

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 07/01/2022 and ending 06/30/2023	
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 403(B) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION	1b	Three-digit plan number (PN) ▶ 001
		1c	Effective date of plan 12/01/2008
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) COMMUNITY ACTION DEVELOPMENT CORPORATION PO BOX 989 FREDERICK, OK 73542-0989	2b	Employer Identification Number (EIN) 73-0775241
		2c	Plan Sponsor's telephone number 580-335-5588
		2d	Business code (see instructions) 624200

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.	02/24/2024	LESLEA HIXSON
	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

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN
		3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 128
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year		6a(1) 90
a(2) Total number of active participants at the end of the plan year		6a(2) 83
b Retired or separated participants receiving benefits		6b
c Other retired or separated participants entitled to future benefits.....		6c 41
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 124
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 2
f Total. Add lines 6d and 6e		6f 126
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 126
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2F 2T		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☐ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☐ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)		
a Pension Schedules (1) ☐ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ 2 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 07/01/2022 and ending 06/30/2023	
A Name of plan 403(B) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 COMMUNITY ACTION DEVELOPMENT CORPORATION	D Employer Identification Number (EIN) 73-0775241

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 MUTUAL OF AMERICA
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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
13-1614399	88668	057713C	126	07/01/2022	06/30/2023

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 DALLAS REGIONAL OFFICE 222 LAS COLINAS BLVD WEST SUITE 142 IRVING, TX 75039-5446
--

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
		PORTION OF INCENTIVE COMP. PROGRAM	3

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end.....	4	1380199
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	2337924

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier**6b****c** Premiums due but unpaid at the end of the year**6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.....**6d**

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐**7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)****a** Type of contract: (1) ☒ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☐ other ▶**b** Balance at the end of the previous year**7b**

1353593

c Additions: (1) Contributions deposited during the year**7c(1)**

102207

(2) Dividends and credits.....

7c(2)

(3) Interest credited during the year.....

7c(3)

12442

(4) Transferred from separate account.....

7c(4)

3886

(5) Other (specify below)

7c(5)

14

▶ **LOANS**

(6) Total additions.....

7c(6)

118549

d Total of balance and additions (add lines **7b** and **7c(6)**)**7d**

1472142

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year

7e(1)

91271

(2) Administration charge made by carrier.....

7e(2)

172

(3) Transferred to separate account.....

7e(3)

(4) Other (specify below)

7e(4)

▶

(5) Total deductions.....

7e(5)

91443

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)**7f**

1380699

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 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 07/01/2022 and ending 06/30/2023		
A Name of plan 403(B) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 COMMUNITY ACTION DEVELOPMENT CORPORATION	D Employer Identification Number (EIN) 73-0775241	

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 NEW YORK LIFE INSURANCE 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
13-5582869		C006150	19	07/01/2022	06/30/2023

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.
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(a) Total amount of commissions paid	(b) Total amount of fees paid
	247

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 NEW YORK LIFE INSURANCE CO 51 MADISON AVENUE NEW YORK CITY, NY 10010
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(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
	247	ACCOUNT FEES	3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
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(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	93327
5	Current value of plan's interest under this contract in separate accounts at year end.....	5	107696

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount..... Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**

a Type of contract: (1) ☒ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year	7b	94705
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c	Additions: (1) Contributions deposited during the year	7c(1)		
	(2) Dividends and credits.....	7c(2)		
	(3) Interest credited during the year.....	7c(3)	1804	
	(4) Transferred from separate account.....	7c(4)		
	(5) Other (specify below)	7c(5)		
	▶			

(6) Total additions.....	7c(6)	1804
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d Total of balance and additions (add lines 7b and 7c(6))	7d	96509
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	3115	
(2) Administration charge made by carrier.....	7e(2)	67	
(3) Transferred to separate account.....	7e(3)		
(4) Other (specify below)	7e(4)		
▶			

(5) Total deductions.....	7e(5)	3182
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	93327
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2022
		This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 07/01/2022 and ending 06/30/2023		
A Name of plan 403(B) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 COMMUNITY ACTION DEVELOPMENT CORPORATION	D Employer Identification Number (EIN) 73-0775241	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
FIDELITY MANAGEMENT AND RESEARCH CO	82 DEVONSHIRE STREET BOSTON, MA 02109

04-3532603

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
THE VANGUARD GROUP INC	PO BOX 2600 VALLEY FORGE, PA 19482-2600

23-1945930

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
DEUTSCHE INVESTMENT MANAGEMENT AMER	222 SOUTH RIVERSIDE PLAZA CHICAGO, IL 60606-5808

13-3315378

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
OPPEHEIMER FUNDS INC	PO BOX 5270 DENVER, CO 80217-5270

13-2527171

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

AMERICAN CENTURY INVESTMENT MGMT

PO BOX 419786
KANSAS CITY, MO 64141-6786

44-6006315

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

CALVERT INVESTMENT MANAGEMENT INC

4550 MONTGOMERY AVENUE SUITE 1000N
BETHESDA, MD 20814

52-1233223

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

CAPITAL RESEARCH AND MANAGEMENT CO

333 SOUTH HOPE STREET
LOS ANGELES, CA 90071

86-0206507

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

PIMCO

840 NEWPORT CENTER DRIVE
NEWPORT BEACH, CA 92660

27-4580758

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

T ROWE PRICE ASSOCIATES INC

100 EAST PRATT STREET
BALTIMORE, MD 21202

52-2264646

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

MFS VARIABLE INSURANCE TRUST III

111 HUNTINGTON AVENUE
BOSTON, MD 02199

04-3226600

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

VICTORY VARIABLE INSURANCE FUNDS

ATTN GENERAL COUNSEL
4900 TEIDEMAN ROAD 4TH FLOOR
BROOKLYN, OH 44144

22-3425995

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

NEUBERGER BERMAN BD LLC

ATTN GENERAL COUNSEL - MUTUAL FUND
1290 AVENUE OF THE AMERICAS
NEW YORK, NY 10104

13-5521910

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

GOLDMAN SACHS VARIABLE INS TRUST

ATTN SECRETARY
200 WEST STREET
NEW YORK, NY 1028246-4805516

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

DELAWARE VIP TRUST

ATTN GENERAL COUNSEL
ONE COMMERCE SQUARE 2005 MARKET ST
PHILADELPHIA, PA 1910323-2470518

(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)

