Form 5500	Annual Return/Report of Employee Benefit Plan	OMB Nos. 1210-0110 1210-0089
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2023** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] 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:
- [X] 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
SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT & EMPLOYEE SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 07/08/1996

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)
SOUTHERN ENVIRONMENTAL LAW CENTER

120 GARRETT ST.
SUITE 400
CHARLOTTESVILLE, VA 22902-5613

2b Employer Identification Number (EIN) 52-1436778

2c Plan Sponsor's telephone number 434-977-4090

2d Business code (see instructions) 541190

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.	07/30/2024	CALVIN BRONDYKE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

3a Plan administrator's name and address [X] 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**	245
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)**	173
a(2) Total number of active participants at the end of the plan year	**6a(2)**	211
b Retired or separated participants receiving benefits	**6b**	0
c Other retired or separated participants entitled to future benefits	**6c**	80
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	291
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**.	**6f**	291
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	234
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	0
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2G 2L

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)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] 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)** [X] 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)** [X] **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
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 2
- **(4)** [X] **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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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)	Insurance Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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).	**2023** **This Form is Open to Public Inspection**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan	**B** Three-digit plan number (PN) ▶
SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT & EMPLOYEE SAVINGS PLAN	001
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
SOUTHERN ENVIRONMENTAL LAW CENTER	52-1436778

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.

1 Coverage Information:

(a) Name of insurance carrier

THE LINCOLN NATIONAL LIFE INSURANCE COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year **(f)** From	**(g)** To
35-0472300	65676	CR29347	4	01/01/2023	12/31/2023

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
1056	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

LINCOLN FINANCIAL ADVISORS
PO BOX 2239
FORT WAYNE, IN 46801

(b) Amount of sales and base commissions paid	Fees and other commissions paid **(c)** Amount	**(d)** Purpose	**(e)** Organization code
1056	0	SALES AND BASE COMMISSIONS	4

(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 **(c)** Amount	**(d)** Purpose	**(e)** Organization code

(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	47658
5	Current value of plan's interest under this contract in separate accounts at year end	5	0

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	0
c	Premiums due but unpaid at the end of the year	6c	0
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	46058
c	Additions: (1) Contributions deposited during the year	7c(1)		
	(2) Dividends and credits	7c(2)	0	
	(3) Interest credited during the year	7c(3)	1607	
	(4) Transferred from separate account	7c(4)		
	(5) Other (specify below) ▶	7c(5)		
	(6)Total additions		7c(6)	1607
d	Total of balance and additions (add lines **7b** and **7c(6)**).		7d	47665
e	Deductions:			
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)		
	(2) Administration charge made by carrier	7e(2)	7	
	(3) Transferred to separate account	7e(3)		
	(4) Other (specify below) ▶	7e(4)		
	(5) Total deductions		7e(5)	7
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)		7f	47658

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)**	0
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)**	0
(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)**	0
(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)	Insurance Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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).	**2023** **This Form is Open to Public Inspection**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan	**B** Three-digit plan number (PN) ▶
SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT & EMPLOYEE SAVINGS PLAN	001
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
SOUTHERN ENVIRONMENTAL LAW CENTER	52-1436778

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.

1 Coverage Information:

(a) Name of insurance carrier

THE LINCOLN NATIONAL LIFE INSURANCE COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year **(f)** From	**(g)** To
35-0472300	65676	EX29347	1	01/01/2023	12/31/2023

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
25	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

LINCOLN FINANCIAL ADVISORS
PO BOX 2239
FORT WAYNE, IN 46801

(b) Amount of sales and base commissions paid	Fees and other commissions paid **(c)** Amount	**(d)** Purpose	**(e)** Organization code
25	0	SALES AND BASE COMMISSIONS	4

(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 **(c)** Amount	**(d)** Purpose	**(e)** Organization code

(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**	0
5	Current value of plan's interest under this contract in separate accounts at year end	**5**	0

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	**6b**	0
c	Premiums due but unpaid at the end of the year	**6c**	0
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**	0
c	Additions: (1) Contributions deposited during the year	**7c(1)**		
	(2) Dividends and credits	**7c(2)**	0	
	(3) Interest credited during the year	**7c(3)**		
	(4) Transferred from separate account	**7c(4)**		
	(5) Other (specify below) ▶	**7c(5)**		
	(6)Total additions		**7c(6)**	0
d	Total of balance and additions (add lines **7b** and **7c(6)**).		**7d**	0
e	Deductions:			
	(1) Disbursed from fund to pay benefits or purchase annuities during year	**7e(1)**		
	(2) Administration charge made by carrier	**7e(2)**		
	(3) Transferred to separate account	**7e(3)**		
	(4) Other (specify below) ▶	**7e(4)**		
	(5) Total deductions		**7e(5)**	0
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)		**7f**	0

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)**	0
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)**	0
(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)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).	2023
Department of Labor Employee Benefits Security Administration	▶ File as an attachment to Form 5500.	This Form is Open to Public Inspection.
Pension Benefit Guaranty Corporation		

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT & EMPLOYEE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SOUTHERN ENVIRONMENTAL LAW CENTER

D Employer Identification Number (EIN)
52-1436778

Part I Service Provider Information (see instructions)

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).. . . . . [X] 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

LINCOLN NATIONAL CORPORATION

35-1140070

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

FIDELITY INVESTMENTS

04-2647786

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

THE VANGUARD GROUP, INC.

23-1945930

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

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

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

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

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

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

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

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

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

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

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

FIDELITY INVESTMENTS

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	2260	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

LINCOLN NATIONAL CORPORATION

35-0472300

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	SERVICE PROVIDER	100	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY INVESTMENTS

245 SUMMER ST.
BOSTON, MA 02210

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	60	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500)	Financial Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2023** **This Form is Open to Public Inspection**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT & EMPLOYEE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SOUTHERN ENVIRONMENTAL LAW CENTER

D Employer Identification Number (EIN)
52-1436778

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	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	15
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	795189	2147922
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	167297	126750
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	32274201	40298117
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	46057	47658
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	33282744	42620462
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 through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	33282744	42620462

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)	1497679	
(B) Participants	2a(1)(B)	1389454	
(C) Others (including rollovers)	2a(1)(C)	226788	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		3113921
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	18947	
(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)	6955	
(F) Other	2b(1)(F)	1607	
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		27509
(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)	746152	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		746152
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		5881966
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		9769548
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	422981	
(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)		422981
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	100	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	8749	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		8849
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		431830
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		9337718
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) [X] 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) [X] 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: GRF CPAS AND ADVISORS **(2)** EIN: 52-1392008

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
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.)	**4a**		X	
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?	**4e**	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**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.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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

SCHEDULE R (Form 5500)	Retirement Plan Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ **File as an attachment to Form 5500.**	**2023** **This Form is Open to Public Inspection.**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan
SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT & EMPLOYEE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
SOUTHERN ENVIRONMENTAL LAW CENTER

D Employer Identification Number (EIN)
52-1436778

Part I Distributions

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 23-1945930 04-2647786

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

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

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

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

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

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

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

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

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 03 / 31 / 2017 (MM/DD/YYYY) and the Opinion Letter serial number J500385A .

