

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 2022 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
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 COMMUNICATIONS WKRS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN	1b Three-digit plan number (PN) ▶ 005
	1c Effective date of plan 01/01/1982
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) COMMUNICATIONS WKRS OF AMERICA AFL- CIO, CLC 501 THIRD ST NW 10TH FLOOR WASHINGTON, DC 20001	2b Employer Identification Number (EIN) 53-0246709 2c Plan Sponsor's telephone number 202-434-1100 2d Business code (see instructions) 813930

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.	10/11/2023	MARILYN KLINGER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2022)
v. 220413

3a Plan administrator's name and address ☐ Same as Plan Sponsor COMMUNICATIONS WKRS OF AMERICA AFL- CIO, CLC 501 THIRD ST NW 10TH FLOOR WASHINGTON, DC 20001	3b Administrator's EIN 53-0246709 3c Administrator's telephone number 202-434-1100
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	5 575
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits..... d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)..... h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 442 6a(2) 442 6b 6 6c 131 6d 579 6e 0 6f 579 6g 525 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: 2T 2G 2J 2K 2F 3D 2E 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) ☒ 1 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 2022 Form M-1 annual report. If the plan was not required to file the 2022 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 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan COMMUNICATIONS WKRS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN	B Three-digit plan number (PN) ►	005
C Plan sponsor's name as shown on line 2a of Form 5500 COMMUNICATIONS WKRS OF AMERICA AFL- CIO, CLC	D Employer Identification Number (EIN) 53-0246709	

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 PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY COMPANY
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(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
06-1050034	93629	010829	579	01/01/2022	12/31/2022

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

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	11283169
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	33277343

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 ▶ **GUARANTEED GENERAL ACCOUNT CONTRACT**

b	Balance at the end of the previous year	7b	11368147
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c	Additions: (1) Contributions deposited during the year	7c(1)	633970	
	(2) Dividends and credits	7c(2)		
	(3) Interest credited during the year	7c(3)	166244	
	(4) Transferred from separate account	7c(4)	414545	
	(5) Other (specify below)	7c(5)	388425	

▶ **FORFEITURE CREDITS, TRANSFERS IN LOAN REPAYMENTS MISC. IN**

(6) Total additions	7c(6)	1603184
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	12971331
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	1226953	
	7e(2)	878	
	7e(3)	225839	
	7e(4)	234492	

▶ **FORF. DR., TRANSFERS OUT LOAN INITIATIONS MISC. OUT**

(5) Total deductions	7e(5)	1688162
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	11283169
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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.	10b	

Specify nature of costs.

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
		2022
		This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan COMMUNICATIONS WKRS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN	B Three-digit plan number (PN) ▶	005
C Plan sponsor's name as shown on line 2a of Form 5500 COMMUNICATIONS WKRS OF AMERICA AFL- CIO, CLC	D Employer Identification Number (EIN) 53-0246709	

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
PRUDENTIAL RETIREMENT INSURANCE AND
06-1050034

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

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

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

SLEVIN & HART, PC

52-1708613

(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?
29	NONE	15063	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

EBERTS AND HARRISON, INC.

52-0816262

(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?
23	NONE	12094	Yes ☐ No ☒	Yes ☐ No ☐	0	Yes ☐ No ☐

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

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(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?
13 15 37 50 64	NONE	7375	Yes ☒ No ☐	Yes ☒ No ☐	0	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)

THE SEGAL COMPANY

52-1708613

(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?
27	NONE	5000	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
PRUDENTIAL RETIREMENT INSURANCE AND	15 64	0
(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.	
PRUDENTIAL RETIREMENT INSURANCE AND 06-1050034	20.000 BPS AND \$0.00 PER PARTICIPANT INVESTED IN THE FUND FROM 1/1/2022 TO 12/31/2022 GUARANTEED INCOME FUND	
(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 2022 This Form is Open to Public Inspection.
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan COMMUNICATIONS WKRS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN		B Three-digit plan number (PN) ► 005
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 COMMUNICATIONS WKRS OF AMERICA AFL- CIO, CLC		D Employer Identification Number (EIN) 53-0246709
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: BALANCED I/Wellington		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-084	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4616478
a Name of MTIA, CCT, PSA, or 103-12 IE: DRYDEN S&P500 INDEX - ISP		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-123	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 6840430
a Name of MTIA, CCT, PSA, or 103-12 IE: IFX VANGUARD RET 2020		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-705	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 66888
a Name of MTIA, CCT, PSA, or 103-12 IE: IFX VANGUARD RET 2030		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-707	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 681091
a Name of MTIA, CCT, PSA, or 103-12 IE: IFX VANGUARD RET 2040		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-709	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 992024
a Name of MTIA, CCT, PSA, or 103-12 IE: IFX VANGUARD RET 2050		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-711	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 439836
a Name of MTIA, CCT, PSA, or 103-12 IE: IFX VANGUARD RET 2060		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-811	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 27609

a Name of MTIA, CCT, PSA, or 103-12 IE: IFX VANGUARD RET INCOME		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-809	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 72696
a Name of MTIA, CCT, PSA, or 103-12 IE: JANUS BALANCED STRATEGY		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-180	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2424261
a Name of MTIA, CCT, PSA, or 103-12 IE: LCG/JP MORGAN INV MGMT		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-141	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5706105
a Name of MTIA, CCT, PSA, or 103-12 IE: LCV/BARROW HANLEY		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-312	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4410228
a Name of MTIA, CCT, PSA, or 103-12 IE: MCV/WELLINGTON		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-187	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2851389
a Name of MTIA, CCT, PSA, or 103-12 IE: PRU IFX SEL LT AGG GRO		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-511	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: PRU IFX SEL LT BALANCED		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-513	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 18532
a Name of MTIA, CCT, PSA, or 103-12 IE: PRU IFX SEL LT CONSER GRO		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-514	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
a Name of MTIA, CCT, PSA, or 103-12 IE: PRU IFX SEL LT GROWTH		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-512	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 54257
a Name of MTIA, CCT, PSA, or 103-12 IE: PRU SHORT-TERM - ISP		
b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.		
c EIN-PN 06-1050034-041	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 428102

a Name of MTIA, CCT, PSA, or 103-12 IE: SCG/TIMESSQUARE

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-132	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2170078
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a Name of MTIA, CCT, PSA, or 103-12 IE: SCV/SILVERCREST

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-126	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1477339
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>		
A Name of plan <u>COMMUNICATIONS WKRS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN</u>	B Three-digit plan number (PN) ►	<u>005</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>COMMUNICATIONS WKRS OF AMERICA AFL- CIO, CLC</u>	D Employer Identification Number (EIN) <u>53-0246709</u>	

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)	1526824
(9) Value of interest in common/collective trusts.....		1c(9)	
(10) Value of interest in pooled separate accounts		1c(10)	40937431
(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)	40556731
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	11368147
(15) Other		1c(15)	1637936

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	94389133	78713014

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	94389133	78713014
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	1964318	
(B) Participants	2a(1)(B)	3763228	
(C) Others (including rollovers)	2a(1)(C)	514922	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		6242468
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)	74348	
(F) Other	2b(1)(F)	166244	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		240592
(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)	647633	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		647633
(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)		-6316915
(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)		-7526649
c Other income	2c		46389
d Total income. Add all income amounts in column (b) and enter total	2d		-6666482
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	8969057	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		8969057
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)	40580	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		40580
j Total expenses. Add all expense amounts in column (b) and enter total	2j		9009637
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-15676119
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: CALIBRE CPA GROUP PLLC