MUTUAL OF AMERICA LIFE INSURANCE CO

320 PARK AVENUE
NEW YORK, NY 10022

13-1614399

(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?
12 15 37 65	INSURANCE CARRIER	223	Yes ☒ No ☐	Yes ☒ No ☐		Yes ☒ No ☐

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

NEW YORK LIFE INSURANCE CO

51 MADISON AVENUE
NEW YORK CITY, NY 10010

13-5582869

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
NEW YORK LIFE INSURANCE CO 13-5582869	51 MADISON AVENUE NEW YORK CITY, NY 10010	INFORMATION ON INDIRECT COMPENSATION
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection.
	For calendar plan year 2022 or fiscal plan year beginning 07/01/2022 and ending 06/30/2023	

A Name of plan 403(B) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION		B Three-digit plan number (PN) ▶	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 COMMUNITY ACTION DEVELOPMENT CORPORATION		D Employer Identification Number (EIN) 73-0775241	

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: SEPARATE ACCOUNT NUMBER 1			
b Name of sponsor of entity listed in (a): MUTUAL OF AMERICA			
c EIN-PN 13-1614399-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2337924	
a Name of MTIA, CCT, PSA, or 103-12 IE: SEPARATE ACCOUNT			
b Name of sponsor of entity listed in (a): NEW YORK LIFE INSURANCE COMPANY			
c EIN-PN 13-5582869-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 107696	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning 07/01/2022 and ending 06/30/2023		
A Name of plan 403(B) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 COMMUNITY ACTION DEVELOPMENT CORPORATION	D Employer Identification Number (EIN) 73-0775241	

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)	40903771
(2) Participant contributions.....		1b(2)	57965167
(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)	68202
(8) Participant loans.....		1c(8)	
(9) Value of interest in common/collective trusts.....		1c(9)	
(10) Value of interest in pooled separate accounts		1c(10)	0
(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)	20690992445620
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	13800961473526
(15) Other		1c(15)	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	3527283	3928084

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		

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	3527283	3928084
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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)	93273	
(B) Participants	2a(1)(B)	126002	
(C) Others (including rollovers)	2a(1)(C)	8461	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		227736
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)		
(F) Other	2b(1)(F)	12456	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		12456
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		
(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)		
(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)		

		(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)		298045
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		538237
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	136947	
(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)		136947
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)	489	
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		489
j Total expenses. Add all expense amounts in column (b) and enter total	2j		137436
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		400801
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: SAUNDERS & ASSOCIATES, PLLC

(2) EIN: 20-8209116

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		400000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n		X	

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

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

***403(b) Thrift Plan of
Community Action Development Corporation
Frederick, Oklahoma***

***REPORT ON AUDIT OF FINANCIAL STATEMENTS
For the Years Ended June 30, 2023 and 2022***

***AND SUPPLEMENTAL SCHEDULE
For the Year Ended June 30, 2023***

SAUNDERS & ASSOCIATES, PLLC

Certified Public Accountants

630 East 17th Street

P. O. Box 1406

Ada, Oklahoma 74820

(580) 332-8548

FAX: (580) 332-2272

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

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Saunders & Associates, PLLC

Certified Public Accountants

630 East 17th Street * P. O. Box 1406 * Ada, Oklahoma 74820 * (580) 332-8548 * FAX: (580) 332-2272

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrators
403(b) Thrift plan of Community Action Development Corporation
Frederick, Oklahoma

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

We have performed an audit of the accompanying financial statements of 403(b) Thrift plan of Community Action Development Corporation, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statement of net assets available for benefits as of June 30, 2023 and 2022, and the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of 403(b) Thrift plan of Community Action Development Corporation's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the years ended June 30, 2023 and 2022, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. 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 403(b) Thrift plan of Community Action Development Corporation and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about 403(b) Thrift plan of Community Action Development Corporation's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standard, 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 procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of 403(b) Thrift plan of Community Action Development Corporation'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 403(b) Thrift plan of Community Action Development Corporation's ability to continue as a going concern for a reasonable period of time.

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

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

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.

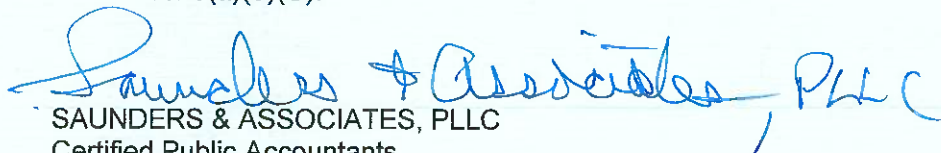
Supplemental Schedule Required by ERISA

The supplemental Schedule H, Line 4i – Schedule of Assets (held at end of year) is presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion –

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 1023(a)(3)(C).

A handwritten signature in blue ink that reads "Saunders & Associates, PLLC". The signature is stylized and fluid, with the company name and "PLLC" clearly legible.

SAUNDERS & ASSOCIATES, PLLC
Certified Public Accountants
Ada, Oklahoma

February 22, 2024

FINANCIAL STATEMENTS

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

June 30, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets:		
Investments		
Shares in Registered Investment Companies	\$ 2,445,620	\$ 2,069,099
Assets Held in Insurance Company's General Account	<u>1,473,526</u>	<u>1,448,298</u>
Total Investment (at fair value)	<u>3,919,146</u>	<u>3,517,397</u>
Receivables		
Participant Contributions	5,167	5,796
Employer Contributions	3,771	4,090
Other Employer Contributions	<u>0</u>	<u>0</u>
Total Receivables	<u>8,938</u>	<u>9,886</u>
Total Assets	<u>3,928,084</u>	<u>3,527,283</u>
Liabilities:		
Total Liabilities	<u>0</u>	<u>0</u>
Net Assets Available for Benefits	<u>\$ 3,928,084</u>	<u>\$ 3,527,283</u>

* The accompanying notes are an integral part of the financial statements.

