or her TIAA Traditional Annuity Account balance. The participant is required to maintain a balance equal to at least 110% of his or her outstanding loan in the TIAA Traditional Annuity Account. Loan terms range from one to five years, or up to ten years for the purchase of a primary residence. Principal and interest are paid directly by the participant to TIAA and each payment will reduce amounts secured by the participant's TIAA Traditional Annuity Account. Loans bear interest at rates that may be fixed or variable, depending on the annuity contract provisions, but participants' accounts are credited only with the guaranteed rate provided under the TIAA Traditional Annuity Account. Outstanding loans totaled \$145,309 and \$302,471 as of December 31, 2021 and 2020, respectively. Loans in default totaled \$21,498 and \$51,289 as of December 31, 2021 and 2020, respectively. Effective August 16, 2019, the Plan no longer offers plan loans.

Notes receivable from participants (participant loans) – Effective August 16, 2019, a participant may borrow directly from his or her account balance a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 45% of his or her account balance. Participants may have a maximum of two loans outstanding at any one time. Loan transactions are treated as a transfer to (from) the investment fund from (to) the Participant Loan Fund. The loans are secured by the balance in the participant's account. All loans must be repaid within a period of five years, unless the loan is used to purchase a principal residence, in which case, the loan must be repaid within a reasonable period of time not to exceed ten years. Loans bear interest at a variable rate determined by TIAA. Principal and interest are paid directly by the participant to TIAA. As of December 31, 2021, the rates of interest on outstanding participant loans were 4.25% to 6.25% with various maturities through November 2026.

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 2 – Summary of Significant Accounting Policies

Basis of accounting – The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP), using the accrual method of accounting.

Use of estimates – The preparation of financial statements in conformity with U.S. GAAP requires the Plan's management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

Payment of benefits – Benefits are recorded when paid.

Risks and uncertainties – The Plan provides for various investment options in any combination of investments offered by the Plan. Investments are exposed to various risks, such as interest rate changes, market fluctuations and credit risks. Due to the risk associated with certain investments, it is at least reasonably possible that changes in market values, interest rates, or other factors in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits. Given recent volatility in the financial markets, it is reasonably possible that investment values could decline significantly in subsequent periods.

Administrative expenses – The Plan's administrative expenses, custodial fees, and investment expenses are charged to participants' accounts (netted against earnings). Certain transaction fees are paid by the participants.

Note 3 – Financial Information Certified by TIAA and CREF

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, TIAA and College Retirement Equities Fund (CREF), the custodians of the Plan, have certified to the completeness and accuracy of the following:

- Investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2021 and 2020;
- Net appreciation in fair value of investments, interest income on notes receivable from participants interest, and dividends reported on the statement of changes in net assets available for benefits for the year ended December 31, 2021; and
- Investments reflected on the supplemental schedule of assets (held at end of year).

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 4 – Fair Value Measurement

The 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 or liabilities (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 techniques 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 techniques include: 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 techniques are unobservable and significant to the fair value measurement.

The asset 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.

The following table discloses, by level, the fair value hierarchy of the Plan's assets at fair value as of December 31, 2021:

	Investments at Fair Value at December 31, 2021			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 268,236,567	\$ -	\$ -	\$ 268,236,567
Pooled separate account	9,076,413	-	-	9,076,413
Self-directed accounts	1,873,647	-	-	1,873,647
Traditional non-benefit responsive annuity	-	-	56,027,757	56,027,757
Investments at fair value	<u>\$ 279,186,627</u>	<u>\$ -</u>	<u>\$ 56,027,757</u>	<u>\$ 335,214,384</u>

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 4 – Fair Value Measurement (continued)

The following table reconciles the beginning and ending fair value of the Plan's Level 3 investments in 2021:

	Traditional Non-Benefit Responsive Annuity
Balance, December 31, 2020	\$ 55,863,908
Purchases	10,692,617
Sales	<u>(10,528,768)</u>
Balance, December 31, 2021	<u>\$ 56,027,757</u>

The following table discloses, by level, the fair value hierarchy of the Plan's assets at fair value as of December 31, 2020:

	Investments at Fair Value at December 31, 2020			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 234,186,916	\$ -	\$ -	\$ 234,186,916
Pooled separate account	7,904,060	-	-	7,904,060
Self-directed accounts	1,597,839	-	-	1,597,839
Traditional non-benefit responsive annuity	<u>-</u>	<u>-</u>	<u>55,863,908</u>	<u>55,863,908</u>
Investments at fair value	<u>\$ 243,688,815</u>	<u>\$ -</u>	<u>\$ 55,863,908</u>	<u>\$ 299,552,723</u>

The following is a description of the valuation techniques used for assets measured at fair value. There have been no changes in the techniques used as of December 31, 2021 and 2020.