(2) EIN: 47-0900800

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		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection.
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan COMMUNICATIONS WKRS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN		B Three-digit plan number (PN) ► 005
C Plan sponsor's name as shown on line 2a of Form 5500 COMMUNICATIONS WKRS OF AMERICA AFL- CIO, CLC		D Employer Identification Number (EIN) 53-0246709
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): 22-1211670		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....		6a
b Enter the amount contributed by the employer to the plan for this plan year.....		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?.....		☐ Yes ☐ No
11 a Does the ESOP hold any preferred stock?.....		☐ Yes ☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.).....		☐ Yes ☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?.....		☐ Yes ☐ No
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2022 v. 220413		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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
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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 _____

**COMMUNICATIONS WORKERS OF AMERICA
401(K) TAX DEFERRED SAVINGS PLAN**

FINANCIAL STATEMENTS

DECEMBER 31, 2022



**COMMUNICATIONS WORKERS OF AMERICA
401(K) TAX DEFERRED SAVINGS PLAN**

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2022 AND 2021

CONTENTS

	PAGE
Independent Auditor's Report	1
Statements of Net Assets Available for Benefits	4
Statements of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6
Supplemental Information	
Schedule of Assets (Held at End of Year)	13





INDEPENDENT AUDITOR'S REPORT

To the Trustees of the
Communications Workers of America
401(k) Tax Deferred Savings Plan

Opinion

We have audited the accompanying financial statements of the Communications Workers of America 401(k) Tax Deferred Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2022 and 2021, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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





Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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



Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) is presented for purposes of additional analysis and is not a required part of the financial statements but is supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

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

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

Calibre CPA Group, PLLC

Bethesda, MD
September 20, 2023

**COMMUNICATIONS WORKERS OF AMERICA
401(K) TAX DEFERRED SAVINGS PLAN**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2022 AND 2021

	2022	2021
Assets		
Investments, at fair value		
Mutual funds	\$ 32,514,566	\$ 40,556,730
Pooled separate accounts	<u>33,277,343</u>	<u>40,937,432</u>
Total investments, at fair value	65,791,909	81,494,162
Investments, at contract value		
Guaranteed income fund	<u>11,283,169</u>	<u>11,368,147</u>
Total investments	77,075,078	92,862,309
Loans receivable from participants	<u>1,637,936</u>	<u>1,526,824</u>
Total net assets available for benefits	<u>\$ 78,713,014</u>	<u>\$ 94,389,133</u>

COMMUNICATIONS WORKERS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
Additions		
Investment income		
Net appreciation (depreciation) in fair value of investments	\$ (14,238,426)	\$ 5,908,352
Interest and dividends	<u>1,208,738</u>	<u>5,125,006</u>
Total investment income (loss)	<u>(13,029,688)</u>	<u>11,033,358</u>
Miscellaneous additions	<u>10,565</u>	<u>4,915</u>
Interest from loans to participants	<u>74,348</u>	<u>79,954</u>
Contributions		
Participants	3,763,228	3,632,693
Employer	1,964,438	1,892,884
Rollovers	<u>514,922</u>	<u>256,807</u>
Total contributions	<u>6,242,588</u>	<u>5,782,384</u>
Total additions	<u>(6,702,187)</u>	<u>16,900,611</u>
Deductions		
Participant withdrawals	8,969,057	5,853,850
Other administrative expenses	<u>4,875</u>	<u>4,200</u>
Total deductions	<u>8,973,932</u>	<u>5,858,050</u>
Net change	(15,676,119)	11,042,561
Net assets available for benefits		
Beginning of year	<u>94,389,133</u>	<u>83,346,572</u>
End of year	<u>\$ 78,713,014</u>	<u>\$ 94,389,133</u>

See accompanying notes to financial statements.



COMMUNICATIONS WORKERS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2022 AND 2021

NOTE 1. DESCRIPTION OF THE PLAN

The Communications Workers of America 401(k) Tax Deferred Savings Plan (the Plan) was established on January 1, 1982 and, as amended December 31, 1996, covers employees of the Communications Workers of America (CWA) who have completed three months of service. Employees covered by a collective bargaining agreement are not eligible to participate unless the bargaining agreement specifically provides for participation in the Plan.

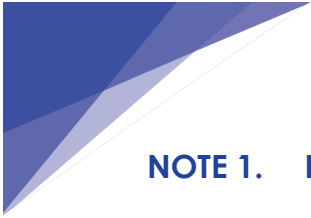
Participants may elect to contribute a percentage of their salaries to the Plan through payroll deductions. Contributions made by participants are not subject to federal and, in most cases, state income taxes.

The Plan permits employer matching contributions but does not specify the amount of such contributions. CWA's matching contribution amounts are subject to the terms of the collective bargaining agreements covering its employees, with the same or similar terms being applied to non-bargained employees. For the Plan year ending December 31, 2022, CWA employees who participated in the Plan and made pre-tax contributions of at least 5.00% of their salary received a matching contribution equal to 5.00% of their salary, but capped at \$6,138.36 for the year ended December 31, 2022 and 5.00% of their salary, and capped at \$6,018 for the year ended December 31, 2021.

Participants are immediately 100% vested in the balance of their accounts. Upon retirement or termination of employment, participants may elect to receive distributions from the Plan in the form of an annuity, a lump-sum payment or a combination thereof.

Participant contributions and the CWA's matching contributions are invested as directed by each participant in one or more of the available investment options, all of which are maintained by Prudential Retirement Insurance and Annuity Company (PRIAC). Each pooled separate account maintained by PRIAC invests primarily in certain publicly traded mutual funds. Poor investment performance of the investment account selected by the participants may cause their vested balances to be lower than the amounts contributed to the Plan on their behalf.

Participants may elect to borrow the lesser of 50% of their account balance or \$50,000 from the Plan; these loans are secured by the value of the participant's vested benefit. Loans used for homes must be repaid within a fifteen-year period. All other loans are given a five-year period for repayment. Each loan is treated as a direct investment of the participant



NOTE 1. DESCRIPTION OF THE PLAN (CONTINUED)

who receives the loan proceeds, and all loan repayments received by the Plan are credited to that participant's account. The loans bear interest at rates similar to the rate charged for a loan made under similar circumstances by person in the business of lending money. The rate is updated quarterly on the last business day of the quarter and is calculated as Bank Prime plus 1%.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Participants should refer to the Summary Plan Description for more complete information.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

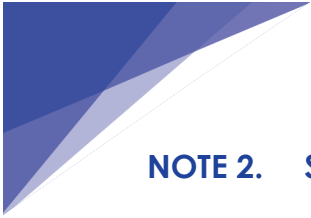
Method of Accounting - The financial statements have been prepared using the accrual basis of accounting. Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

Investment Valuation and Income Recognition - Investments in mutual funds and pooled separate accounts are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Investments in an insurance company's guaranteed income account is a fully benefit responsive contract and is stated at contract value as reported by the insurance company. Contract value represents contributions made under the contract, plus interest at the contract rate, less funds used to purchase annuities and pay administration expenses charged by the insurance company. Contract value is the amount participants would normally receive if they were to initiate permitted transactions under the terms of the Plan. The Plan's Board of Trustees determines the Plan's valuation policies utilizing information provided by its investment advisers and custodians.

Purchases and sales of securities are recognized on a trade-date basis. Interest income is reported on the accrual basis. Dividends are recognized on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants - Participant loans are valued at their unpaid principal balance plus accrued interest. Interest income is reported on an accrual basis. Related fees are recognized as loan fees and are expensed when they are incurred. No allowance for credit losses has been recognized as of December 31, 2022 and 2021. If a participant ceases to make loan repayments and the Plan administrator deems the loan to be in default, the participant loan balance is reduced, and a deemed distribution of the loan is recognized.

Contributions - Employee contributions are recorded in the period payroll deductions are made. Matching contributions, if elected, from CWA, are recorded in the period when the related employee contributions are recorded.



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Payment of Benefits - Benefit claims are recognized as expenses when they have been approved for payment and paid by the Plan.

Expenses - Administrative expenses of the Plan other than transaction charges assessed by the insurance company are paid by CWA, the Plan sponsor.