FINANCIAL STATEMENTS

SOUTHERN ENVIRONMENTAL LAW CENTER RETIREMENT AND EMPLOYEE SAVINGS PLAN

FOR THE YEARS ENDED
DECEMBER 31, 2022 AND 2021

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

CONTENTS

		PAGE NO.
INDEPENDENT AUDITOR'S REPORT		2 - 4
EXHIBIT A -	Statements of Net Assets Available for Benefits, as of December 31, 2022 and 2021	5
EXHIBIT B -	Statements of Changes in Net Assets Available for Benefits, for the Years Ended December 31, 2022 and 2021	6
NOTES TO FINANCIAL STATEMENTS		7 - 13
SUPPLEMENTAL INFORMATION		
SCHEDULE 1 -	Schedule of Assets (Held at End of Year), for the Year Ended December 31, 2022	14 - 17

CPAs & ADVISORS

INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees
Southern Environmental Law Center
Retirement and Employee Savings Plan
Charlottesville, Virginia

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

We have performed audits of the accompanying financial statements of the Southern Environmental Law Center Retirement and Employee Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan 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 audits 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 certifications from the qualified institutions as of December 31, 2022 and 2021, and for the years then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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 the Plan'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 GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, 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 is presented for purposes of additional analysis and is not a required part of the financial statements, but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion -

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

Gelman Rosenberg & Freedman

July 25, 2023

EXHIBIT A

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2022 AND 2021

ASSETS

	2022	2021
INVESTMENTS		
Registered investment companies, at fair value	$ 32,274,201	$ 37,962,903
Fixed annuity contract, at contract value	46,057	44,512
Money market funds, at fair value	795,189	612,318
Total investments	33,115,447	38,619,733
RECEIVABLES		
Notes receivable from participants	167,297	164,983
NET ASSETS AVAILABLE FOR BENEFITS	**$ 33,282,744**	**$ 38,784,716**

See accompanying notes to financial statements.

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2022 AND 2021

	2022	2021
(REDUCTIONS) ADDITIONS		
Investment (loss) income:		
Net (depreciation) appreciation in fair value of investments	$ (7,932,606)	$ 3,955,936
Interest and dividends	1,048,694	1,312,635
Total investment (loss) income	(6,883,912)	5,268,571
Contributions:		
Employee contributions	1,284,266	1,176,669
Employer contributions	1,368,672	1,273,885
Rollover contributions	7,272	171,027
Total contributions	2,660,210	2,621,581
Participant loan interest	8,355	6,990
Total (reductions) additions	(4,215,347)	7,897,142
DEDUCTIONS		
Benefits paid to participants or their beneficiaries	1,278,076	519,865
Administrative fees	8,549	8,128
Total deductions	1,286,625	527,993
(Decrease) increase in net assets available for benefits	(5,501,972)	7,369,149
Net assets available for benefits, beginning of year	38,784,716	31,415,567
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	**$ 33,282,744**	**$ 38,784,716**

See accompanying notes to financial statements.

1. DESCRIPTION OF THE PLAN

The following description of the Southern Environmental Law Center Retirement and Employee Savings Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan agreement for more complete information.

General -

The Plan is a defined contribution plan covering substantially all employees of the Southern Environmental Law (the Company). The Plan was established on July 7, 1996 to provide certain retirement and other benefits for employees eligible to participate. The Plan was most recently restated effective March 31, 2020. The Plan is subject to the provisions of the Employee Retirement Income Security Act.

Eligibility -

Employees who work over 1,000 hours per year are eligible to participate in the Plan at the entry date coinciding with the beginning of their employment. Employees may begin elective deferrals at their employment start date and may receive employer contributions after two years of employment.

Contributions -

Each pay period, the Company contributes to the Plan a salary deferral amount elected by each participant. Each participant may elect to contribute a portion of their salary up to 100% of their paid incentive compensation bonuses, subject to Federal limitations. The Plan also allows for catch up contributions for participants who are 50 and older. All contributions are subject to certain IRS limitations.

The employer may make a discretionary contribution subject to approval by the Board of Trustees. For the years ended December 31, 2022 and 2021, the employer made a 9% discretionary contribution to the participants accounts on a semi-monthly basis.

Participants may also contribute amounts representing distributions from other qualified plans (rollover).

Vesting -

Participants are fully vested in their elective deferral contributions, employee rollover contributions, and employer contributions, plus actual earnings thereon.

Participant accounts -

Each participant's account is credited with (a) the participant’s salary reduction contributions, (b) investment earnings and losses and (c) the employer's contributions. Participants accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations of investment earnings and losses, and administrative expenses, are based on participant earnings or account balances, as defined in the Plan document.

Investment elections -

Contributions to the Plan are invested with Fidelity Management Trust Company, Lincoln National Life Insurance Company, and Newport Trust Company, the custodians, according to participant instructions.

1. DESCRIPTION OF THE PLAN (Continued)

Payment of benefits -

Benefits provided by the Plan are paid from net assets available for benefits. The benefit to which a Plan participant is entitled is the benefit that can be provided by the contributions and net earnings thereon allocated to such participant's account. Benefit payments are made in the form of participant directed lump sum or installment upon separation, retirement, total and permanent disability, or death, as applicable. Benefits are recorded when paid whether directly to or on behalf of a participant.

If the total vested value is below $1,000 in a participant's account at the time of termination, then a distribution will be made to the participant regardless of whether they consent to receive it. If the total vested value is greater than $1,000, but less than $5,000, the participant has the option of either 1) rolling over their balance into a qualified individual retirement account, or 2) receiving a distribution. If the vested value is greater than $5,000, the participant may remain in the Plan.

Hardship distributions to employees are permitted if certain conditions are met.

The Plan also provides for minimum required distributions per IRS regulations by April 1 of the calendar year following the later of the calendar year in which the participant reaches age 72 or the calendar year the participant retires. In addition, participants may elect in-service withdrawals of their vested account balances after reaching age 59½.