Registered investment companies and the pooled separate account are valued at the daily closing price as reported by the fund. Shares are valued at quoted market prices which represent net asset value of shares held by the Plan at year end.

The Plan also has a self-directed account option that allows participants to invest in all publicly traded stocks and mutual funds which are valued at quoted market prices at year end.

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 4 – Fair Value Measurement (continued)

The Plan has investments in the non-benefit responsive TIAA Traditional Annuity Contracts which are presented at fair value on the statements of net assets available for benefits. Transactions involving the purchases and sales of individual TIAA Traditional Annuity Contracts are not observable in a public marketplace, but contract value is a good approximation of fair value as supported by the fact that new contributions represent current transactions between willing buyers and sellers as prescribed in the relevant U.S. GAAP guidance. As these transactions continue to occur with continued participant contributions at current stated contract values, the market-observable presumption is that the contract value of current funding represents a good approximation of fair value based on the willingness of the participant to continue to contribute. For each contribution, TIAA continues to record a contractual liability for the current contribution and does not consider such liability to have any embedded gain or loss. The Plan holds Retirement Annuity (RA) and Retirement Choice Annuity (RC) contracts, which have liquidity restrictions and are considered non-benefit responsive. Effective August 16, 2019, RA contracts are no longer offered. Existing RA contracts continue to be held by the Plan, however, any new contributions, rollovers, and external transfers subsequent to August 16, 2019, were directed into the new RC annuity contract.

Purchases and sales of investments are recorded on a trade-date basis. Interest and dividends are recorded on the accrual basis.

Quantitative information about significant unobservable inputs used in Level 3 fair value measurements:

Name	Fair Value	Valuation Technique	Significant Unobservable Inputs	Range of Input Values/ (Weighted Avg)
TIAA Traditional Annuity	\$ 53,083,523	Discounted cash flow	Risk-adjusted discount rate	RA – 3.00% – 3.80%
TIAA Traditional Annuity	\$ 2,944,234	Discounted cash flow	Risk-adjusted discount rate	RC – 2.75% – 3.90%

The significant unobservable input used in the fair value measurement of the TIAA Traditional Annuity is the risk-adjusted market discount rate. Significant increases (decreases) in this input in isolation would result in a significantly lower (higher) fair value measurement.

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

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 4 – Fair Value Measurement (continued)

The Plan has investments in fully benefit responsive TIAA Traditional Annuity Contracts, in which contributions are maintained in a general account. The account is credited with earnings and charged for participant withdrawals and administrative expenses.

Note 5 – Guaranteed Investment Contract with TIAA

The TIAA Traditional Annuity is an unallocated fixed-rate guaranteed annuity offered by TIAA, an insurance company, available as an investment option to plan participants. Contributions to the TIAA Traditional Annuity purchase a contractual or guaranteed amount of future benefits for the participant. The guarantees and returns of the TIAA Traditional Annuity are backed by the claims paying ability of TIAA and is dependent on TIAA's ability to meet its financial obligations, which may be affected by future economic and regulatory developments. The Plan holds Group Supplemental Retirement Annuity (GSRA), Supplemental Retirement Annuity (SRA), and Retirement Choice Plus Annuity (RCP) contracts, which have no liquidity restrictions and are considered fully benefit responsive. Effective August 16, 2019, GSRA and SRA contracts are no longer offered. Existing GSRA and SRA contracts continue to be held, however, any new contributions, rollovers, and external transfers subsequent to August 16, 2019, were directed into the new RCP annuity contract.

RC and RCP TIAA Traditional Annuities provide a guaranteed minimum rate of interest of 1.00% to 3.00% for all premiums plus the potential for additional amounts that may be declared by TIAA on a year-by-year basis and are not guaranteed for future years. RA, GSRA, and SRA TIAA Traditional Annuities provide a guaranteed minimum rate of interest of 3.00%. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1. Together the minimum rate of interest and the potential additional amounts make up the crediting rate.