Estimates - The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

NOTE 3. PRIORITIES UPON TERMINATION

Although it has not expressed any intent to do so, CWA has the right to terminate the Plan subject to the provisions of ERISA. Benefits would be distributed to the participants and their beneficiaries as if the Plan termination date was the date of the participants' termination of employment with the Plan sponsor.

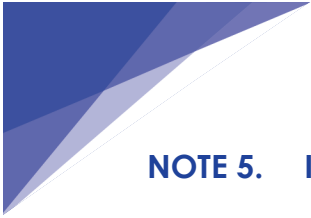
NOTE 4. TAX STATUS

The Internal Revenue Service (IRS) has advised that the Plan is a qualified profit-sharing plan (including a cash or deferred arrangement) under Sections 401(a) and 401(k) of the Internal Revenue Code (IRC) and that its trust qualifies for tax-exempt status under Section 501(a) of the IRC. The Plan obtained its latest determination letter on March 28, 2017. The Plan has not been amended since receiving the determination letter.

Accounting standards provide consistent guidance for the accounting for uncertainty in income taxes recognized in an entity's financial statements and prescribe a threshold of "more likely than not" for recognition and derecognition of tax positions taken or expected to be taken in a tax return. The Plan performed an evaluation of uncertain tax positions for the years ended December 31, 2022 and 2021 and determined that there were no matters that would require recognition in the financial statements. As of December 31, 2022, the statute of limitations for 2021 through 2019 remain open with the U.S. Federal jurisdiction and the various states and local jurisdictions in which the Plan files returns.

NOTE 5. INVESTMENTS

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



NOTE 5. INVESTMENTS (CONTINUED)

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

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There has been no changes in the methodologies used at December 31, 2022 and 2021.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Pooled separate accounts: These are comprised of shares or units in pooled separate accounts that are not publicly traded. The fund administrator values the fund using NAV per fund share, derived from the value of the underlying assets. The underlying assets in these funds are generally publicly traded on exchanges and price quotes for the assets held by these funds are readily available. All report as direct filing entities (DFEs) and can be redeemed either daily or monthly.

NOTE 5. INVESTMENTS (CONTINUED)

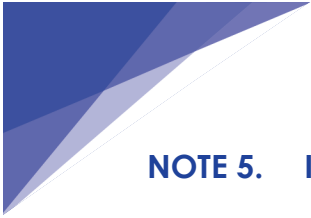
The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2022 and 2021:

Description	December 31, 2022			
	Total Investments at 12/31/2022	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds	\$ 32,514,566	<u>\$ 32,514,566</u>	<u>\$ -</u>	<u>\$ -</u>
Investments measured at NAV*	<u>33,277,343</u>			
Total	<u>\$ 65,791,909</u>			

Description	December 31, 2021			
	Total Investments at 12/31/2021	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds	\$ 40,556,730	<u>\$ 40,556,730</u>	<u>\$ -</u>	<u>\$ -</u>
Investments measured at NAV*	<u>40,937,432</u>			
Total	<u>\$ 81,494,162</u>			

*In accordance with Accounting Standards Codification, investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Authoritative guidance on fair value measurements permits the Plan to measure the fair value of an investment in an investment entity that does not have a readily determinable fair value based upon the NAV per share or its equivalent of the investment. This guidance does not apply if it is probable that the investment will be sold at a value different than NAV. The Plan's investments in investment entities are subject to the terms of the respective private placement memoranda and governing agreements. Income or loss from investments in these investment entities is net of the proportionate share of fees and expenses incurred or charged by the investment entities. The Plan's risk of loss in these entities is limited to its investment.



NOTE 5. INVESTMENTS (CONTINUED)

The following table summarizes the Plan's investment in certain entities that calculate NAV per share as fair value measurement as of December 31, 2022 and 2021.

	Fair Value at December 31,		Unfunded	Redemption	Redemption
	2022	2021	Commitments	Frequency	Notice Period
Pooled separate accounts	\$ 33,277,343	\$ 40,937,432	N/A	Daily or Monthly	None

Pooled separate accounts: the NAV is reported by the insurance company that holds the account. All pooled separate accounts report as a direct filing entity (DFE) of the Department of Labor.

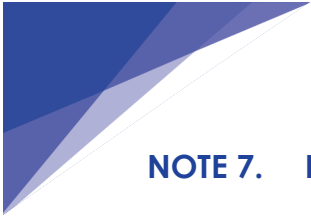
NOTE 6. GUARANTEED INCOME FUND

The Plan entered into an investment contract with PRIAC. PRIAC maintains the contributions in a pooled account. The account is credited with earnings on the underlying investments and charged for Plan withdrawals and administrative expenses charged by Prudential. Because it is fully benefit-responsive, the contract is included in the financial statements at contract value (which represents contributions made under the contract, plus earnings, less withdrawals and administrative expenses).

The concept of a value other than contract value does not apply to the guaranteed income fund used by the Plan. Even upon discontinuance of the contract, the contract value would be paid back no later than 90 days from the date the sponsor provides notice to discontinue. There are not any specific securities in the general account of the issuer that back the liabilities of the annuity contract and it would be inappropriate to look to the market value of the securities within the insurer's general account to determine a fair value. As a result, the fair value amount is equal to the contract value.

The crediting interest rate is based on an agreed-upon formula with the issuer but cannot be less than 1.50% net of any charges. The average rate in effect during 2022 and 2021 net of a 0.20% asset charge was 1.475% and 1.50%, respectively, which approximates the average yield earned by this contract during each year. Generally, there are not any events that could limit the ability of the Plan to transact at contract value paid within 90 days or contract value paid overtime. Also, there are not any events that allow the issuer to terminate the contract, and which require the plan sponsor to settle at an amount different than contract value paid either within 90 days or over time.

The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on PRIAC's ability to meet its contractual obligations, which may be affected by future economic and regulatory developments.



NOTE 7. RELATED PARTIES/PARTIES-IN-INTEREST

CWA, as Plan sponsor, provides certain administrative services to the Plan, and also pays for auditing and legal services on behalf of the Plan. The costs of the administrative services are not readily determinable. Also, certain plan investments, group annuity contracts and pooled separate accounts are managed by PRIAC, the custodian of the Plan. The Plan investments have internal expenses that compensate the custodian manager. These transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules of ERISA.

NOTE 8. RISKS AND UNCERTAINTIES

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

NOTE 9. SUBSEQUENT EVENTS

Subsequent events have been evaluated through September 20, 2023, which is the date the financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying financial statements.