Notes receivable from participants -

Participants may borrow from their accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Principal and interest is paid ratably directly to the asset custodian by the Plan participant. All notes receivable from participants are secured by the balance in the participant's account and bear interest at their prime interest rate plus 1%. Interest rates on loans to participants range from 4.25% to 6.50%.

Plan termination -

Although it has not expressed any intent to do so, the employer has the right under the Plan to discontinue contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the participants would become 100% vested in their accounts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting -

The financial statements are prepared on the accrual basis of accounting and in accordance with FASB ASC 962, *Plan Accounting Defined Contribution Pension Plans*.

Use of estimates -

The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Fair value measurement -

The Plan applies the provisions of FASB ASC 820, *Fair Value Measurement*. FASB ASC 820 defines fair value, establishes a framework for measuring fair value, establishes a fair value hierarchy based on the quality of inputs (assumptions that market participants would use in pricing assets and liabilities, including assumptions about risk) used to measure fair value, and enhances disclosure requirements for fair value measurements. The Plan accounts for a significant portion of its financial instruments at fair value or considers fair value in their measurement.

Valuation of investments -

Investments are stated at their 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. See Note 8 for discussion on fair value measurement.

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

Contract value is the relevant measurement attributable to the fully benefit-responsive investment contract because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The Statements of Net Assets Available for Benefits present, for the fully benefit-responsive contracts held by the Plan, the investments at contract value.

Notes receivable from participants -

Notes receivable from participants are measured at their unpaid principal balance, plus accrued interest.

Benefit payments -

Benefits are recorded when paid.

Administrative expenses -

Certain expenses of maintaining the Plan are paid directly by the Plan Sponsor and some are paid out of the Plan, which are included in these financial statements. Investment-related expenses are included as a reduction in the net (depreciation) appreciation of fair value of investments presented in the accompanying Statements of Changes in Net Assets Available for Benefits. Expenses that are paid by the Plan Sponsor are excluded from these financial statements.

3. INCOME TAX STATUS

The terms of the Plan have been drafted in reliance on the sample language provided by the Internal Revenue Service in Revenue Procedure 2007-71.

3. INCOME TAX STATUS (Continued)

The Plan is required to operate in conformity with the Internal Revenue Code (IRC) to maintain its tax exemption. Management believes the Plan is currently designed and operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service.

The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2022 and 2021, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

4. INFORMATION CERTIFIED BY CUSTODIANS

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan's Administrator instructed the Plan's independent auditors not to perform, and they did not perform, such auditing procedures with respect to the information certified by Fidelity Management Trust Company, Lincoln National Life Insurance Company, and Newport Trust Company. The Custodians issued Certification Statements, certifying the information presented in the Schedule of Assets (Held at End of Year) and the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2022 and 2021.

5. PARTY-IN-INTEREST TRANSACTIONS

The Plan investments are managed by Fidelity Management Trust Company, Lincoln National Life Insurance Company, and Newport Trust Company (collectively, the custodians). The custodians provide recordkeeping, Plan management, and day-to-day support to the Plan; therefore, these transactions qualify as party-in-interest.

6. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rates, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict.

Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits.

7. INVESTMENT CONTRACT WITH INSURANCE COMPANY

The Plan maintains an investment in a benefit-responsive guaranteed investment contract, Lincoln Fixed Account with Lincoln Financial Group (Lincoln). Lincoln maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

Because the guaranteed investment contract is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the guaranteed investment contract. The guaranteed investment contract is presented on the face of the statement of net assets available for benefits at contract value. Contract value, as reported to the Plan by Lincoln, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The contract value of the investment contract at was $46,057 and $44,512 as of December 31, 2022 and 2021, respectively. The crediting interest rate is based on a formula agreed upon with the issuer and varies by contract. Such interest rates are reviewed quarterly with a minimum interest rate of 1.75%.

Certain events limit the Plan's ability to transact at contract value with Lincoln. Such events include the following: (a) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (b) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (c) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestures or spinoffs of a subsidiary) that cause a significant withdrawal from the Plan, or (d) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The Plan Administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

8. FAIR VALUE MEASUREMENT

In accordance with FASB ASC 820, *Fair Value Measurement*, the Plan has categorized its financial instruments, based on the priority of the inputs to the valuation technique, into a three-level fair value hierarchy. The fair value hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). If the inputs used to measure the financial instruments fall within different levels of hierarchy, the categorization is based on the lowest level input that is significant to the fair value measurement of the instrument.

Investments recorded in the Statements of Net Assets Available for Benefits are categorized based on the inputs to valuation techniques as follows:

Level 1. These are investments where values are based on unadjusted quoted prices for identical assets in an active market the Plan has the ability to access.

8. FAIR VALUE MEASUREMENT (Continued)

Level 2. These are investments where values are based on quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active, or model-based valuation techniques that utilize inputs that are observable either directly or indirectly for substantially the full-term of the investments.

Level 3. These are investments where inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Following is a description of the valuation methodology used for investments measured at fair value.

- *Mutual Funds (Registered Investment Companies)* - Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily value and to transact at that price. Mutual funds held by the Plan are deemed to be actively traded.

- *Money Market Funds* - The money market fund is an open-end mutual fund that is registered with the Securities and Exchange Commission and is deemed to be actively traded.

- *Fully Benefit-Responsive Investment Contract* - The fully benefit-responsive investment contract is reported at contract value. Contract value is the relevant measurement attribute for fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The contract value of the fully benefit-responsive investment contract represents contributions plus earnings, less participant withdrawals and administrative expenses. In determining the reasonableness of the methodology, a number of factors are considered, such as economic conditions, industry and market developments and overall credit ratings. Certain unobservable inputs are assessed through review of contract terms, while others are substantiated utilizing available market data.

Certain investments that are measured at contract value have not been categorized in the fair value hierarchy; however, the contract value amounts presented in the tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statements of Net Assets Available for Benefits.