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Years Ended June 30, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Additions:		
Investment Income		
Net Appreciation (Depreciation) in Fair Value of Investments	\$ 298,045	\$ (347,050)
Interest	12,456	8,378
Total Investment Income	<u>310,501</u>	<u>(338,672)</u>
Contributions		
Participant	126,002	141,682
Employer	93,273	98,948
Rollovers	8,461	16,148
Total Contributions	<u>227,736</u>	<u>256,778</u>
Total Additions	<u>538,237</u>	<u>(81,894)</u>
Deductions:		
Benefits Paid to Participants	136,947	446,748
Administrative Expenses	489	1,725
Total Deductions	<u>137,436</u>	<u>448,473</u>
Net Increase (Decrease)	400,801	(530,367)
Net Assets Available for Benefits:		
Beginning of Year	<u>3,527,283</u>	<u>4,057,650</u>
End of Year	<u>\$ 3,928,084</u>	<u>\$ 3,527,283</u>

* The accompanying notes are an integral part of the financial statements.

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 1: DESCRIPTION OF THE PLAN

Community Action Development Corporation (CADC) is the plan sponsor (employer) for the 403(b) Thrift Plan of Community Action Development Corporation. CADC is a not-for-profit corporation organized under Section 501(c)(3) of the Internal Revenue Code. The following description of the 403(b) Thrift Plan of Community Action Development Corporation (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General – On December 1, 2008, Community Action Development Corporation adopted a pension plan in the form of a tax sheltered annuity in accordance with Section 403(b) of the Internal Revenue Code. All employees are eligible to contribute to the plan. Employees are eligible for company matching contributions after completion of one year's service.

Plan Contributions – Participants may contribute up to an annual maximum of \$22,500 for 2022-2023 and \$20,500 for 2021-2022. Participants who have attained age 50 before the end of the Plan year are eligible to make additional catch-up-contributions. Employees with fifteen years or more of service may make an additional elective deferral up to \$3,000 per year (\$15,000 lifetime maximum). Participants may also contribute amounts representing distributions from other qualified plans (rollover). CADC matches employee contributions (elective deferrals) up to 5% of compensation. Employees at least twenty-one (21) years of age are eligible to begin salary deferrals the month subsequent to their enrollment in the plan and are eligible for employer match after completing one year of service equivalent to 1,000 hours.

Vesting – Participants vest immediately in both their voluntary contributions and employer matching contributions.

Funding – The Plan offers a variety of investment and funding options including investment and annuity contracts. Participant and employer matching contributions are deposited to the plan by the employer. There were no changes in these procedures for the years ending June 30, 2023 and 2022.

Payment of Benefits – Prior to a Participant's separation from service, the participant's account balance shall be available for distribution in the event of hardship, attaining age 59 ½, or attaining normal retirement age. Upon termination of employment, death or disability, participants may elect to receive their account balances in the form of a lump sum, installment payments, or annuity payments.

Distributions – Upon retirement, disability, death, or other separation, a participant or beneficiary receives the entire amount credited to the participant's account in either a lump sum or, at the participant's election, in annual installments.

Plan Loans – Participant's may borrow in the form of a plan loan a minimum of \$1,000 up to a maximum equal to the lesser of 40% of the participant's vested account balance or \$50,000. Loan terms range from one to five years or up to 15 years for a loan on a principal residence. Loans issued are subject to restrictions: the amount of the loan as previously described; limitations on the loan subject to IRC provisions; only two active loans are allowed at one time, and spousal consent is required for married participants. Principal and interest payments are remitted by participants directly to Mutual of America and New York Life based upon the amortized scheduled repayment. Participant account balances are collateral for loans; balances must be maintained within the interest accumulation or fixed interest accounts as an amount equal to 120% of the outstanding loan balance.

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 1: DESCRIPTION OF THE PLAN (CONTINUED)

Loans to participants are issued directly by Mutual of America and New York Life from each company's general account and not through the Plan or from participant's account balance, thus excluded from the accompanying financial statements. Loan balances of \$59,478 and \$68,202 were outstanding as of June 30, 2023 and 2022.

Principal repayments are applied to reduce the amount secured by assets held in the interest accumulation/fixed interest accounts, and a portion of the interest paid by the participant is retained by the trustees as compensation.

Interest is charged at adjustable rates on outstanding loan balances. Initial rates are based on Moody's Corporate Bond Index Average as determined two months prior to the effective date of a declared loan, and are adjusted accordingly on the anniversary date of the loan each year.

In the event of default, loan balances are considered a taxable deemed distribution. Participants may continue to make payments up to the full defaulted amount which are applied to the default balance, including any accrued interest. These payments, however, do not reverse the tax consequences previously occurred as a result of the default.

Forfeitures – Participants are vested 100% immediately in employer matching contributions, and as such, no amounts are forfeited upon separation of a participant.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The accompanying financial statements were prepared on the accrual basis in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates – Management uses estimates and assumptions in preparing financial statements. The preparation of financial statements in accordance with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Payment of Benefits – Benefits are recorded when paid. As of June 30, 2023 and 2022 there were no benefits processed and approved for payment but not paid.

Investment Valuation and Income Recognition – The Plan's investments 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. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year. The Plan's Administrator determines the Plan's valuation policies utilizing information provided by the custodian. See Note 4 for fair value measurements. Interest and dividend income are recorded when earned. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Fixed Interest and Interest Accumulation Accounts – New York Life's fixed interest and Mutual of America's Interest accumulation accounts are group annuity contracts held within each trustee's respective general account. The accounts are credited with a contractual rate of return and are carried at contract value, which is deemed to be fair value, and is comparable to a cash equivalent; therefore not subject to fair value reporting. See Note 4 for further information on fair value measurements.

Contributions – Contributions from participants and employer are recorded in the period in which CADC makes the payroll deductions from the employee's earnings. A receivable represents the amounts withheld and accrued as due but not received by the trustee.