Certain events might limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (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 Plan's ability to transact at contract value with the contract issuer and that also would limit the ability of the Plan to transact at contract value with the participants.

Note 6 – Plan Termination

Although it has not expressed any intent to do so, the Institution has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the funds of the Plan will be distributed based on individual participant account balances.

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 7 – Tax Status

The Plan has been designed to qualify under Section 403(b) of the Code. The terms of the Plan have been prepared to conform with the sample language provided by the Internal Revenue Service. The Plan is required to operate in conformity with the Code to maintain the tax exempt status for participants under Section 403(b).

In accordance with guidance on accounting for uncertainty in income taxes, plan management has evaluated the Plan's tax position and does not believe the Plan has any uncertain tax positions that require disclosure or adjustment to the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 8 – Related-Party Transactions

Certain plan investments are managed by the custodians or their affiliates. Any purchases and sales of these investments, while considered party-in-interest transactions under ERISA regulations, are permitted under the provisions of the Plan and are specifically exempt from the prohibitions of party-in-interest transactions under ERISA.

Revenue sharing – The Plan has an agreement with the TIAA where TIAA will fund a revenue credit account in the Plan based upon revenues generated by the Plan. The revenue credit account funding amounts is based on the reconciliation of the actual revenue for the Plan versus the revenue requirement stated in the agreement on a semi-annual basis. The amount so determined to be in excess of TIAA's revenue requirement is deposited to the revenue credit account in the Plan approximately 60 days after the end of each semi-annual period.

The revenue credit account may only be used to pay direct, reasonable, and necessary expenses of the Plan, if permitted by the Plan, or to provide benefits to participants. Such revenue credits can be paid to participants' accounts on a pro rata basis at the end of the plan year at the election of the Institution. Payments from a revenue credit account directly to the Institution may be made under certain circumstances. There was a balance of \$111,342 and \$89,204 in the revenue credit account held in the TIAA Traditional Annuity Benefit Responsive Account as of December 31, 2021 and 2020, respectively.

Note 9 – Subsequent Events

Subsequent events are events or transactions that occur after the statement of net assets available for benefits date but before the financial statements are available to be issued. The Plan recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at the date of the statement of net assets available for benefits, including the estimates inherent in the process of preparing the financial statements. The Plan's financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the statement of net assets available for benefits but arose after the statement of net assets available for benefits date and before the financial statements are available to be issued.

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 9 – Subsequent Events (continued)

The Plan has evaluated subsequent events through October 6, 2022, the date on which the financial statements were available to be issued.

**Supplemental Schedule
Required by the Department of Labor**

Pomona College Academic Retirement Plan

EIN: 95-1664112

Plan#: 001

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

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	TIAA	TIAA Traditional Benefit Responsive	**	\$ 18,548,891
*	TIAA	TIAA Traditional Non Benefit Responsive	**	56,027,757
*	TIAA	TIAA Real Estate	**	9,076,413
*	CREF	CREF Stock R2	**	69,480,394
*	CREF	CREF Money Market R2	**	4,131,077
*	CREF	CREF Social Choice R2	**	5,225,646
*	CREF	CREF Bond Market R2	**	1,077,226
*	CREF	CREF Global Equities R2	**	2,648,439
*	CREF	CREF Growth R2	**	4,202,409
*	CREF	CREF Equity Index R2	**	5,166,423
*	CREF	CREF Inflation-Linked Bond R2	**	7,522,986
*	TIAA-CREF	TIAA-CREF Self Directed Acct	**	1,873,647
	Vanguard	Vanguard Institutional Index	**	15,564,721
	Vanguard	Vanguard Mid-Cap Index	**	6,638,325
	Vanguard	Vanguard Small-Cap Index	**	10,504,746
	Vanguard	Vanguard Federal Money Market	**	1,761,754
	Vanguard	Vanguard Institutional Target Rtmt 2015	**	3,019,794
	Vanguard	Vanguard Institutional Target Rtmt 2020	**	6,641,651
	Vanguard	Vanguard Institutional Target Rtmt 2025	**	7,531,857
	Vanguard	Vanguard Institutional Target Rtmt 2030	**	11,950,032
	Vanguard	Vanguard Institutional Target Rtmt 2035	**	12,791,932
	Vanguard	Vanguard Institutional Target Rtmt 2040	**	12,308,802
	Vanguard	Vanguard Institutional Target Rtmt 2045	**	10,055,523
	Vanguard	Vanguard Institutional Target Rtmt 2050	**	6,269,187
	Vanguard	Vanguard Institutional Target Rtmt 2055	**	2,583,429
	Vanguard	Vanguard Institutional Target Rtmt 2060	**	1,149,777
	Vanguard	Vanguard Institutional Target Rtmt 2065	**	325,984
	Vanguard	Vanguard Institutional Target Rtmt Income	**	2,703,341
	Vanguard	Vanguard Total International Stock Index	**	18,110,029
	Vanguard	Vanguard Total Bond Market Index	**	10,596,578
	Vanguard	Vanguard Total Stock Market Index	**	26,037,490
	Cohen & Steers	CohenSteers Real Estate Securities	**	2,237,015
*	Notes receivable from participants	Interest rate is 4.25% – 6.25% collateralized by participants' account balances, maturing through November 2026		371,447
				<u>\$ 354,134,722</u>