The table below summarizes, by level within the fair value hierarchy, the Plan's investments as of December 31, 2022:

	Level 1	Level 2	Level 3	Investments Measured at NAV	Investments Measured at Contract Value	Total
Asset Class:						
Registered investment companies, at fair value	$ 32,274,201	$ -	$ -	$ -	$ -	$ 32,274,201
Fixed annuity contract, at contract value	-	-	-	-	46,057	46,057
Money market funds, at fair value	795,189	-	-	-	-	795,189
TOTAL INVESTMENTS	**$ 33,069,390**	**$ -**	**$ -**	**$ -**	**$ 46,057**	**$ 33,115,447**

8. FAIR VALUE MEASUREMENT (Continued)

The table below summarizes, by level within the fair value hierarchy, the Plan's investments as of December 31, 2021:

	Level 1	Level 2	Level 3	Investments Measured at NAV	Investments Measured at Contract Value	Total
Asset Class:						
Registered investment companies, at fair value	$ 37,962,903	$ -	$ -	$ -	$ -	$ 37,962,903
Fixed annuity contract, at contract value	-	-	-	-	44,512	44,512
Money market funds, at fair value	612,318	-	-	-	-	612,318
TOTAL INVESTMENTS	**$ 38,575,221**	**$ -**	**$ -**	**$ -**	**$ 44,512**	**$ 38,619,733**

9. SUBSEQUENT EVENTS

In preparing these financial statements, the Plan has evaluated events and transactions for potential recognition or disclosure through July 25, 2023, the date the financial statements were issued.

SUPPLEMENTAL INFORMATION

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
FOR THE YEAR ENDED DECEMBER 31, 2022

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Money Market Funds:			
*	Fidelity Management Trust Company	Fidelity Government Money Market Fund	N/A	$ 322,002
*	Fidelity Management Trust Company	Fidelity Government Cash Reserve	N/A	107,906
*	Vanguard - Newport Trust Company	Vanguard Cash Reserves Federal Money Market Fund	N/A	189,127
*	Vanguard - Newport Trust Company	Vanguard Federal Money Market Fund	N/A	85,402
*	Vanguard - Newport Trust Company	Vanguard Treasury Money Market Fund	N/A	90,752
	Fully Benefit-Responsive Investment Contract:			
*	Lincoln Financial Group	Fixed Account	N/A	46,057
	Registered Investment Companies:			
*	Lincoln Financial Group	AB VPS Global Thematic Growth	N/A	2,392
*	Lincoln Financial Group	American Funds Growth	N/A	41,350
*	Lincoln Financial Group	American Funds Growth-Income	N/A	47,287
*	Lincoln Financial Group	American Funds International	N/A	14,083
*	Lincoln Financial Group	Delaware VIP Diversified Income	N/A	386
*	Lincoln Financial Group	Delaware VIP Small Cap Value	N/A	31,928
*	Lincoln Financial Group	Delaware VIP SMID Cap Growth	N/A	54,194
*	Lincoln Financial Group	Fidelity VIP Contrafund	N/A	46,452
*	Lincoln Financial Group	LVIP Baron Growth Opportunities	N/A	41,334
*	Lincoln Financial Group	LVIP Blackrock Equity Dividend MNGDVLTLTY	N/A	1,780
*	Lincoln Financial Group	LVIP JP Morgan Retirement Income	N/A	894
*	Lincoln Financial Group	LVIP Delaware Bond	N/A	377
*	Lincoln Financial Group	LVIP Delaware Social Awareness	N/A	6,481
*	Lincoln Financial Group	LVIP Delaware Mid Cap Value	N/A	11,457
*	Lincoln Financial Group	LVIP Mondrian International Value	N/A	8,867
*	Lincoln Financial Group	LVIP SSGA S&P 500 Index	N/A	3,614
*	Lincoln Financial Group	LVIP SSGA Small-Cap Index	N/A	4,368
*	Lincoln Financial Group	LVIP DIMENSIONAL U.S. CORE	N/A	2,695
*	Lincoln Financial Group	MFS Utilities	N/A	26,051
*	Vanguard - Newport Trust Company	Vanguard Balanced Index Fund Admiral Shares	N/A	140,359
*	Vanguard - Newport Trust Company	Vanguard Growth Index Fund Admiral Shares	N/A	537,545
*	Vanguard - Newport Trust Company	Vanguard Wellington Fund Admiral Shares	N/A	439,431
*	Vanguard - Newport Trust Company	Vanguard Explorer Fund Admiral Shares	N/A	83,439
*	Vanguard - Newport Trust Company	Vanguard Wellesley Income Fund Admiral Shares	N/A	289,739
*	Vanguard - Newport Trust Company	Vanguard PrimeCap Core Fund	N/A	185,646
*	Vanguard - Newport Trust Company	Vanguard GNMA Fund Admiral Shares	N/A	118,528
*	Vanguard - Newport Trust Company	Vanguard Short-Term Investment-Grade Fund Investor Shares	N/A	333,931
*	Vanguard - Newport Trust Company	Vanguard Short-Term Treasury Fund Admiral Shares	N/A	350,837
*	Vanguard - Newport Trust Company	Vanguard 500 Index Fund Admiral Shares	N/A	1,035,453
*	Vanguard - Newport Trust Company	Vanguard International Value Fund	N/A	61,773
*	Vanguard - Newport Trust Company	Vanguard Small-Cap Index Fund Admiral Shares	N/A	705,155
*	Vanguard - Newport Trust Company	Vanguard Short-Term Federal Fund Admiral Shares	N/A	61,553
*	Vanguard - Newport Trust Company	Vanguard Health Care Fund Admiral Shares	N/A	48,644
*	Vanguard - Newport Trust Company	Vanguard STAR Fund	N/A	130,040
*	Vanguard - Newport Trust Company	Vanguard Dividend Growth Fund	N/A	227,760

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
FOR THE YEAR ENDED DECEMBER 31, 2022