Expenses – The Plan's administrative expenses are deducted from participant accounts in accordance with plan documents.

NOTE 3: INVESTMENTS (UNAUDITED)

The Plan's investments are held and administered by Mutual of America and New York Life. All investments are participant directed. All investment information presented in the accompanying financial statements and supplemental schedule, including, investments held, net appreciation/depreciation in fair value of investments, interest and dividends, was obtained or derived from information supplied to the plan administrator, and certified as complete and accurate by the Plan's trustees Mutual of America and New York Life.

The fair value of investments held by the Plan appreciated (depreciated) in value for the years ended June 30, 2023 and 2022 as follows:

	<u>2023</u>	<u>2022</u>
Mutual of America	\$ 295,280	\$(330,992)
New York Life	<u>15,099</u>	<u>(16,058)</u>
Total	<u>\$ 310,379</u>	<u>\$(347,050)</u>

NOTE 4: FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 4: FAIR VALUE MEASUREMENTS - CONTINUED

Level 2 – Inputs to the valuation methodology include:

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

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

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

The asset 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 used need to maximize the use of 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 have been no changes in the methodologies used at June 30, 2023 or 2022.

Shares in Registered Investment Companies (Mutual Funds):

Shares in registered investment companies included in the Plan investments represent investment in underlying mutual funds traded in established markets. As such, the funds begin with a price determined by the issuer, and the number of units issued is calculated to match the current fair market value of the underlying mutual fund holdings. All funds are valued daily using publicly available quoted market prices, and participants bear the investment risk. Mutual funds are thus measured using quoted prices in active markets for identical assets, or "level 1" inputs.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's fair value measurements at June 30, 2023 and 2022:

	Fair Value Measurement at June 30, 2023			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Separate accounts:				
Mutual Funds	\$ <u>2,445,620</u>	\$ <u>0</u>	\$ <u>0</u>	\$ <u>2,445,620</u>
Total Investments, at fair value	\$ <u>2,445,620</u>	\$ <u>0</u>	\$ <u>0</u>	\$ <u>2,445,620</u>

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 4: FAIR VALUE MEASUREMENTS - CONTINUED

	Fair Value Measurement at June 30, 2022			
	Level 1	Level 2	Level 3	Total
Separate accounts:				
Mutual Funds	\$ 2,069,099	\$ 0	\$ 0	\$ 2,069,099
Total Investments, at fair value	\$ 2,069,099	\$ 0	\$ 0	\$ 2,069,099

NOTE 5: INFORMATION CERTIFIED BY PLAN TRUSTEES

The Plan administrator has elected the method of annual reporting compliance by 29 CFR §2520.103-8 of the Department of Labor's *Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974*. The Plan's Trustees, Mutual of America and New York Life, have certified the following data included in the accompanying financial statements and supplemental schedule is complete and accurate:

- a) Investments and assets held in insurance company's general account as shown in the statements of net assets available for benefits.
- b) Net appreciation in fair value of investments and interest from the interest accumulation & fixed interest accounts as shown in the statements of changes in net assets available for benefits and in Note 3.
- c) Plan loan information as described in Note 1.
- d) Investment information as disclosed in Note 3 and on Schedule H, Part IV, line 4(i) – Schedule of Assets (Held at End of Year).

NOTE 6: CONTRIBUTIONS RECEIVABLE

The accompanying financial statements are presented on the accrual basis of accounting. CADC withholds employee contributions from the employees' paychecks and transfers the funds via electronic funds transfer, along with the employer match, to Mutual of America on the dates of payroll, the 15th and 30th of each month. Contributions withheld for June 30, 2023 and 2022 were received by Mutual of America in early July.

	2023	2022
Employee contributions withheld	\$ 5,167	\$ 5,796
Employer match contributions	3,771	4,090
Other Employer contributions	0	0
Total receivables	\$ 8,938	\$ 9,886

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 7: TAX STATUS OF THE PLAN

The Internal Revenue Service (IRS) provided 403(b) plans relief from obtaining a determination letter until the revenue procedures are finalized and the IRS announces the date that it will start accepting applications. A written 403(b) plan adopted prior to December 31, 2009, that is intended to satisfy the requirements of Section 403(b) and the regulations, will have a remedial amendment period in which to amend the plan to correct for any defects retroactive to January 1, 2010.

The Plan has not requested or received a tax ruling or determination letter from the Internal Revenue Service. The IRS has extended the deadline for submission of 403(b) documents for the prototype preapproval process. Mutual of America's specimen 403(b) Plan Document has been submitted to the IRS for approval as a prototype plan and is expected to receive the appropriate IRS Opinion Letter once they are available. The Plan administrator is not aware of any defects that have occurred that might adversely affect the plan from obtaining a qualified status.

The Plan is required to operate in conformity with the Internal Revenue Code to maintain the exclusion from tax for Plan participants. Plan management believes the Plan is currently designed and operated in compliance with the applicable requirements of the Code. Therefore, no provision for income tax has been included in the Plan's financial statements. The Plan and the Plan's Form 5500 "Annual Return/Report of Employee Benefit Plan" are subject to examination by the Internal Revenue Service, generally for three years after they are filed. There are currently no audits or examinations in progress.

NOTE 8: PARTY-IN-INTEREST & RELATED PARTY TRANSACTIONS

Mutual of America and New York Life serve as trustees of the Plan's investment assets and execute transactions therein. Participants direct how their contributions are invested with the Plan. During the year ended June 30, 2023 a portion of the investment transactions were with mutual funds and fixed income (allocated insurance) contracts managed by the trustees. Fees paid during the year for administrative services rendered by parties-in-interest were based on customary and reasonable rates for such services. Certain legal, accounting, and administrative expenses relating to the maintenance of the Plan are paid by the Employer.

NOTE 9: PLAN TERMINATION

Although it has not expressed any intent to do so, the Employer has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

NOTE 10: RISK AND UNCERTAINTIES

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

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 11: SUBSEQUENT EVENTS

Subsequent events have been evaluated through February 22, 2024, which is the date the financial statements were available to be issued. Management has concluded that no additional material subsequent events have occurred through this date that requires recognition or disclosure in the financial statements.