* Indicates party-in-interest.

** Information is not required as investments are participant directed.

Plan Name	Pomona College Academic Retirement Plan
Plan Sponsor EIN	95-1664112
ERISA Plan #	001
Plan Year Ending	December 31, 2021

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

Plan Name	Pomona College Academic Retirement Plan
Plan Sponsor EIN	95-1664112
ERISA Plan #	001
Plan Year Ending	December 31, 2021

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	



REPORT OF INDEPENDENT AUDITORS AND FINANCIAL
STATEMENTS WITH SUPPLEMENTAL SCHEDULE

POMONA COLLEGE ACADEMIC RETIREMENT PLAN

December 31, 2021 and 2020



MOSSADAMS

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Report of Independent Auditors

The Plan Administrator and Participants of
Pomona College Academic Retirement Plan

Report on the Audit of the Financial Statements

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed an audit of the financial statements of Pomona College Academic Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section.

- the amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP).
- the information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audit 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 Pomona College Academic Retirement Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) 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 GAAP, 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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 Pomona College Academic Retirement Plan's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Pomona College Academic Retirement 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 Pomona College Academic Retirement Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

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.

Other Matters

Supplemental Schedule Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2021, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to the auditing procedures applied in the audit 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. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosures under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Pomona College Academic Retirement Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated September 28, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Moss Adams LLP

Los Angeles, California
October 6, 2022

Pomona College Academic Retirement Plan

Statements of Net Assets Available for Benefits

	December 31,	
	2021	2020
ASSETS		
Investments, at fair value		
Registered investment companies	\$ 268,236,567	\$ 234,186,916
Group annuity contracts	56,027,757	55,863,908
Pooled separate account	9,076,413	7,904,060
Self directed accounts	1,873,647	1,597,839
	335,214,384	299,552,723
Investments, at contract value – group annuity contracts	18,548,891	18,076,062
Total investments	353,763,275	317,628,785
Receivables		
Notes receivable from participants	371,447	333,822
	371,447	333,822
NET ASSETS AVAILABLE FOR BENEFITS	\$ 354,134,722	\$ 317,962,607

Pomona College Academic Retirement Plan **Statement of Changes in Net Assets Available for Benefits**

	Year Ended December 31, 2021
ADDITIONS TO NET ASSETS ATTRIBUTED TO	
Investment income	
Net appreciation in fair value of investments	\$ 33,636,297
Interest and dividends	6,917,908
	<u>40,554,205</u>
Net investment income	
Interest income on notes receivable from participants	<u>21,780</u>
Contributions	
Employer	6,745,238
Participant	4,416,448
Rollovers	294,697
	<u>11,456,383</u>
Total contributions	
Total additions	<u>52,032,368</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO	
Benefits paid to participants	15,767,961
Administrative expenses	92,292
	<u>15,860,253</u>
Total deductions	
CHANGE IN NET ASSETS	36,172,115
NET ASSETS AVAILABLE FOR BENEFITS	
Beginning of year	<u>317,962,607</u>
End of year	<u><u>\$ 354,134,722</u></u>

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 1 – Description of the Plan

The following brief description of the Pomona College Academic Retirement Plan (the “Plan”) is provided for general information purposes only. Participants and other interested parties should refer to the Plan Document for more complete information.