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Registered Investment Companies (Continued):			
*	Vanguard - Newport Trust Company	Vanguard Energy Fund Admiral Shares	N/A	$ 32,026
*	Vanguard - Newport Trust Company	Vanguard Equity Income Fund Admiral Shares	N/A	96,813
*	Vanguard - Newport Trust Company	Vanguard Intermediate-Term Investment Grade Fund Investor Shares	N/A	138,005
*	Vanguard - Newport Trust Company	Vanguard Pacific Stock Index Fund Admiral Shares	N/A	2,945
*	Vanguard - Newport Trust Company	Vanguard Windsor II Fund Admiral Shares	N/A	442,015
*	Vanguard - Newport Trust Company	Vanguard European Stock Index Fund Admiral Shares	N/A	25,690
*	Vanguard - Newport Trust Company	Vanguard International Growth Fund Admiral Shares	N/A	37,463
*	Vanguard - Newport Trust Company	Vanguard U. S. Growth Fund Admiral Shares	N/A	1,009
*	Vanguard - Newport Trust Company	Vanguard Strategic Small Cap Equity Fund	N/A	6,168
*	Vanguard - Newport Trust Company	Vanguard Total Bond Market Index Fund Admiral Shares	N/A	196,437
*	Vanguard - Newport Trust Company	Vanguard Total Stock Market Index Fund Admiral Shares	N/A	1,063,081
*	Vanguard - Newport Trust Company	Vanguard Extended Market Index Fund Admiral Shares	N/A	97,159
*	Vanguard - Newport Trust Company	Vanguard Total International Stock Index Fund Investor Shares	N/A	141,439
*	Vanguard - Newport Trust Company	Vanguard Inflation-Protected Securities Fund Investor Shares	N/A	90,742
*	Vanguard - Newport Trust Company	Vanguard LifeStrategy Growth Fund	N/A	9,802
*	Vanguard - Newport Trust Company	Vanguard Real Estate Index Fund Admiral Shares	N/A	23,965
*	Vanguard - Newport Trust Company	Vanguard FTSE Social Index Fund Admiral Shares	N/A	1,594,323
*	Vanguard - Newport Trust Company	Vanguard Global Minimum Volatility Fund	N/A	64,394
*	Vanguard - Newport Trust Company	Vanguard Large-Cap Index Fund Admiral Shares	N/A	73,913
*	Vanguard - Newport Trust Company	Vanguard Intermediate-Term Bond Index Fund Investor Shares	N/A	20,305
*	Vanguard - Newport Trust Company	Vanguard Long-Term Bond Index Fund Admiral Shares	N/A	23,568
*	Vanguard - Newport Trust Company	Vanguard Dividend Appreciation Index Fund Investor Shares	N/A	39,777
*	Vanguard - Newport Trust Company	Vanguard Emerging Market Index Fund Admiral Shares	N/A	198,916
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2025 Fund	N/A	12,240
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2030 Fund	N/A	118,166
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2035 Fund	N/A	1,156,962
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2040 Fund	N/A	101,207
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2045 Fund	N/A	389,171
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2050 Fund	N/A	193,917
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2055 Fund	N/A	180,635
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2060 Fund	N/A	165,218
*	Vanguard - Newport Trust Company	Vanguard Value Index Fund Admiral Shares	N/A	562,048
*	Vanguard - Newport Trust Company	Vanguard LifeStrategy Income Fund	N/A	83,693
*	Vanguard - Newport Trust Company	Vanguard LifeStrategy Conservative Growth Fund	N/A	343,342
*	Vanguard - Newport Trust Company	Vanguard FTSE All-World ex-US Index Fund Admiral Shares	N/A	248,171
*	Vanguard - Newport Trust Company	Vanguard Mid-Cap Growth Index Fund Admiral Shares	N/A	335,496
*	Vanguard - Newport Trust Company	Vanguard Mid-Cap Growth Fund Admiral Shares	N/A	11,799
*	Vanguard - Newport Trust Company	Vanguard Mid-Cap Index Fund Admiral Shares	N/A	964,301
*	Vanguard - Newport Trust Company	Vanguard Small-Cap Value Index Fund Admiral Shares	N/A	16,826
*	Vanguard - Newport Trust Company	Vanguard Small-Cap Growth Index Fund Admiral Shares	N/A	35,033
*	Vanguard - Newport Trust Company	Vanguard LifeStrategy Moderate Growth Fund	N/A	5,558
*	Vanguard - Newport Trust Company	Vanguard Total International Bond Index Fund Investor Shares	N/A	28,076
*	Vanguard - Newport Trust Company	Vanguard Developed Markets Index Fund Admiral Shares	N/A	294,424
*	Vanguard - Newport Trust Company	Vanguard Ultra-Short-Term Bond Fund Investor Shares	N/A	935,355

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
FOR THE YEAR ENDED DECEMBER 31, 2022

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Registered Investment Companies (Continued):			
*	Vanguard - Newport Trust Company	Vanguard Short-Term Inflation-Protected Securities Index Fund Shares	N/A	$ 89,672
*	Fidelity Management Trust Company	Fidelity Fund	N/A	8,007
*	Fidelity Management Trust Company	Fidelity GNMA	N/A	479
*	Fidelity Management Trust Company	Fidelity Magellan	N/A	24,126
*	Fidelity Management Trust Company	Fidelity Contrafund	N/A	691,002
*	Fidelity Management Trust Company	Fidelity Growth Company	N/A	851,448
*	Fidelity Management Trust Company	Fidelity Value Fund	N/A	231,456
*	Fidelity Management Trust Company	Fidelity Select Biotechnology Fund	N/A	77,278
*	Fidelity Management Trust Company	Fidelity Government Income Fund	N/A	445
*	Fidelity Management Trust Company	Fidelity Select Healthcare	N/A	33,491
*	Fidelity Management Trust Company	Fidelity Select Brokerage	N/A	11,934
*	Fidelity Management Trust Company	Fidelity OTC Portfolio	N/A	9,183
*	Fidelity Management Trust Company	Fidelity Overseas Fund	N/A	1,857
*	Fidelity Management Trust Company	Fidelity Blue Chip Growth Fund	N/A	37,363
*	Fidelity Management Trust Company	Fidelity Low-Priced Stock Fund	N/A	20,455
*	Fidelity Management Trust Company	Fidelity Equity Dividend Income Fund	N/A	123,174
*	Fidelity Management Trust Company	Fidelity Emerging Markets	N/A	101,933
*	Fidelity Management Trust Company	Fidelity Growth Strategies Fund	N/A	25,548
*	Fidelity Management Trust Company	Fidelity Diversified International Fund	N/A	128,963
*	Fidelity Management Trust Company	Fidelity Dividend Growth Fund	N/A	31,172
*	Fidelity Management Trust Company	Fidelity New Markets Income Fund	N/A	124,251
*	Fidelity Management Trust Company	Fidelity Focused Stock Fund	N/A	6,789
*	Fidelity Management Trust Company	Fidelity International Capital Appreciation Fund	N/A	3,049
*	Fidelity Management Trust Company	Fidelity Large Cap Stock Fund	N/A	7,746
*	Fidelity Management Trust Company	Fidelity Small Cap Stock Fund	N/A	165,130
*	Fidelity Management Trust Company	Fidelity Multi-Asset Index Fund	N/A	3,957
*	Fidelity Management Trust Company	Fidelity Freedom 2030 Fund	N/A	231,733
*	Fidelity Management Trust Company	Fidelity High Income Fund	N/A	537,019
*	Fidelity Management Trust Company	Fidelity Select Communication Services Portfolio	N/A	524
*	Fidelity Management Trust Company	Fidelity Natural Resources Fund	N/A	40,669
*	Fidelity Management Trust Company	Fidelity Freedom 2040 Fund	N/A	564,133
*	Fidelity Management Trust Company	Fidelity Total Bond Fund	N/A	280,251
*	Fidelity Management Trust Company	Fidelity NASDAQ Composite Index® Fund	N/A	1,910
*	Fidelity Management Trust Company	Fidelity Freedom 2025 Fund	N/A	142,960
*	Fidelity Management Trust Company	Fidelity Small Cap Growth Fund	N/A	6,855
*	Fidelity Management Trust Company	Fidelity Freedom 2045 Fund	N/A	429,295
*	Fidelity Management Trust Company	Fidelity Freedom 2050 Fund	N/A	137,205
*	Fidelity Management Trust Company	Fidelity Large Cap Growth Enhanced Index Fund	N/A	61,267
*	Fidelity Management Trust Company	Fidelity Total International Equity Fund	N/A	27,150
*	Fidelity Management Trust Company	Fidelity Mid Cap Enhanced Index Fund	N/A	815
*	Fidelity Management Trust Company	Fidelity Corporate Bond Fund	N/A	524,436
*	Fidelity Management Trust Company	Fidelity 500 Index Fund	N/A	3,983,366
*	Fidelity Management Trust Company	Fidelity Freedom 2055 Fund	N/A	26,845
*	Fidelity Management Trust Company	Fidelity Emerging Markets Index Fund	N/A	737,987