SUPPLEMENTAL SCHEDULE

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year)
June 30, 2023

EIN: 73-0775241

Plan: 001

(a.)	(b.) Identity of Issuer, Borrower, Lessor or Similar Party	(c.) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d.) Cost	(e.) Current Value
*	Mutual of America	Aggressive Allocation Fund	N/A	\$ 14,284
*	Mutual of America	Conservative Allocation Allocation Fund	N/A	68,774
*	Mutual of America	Moderate Allocation Fund	N/A	105,501
*	Mutual of America	Bond Fund	N/A	60,598
	T. Rowe Price	Blue Chip Growth Portfolio	N/A	6,771
*	Mutual of America	Composite Fund	N/A	26,323
	Calvert	VP SRI Balanced Portfolio	N/A	47,852
*	Mutual of America	Equity Index Fund	N/A	160,982
	Fidelity Investments	VIP Contrafund Portfolio	N/A	398,013
	Fidelity Investments	VIP Equity-Income Portfolio	N/A	40,169
*	Mutual of America	Mid-Term Bond Fund	N/A	0
*	Mutual of America	Mid-Cap Equity Index Fund	N/A	5,859
*	Mutual of America	Mid-Cap Value Fund	N/A	159,198
*	Mutual of America	2015 Retirement Fund	N/A	5,546
*	Mutual of America	2020 Retirement Fund	N/A	2,904
*	Mutual of America	2025 Retirement Fund	N/A	237,422
*	Mutual of America	2030 Retirement Fund	N/A	115,050
*	Mutual of America	2035 Retirement Fund	N/A	17,470
*	Mutual of America	2040 Retirement Fund	N/A	109,487
*	Mutual of America	2045 Retirement Fund	N/A	145,568
*	Mutual of America	2050 Retirement Fund	N/A	16,397
*	Mutual of America	2055 Retirement Fund	N/A	5,344
*	Mutual of America	2060 Retirement Fund	N/A	11,206
*	Mutual of America	All America Fund	N/A	26,985
*	Mutual of America	Small Cap Growth Fund	N/A	75,050
*	Mutual of America	Small Cap Value Fund	N/A	81,384
*	Mutual of America	Interest Accumulation Account	N/A	1,380,199
	American Century	VP Capital Appreciation Fund	N/A	194,670
	Vanguard	VIF Diversified Value Portfolio	N/A	189,450
	Vanguard	VIF International Portfolio	N/A	9,668
*	New York Life	Fixed Interest Account	N/A	93,327
	MainStay	VP MacKay Governmental Fund	N/A	3,642
	MainStay	VP MacKay Growth Fund	N/A	28,748
	MainStay	VP MacKay S&P 500 Index Fund	N/A	17,973
	MainStay	VP Income Builder Portfolio	N/A	23,579
	MainStay	VP MacKay Common Stock Portfolio	N/A	673
	MainStay	VP MacKay International Equity Fund	N/A	306
	MainStay	VP MacKay High-Yield Corporate Bond Fund	N/A	4,339

- continued on following page -

- see accompanying independent auditor's report -

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year)
June 30, 2023

EIN: 73-0775241
Plan: 001

(a.)	(b.) Identity of Issuer, Borrower, Lessor or Similar Party	(c.) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d.) Cost	(e.) Current Value
	Fidelity Investments	VIP Equity-Income Portfolio	N/A	2,920
	Fidelity Investments	VIP Contrafund Portfolio	N/A	1,135
	Janus Henderson	Global Research Portfolio	N/A	1,990
	MainStay	VP Epoch US Equity Yield Portfolio	N/A	15,904
	MainStay	VP Large Cap Growth Fund	N/A	1,432
	MainStay	VP Equity Allocation Fund	N/A	783
	MainStay	VP BNY Mellon Natural Resources - Initial Class	N/A	284
	MainStay	VP Janus Henderson Balanced Portfolio - Svc	N/A	601
	MainStay	VP Eagle Small Cap Growth Port - Initial Class	N/A	3,386
			TOTAL	
				\$ <u>3,919,146</u>

* Denotes a party in interest to the Plan

- see accompanying independent auditor's report -

***403(b) Thrift Plan of
Community Action Development Corporation
Frederick, Oklahoma***

***REPORT ON AUDIT OF FINANCIAL STATEMENTS
For the Years Ended June 30, 2023 and 2022***

***AND SUPPLEMENTAL SCHEDULE
For the Year Ended June 30, 2023***

SAUNDERS & ASSOCIATES, PLLC

Certified Public Accountants

630 East 17th Street

P. O. Box 1406

Ada, Oklahoma 74820

(580) 332-8548

FAX: (580) 332-2272

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

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June 30, 2023

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Saunders & Associates, PLLC

Certified Public Accountants

630 East 17th Street * P. O. Box 1406 * Ada, Oklahoma 74820 * (580) 332-8548 * FAX: (580) 332-2272

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrators
403(b) Thrift plan of Community Action Development Corporation
Frederick, Oklahoma

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

We have performed an audit of the accompanying financial statements of 403(b) Thrift plan of Community Action Development Corporation, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statement of net assets available for benefits as of June 30, 2023 and 2022, and the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of 403(b) Thrift plan of Community Action Development Corporation's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the years ended June 30, 2023 and 2022, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. 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 403(b) Thrift plan of Community Action Development Corporation and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about 403(b) Thrift plan of Community Action Development Corporation's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standard, 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 procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of 403(b) Thrift plan of Community Action Development Corporation'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 403(b) Thrift plan of Community Action Development Corporation's ability to continue as a going concern for a reasonable period of time.

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

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

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.