SUPPLEMENTAL INFORMATION



COMMUNICATIONS WORKERS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2022

Form 5500, Schedule H, Line 4i

E.I.N. 53-0246709
Plan No. 005

		(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares						
(a)	(b) Identity of issuer, borrower, lessor or similar party	Description	Collateral	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value
	Value of funds held in insurance company general account (unallocated contracts)							
*	Prudential Retirement Insurance & Annuity Company	Guaranteed Income Fund	N/A	N/A	1.50 %	88,273	**	\$ 11,283,169
	Value of mutual funds							
	PIMCO Total Return Instit	Mutual fund	N/A	N/A	N/A	240,375	**	2,033,573
	Vanguard Target Ret Income	Mutual fund	N/A	N/A	N/A	103,297	**	1,264,352
	LAZ Inter Equity Instl	Mutual fund	N/A	N/A	N/A	240,593	**	3,466,943
	Vanguard Target Ret 2020	Mutual fund	N/A	N/A	N/A	141,024	**	3,576,364
	Vang Mid Cap Grow Idx Adm	Mutual fund	N/A	N/A	N/A	44,583	**	3,449,385
	MFS Bld Res Core EQ R4	Mutual fund	N/A	N/A	N/A	33,471	**	852,174
	Vanguard Target Ret 2060	Mutual fund	N/A	N/A	N/A	21,759	**	844,899
	Vanguard Target Ret 2040	Mutual fund	N/A	N/A	N/A	162,367	**	5,520,473
	Vanguard Target Ret 2050	Mutual fund	N/A	N/A	N/A	78,722	**	2,975,710
	Vanguard Target Ret 2030	Mutual fund	N/A	N/A	N/A	271,938	**	8,530,693
	Total value of mutual funds							32,514,566
	Value of interest in pooled separate accounts							
*	Prudential Retirement Insurance & Annuity Company	Balanced I/ Wellington MGT	N/A	N/A	N/A	35,099	**	4,616,479
*	Prudential Retirement Insurance & Annuity Company	Dryden S&P 500 Index Fund	N/A	N/A	N/A	22,685	**	6,840,429
*	Prudential Retirement Insurance & Annuity Company	Small Cap Val/ Silvercrest	N/A	N/A	N/A	23,811	**	1,477,339
*	Prudential Retirement Insurance & Annuity Company	Small Cap Growth/Times Sq	N/A	N/A	N/A	22,571	**	2,170,078
*	Prudential Retirement Insurance & Annuity Company	SA/ Janus Balanced Strat	N/A	N/A	N/A	21,033	**	2,424,261
*	Prudential Retirement Insurance & Annuity Company	Large Cap Growth/ JP Morgan	N/A	N/A	N/A	96,647	**	5,706,105
*	Prudential Retirement Insurance & Annuity Company	Mid Cap Value/ Well Mgmt	N/A	N/A	N/A	44,703	**	2,851,389
*	Prudential Retirement Insurance & Annuity Company	Pru Short Term Bond Fund	N/A	N/A	N/A	27,792	**	428,102
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Sel LT Balanced	N/A	N/A	N/A	908	**	18,532
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Sel LT Growth	N/A	N/A	N/A	2,608	**	54,257
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Van Target 2020	N/A	N/A	N/A	3,554	**	66,888
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Van Target 2040	N/A	N/A	N/A	37,004	**	992,024
*	Prudential Retirement Insurance & Annuity Company	IFX Vanguard RET 2060	N/A	N/A	N/A	1,601	**	27,609
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Van Target Income	N/A	N/A	N/A	4,934	**	72,696
*	Prudential Retirement Insurance & Annuity Company	Pru IFX One Van Target 2030	N/A	N/A	N/A	29,139	**	681,091
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Van Target 2050	N/A	N/A	N/A	15,945	**	439,836
*	Prudential Retirement Insurance & Annuity Company	LCV Barrow Hanley	N/A	N/A	N/A	94,888	**	4,410,228
	Total value of interest in pooled separate accounts							33,277,343
*	Loans receivable from participants 109 Plan participants	Loans maturing at various dates, payable in equal monthly installments of principal and interest (interest rates ranging from 4.25% to 7.25%), secured by participants' vested interest in the Plan.					**	1,637,936
	Total assets (held at end of year)							\$ 78,713,014
*	Represents party-in-interest							

** The column (d) cost information is not required to be disclosed when reporting investments of an individual account plan that is participant or beneficiary directed with respect to assets allocated to his or her respective accounts.

**COMMUNICATIONS WORKERS OF AMERICA
401(K) TAX DEFERRED SAVINGS PLAN**

FINANCIAL STATEMENTS

DECEMBER 31, 2022



**COMMUNICATIONS WORKERS OF AMERICA
401(K) TAX DEFERRED SAVINGS PLAN**

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2022 AND 2021

CONTENTS

	PAGE
Independent Auditor's Report	1
Statements of Net Assets Available for Benefits	4
Statements of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6
Supplemental Information	
Schedule of Assets (Held at End of Year)	13





INDEPENDENT AUDITOR'S REPORT

To the Trustees of the
Communications Workers of America
401(k) Tax Deferred Savings Plan

Opinion

We have audited the accompanying financial statements of the Communications Workers of America 401(k) Tax Deferred Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2022 and 2021, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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





Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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



Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) is presented for purposes of additional analysis and is not a required part of the financial statements but is supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

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

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

Calibre CPA Group, PLLC

Bethesda, MD
September 20, 2023

**COMMUNICATIONS WORKERS OF AMERICA
401(K) TAX DEFERRED SAVINGS PLAN**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2022 AND 2021

	2022	2021
Assets		
Investments, at fair value		
Mutual funds	\$ 32,514,566	\$ 40,556,730
Pooled separate accounts	<u>33,277,343</u>	<u>40,937,432</u>
Total investments, at fair value	65,791,909	81,494,162
Investments, at contract value		
Guaranteed income fund	<u>11,283,169</u>	<u>11,368,147</u>
Total investments	77,075,078	92,862,309
Loans receivable from participants	<u>1,637,936</u>	<u>1,526,824</u>
Total net assets available for benefits	<u>\$ 78,713,014</u>	<u>\$ 94,389,133</u>

**COMMUNICATIONS WORKERS OF AMERICA
401(K) TAX DEFERRED SAVINGS PLAN**

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
Additions		
Investment income		
Net appreciation (depreciation) in fair value of investments	\$ (14,238,426)	\$ 5,908,352
Interest and dividends	<u>1,208,738</u>	<u>5,125,006</u>
Total investment income (loss)	<u>(13,029,688)</u>	<u>11,033,358</u>
Miscellaneous additions	<u>10,565</u>	<u>4,915</u>
Interest from loans to participants	<u>74,348</u>	<u>79,954</u>
Contributions		
Participants	3,763,228	3,632,693
Employer	1,964,438	1,892,884
Rollovers	<u>514,922</u>	<u>256,807</u>
Total contributions	<u>6,242,588</u>	<u>5,782,384</u>
Total additions	<u>(6,702,187)</u>	<u>16,900,611</u>
Deductions		
Participant withdrawals	8,969,057	5,853,850
Other administrative expenses	<u>4,875</u>	<u>4,200</u>
Total deductions	<u>8,973,932</u>	<u>5,858,050</u>
Net change	(15,676,119)	11,042,561
Net assets available for benefits		
Beginning of year	<u>94,389,133</u>	<u>83,346,572</u>
End of year	<u>\$ 78,713,014</u>	<u>\$ 94,389,133</u>

See accompanying notes to financial statements.



COMMUNICATIONS WORKERS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2022 AND 2021

NOTE 1. DESCRIPTION OF THE PLAN

The Communications Workers of America 401(k) Tax Deferred Savings Plan (the Plan) was established on January 1, 1982 and, as amended December 31, 1996, covers employees of the Communications Workers of America (CWA) who have completed three months of service. Employees covered by a collective bargaining agreement are not eligible to participate unless the bargaining agreement specifically provides for participation in the Plan.

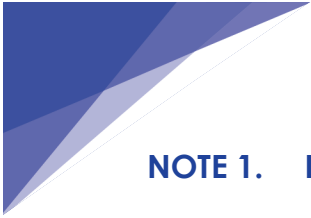
Participants may elect to contribute a percentage of their salaries to the Plan through payroll deductions. Contributions made by participants are not subject to federal and, in most cases, state income taxes.

The Plan permits employer matching contributions but does not specify the amount of such contributions. CWA's matching contribution amounts are subject to the terms of the collective bargaining agreements covering its employees, with the same or similar terms being applied to non-bargained employees. For the Plan year ending December 31, 2022, CWA employees who participated in the Plan and made pre-tax contributions of at least 5.00% of their salary received a matching contribution equal to 5.00% of their salary, but capped at \$6,138.36 for the year ended December 31, 2022 and 5.00% of their salary, and capped at \$6,018 for the year ended December 31, 2021.

Participants are immediately 100% vested in the balance of their accounts. Upon retirement or termination of employment, participants may elect to receive distributions from the Plan in the form of an annuity, a lump-sum payment or a combination thereof.