General – The Plan is an Internal Revenue Code (the “Code”) Section 403(b) Plan for eligible employees of Pomona College (the “Institution” or “Employer”). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). All employees except for students and post-doctoral fellows, are eligible to participate in the Plan.

Participant contributions – Each year, participants may contribute between 1–100% of pretax annual compensation, as defined by the Plan. Participants may also elect to make Roth contributions utilizing after-tax contributions. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans.

Employer contributions – The Institution makes contributions equal to 10% of each eligible participant’s compensation, plus 2% of the participant’s excess compensation for the year. Excess compensation is defined as compensation that exceeds the Social Security taxable wage base for the year. Participants must be at least 21 years of age and satisfy certain service requirements which may vary depending on pay grade and type of position to become eligible for employer contributions. Participants whose employment is governed by the terms of a collective bargaining agreement, student employees, and Post-Doctoral Fellows are not eligible to receive employer contributions under the Plan. Contributions are subject to regulatory limitations.

Participant accounts – Each participant’s account is credited with contributions and allocations of plan earnings and charged with withdrawals and an allocation of administrative expenses. Allocations of plan earnings are based on participant earnings on account balances.

Vesting – Participants are 100% vested in their accounts at all times.

Investments – Investments are participant directed and are reported at fair value and contract value as certified by the Plan’s custodians. Investments offered by the Plan comprise various mutual funds, variable annuities, a real estate pooled separate account, and the Teachers Insurance and Annuity Association of America (TIAA) Traditional Annuity Accounts, which are guaranteed fixed annuity accounts. Certain mutual funds impose a 2% redemption fee to amounts redeemed or exchanged out of the fund during a 60-day holding period after the initial purchase date. See Note 4 for discussion of fair value measurements.

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 1 – Description of the Plan (continued)

The Plan invests in two types of TIAA Traditional Annuity Account Contracts, fully benefit responsive and non-fully benefit responsive contracts. Fully benefit responsive group annuity contracts are presented at contract value on the statements of net assets available for benefits because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. The contract value equals the accumulated cash contributions and interest credited to the Plan's contract, less withdrawals. Non-fully benefit responsive group annuity contracts are presented at fair value on the statements of net assets available for benefits.

Payment of benefits – On termination of employment, the normal form of distribution is a joint and survivor annuity for a married participant or a life annuity for an unmarried participant. For a married participant, a qualified joint and survivor annuity will provide equal monthly payments to the participant until the participant's death. Upon death of the participant, the surviving spouse will receive 50% of the participant's monthly payment. Alternatively, a participant may elect to receive a lump-sum amount equal to the value of the participant's account or substantially equal installments over a specific period of time.

Effective January 1, 2021, the Plan was amended to allow participants in-service distributions upon reaching the age of 59 ½ or upon becoming disabled with no limits on the amount of participant withdrawals taken for the year. Withdrawals may also be made for financial hardship which is determined pursuant to the provisions of the Code.

Plan loans – A participant may borrow from TIAA a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 45% of his or her account balance secured by his or her TIAA Traditional Annuity Account balance. The participant is required to maintain a balance equal to at least 110% of his or her outstanding loan in the TIAA Traditional Annuity Account. Loan terms range from one to five years, or up to ten years for the purchase of a primary residence. Principal and interest are paid directly by the participant to TIAA and each payment will reduce amounts secured by the participant's TIAA Traditional Annuity Account. Loans bear interest at rates that may be fixed or variable, depending on the annuity contract provisions, but participants' accounts are credited only with the guaranteed rate provided under the TIAA Traditional Annuity Account. Outstanding loans totaled \$145,309 and \$302,471 as of December 31, 2021 and 2020, respectively. Loans in default totaled \$21,498 and \$51,289 as of December 31, 2021 and 2020, respectively. Effective August 16, 2019, the Plan no longer offers plan loans.

Notes receivable from participants (participant loans) – Effective August 16, 2019, a participant may borrow directly from his or her account balance a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 45% of his or her account balance. Participants may have a maximum of two loans outstanding at any one time. Loan transactions are treated as a transfer to (from) the investment fund from (to) the Participant Loan Fund. The loans are secured by the balance in the participant's account. All loans must be repaid within a period of five years, unless the loan is used to purchase a principal residence, in which case, the loan must be repaid within a reasonable period of time not to exceed ten years. Loans bear interest at a variable rate determined by TIAA. Principal and interest are paid directly by the participant to TIAA. As of December 31, 2021, the rates of interest on outstanding participant loans were 4.25% to 6.25% with various maturities through November 2026.