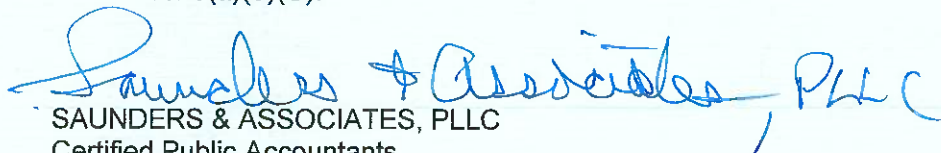
Supplemental Schedule Required by ERISA

The supplemental Schedule H, Line 4i – Schedule of Assets (held at end of year) is presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion –

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 1023(a)(3)(C).

A handwritten signature in blue ink that reads "Saunders & Associates, PLLC". The signature is stylized and fluid, with the company name written in a cursive-like script.

SAUNDERS & ASSOCIATES, PLLC
Certified Public Accountants
Ada, Oklahoma

February 22, 2024

FINANCIAL STATEMENTS

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

June 30, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets:		
Investments		
Shares in Registered Investment Companies	\$ 2,445,620	\$ 2,069,099
Assets Held in Insurance Company's General Account	<u>1,473,526</u>	<u>1,448,298</u>
Total Investment (at fair value)	<u>3,919,146</u>	<u>3,517,397</u>
Receivables		
Participant Contributions	5,167	5,796
Employer Contributions	3,771	4,090
Other Employer Contributions	<u>0</u>	<u>0</u>
Total Receivables	<u>8,938</u>	<u>9,886</u>
Total Assets	<u>3,928,084</u>	<u>3,527,283</u>
Liabilities:		
Total Liabilities	<u>0</u>	<u>0</u>
Net Assets Available for Benefits	<u>\$ 3,928,084</u>	<u>\$ 3,527,283</u>

* The accompanying notes are an integral part of the financial statements.

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Years Ended June 30, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Additions:		
Investment Income		
Net Appreciation (Depreciation) in Fair Value of Investments	\$ 298,045	\$ (347,050)
Interest	12,456	8,378
Total Investment Income	<u>310,501</u>	<u>(338,672)</u>
Contributions		
Participant	126,002	141,682
Employer	93,273	98,948
Rollovers	8,461	16,148
Total Contributions	<u>227,736</u>	<u>256,778</u>
Total Additions	<u>538,237</u>	<u>(81,894)</u>
Deductions:		
Benefits Paid to Participants	136,947	446,748
Administrative Expenses	489	1,725
Total Deductions	<u>137,436</u>	<u>448,473</u>
Net Increase (Decrease)	400,801	(530,367)
Net Assets Available for Benefits:		
Beginning of Year	<u>3,527,283</u>	<u>4,057,650</u>
End of Year	<u>\$ 3,928,084</u>	<u>\$ 3,527,283</u>

* The accompanying notes are an integral part of the financial statements.

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 1: DESCRIPTION OF THE PLAN

Community Action Development Corporation (CADC) is the plan sponsor (employer) for the 403(b) Thrift Plan of Community Action Development Corporation. CADC is a not-for-profit corporation organized under Section 501(c)(3) of the Internal Revenue Code. The following description of the 403(b) Thrift Plan of Community Action Development Corporation (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General – On December 1, 2008, Community Action Development Corporation adopted a pension plan in the form of a tax sheltered annuity in accordance with Section 403(b) of the Internal Revenue Code. All employees are eligible to contribute to the plan. Employees are eligible for company matching contributions after completion of one year's service.

Plan Contributions – Participants may contribute up to an annual maximum of \$22,500 for 2022-2023 and \$20,500 for 2021-2022. Participants who have attained age 50 before the end of the Plan year are eligible to make additional catch-up-contributions. Employees with fifteen years or more of service may make an additional elective deferral up to \$3,000 per year (\$15,000 lifetime maximum). Participants may also contribute amounts representing distributions from other qualified plans (rollover). CADC matches employee contributions (elective deferrals) up to 5% of compensation. Employees at least twenty-one (21) years of age are eligible to begin salary deferrals the month subsequent to their enrollment in the plan and are eligible for employer match after completing one year of service equivalent to 1,000 hours.

Vesting – Participants vest immediately in both their voluntary contributions and employer matching contributions.

Funding – The Plan offers a variety of investment and funding options including investment and annuity contracts. Participant and employer matching contributions are deposited to the plan by the employer. There were no changes in these procedures for the years ending June 30, 2023 and 2022.

Payment of Benefits – Prior to a Participant's separation from service, the participant's account balance shall be available for distribution in the event of hardship, attaining age 59 ½, or attaining normal retirement age. Upon termination of employment, death or disability, participants may elect to receive their account balances in the form of a lump sum, installment payments, or annuity payments.

Distributions – Upon retirement, disability, death, or other separation, a participant or beneficiary receives the entire amount credited to the participant's account in either a lump sum or, at the participant's election, in annual installments.

Plan Loans – Participant's may borrow in the form of a plan loan a minimum of \$1,000 up to a maximum equal to the lesser of 40% of the participant's vested account balance or \$50,000. Loan terms range from one to five years or up to 15 years for a loan on a principal residence. Loans issued are subject to restrictions: the amount of the loan as previously described; limitations on the loan subject to IRC provisions; only two active loans are allowed at one time, and spousal consent is required for married participants. Principal and interest payments are remitted by participants directly to Mutual of America and New York Life based upon the amortized scheduled repayment. Participant account balances are collateral for loans; balances must be maintained within the interest accumulation or fixed interest accounts as an amount equal to 120% of the outstanding loan balance.

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 1: DESCRIPTION OF THE PLAN (CONTINUED)

Loans to participants are issued directly by Mutual of America and New York Life from each company's general account and not through the Plan or from participant's account balance, thus excluded from the accompanying financial statements. Loan balances of \$59,478 and \$68,202 were outstanding as of June 30, 2023 and 2022.

Principal repayments are applied to reduce the amount secured by assets held in the interest accumulation/fixed interest accounts, and a portion of the interest paid by the participant is retained by the trustees as compensation.

Interest is charged at adjustable rates on outstanding loan balances. Initial rates are based on Moody's Corporate Bond Index Average as determined two months prior to the effective date of a declared loan, and are adjusted accordingly on the anniversary date of the loan each year.