Participant contributions and the CWA's matching contributions are invested as directed by each participant in one or more of the available investment options, all of which are maintained by Prudential Retirement Insurance and Annuity Company (PRIAC). Each pooled separate account maintained by PRIAC invests primarily in certain publicly traded mutual funds. Poor investment performance of the investment account selected by the participants may cause their vested balances to be lower than the amounts contributed to the Plan on their behalf.

Participants may elect to borrow the lesser of 50% of their account balance or \$50,000 from the Plan; these loans are secured by the value of the participant's vested benefit. Loans used for homes must be repaid within a fifteen-year period. All other loans are given a five-year period for repayment. Each loan is treated as a direct investment of the participant



NOTE 1. DESCRIPTION OF THE PLAN (CONTINUED)

who receives the loan proceeds, and all loan repayments received by the Plan are credited to that participant's account. The loans bear interest at rates similar to the rate charged for a loan made under similar circumstances by person in the business of lending money. The rate is updated quarterly on the last business day of the quarter and is calculated as Bank Prime plus 1%.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Participants should refer to the Summary Plan Description for more complete information.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

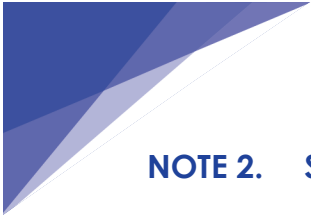
Method of Accounting - The financial statements have been prepared using the accrual basis of accounting. Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

Investment Valuation and Income Recognition - Investments in mutual funds and pooled separate accounts are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Investments in an insurance company's guaranteed income account is a fully benefit responsive contract and is stated at contract value as reported by the insurance company. Contract value represents contributions made under the contract, plus interest at the contract rate, less funds used to purchase annuities and pay administration expenses charged by the insurance company. Contract value is the amount participants would normally receive if they were to initiate permitted transactions under the terms of the Plan. The Plan's Board of Trustees determines the Plan's valuation policies utilizing information provided by its investment advisers and custodians.

Purchases and sales of securities are recognized on a trade-date basis. Interest income is reported on the accrual basis. Dividends are recognized on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants - Participant loans are valued at their unpaid principal balance plus accrued interest. Interest income is reported on an accrual basis. Related fees are recognized as loan fees and are expensed when they are incurred. No allowance for credit losses has been recognized as of December 31, 2022 and 2021. If a participant ceases to make loan repayments and the Plan administrator deems the loan to be in default, the participant loan balance is reduced, and a deemed distribution of the loan is recognized.

Contributions - Employee contributions are recorded in the period payroll deductions are made. Matching contributions, if elected, from CWA, are recorded in the period when the related employee contributions are recorded.



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Payment of Benefits - Benefit claims are recognized as expenses when they have been approved for payment and paid by the Plan.

Expenses - Administrative expenses of the Plan other than transaction charges assessed by the insurance company are paid by CWA, the Plan sponsor.

Estimates - The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

NOTE 3. PRIORITIES UPON TERMINATION

Although it has not expressed any intent to do so, CWA has the right to terminate the Plan subject to the provisions of ERISA. Benefits would be distributed to the participants and their beneficiaries as if the Plan termination date was the date of the participants' termination of employment with the Plan sponsor.

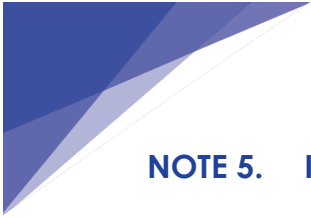
NOTE 4. TAX STATUS

The Internal Revenue Service (IRS) has advised that the Plan is a qualified profit-sharing plan (including a cash or deferred arrangement) under Sections 401(a) and 401(k) of the Internal Revenue Code (IRC) and that its trust qualifies for tax-exempt status under Section 501(a) of the IRC. The Plan obtained its latest determination letter on March 28, 2017. The Plan has not been amended since receiving the determination letter.

Accounting standards provide consistent guidance for the accounting for uncertainty in income taxes recognized in an entity's financial statements and prescribe a threshold of "more likely than not" for recognition and derecognition of tax positions taken or expected to be taken in a tax return. The Plan performed an evaluation of uncertain tax positions for the years ended December 31, 2022 and 2021 and determined that there were no matters that would require recognition in the financial statements. As of December 31, 2022, the statute of limitations for 2021 through 2019 remain open with the U.S. Federal jurisdiction and the various states and local jurisdictions in which the Plan files returns.

NOTE 5. INVESTMENTS

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



NOTE 5. INVESTMENTS (CONTINUED)

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

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There has been no changes in the methodologies used at December 31, 2022 and 2021.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Pooled separate accounts: These are comprised of shares or units in pooled separate accounts that are not publicly traded. The fund administrator values the fund using NAV per fund share, derived from the value of the underlying assets. The underlying assets in these funds are generally publicly traded on exchanges and price quotes for the assets held by these funds are readily available. All report as direct filing entities (DFEs) and can be redeemed either daily or monthly.

NOTE 5. INVESTMENTS (CONTINUED)

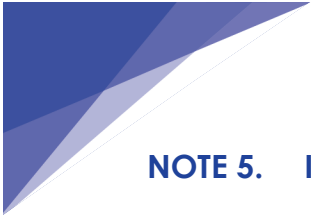
The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2022 and 2021:

Description	December 31, 2022			
	Total Investments at 12/31/2022	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds	\$ 32,514,566	<u>\$ 32,514,566</u>	<u>\$ -</u>	<u>\$ -</u>
Investments measured at NAV*	<u>33,277,343</u>			
Total	<u>\$ 65,791,909</u>			

Description	December 31, 2021			
	Total Investments at 12/31/2021	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds	\$ 40,556,730	<u>\$ 40,556,730</u>	<u>\$ -</u>	<u>\$ -</u>
Investments measured at NAV*	<u>40,937,432</u>			
Total	<u>\$ 81,494,162</u>			

*In accordance with Accounting Standards Codification, investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Authoritative guidance on fair value measurements permits the Plan to measure the fair value of an investment in an investment entity that does not have a readily determinable fair value based upon the NAV per share or its equivalent of the investment. This guidance does not apply if it is probable that the investment will be sold at a value different than NAV. The Plan's investments in investment entities are subject to the terms of the respective private placement memoranda and governing agreements. Income or loss from investments in these investment entities is net of the proportionate share of fees and expenses incurred or charged by the investment entities. The Plan's risk of loss in these entities is limited to its investment.



NOTE 5. INVESTMENTS (CONTINUED)

The following table summarizes the Plan's investment in certain entities that calculate NAV per share as fair value measurement as of December 31, 2022 and 2021.

	Fair Value at December 31,		Unfunded	Redemption	Redemption
	2022	2021	Commitments	Frequency	Notice Period
Pooled separate accounts	\$ 33,277,343	\$ 40,937,432	N/A	Daily or Monthly	None

Pooled separate accounts: the NAV is reported by the insurance company that holds the account. All pooled separate accounts report as a direct filing entity (DFE) of the Department of Labor.

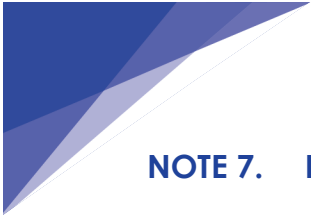
NOTE 6. GUARANTEED INCOME FUND

The Plan entered into an investment contract with PRIAC. PRIAC maintains the contributions in a pooled account. The account is credited with earnings on the underlying investments and charged for Plan withdrawals and administrative expenses charged by Prudential. Because it is fully benefit-responsive, the contract is included in the financial statements at contract value (which represents contributions made under the contract, plus earnings, less withdrawals and administrative expenses).