Pomona College Academic Retirement Plan Notes to Financial Statements

Note 2 – Summary of Significant Accounting Policies

Basis of accounting – The financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP), using the accrual method of accounting.

Use of estimates – The preparation of financial statements in conformity with U.S. GAAP requires the Plan's management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

Payment of benefits – Benefits are recorded when paid.

Risks and uncertainties – The Plan provides for various investment options in any combination of investments offered by the Plan. Investments are exposed to various risks, such as interest rate changes, market fluctuations and credit risks. Due to the risk associated with certain investments, it is at least reasonably possible that changes in market values, interest rates, or other factors in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits. Given recent volatility in the financial markets, it is reasonably possible that investment values could decline significantly in subsequent periods.

Administrative expenses – The Plan's administrative expenses, custodial fees, and investment expenses are charged to participants' accounts (netted against earnings). Certain transaction fees are paid by the participants.

Note 3 – Financial Information Certified by TIAA and CREF

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, TIAA and College Retirement Equities Fund (CREF), the custodians of the Plan, have certified to the completeness and accuracy of the following:

- Investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2021 and 2020;
- Net appreciation in fair value of investments, interest income on notes receivable from participants interest, and dividends reported on the statement of changes in net assets available for benefits for the year ended December 31, 2021; and
- Investments reflected on the supplemental schedule of assets (held at end of year).

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 4 – Fair Value Measurement

The 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 or liabilities (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 techniques 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 techniques include: 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 techniques are unobservable and significant to the fair value measurement.

The asset 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.

The following table discloses, by level, the fair value hierarchy of the Plan's assets at fair value as of December 31, 2021:

	Investments at Fair Value at December 31, 2021			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 268,236,567	\$ -	\$ -	\$ 268,236,567
Pooled separate account	9,076,413	-	-	9,076,413
Self-directed accounts	1,873,647	-	-	1,873,647
Traditional non-benefit responsive annuity	-	-	56,027,757	56,027,757
Investments at fair value	<u>\$ 279,186,627</u>	<u>\$ -</u>	<u>\$ 56,027,757</u>	<u>\$ 335,214,384</u>

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 4 – Fair Value Measurement (continued)

The following table reconciles the beginning and ending fair value of the Plan's Level 3 investments in 2021:

	Traditional Non-Benefit Responsive Annuity
Balance, December 31, 2020	\$ 55,863,908
Purchases	10,692,617
Sales	<u>(10,528,768)</u>
Balance, December 31, 2021	<u>\$ 56,027,757</u>

The following table discloses, by level, the fair value hierarchy of the Plan's assets at fair value as of December 31, 2020:

	Investments at Fair Value at December 31, 2020			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 234,186,916	\$ -	\$ -	\$ 234,186,916
Pooled separate account	7,904,060	-	-	7,904,060
Self-directed accounts	1,597,839	-	-	1,597,839
Traditional non-benefit responsive annuity	<u>-</u>	<u>-</u>	<u>55,863,908</u>	<u>55,863,908</u>
Investments at fair value	<u>\$ 243,688,815</u>	<u>\$ -</u>	<u>\$ 55,863,908</u>	<u>\$ 299,552,723</u>

The following is a description of the valuation techniques used for assets measured at fair value. There have been no changes in the techniques used as of December 31, 2021 and 2020.

Registered investment companies and the pooled separate account are valued at the daily closing price as reported by the fund. Shares are valued at quoted market prices which represent net asset value of shares held by the Plan at year end.

The Plan also has a self-directed account option that allows participants to invest in all publicly traded stocks and mutual funds which are valued at quoted market prices at year end.

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 4 – Fair Value Measurement (continued)

The Plan has investments in the non-benefit responsive TIAA Traditional Annuity Contracts which are presented at fair value on the statements of net assets available for benefits. Transactions involving the purchases and sales of individual TIAA Traditional Annuity Contracts are not observable in a public marketplace, but contract value is a good approximation of fair value as supported by the fact that new contributions represent current transactions between willing buyers and sellers as prescribed in the relevant U.S. GAAP guidance. As these transactions continue to occur with continued participant contributions at current stated contract values, the market-observable presumption is that the contract value of current funding represents a good approximation of fair value based on the willingness of the participant to continue to contribute. For each contribution, TIAA continues to record a contractual liability for the current contribution and does not consider such liability to have any embedded gain or loss. The Plan holds Retirement Annuity (RA) and Retirement Choice Annuity (RC) contracts, which have liquidity restrictions and are considered non-benefit responsive. Effective August 16, 2019, RA contracts are no longer offered. Existing RA contracts continue to be held by the Plan, however, any new contributions, rollovers, and external transfers subsequent to August 16, 2019, were directed into the new RC annuity contract.