In the event of default, loan balances are considered a taxable deemed distribution. Participants may continue to make payments up to the full defaulted amount which are applied to the default balance, including any accrued interest. These payments, however, do not reverse the tax consequences previously occurred as a result of the default.

Forfeitures – Participants are vested 100% immediately in employer matching contributions, and as such, no amounts are forfeited upon separation of a participant.

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The accompanying financial statements were prepared on the accrual basis in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates – Management uses estimates and assumptions in preparing financial statements. The preparation of financial statements in accordance with accounting principles generally accepted in the United States requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Payment of Benefits – Benefits are recorded when paid. As of June 30, 2023 and 2022 there were no benefits processed and approved for payment but not paid.

Investment Valuation and Income Recognition – The Plan's investments 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. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year. The Plan's Administrator determines the Plan's valuation policies utilizing information provided by the custodian. See Note 4 for fair value measurements. Interest and dividend income are recorded when earned. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 2: SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Fixed Interest and Interest Accumulation Accounts – New York Life's fixed interest and Mutual of America's Interest accumulation accounts are group annuity contracts held within each trustee's respective general account. The accounts are credited with a contractual rate of return and are carried at contract value, which is deemed to be fair value, and is comparable to a cash equivalent; therefore not subject to fair value reporting. See Note 4 for further information on fair value measurements.

Contributions – Contributions from participants and employer are recorded in the period in which CADC makes the payroll deductions from the employee's earnings. A receivable represents the amounts withheld and accrued as due but not received by the trustee.

Expenses – The Plan's administrative expenses are deducted from participant accounts in accordance with plan documents.

NOTE 3: INVESTMENTS (UNAUDITED)

The Plan's investments are held and administered by Mutual of America and New York Life. All investments are participant directed. All investment information presented in the accompanying financial statements and supplemental schedule, including, investments held, net appreciation/depreciation in fair value of investments, interest and dividends, was obtained or derived from information supplied to the plan administrator, and certified as complete and accurate by the Plan's trustees Mutual of America and New York Life.

The fair value of investments held by the Plan appreciated (depreciated) in value for the years ended June 30, 2023 and 2022 as follows:

	<u>2023</u>	<u>2022</u>
Mutual of America	\$ 295,280	\$(330,992)
New York Life	<u>15,099</u>	<u>(16,058)</u>
Total	<u>\$ 310,379</u>	<u>\$(347,050)</u>

NOTE 4: FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 4: FAIR VALUE MEASUREMENTS - CONTINUED

Level 2 – Inputs to the valuation methodology include:

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

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

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

The asset 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 used need to maximize the use of 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 have been no changes in the methodologies used at June 30, 2023 or 2022.

Shares in Registered Investment Companies (Mutual Funds):

Shares in registered investment companies included in the Plan investments represent investment in underlying mutual funds traded in established markets. As such, the funds begin with a price determined by the issuer, and the number of units issued is calculated to match the current fair market value of the underlying mutual fund holdings. All funds are valued daily using publicly available quoted market prices, and participants bear the investment risk. Mutual funds are thus measured using quoted prices in active markets for identical assets, or "level 1" inputs.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's fair value measurements at June 30, 2023 and 2022:

	Fair Value Measurement at June 30, 2023			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Separate accounts:				
Mutual Funds	\$ <u>2,445,620</u>	\$ <u>0</u>	\$ <u>0</u>	\$ <u>2,445,620</u>
Total Investments, at fair value	\$ <u>2,445,620</u>	\$ <u>0</u>	\$ <u>0</u>	\$ <u>2,445,620</u>

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 4: FAIR VALUE MEASUREMENTS - CONTINUED

	Fair Value Measurement at June 30, 2022			
	Level 1	Level 2	Level 3	Total
Separate accounts:				
Mutual Funds	\$ 2,069,099	\$ 0	\$ 0	\$ 2,069,099
Total Investments, at fair value	\$ 2,069,099	\$ 0	\$ 0	\$ 2,069,099

NOTE 5: INFORMATION CERTIFIED BY PLAN TRUSTEES

The Plan administrator has elected the method of annual reporting compliance by 29 CFR §2520.103-8 of the Department of Labor's *Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974*. The Plan's Trustees, Mutual of America and New York Life, have certified the following data included in the accompanying financial statements and supplemental schedule is complete and accurate:

- a) Investments and assets held in insurance company's general account as shown in the statements of net assets available for benefits.
- b) Net appreciation in fair value of investments and interest from the interest accumulation & fixed interest accounts as shown in the statements of changes in net assets available for benefits and in Note 3.
- c) Plan loan information as described in Note 1.
- d) Investment information as disclosed in Note 3 and on Schedule H, Part IV, line 4(i) – Schedule of Assets (Held at End of Year).

NOTE 6: CONTRIBUTIONS RECEIVABLE

The accompanying financial statements are presented on the accrual basis of accounting. CADC withholds employee contributions from the employees' paychecks and transfers the funds via electronic funds transfer, along with the employer match, to Mutual of America on the dates of payroll, the 15th and 30th of each month. Contributions withheld for June 30, 2023 and 2022 were received by Mutual of America in early July.

	2023	2022
Employee contributions withheld	\$ 5,167	\$ 5,796
Employer match contributions	3,771	4,090
Other Employer contributions	0	0
Total receivables	\$ 8,938	\$ 9,886

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 7: TAX STATUS OF THE PLAN

The Internal Revenue Service (IRS) provided 403(b) plans relief from obtaining a determination letter until the revenue procedures are finalized and the IRS announces the date that it will start accepting applications. A written 403(b) plan adopted prior to December 31, 2009, that is intended to satisfy the requirements of Section 403(b) and the regulations, will have a remedial amendment period in which to amend the plan to correct for any defects retroactive to January 1, 2010.