The concept of a value other than contract value does not apply to the guaranteed income fund used by the Plan. Even upon discontinuance of the contract, the contract value would be paid back no later than 90 days from the date the sponsor provides notice to discontinue. There are not any specific securities in the general account of the issuer that back the liabilities of the annuity contract and it would be inappropriate to look to the market value of the securities within the insurer's general account to determine a fair value. As a result, the fair value amount is equal to the contract value.

The crediting interest rate is based on an agreed-upon formula with the issuer but cannot be less than 1.50% net of any charges. The average rate in effect during 2022 and 2021 net of a 0.20% asset charge was 1.475% and 1.50%, respectively, which approximates the average yield earned by this contract during each year. Generally, there are not any events that could limit the ability of the Plan to transact at contract value paid within 90 days or contract value paid overtime. Also, there are not any events that allow the issuer to terminate the contract, and which require the plan sponsor to settle at an amount different than contract value paid either within 90 days or over time.

The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on PRIAC's ability to meet its contractual obligations, which may be affected by future economic and regulatory developments.



NOTE 7. RELATED PARTIES/PARTIES-IN-INTEREST

CWA, as Plan sponsor, provides certain administrative services to the Plan, and also pays for auditing and legal services on behalf of the Plan. The costs of the administrative services are not readily determinable. Also, certain plan investments, group annuity contracts and pooled separate accounts are managed by PRIAC, the custodian of the Plan. The Plan investments have internal expenses that compensate the custodian manager. These transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules of ERISA.

NOTE 8. RISKS AND UNCERTAINTIES

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

NOTE 9. SUBSEQUENT EVENTS

Subsequent events have been evaluated through September 20, 2023, which is the date the financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying financial statements.



SUPPLEMENTAL INFORMATION



COMMUNICATIONS WORKERS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2022

Form 5500, Schedule H, Line 4i

E.I.N. 53-0246709
Plan No. 005

		(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares						
(a)	(b) Identity of issuer, borrower, lessor or similar party	Description	Collateral	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value
	Value of funds held in insurance company general account (unallocated contracts)							
*	Prudential Retirement Insurance & Annuity Company	Guaranteed Income Fund	N/A	N/A	1.50 %	88,273	**	\$ 11,283,169
	Value of mutual funds							
	PIMCO Total Return Instit	Mutual fund	N/A	N/A	N/A	240,375	**	2,033,573
	Vanguard Target Ret Income	Mutual fund	N/A	N/A	N/A	103,297	**	1,264,352
	LAZ Inter Equity Instl	Mutual fund	N/A	N/A	N/A	240,593	**	3,466,943
	Vanguard Target Ret 2020	Mutual fund	N/A	N/A	N/A	141,024	**	3,576,364
	Vang Mid Cap Grow Idx Adm	Mutual fund	N/A	N/A	N/A	44,583	**	3,449,385
	MFS Bld Res Core EQ R4	Mutual fund	N/A	N/A	N/A	33,471	**	852,174
	Vanguard Target Ret 2060	Mutual fund	N/A	N/A	N/A	21,759	**	844,899
	Vanguard Target Ret 2040	Mutual fund	N/A	N/A	N/A	162,367	**	5,520,473
	Vanguard Target Ret 2050	Mutual fund	N/A	N/A	N/A	78,722	**	2,975,710
	Vanguard Target Ret 2030	Mutual fund	N/A	N/A	N/A	271,938	**	8,530,693
	Total value of mutual funds							32,514,566
	Value of interest in pooled separate accounts							
*	Prudential Retirement Insurance & Annuity Company	Balanced I/ Wellington MGT	N/A	N/A	N/A	35,099	**	4,616,479
*	Prudential Retirement Insurance & Annuity Company	Dryden S&P 500 Index Fund	N/A	N/A	N/A	22,685	**	6,840,429
*	Prudential Retirement Insurance & Annuity Company	Small Cap Val/ Silvercrest	N/A	N/A	N/A	23,811	**	1,477,339
*	Prudential Retirement Insurance & Annuity Company	Small Cap Growth/Times Sq	N/A	N/A	N/A	22,571	**	2,170,078
*	Prudential Retirement Insurance & Annuity Company	SA/ Janus Balanced Strat	N/A	N/A	N/A	21,033	**	2,424,261
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*	Prudential Retirement Insurance & Annuity Company	Pru Short Term Bond Fund	N/A	N/A	N/A	27,792	**	428,102
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*	Prudential Retirement Insurance & Annuity Company	Pru IFX Van Target 2020	N/A	N/A	N/A	3,554	**	66,888
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Van Target 2040	N/A	N/A	N/A	37,004	**	992,024
*	Prudential Retirement Insurance & Annuity Company	IFX Vanguard RET 2060	N/A	N/A	N/A	1,601	**	27,609
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Van Target Income	N/A	N/A	N/A	4,934	**	72,696
*	Prudential Retirement Insurance & Annuity Company	Pru IFX One Van Target 2030	N/A	N/A	N/A	29,139	**	681,091
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Van Target 2050	N/A	N/A	N/A	15,945	**	439,836
*	Prudential Retirement Insurance & Annuity Company	LCV Barrow Hanley	N/A	N/A	N/A	94,888	**	4,410,228
	Total value of interest in pooled separate accounts							33,277,343
*	Loans receivable from participants 109 Plan participants	Loans maturing at various dates, payable in equal monthly installments of principal and interest (interest rates ranging from 4.25% to 7.25%), secured by participants' vested interest in the Plan.					**	1,637,936
	Total assets (held at end of year)							\$ 78,713,014
*	Represents party-in-interest							

** The column (d) cost information is not required to be disclosed when reporting investments of an individual account plan that is participant or beneficiary directed with respect to assets allocated to his or her respective accounts.

**COMMUNICATIONS WORKERS OF AMERICA
401(K) TAX DEFERRED SAVINGS PLAN**

FINANCIAL STATEMENTS

DECEMBER 31, 2022



**COMMUNICATIONS WORKERS OF AMERICA
401(K) TAX DEFERRED SAVINGS PLAN**

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2022 AND 2021

CONTENTS

	PAGE
Independent Auditor's Report	1
Statements of Net Assets Available for Benefits	4
Statements of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6
Supplemental Information	
Schedule of Assets (Held at End of Year)	13





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INDEPENDENT AUDITOR'S REPORT

To the Trustees of the
Communications Workers of America
401(k) Tax Deferred Savings Plan

Opinion

We have audited the accompanying financial statements of the Communications Workers of America 401(k) Tax Deferred Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2022 and 2021, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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





Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

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



Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) is presented for purposes of additional analysis and is not a required part of the financial statements but is supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

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

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

Calibre CPA Group, PLLC

Bethesda, MD
September 20, 2023

**COMMUNICATIONS WORKERS OF AMERICA
401(K) TAX DEFERRED SAVINGS PLAN**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2022 AND 2021

	2022	2021
Assets		
Investments, at fair value		
Mutual funds	\$ 32,514,566	\$ 40,556,730
Pooled separate accounts	<u>33,277,343</u>	<u>40,937,432</u>
Total investments, at fair value	65,791,909	81,494,162
Investments, at contract value		
Guaranteed income fund	<u>11,283,169</u>	<u>11,368,147</u>
Total investments	77,075,078	92,862,309
Loans receivable from participants	<u>1,637,936</u>	<u>1,526,824</u>
Total net assets available for benefits	<u>\$ 78,713,014</u>	<u>\$ 94,389,133</u>

COMMUNICATIONS WORKERS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2022 AND 2021

	<u>2022</u>	<u>2021</u>
Additions		
Investment income		
Net appreciation (depreciation) in fair value of investments	\$ (14,238,426)	\$ 5,908,352
Interest and dividends	<u>1,208,738</u>	<u>5,125,006</u>
Total investment income (loss)	<u>(13,029,688)</u>	<u>11,033,358</u>
Miscellaneous additions	<u>10,565</u>	<u>4,915</u>
Interest from loans to participants	<u>74,348</u>	<u>79,954</u>
Contributions		
Participants	3,763,228	3,632,693
Employer	1,964,438	1,892,884
Rollovers	<u>514,922</u>	<u>256,807</u>
Total contributions	<u>6,242,588</u>	<u>5,782,384</u>
Total additions	<u>(6,702,187)</u>	<u>16,900,611</u>
Deductions		
Participant withdrawals	8,969,057	5,853,850
Other administrative expenses	<u>4,875</u>	<u>4,200</u>
Total deductions	<u>8,973,932</u>	<u>5,858,050</u>
Net change	(15,676,119)	11,042,561
Net assets available for benefits		
Beginning of year	<u>94,389,133</u>	<u>83,346,572</u>
End of year	<u>\$ 78,713,014</u>	<u>\$ 94,389,133</u>

See accompanying notes to financial statements.