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
FOR THE YEAR ENDED DECEMBER 31, 2022

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Registered Investment Companies (Continued):			
*	Fidelity Management Trust Company	Fidelity Global ex U.S. Index Fund	N/A	$ 832,175
*	Fidelity Management Trust Company	Fidelity Mid Cap Index Fund	N/A	2,116,033
*	Fidelity Management Trust Company	Fidelity Small Cap Index Fund	N/A	1,616,400
*	Fidelity Management Trust Company	Fidelity Total Market Index Fund	N/A	123,502
*	Fidelity Management Trust Company	Fidelity Inflation-Protected Bond Index Fund	N/A	120,398
*	Fidelity Management Trust Company	Fidelity Freedom 2060 Fund	N/A	4,459
*	Fidelity Management Trust Company	Fidelity US Sustainability Index Fund	N/A	60,008
*	Fidelity Management Trust Company	Fidelity Intermediate Treasury Bond Index Fund	N/A	613,912
*	Fidelity Management Trust Company	Fidelity Short-Term Treasury Bond Index Fund	N/A	415,217
*	Fidelity Management Trust Company	Fidelity Freedom Index 2030 IPR	N/A	9,208
*	Fidelity Management Trust Company	Fidelity Freedom Index 2035 IPR	N/A	6,473
*	Fidelity Management Trust Company	Fidelity Freedom 2035	N/A	7,098
*	Fidelity Management Trust Company	Fidelity Global Commodity Stock	N/A	520
*	Fidelity Management Trust Company	Fidelity Growth and Income	N/A	150
*	Fidelity Management Trust Company	Fidelity Large Cap Value Enhanced Index	N/A	1,084
*	Fidelity Management Trust Company	Fidelity Select Energy	N/A	15,257
*	Fidelity Management Trust Company	Fidelity Select Insurance	N/A	89,570
*	Fidelity Management Trust Company	Fidelity Trend	N/A	993
	Notes Receivable from Participants:			
*	Fidelity Management Trust Company and Vanguard Newport Trust Company	Participant Loans - Interest rates ranging from 4.25% - 6.50%	N/A	167,297
				$ 33,282,744

* Denotes Party-in-Interest

N/A - Cost information not required for participant directed investments.

Form 5500	Annual Return/Report of Employee Benefit Plan	OMB Nos. 1210-0110 1210-0089
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2023** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [x] 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
Southern Environmental Law Center Retirement & Employee Savings Plan

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 07/08/1996

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)

Southern Environmental Law Center

120 Garrett St.
Suite 400
Charlottesville VA 22902-5613

2b Employer Identification Number (EIN) 52-1436778

2c Plan Sponsor's telephone number 434-977-4090

2d Business code (see instructions) 541190

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		7/30/2024	Calvin Brondyke
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

3a	Plan administrator's name and address [X] 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 4d	EIN PN

5	Total number of participants at the beginning of the plan year	5	245
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)	173
a(2)	Total number of active participants at the end of the plan year	6a(2)	211
b	Retired or separated participants receiving benefits	6b	0
c	Other retired or separated participants entitled to future benefits	6c	80
d	Subtotal. Add lines **6a(2), 6b,** and **6c**	6d	291
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	0
f	Total. Add lines **6d** and **6e**	6f	291
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	234
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	0
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2G 2L

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)		9b Plan benefit arrangement (check all that apply)	
(1) [X]	Insurance	(1) [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	(2) [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	(3) [X]	Trust
(4) [ ]	General assets of the sponsor	(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) [X] **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

(4) [ ] **DCG** (Individual Plan Information) – Number Attached _____

(5) [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

(1) [X] **H** (Financial Information)

(2) [ ] **I** (Financial Information – Small Plan)

(3) [X] **A** (Insurance Information) – Number Attached 2

(4) [X] **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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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_____

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
FOR THE YEAR ENDED DECEMBER 31, 2022