The Plan has not requested or received a tax ruling or determination letter from the Internal Revenue Service. The IRS has extended the deadline for submission of 403(b) documents for the prototype preapproval process. Mutual of America's specimen 403(b) Plan Document has been submitted to the IRS for approval as a prototype plan and is expected to receive the appropriate IRS Opinion Letter once they are available. The Plan administrator is not aware of any defects that have occurred that might adversely affect the plan from obtaining a qualified status.

The Plan is required to operate in conformity with the Internal Revenue Code to maintain the exclusion from tax for Plan participants. Plan management believes the Plan is currently designed and operated in compliance with the applicable requirements of the Code. Therefore, no provision for income tax has been included in the Plan's financial statements. The Plan and the Plan's Form 5500 "Annual Return/Report of Employee Benefit Plan" are subject to examination by the Internal Revenue Service, generally for three years after they are filed. There are currently no audits or examinations in progress.

NOTE 8: PARTY-IN-INTEREST & RELATED PARTY TRANSACTIONS

Mutual of America and New York Life serve as trustees of the Plan's investment assets and execute transactions therein. Participants direct how their contributions are invested with the Plan. During the year ended June 30, 2023 a portion of the investment transactions were with mutual funds and fixed income (allocated insurance) contracts managed by the trustees. Fees paid during the year for administrative services rendered by parties-in-interest were based on customary and reasonable rates for such services. Certain legal, accounting, and administrative expenses relating to the maintenance of the Plan are paid by the Employer.

NOTE 9: PLAN TERMINATION

Although it has not expressed any intent to do so, the Employer has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

NOTE 10: RISK AND UNCERTAINTIES

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

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

NOTES TO FINANCIAL STATEMENTS

For the Years Ended June 30, 2023 and 2022

NOTE 11: SUBSEQUENT EVENTS

Subsequent events have been evaluated through February 22, 2024, which is the date the financial statements were available to be issued. Management has concluded that no additional material subsequent events have occurred through this date that requires recognition or disclosure in the financial statements.

SUPPLEMENTAL SCHEDULE

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year)
June 30, 2023

EIN: 73-0775241

Plan: 001

(a.)	(b.) Identity of Issuer, Borrower, Lessor or Similar Party	(c.) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d.) Cost	(e.) Current Value
*	Mutual of America	Aggressive Allocation Fund	N/A	\$ 14,284
*	Mutual of America	Conservative Allocation Allocation Fund	N/A	68,774
*	Mutual of America	Moderate Allocation Fund	N/A	105,501
*	Mutual of America	Bond Fund	N/A	60,598
	T. Rowe Price	Blue Chip Growth Portfolio	N/A	6,771
*	Mutual of America	Composite Fund	N/A	26,323
	Calvert	VP SRI Balanced Portfolio	N/A	47,852
*	Mutual of America	Equity Index Fund	N/A	160,982
	Fidelity Investments	VIP Contrafund Portfolio	N/A	398,013
	Fidelity Investments	VIP Equity-Income Portfolio	N/A	40,169
*	Mutual of America	Mid-Term Bond Fund	N/A	0
*	Mutual of America	Mid-Cap Equity Index Fund	N/A	5,859
*	Mutual of America	Mid-Cap Value Fund	N/A	159,198
*	Mutual of America	2015 Retirement Fund	N/A	5,546
*	Mutual of America	2020 Retirement Fund	N/A	2,904
*	Mutual of America	2025 Retirement Fund	N/A	237,422
*	Mutual of America	2030 Retirement Fund	N/A	115,050
*	Mutual of America	2035 Retirement Fund	N/A	17,470
*	Mutual of America	2040 Retirement Fund	N/A	109,487
*	Mutual of America	2045 Retirement Fund	N/A	145,568
*	Mutual of America	2050 Retirement Fund	N/A	16,397
*	Mutual of America	2055 Retirement Fund	N/A	5,344
*	Mutual of America	2060 Retirement Fund	N/A	11,206
*	Mutual of America	All America Fund	N/A	26,985
*	Mutual of America	Small Cap Growth Fund	N/A	75,050
*	Mutual of America	Small Cap Value Fund	N/A	81,384
*	Mutual of America	Interest Accumulation Account	N/A	1,380,199
	American Century	VP Capital Appreciation Fund	N/A	194,670
	Vanguard	VIF Diversified Value Portfolio	N/A	189,450
	Vanguard	VIF International Portfolio	N/A	9,668
*	New York Life	Fixed Interest Account	N/A	93,327
	MainStay	VP MacKay Governmental Fund	N/A	3,642
	MainStay	VP MacKay Growth Fund	N/A	28,748
	MainStay	VP MacKay S&P 500 Index Fund	N/A	17,973
	MainStay	VP Income Builder Portfolio	N/A	23,579
	MainStay	VP MacKay Common Stock Portfolio	N/A	673
	MainStay	VP MacKay International Equity Fund	N/A	306
	MainStay	VP MacKay High-Yield Corporate Bond Fund	N/A	4,339

- continued on following page -

- see accompanying independent auditor's report -

403(b) THRIFT PLAN OF COMMUNITY ACTION DEVELOPMENT CORPORATION
Frederick, Oklahoma

Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year)
June 30, 2023

EIN: 73-0775241
Plan: 001

(a.)	(b.) Identity of Issuer, Borrower, Lessor or Similar Party	(c.) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d.) Cost	(e.) Current Value
	Fidelity Investments	VIP Equity-Income Portfolio	N/A	2,920
	Fidelity Investments	VIP Contrafund Portfolio	N/A	1,135
	Janus Henderson	Global Research Portfolio	N/A	1,990
	MainStay	VP Epoch US Equity Yield Portfolio	N/A	15,904
	MainStay	VP Large Cap Growth Fund	N/A	1,432
	MainStay	VP Equity Allocation Fund	N/A	783
	MainStay	VP BNY Mellon Natural Resources - Initial Class	N/A	284
	MainStay	VP Janus Henderson Balanced Portfolio - Svc	N/A	601
	MainStay	VP Eagle Small Cap Growth Port - Initial Class	N/A	3,386
			TOTAL	\$ <u>3,919,146</u>

* Denotes a party in interest to the Plan

- see accompanying independent auditor's report -