Purchases and sales of investments are recorded on a trade-date basis. Interest and dividends are recorded on the accrual basis.

Quantitative information about significant unobservable inputs used in Level 3 fair value measurements:

Name	Fair Value	Valuation Technique	Significant Unobservable Inputs	Range of Input Values/ (Weighted Avg)
TIAA Traditional Annuity	\$ 53,083,523	Discounted cash flow	Risk-adjusted discount rate	RA – 3.00% – 3.80%
TIAA Traditional Annuity	\$ 2,944,234	Discounted cash flow	Risk-adjusted discount rate	RC – 2.75% – 3.90%

The significant unobservable input used in the fair value measurement of the TIAA Traditional Annuity is the risk-adjusted market discount rate. Significant increases (decreases) in this input in isolation would result in a significantly lower (higher) fair value measurement.

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

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 4 – Fair Value Measurement (continued)

The Plan has investments in fully benefit responsive TIAA Traditional Annuity Contracts, in which contributions are maintained in a general account. The account is credited with earnings and charged for participant withdrawals and administrative expenses.

Note 5 – Guaranteed Investment Contract with TIAA

The TIAA Traditional Annuity is an unallocated fixed-rate guaranteed annuity offered by TIAA, an insurance company, available as an investment option to plan participants. Contributions to the TIAA Traditional Annuity purchase a contractual or guaranteed amount of future benefits for the participant. The guarantees and returns of the TIAA Traditional Annuity are backed by the claims paying ability of TIAA and is dependent on TIAA's ability to meet its financial obligations, which may be affected by future economic and regulatory developments. The Plan holds Group Supplemental Retirement Annuity (GSRA), Supplemental Retirement Annuity (SRA), and Retirement Choice Plus Annuity (RCP) contracts, which have no liquidity restrictions and are considered fully benefit responsive. Effective August 16, 2019, GSRA and SRA contracts are no longer offered. Existing GSRA and SRA contracts continue to be held, however, any new contributions, rollovers, and external transfers subsequent to August 16, 2019, were directed into the new RCP annuity contract.

RC and RCP TIAA Traditional Annuities provide a guaranteed minimum rate of interest of 1.00% to 3.00% for all premiums plus the potential for additional amounts that may be declared by TIAA on a year-by-year basis and are not guaranteed for future years. RA, GSRA, and SRA TIAA Traditional Annuities provide a guaranteed minimum rate of interest of 3.00%. When declared, additional amounts remain in effect for the twelve-month period that begins each March 1. Together the minimum rate of interest and the potential additional amounts make up the crediting rate.

Certain events might limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (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 Plan's ability to transact at contract value with the contract issuer and that also would limit the ability of the Plan to transact at contract value with the participants.

Note 6 – Plan Termination

Although it has not expressed any intent to do so, the Institution has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the funds of the Plan will be distributed based on individual participant account balances.

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 7 – Tax Status

The Plan has been designed to qualify under Section 403(b) of the Code. The terms of the Plan have been prepared to conform with the sample language provided by the Internal Revenue Service. The Plan is required to operate in conformity with the Code to maintain the tax exempt status for participants under Section 403(b).

In accordance with guidance on accounting for uncertainty in income taxes, plan management has evaluated the Plan's tax position and does not believe the Plan has any uncertain tax positions that require disclosure or adjustment to the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 8 – Related-Party Transactions

Certain plan investments are managed by the custodians or their affiliates. Any purchases and sales of these investments, while considered party-in-interest transactions under ERISA regulations, are permitted under the provisions of the Plan and are specifically exempt from the prohibitions of party-in-interest transactions under ERISA.

Revenue sharing – The Plan has an agreement with the TIAA where TIAA will fund a revenue credit account in the Plan based upon revenues generated by the Plan. The revenue credit account funding amounts is based on the reconciliation of the actual revenue for the Plan versus the revenue requirement stated in the agreement on a semi-annual basis. The amount so determined to be in excess of TIAA's revenue requirement is deposited to the revenue credit account in the Plan approximately 60 days after the end of each semi-annual period.