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Money Market Funds:			
*	Fidelity Management Trust Company	Fidelity Government Money Market Fund	N/A	$ 322,002
*	Fidelity Management Trust Company	Fidelity Government Cash Reserve	N/A	107,906
*	Vanguard - Newport Trust Company	Vanguard Cash Reserves Federal Money Market Fund	N/A	189,127
*	Vanguard - Newport Trust Company	Vanguard Federal Money Market Fund	N/A	85,402
*	Vanguard - Newport Trust Company	Vanguard Treasury Money Market Fund	N/A	90,752
	Fully Benefit-Responsive Investment Contract:			
*	Lincoln Financial Group	Fixed Account	N/A	46,057
	Registered Investment Companies:			
*	Lincoln Financial Group	AB VPS Global Thematic Growth	N/A	2,392
*	Lincoln Financial Group	American Funds Growth	N/A	41,350
*	Lincoln Financial Group	American Funds Growth-Income	N/A	47,287
*	Lincoln Financial Group	American Funds International	N/A	14,083
*	Lincoln Financial Group	Delaware VIP Diversified Income	N/A	386
*	Lincoln Financial Group	Delaware VIP Small Cap Value	N/A	31,928
*	Lincoln Financial Group	Delaware VIP SMID Cap Growth	N/A	54,194
*	Lincoln Financial Group	Fidelity VIP Contrafund	N/A	46,452
*	Lincoln Financial Group	LVIP Baron Growth Opportunities	N/A	41,334
*	Lincoln Financial Group	LVIP Blackrock Equity Dividend MNGDVLTLTY	N/A	1,780
*	Lincoln Financial Group	LVIP JP Morgan Retirement Income	N/A	894
*	Lincoln Financial Group	LVIP Delaware Bond	N/A	377
*	Lincoln Financial Group	LVIP Delaware Social Awareness	N/A	6,481
*	Lincoln Financial Group	LVIP Delaware Mid Cap Value	N/A	11,457
*	Lincoln Financial Group	LVIP Mondrian International Value	N/A	8,867
*	Lincoln Financial Group	LVIP SSGA S&P 500 Index	N/A	3,614
*	Lincoln Financial Group	LVIP SSGA Small-Cap Index	N/A	4,368
*	Lincoln Financial Group	LVIP DIMENSIONAL U.S. CORE	N/A	2,695
*	Lincoln Financial Group	MFS Utilities	N/A	26,051
*	Vanguard - Newport Trust Company	Vanguard Balanced Index Fund Admiral Shares	N/A	140,359
*	Vanguard - Newport Trust Company	Vanguard Growth Index Fund Admiral Shares	N/A	537,545
*	Vanguard - Newport Trust Company	Vanguard Wellington Fund Admiral Shares	N/A	439,431
*	Vanguard - Newport Trust Company	Vanguard Explorer Fund Admiral Shares	N/A	83,439
*	Vanguard - Newport Trust Company	Vanguard Wellesley Income Fund Admiral Shares	N/A	289,739
*	Vanguard - Newport Trust Company	Vanguard PrimeCap Core Fund	N/A	185,646
*	Vanguard - Newport Trust Company	Vanguard GNMA Fund Admiral Shares	N/A	118,528
*	Vanguard - Newport Trust Company	Vanguard Short-Term Investment-Grade Fund Investor Shares	N/A	333,931
*	Vanguard - Newport Trust Company	Vanguard Short-Term Treasury Fund Admiral Shares	N/A	350,837
*	Vanguard - Newport Trust Company	Vanguard 500 Index Fund Admiral Shares	N/A	1,035,453
*	Vanguard - Newport Trust Company	Vanguard International Value Fund	N/A	61,773
*	Vanguard - Newport Trust Company	Vanguard Small-Cap Index Fund Admiral Shares	N/A	705,155
*	Vanguard - Newport Trust Company	Vanguard Short-Term Federal Fund Admiral Shares	N/A	61,553
*	Vanguard - Newport Trust Company	Vanguard Health Care Fund Admiral Shares	N/A	48,644
*	Vanguard - Newport Trust Company	Vanguard STAR Fund	N/A	130,040
*	Vanguard - Newport Trust Company	Vanguard Dividend Growth Fund	N/A	227,760

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
FOR THE YEAR ENDED DECEMBER 31, 2022

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Registered Investment Companies (Continued):			
*	Vanguard - Newport Trust Company	Vanguard Energy Fund Admiral Shares	N/A	$ 32,026
*	Vanguard - Newport Trust Company	Vanguard Equity Income Fund Admiral Shares	N/A	96,813
*	Vanguard - Newport Trust Company	Vanguard Intermediate-Term Investment Grade Fund Investor Shares	N/A	138,005
*	Vanguard - Newport Trust Company	Vanguard Pacific Stock Index Fund Admiral Shares	N/A	2,945
*	Vanguard - Newport Trust Company	Vanguard Windsor II Fund Admiral Shares	N/A	442,015
*	Vanguard - Newport Trust Company	Vanguard European Stock Index Fund Admiral Shares	N/A	25,690
*	Vanguard - Newport Trust Company	Vanguard International Growth Fund Admiral Shares	N/A	37,463
*	Vanguard - Newport Trust Company	Vanguard U. S. Growth Fund Admiral Shares	N/A	1,009
*	Vanguard - Newport Trust Company	Vanguard Strategic Small Cap Equity Fund	N/A	6,168
*	Vanguard - Newport Trust Company	Vanguard Total Bond Market Index Fund Admiral Shares	N/A	196,437
*	Vanguard - Newport Trust Company	Vanguard Total Stock Market Index Fund Admiral Shares	N/A	1,063,081
*	Vanguard - Newport Trust Company	Vanguard Extended Market Index Fund Admiral Shares	N/A	97,159
*	Vanguard - Newport Trust Company	Vanguard Total International Stock Index Fund Investor Shares	N/A	141,439
*	Vanguard - Newport Trust Company	Vanguard Inflation-Protected Securities Fund Investor Shares	N/A	90,742
*	Vanguard - Newport Trust Company	Vanguard LifeStrategy Growth Fund	N/A	9,802
*	Vanguard - Newport Trust Company	Vanguard Real Estate Index Fund Admiral Shares	N/A	23,965
*	Vanguard - Newport Trust Company	Vanguard FTSE Social Index Fund Admiral Shares	N/A	1,594,323
*	Vanguard - Newport Trust Company	Vanguard Global Minimum Volatility Fund	N/A	64,394
*	Vanguard - Newport Trust Company	Vanguard Large-Cap Index Fund Admiral Shares	N/A	73,913
*	Vanguard - Newport Trust Company	Vanguard Intermediate-Term Bond Index Fund Investor Shares	N/A	20,305
*	Vanguard - Newport Trust Company	Vanguard Long-Term Bond Index Fund Admiral Shares	N/A	23,568
*	Vanguard - Newport Trust Company	Vanguard Dividend Appreciation Index Fund Investor Shares	N/A	39,777
*	Vanguard - Newport Trust Company	Vanguard Emerging Market Index Fund Admiral Shares	N/A	198,916
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2025 Fund	N/A	12,240
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2030 Fund	N/A	118,166
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2035 Fund	N/A	1,156,962
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2040 Fund	N/A	101,207
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2045 Fund	N/A	389,171
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2050 Fund	N/A	193,917
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2055 Fund	N/A	180,635
*	Vanguard - Newport Trust Company	Vanguard Target Retirement 2060 Fund	N/A	165,218
*	Vanguard - Newport Trust Company	Vanguard Value Index Fund Admiral Shares	N/A	562,048
*	Vanguard - Newport Trust Company	Vanguard LifeStrategy Income Fund	N/A	83,693
*	Vanguard - Newport Trust Company	Vanguard LifeStrategy Conservative Growth Fund	N/A	343,342
*	Vanguard - Newport Trust Company	Vanguard FTSE All-World ex-US Index Fund Admiral Shares	N/A	248,171
*	Vanguard - Newport Trust Company	Vanguard Mid-Cap Growth Index Fund Admiral Shares	N/A	335,496
*	Vanguard - Newport Trust Company	Vanguard Mid-Cap Growth Fund Admiral Shares	N/A	11,799
*	Vanguard - Newport Trust Company	Vanguard Mid-Cap Index Fund Admiral Shares	N/A	964,301
*	Vanguard - Newport Trust Company	Vanguard Small-Cap Value Index Fund Admiral Shares	N/A	16,826
*	Vanguard - Newport Trust Company	Vanguard Small-Cap Growth Index Fund Admiral Shares	N/A	35,033
*	Vanguard - Newport Trust Company	Vanguard LifeStrategy Moderate Growth Fund	N/A	5,558
*	Vanguard - Newport Trust Company	Vanguard Total International Bond Index Fund Investor Shares	N/A	28,076
*	Vanguard - Newport Trust Company	Vanguard Developed Markets Index Fund Admiral Shares	N/A	294,424
*	Vanguard - Newport Trust Company	Vanguard Ultra-Short-Term Bond Fund Investor Shares	N/A	935,355