COMMUNICATIONS WORKERS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2022 AND 2021

NOTE 1. DESCRIPTION OF THE PLAN

The Communications Workers of America 401(k) Tax Deferred Savings Plan (the Plan) was established on January 1, 1982 and, as amended December 31, 1996, covers employees of the Communications Workers of America (CWA) who have completed three months of service. Employees covered by a collective bargaining agreement are not eligible to participate unless the bargaining agreement specifically provides for participation in the Plan.

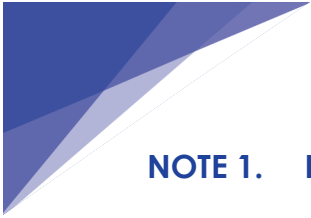
Participants may elect to contribute a percentage of their salaries to the Plan through payroll deductions. Contributions made by participants are not subject to federal and, in most cases, state income taxes.

The Plan permits employer matching contributions but does not specify the amount of such contributions. CWA's matching contribution amounts are subject to the terms of the collective bargaining agreements covering its employees, with the same or similar terms being applied to non-bargained employees. For the Plan year ending December 31, 2022, CWA employees who participated in the Plan and made pre-tax contributions of at least 5.00% of their salary received a matching contribution equal to 5.00% of their salary, but capped at \$6,138.36 for the year ended December 31, 2022 and 5.00% of their salary, and capped at \$6,018 for the year ended December 31, 2021.

Participants are immediately 100% vested in the balance of their accounts. Upon retirement or termination of employment, participants may elect to receive distributions from the Plan in the form of an annuity, a lump-sum payment or a combination thereof.

Participant contributions and the CWA's matching contributions are invested as directed by each participant in one or more of the available investment options, all of which are maintained by Prudential Retirement Insurance and Annuity Company (PRIAC). Each pooled separate account maintained by PRIAC invests primarily in certain publicly traded mutual funds. Poor investment performance of the investment account selected by the participants may cause their vested balances to be lower than the amounts contributed to the Plan on their behalf.

Participants may elect to borrow the lesser of 50% of their account balance or \$50,000 from the Plan; these loans are secured by the value of the participant's vested benefit. Loans used for homes must be repaid within a fifteen-year period. All other loans are given a five-year period for repayment. Each loan is treated as a direct investment of the participant



NOTE 1. DESCRIPTION OF THE PLAN (CONTINUED)

who receives the loan proceeds, and all loan repayments received by the Plan are credited to that participant's account. The loans bear interest at rates similar to the rate charged for a loan made under similar circumstances by person in the business of lending money. The rate is updated quarterly on the last business day of the quarter and is calculated as Bank Prime plus 1%.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Participants should refer to the Summary Plan Description for more complete information.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

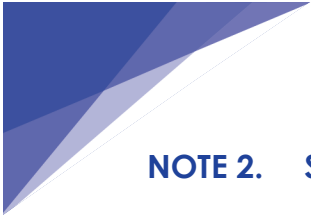
Method of Accounting - The financial statements have been prepared using the accrual basis of accounting. Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

Investment Valuation and Income Recognition - Investments in mutual funds and pooled separate accounts are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Investments in an insurance company's guaranteed income account is a fully benefit responsive contract and is stated at contract value as reported by the insurance company. Contract value represents contributions made under the contract, plus interest at the contract rate, less funds used to purchase annuities and pay administration expenses charged by the insurance company. Contract value is the amount participants would normally receive if they were to initiate permitted transactions under the terms of the Plan. The Plan's Board of Trustees determines the Plan's valuation policies utilizing information provided by its investment advisers and custodians.

Purchases and sales of securities are recognized on a trade-date basis. Interest income is reported on the accrual basis. Dividends are recognized on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants - Participant loans are valued at their unpaid principal balance plus accrued interest. Interest income is reported on an accrual basis. Related fees are recognized as loan fees and are expensed when they are incurred. No allowance for credit losses has been recognized as of December 31, 2022 and 2021. If a participant ceases to make loan repayments and the Plan administrator deems the loan to be in default, the participant loan balance is reduced, and a deemed distribution of the loan is recognized.

Contributions - Employee contributions are recorded in the period payroll deductions are made. Matching contributions, if elected, from CWA, are recorded in the period when the related employee contributions are recorded.



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Payment of Benefits - Benefit claims are recognized as expenses when they have been approved for payment and paid by the Plan.

Expenses - Administrative expenses of the Plan other than transaction charges assessed by the insurance company are paid by CWA, the Plan sponsor.

Estimates - The preparation of financial statements requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

NOTE 3. PRIORITIES UPON TERMINATION

Although it has not expressed any intent to do so, CWA has the right to terminate the Plan subject to the provisions of ERISA. Benefits would be distributed to the participants and their beneficiaries as if the Plan termination date was the date of the participants' termination of employment with the Plan sponsor.

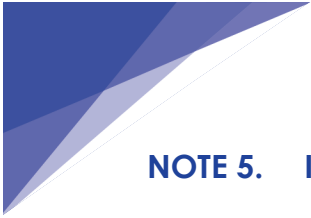
NOTE 4. TAX STATUS

The Internal Revenue Service (IRS) has advised that the Plan is a qualified profit-sharing plan (including a cash or deferred arrangement) under Sections 401(a) and 401(k) of the Internal Revenue Code (IRC) and that its trust qualifies for tax-exempt status under Section 501(a) of the IRC. The Plan obtained its latest determination letter on March 28, 2017. The Plan has not been amended since receiving the determination letter.

Accounting standards provide consistent guidance for the accounting for uncertainty in income taxes recognized in an entity's financial statements and prescribe a threshold of "more likely than not" for recognition and derecognition of tax positions taken or expected to be taken in a tax return. The Plan performed an evaluation of uncertain tax positions for the years ended December 31, 2022 and 2021 and determined that there were no matters that would require recognition in the financial statements. As of December 31, 2022, the statute of limitations for 2021 through 2019 remain open with the U.S. Federal jurisdiction and the various states and local jurisdictions in which the Plan files returns.

NOTE 5. INVESTMENTS

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



NOTE 5. INVESTMENTS (CONTINUED)

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

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There has been no changes in the methodologies used at December 31, 2022 and 2021.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Pooled separate accounts: These are comprised of shares or units in pooled separate accounts that are not publicly traded. The fund administrator values the fund using NAV per fund share, derived from the value of the underlying assets. The underlying assets in these funds are generally publicly traded on exchanges and price quotes for the assets held by these funds are readily available. All report as direct filing entities (DFEs) and can be redeemed either daily or monthly.