The revenue credit account may only be used to pay direct, reasonable, and necessary expenses of the Plan, if permitted by the Plan, or to provide benefits to participants. Such revenue credits can be paid to participants' accounts on a pro rata basis at the end of the plan year at the election of the Institution. Payments from a revenue credit account directly to the Institution may be made under certain circumstances. There was a balance of \$111,342 and \$89,204 in the revenue credit account held in the TIAA Traditional Annuity Benefit Responsive Account as of December 31, 2021 and 2020, respectively.

Note 9 – Subsequent Events

Subsequent events are events or transactions that occur after the statement of net assets available for benefits date but before the financial statements are available to be issued. The Plan recognizes in the financial statements the effects of all subsequent events that provide additional evidence about conditions that existed at the date of the statement of net assets available for benefits, including the estimates inherent in the process of preparing the financial statements. The Plan's financial statements do not recognize subsequent events that provide evidence about conditions that did not exist at the date of the statement of net assets available for benefits but arose after the statement of net assets available for benefits date and before the financial statements are available to be issued.

Pomona College Academic Retirement Plan

Notes to Financial Statements

Note 9 – Subsequent Events (continued)

The Plan has evaluated subsequent events through October 6, 2022, the date on which the financial statements were available to be issued.

Supplemental Schedule
Required by the Department of Labor

Pomona College Academic Retirement Plan

EIN: 95-1664112

Plan#: 001

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

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	TIAA	TIAA Traditional Benefit Responsive	**	\$ 18,548,891
*	TIAA	TIAA Traditional Non Benefit Responsive	**	56,027,757
*	TIAA	TIAA Real Estate	**	9,076,413
*	CREF	CREF Stock R2	**	69,480,394
*	CREF	CREF Money Market R2	**	4,131,077
*	CREF	CREF Social Choice R2	**	5,225,646
*	CREF	CREF Bond Market R2	**	1,077,226
*	CREF	CREF Global Equities R2	**	2,648,439
*	CREF	CREF Growth R2	**	4,202,409
*	CREF	CREF Equity Index R2	**	5,166,423
*	CREF	CREF Inflation-Linked Bond R2	**	7,522,986
*	TIAA-CREF	TIAA-CREF Self Directed Acct	**	1,873,647
	Vanguard	Vanguard Institutional Index	**	15,564,721
	Vanguard	Vanguard Mid-Cap Index	**	6,638,325
	Vanguard	Vanguard Small-Cap Index	**	10,504,746
	Vanguard	Vanguard Federal Money Market	**	1,761,754
	Vanguard	Vanguard Institutional Target Rtmt 2015	**	3,019,794
	Vanguard	Vanguard Institutional Target Rtmt 2020	**	6,641,651
	Vanguard	Vanguard Institutional Target Rtmt 2025	**	7,531,857
	Vanguard	Vanguard Institutional Target Rtmt 2030	**	11,950,032
	Vanguard	Vanguard Institutional Target Rtmt 2035	**	12,791,932
	Vanguard	Vanguard Institutional Target Rtmt 2040	**	12,308,802
	Vanguard	Vanguard Institutional Target Rtmt 2045	**	10,055,523
	Vanguard	Vanguard Institutional Target Rtmt 2050	**	6,269,187
	Vanguard	Vanguard Institutional Target Rtmt 2055	**	2,583,429
	Vanguard	Vanguard Institutional Target Rtmt 2060	**	1,149,777
	Vanguard	Vanguard Institutional Target Rtmt 2065	**	325,984
	Vanguard	Vanguard Institutional Target Rtmt Income	**	2,703,341
	Vanguard	Vanguard Total International Stock Index	**	18,110,029
	Vanguard	Vanguard Total Bond Market Index	**	10,596,578
	Vanguard	Vanguard Total Stock Market Index	**	26,037,490
	Cohen & Steers	CohenSteers Real Estate Securities	**	2,237,015
*	Notes receivable from participants	Interest rate is 4.25% – 6.25% collateralized by participants' account balances, maturing through November 2026		371,447
				<u>\$ 354,134,722</u>

* Indicates party-in-interest.

** Information is not required as investments are participant directed.