NOTE 5. INVESTMENTS (CONTINUED)

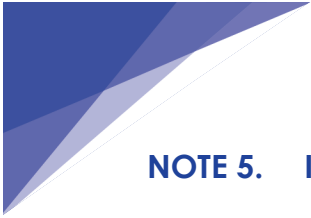
The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2022 and 2021:

Description	December 31, 2022			
	Total Investments at 12/31/2022	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds	\$ 32,514,566	\$ 32,514,566	\$ -	\$ -
Investments measured at NAV*	33,277,343			
Total	\$ 65,791,909			

Description	December 31, 2021			
	Total Investments at 12/31/2021	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Mutual funds	\$ 40,556,730	\$ 40,556,730	\$ -	\$ -
Investments measured at NAV*	40,937,432			
Total	\$ 81,494,162			

*In accordance with Accounting Standards Codification, investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Authoritative guidance on fair value measurements permits the Plan to measure the fair value of an investment in an investment entity that does not have a readily determinable fair value based upon the NAV per share or its equivalent of the investment. This guidance does not apply if it is probable that the investment will be sold at a value different than NAV. The Plan's investments in investment entities are subject to the terms of the respective private placement memoranda and governing agreements. Income or loss from investments in these investment entities is net of the proportionate share of fees and expenses incurred or charged by the investment entities. The Plan's risk of loss in these entities is limited to its investment.



NOTE 5. INVESTMENTS (CONTINUED)

The following table summarizes the Plan's investment in certain entities that calculate NAV per share as fair value measurement as of December 31, 2022 and 2021.

	Fair Value at December 31,		Unfunded	Redemption	Redemption
	2022	2021	Commitments	Frequency	Notice Period
Pooled separate accounts	\$ 33,277,343	\$ 40,937,432	N/A	Daily or Monthly	None

Pooled separate accounts: the NAV is reported by the insurance company that holds the account. All pooled separate accounts report as a direct filing entity (DFE) of the Department of Labor.

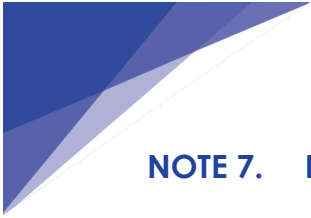
NOTE 6. GUARANTEED INCOME FUND

The Plan entered into an investment contract with PRIAC. PRIAC maintains the contributions in a pooled account. The account is credited with earnings on the underlying investments and charged for Plan withdrawals and administrative expenses charged by Prudential. Because it is fully benefit-responsive, the contract is included in the financial statements at contract value (which represents contributions made under the contract, plus earnings, less withdrawals and administrative expenses).

The concept of a value other than contract value does not apply to the guaranteed income fund used by the Plan. Even upon discontinuance of the contract, the contract value would be paid back no later than 90 days from the date the sponsor provides notice to discontinue. There are not any specific securities in the general account of the issuer that back the liabilities of the annuity contract and it would be inappropriate to look to the market value of the securities within the insurer's general account to determine a fair value. As a result, the fair value amount is equal to the contract value.

The crediting interest rate is based on an agreed-upon formula with the issuer but cannot be less than 1.50% net of any charges. The average rate in effect during 2022 and 2021 net of a 0.20% asset charge was 1.475% and 1.50%, respectively, which approximates the average yield earned by this contract during each year. Generally, there are not any events that could limit the ability of the Plan to transact at contract value paid within 90 days or contract value paid overtime. Also, there are not any events that allow the issuer to terminate the contract, and which require the plan sponsor to settle at an amount different than contract value paid either within 90 days or over time.

The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on PRIAC's ability to meet its contractual obligations, which may be affected by future economic and regulatory developments.



NOTE 7. RELATED PARTIES/PARTIES-IN-INTEREST

CWA, as Plan sponsor, provides certain administrative services to the Plan, and also pays for auditing and legal services on behalf of the Plan. The costs of the administrative services are not readily determinable. Also, certain plan investments, group annuity contracts and pooled separate accounts are managed by PRIAC, the custodian of the Plan. The Plan investments have internal expenses that compensate the custodian manager. These transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules of ERISA.

NOTE 8. RISKS AND UNCERTAINTIES

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

NOTE 9. SUBSEQUENT EVENTS

Subsequent events have been evaluated through September 20, 2023, which is the date the financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an adjustment to or disclosure in the accompanying financial statements.



SUPPLEMENTAL INFORMATION



COMMUNICATIONS WORKERS OF AMERICA 401(K) TAX DEFERRED SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

DECEMBER 31, 2022

Form 5500, Schedule H, Line 4i

E.I.N. 53-0246709
Plan No. 005

		(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares						
(a)	(b) Identity of issuer, borrower, lessor or similar party	Description	Collateral	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value
	Value of funds held in insurance company general account (unallocated contracts)							
*	Prudential Retirement Insurance & Annuity Company	Guaranteed Income Fund	N/A	N/A	1.50 %	88,273	**	\$ 11,283,169
	Value of mutual funds							
	PIMCO Total Return Instit	Mutual fund	N/A	N/A	N/A	240,375	**	2,033,573
	Vanguard Target Ret Income	Mutual fund	N/A	N/A	N/A	103,297	**	1,264,352
	LAZ Inter Equity Instl	Mutual fund	N/A	N/A	N/A	240,593	**	3,466,943
	Vanguard Target Ret 2020	Mutual fund	N/A	N/A	N/A	141,024	**	3,576,364
	Vang Mid Cap Grow Idx Adm	Mutual fund	N/A	N/A	N/A	44,583	**	3,449,385
	MFS Bld Res Core EQ R4	Mutual fund	N/A	N/A	N/A	33,471	**	852,174
	Vanguard Target Ret 2060	Mutual fund	N/A	N/A	N/A	21,759	**	844,899
	Vanguard Target Ret 2040	Mutual fund	N/A	N/A	N/A	162,367	**	5,520,473
	Vanguard Target Ret 2050	Mutual fund	N/A	N/A	N/A	78,722	**	2,975,710
	Vanguard Target Ret 2030	Mutual fund	N/A	N/A	N/A	271,938	**	8,530,693
	Total value of mutual funds							32,514,566
	Value of interest in pooled separate accounts							
*	Prudential Retirement Insurance & Annuity Company	Balanced I/ Wellington MGT	N/A	N/A	N/A	35,099	**	4,616,479
*	Prudential Retirement Insurance & Annuity Company	Dryden S&P 500 Index Fund	N/A	N/A	N/A	22,685	**	6,840,429
*	Prudential Retirement Insurance & Annuity Company	Small Cap Val/ Silvercrest	N/A	N/A	N/A	23,811	**	1,477,339
*	Prudential Retirement Insurance & Annuity Company	Small Cap Growth/Times Sq	N/A	N/A	N/A	22,571	**	2,170,078
*	Prudential Retirement Insurance & Annuity Company	SA/ Janus Balanced Strat	N/A	N/A	N/A	21,033	**	2,424,261
*	Prudential Retirement Insurance & Annuity Company	Large Cap Growth/ JP Morgan	N/A	N/A	N/A	96,647	**	5,706,105
*	Prudential Retirement Insurance & Annuity Company	Mid Cap Value/ Well Mgmt	N/A	N/A	N/A	44,703	**	2,851,389
*	Prudential Retirement Insurance & Annuity Company	Pru Short Term Bond Fund	N/A	N/A	N/A	27,792	**	428,102
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Sel LT Balanced	N/A	N/A	N/A	908	**	18,532
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Sel LT Growth	N/A	N/A	N/A	2,608	**	54,257
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Van Target 2020	N/A	N/A	N/A	3,554	**	66,888
*	Prudential Retirement Insurance & Annuity Company	Pru IFX Van Target 2040	N/A	N/A	N/A	37,004	**	992,024
*	Prudential Retirement Insurance & Annuity Company	IFX Vanguard RET 2060	N/A	N/A	N/A	1,601	**	27,609
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	Total value of interest in pooled separate accounts							33,277,343
*	Loans receivable from participants 109 Plan participants	Loans maturing at various dates, payable in equal monthly installments of principal and interest (interest rates ranging from 4.25% to 7.25%), secured by participants' vested interest in the Plan.					**	1,637,936
	Total assets (held at end of year)							\$ 78,713,014
*	Represents party-in-interest							

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