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
FOR THE YEAR ENDED DECEMBER 31, 2022

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Registered Investment Companies (Continued):			
*	Vanguard - Newport Trust Company	Vanguard Short-Term Inflation-Protected Securities Index Fund Shares	N/A	$ 89,672
*	Fidelity Management Trust Company	Fidelity Fund	N/A	8,007
*	Fidelity Management Trust Company	Fidelity GNMA	N/A	479
*	Fidelity Management Trust Company	Fidelity Magellan	N/A	24,126
*	Fidelity Management Trust Company	Fidelity Contrafund	N/A	691,002
*	Fidelity Management Trust Company	Fidelity Growth Company	N/A	851,448
*	Fidelity Management Trust Company	Fidelity Value Fund	N/A	231,456
*	Fidelity Management Trust Company	Fidelity Select Biotechnology Fund	N/A	77,278
*	Fidelity Management Trust Company	Fidelity Government Income Fund	N/A	445
*	Fidelity Management Trust Company	Fidelity Select Healthcare	N/A	33,491
*	Fidelity Management Trust Company	Fidelity Select Brokerage	N/A	11,934
*	Fidelity Management Trust Company	Fidelity OTC Portfolio	N/A	9,183
*	Fidelity Management Trust Company	Fidelity Overseas Fund	N/A	1,857
*	Fidelity Management Trust Company	Fidelity Blue Chip Growth Fund	N/A	37,363
*	Fidelity Management Trust Company	Fidelity Low-Priced Stock Fund	N/A	20,455
*	Fidelity Management Trust Company	Fidelity Equity Dividend Income Fund	N/A	123,174
*	Fidelity Management Trust Company	Fidelity Emerging Markets	N/A	101,933
*	Fidelity Management Trust Company	Fidelity Growth Strategies Fund	N/A	25,548
*	Fidelity Management Trust Company	Fidelity Diversified International Fund	N/A	128,963
*	Fidelity Management Trust Company	Fidelity Dividend Growth Fund	N/A	31,172
*	Fidelity Management Trust Company	Fidelity New Markets Income Fund	N/A	124,251
*	Fidelity Management Trust Company	Fidelity Focused Stock Fund	N/A	6,789
*	Fidelity Management Trust Company	Fidelity International Capital Appreciation Fund	N/A	3,049
*	Fidelity Management Trust Company	Fidelity Large Cap Stock Fund	N/A	7,746
*	Fidelity Management Trust Company	Fidelity Small Cap Stock Fund	N/A	165,130
*	Fidelity Management Trust Company	Fidelity Multi-Asset Index Fund	N/A	3,957
*	Fidelity Management Trust Company	Fidelity Freedom 2030 Fund	N/A	231,733
*	Fidelity Management Trust Company	Fidelity High Income Fund	N/A	537,019
*	Fidelity Management Trust Company	Fidelity Select Communication Services Portfolio	N/A	524
*	Fidelity Management Trust Company	Fidelity Natural Resources Fund	N/A	40,669
*	Fidelity Management Trust Company	Fidelity Freedom 2040 Fund	N/A	564,133
*	Fidelity Management Trust Company	Fidelity Total Bond Fund	N/A	280,251
*	Fidelity Management Trust Company	Fidelity NASDAQ Composite Index® Fund	N/A	1,910
*	Fidelity Management Trust Company	Fidelity Freedom 2025 Fund	N/A	142,960
*	Fidelity Management Trust Company	Fidelity Small Cap Growth Fund	N/A	6,855
*	Fidelity Management Trust Company	Fidelity Freedom 2045 Fund	N/A	429,295
*	Fidelity Management Trust Company	Fidelity Freedom 2050 Fund	N/A	137,205
*	Fidelity Management Trust Company	Fidelity Large Cap Growth Enhanced Index Fund	N/A	61,267
*	Fidelity Management Trust Company	Fidelity Total International Equity Fund	N/A	27,150
*	Fidelity Management Trust Company	Fidelity Mid Cap Enhanced Index Fund	N/A	815
*	Fidelity Management Trust Company	Fidelity Corporate Bond Fund	N/A	524,436
*	Fidelity Management Trust Company	Fidelity 500 Index Fund	N/A	3,983,366
*	Fidelity Management Trust Company	Fidelity Freedom 2055 Fund	N/A	26,845
*	Fidelity Management Trust Company	Fidelity Emerging Markets Index Fund	N/A	737,987

SOUTHERN ENVIRONMENTAL LAW CENTER
RETIREMENT AND EMPLOYEE SAVINGS PLAN

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
FOR THE YEAR ENDED DECEMBER 31, 2022

EIN: 52-1436778
Plan Number: 001

(a) Party-in-Interest	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	Registered Investment Companies (Continued):			
*	Fidelity Management Trust Company	Fidelity Global ex U.S. Index Fund	N/A	$ 832,175
*	Fidelity Management Trust Company	Fidelity Mid Cap Index Fund	N/A	2,116,033
*	Fidelity Management Trust Company	Fidelity Small Cap Index Fund	N/A	1,616,400
*	Fidelity Management Trust Company	Fidelity Total Market Index Fund	N/A	123,502
*	Fidelity Management Trust Company	Fidelity Inflation-Protected Bond Index Fund	N/A	120,398
*	Fidelity Management Trust Company	Fidelity Freedom 2060 Fund	N/A	4,459
*	Fidelity Management Trust Company	Fidelity US Sustainability Index Fund	N/A	60,008
*	Fidelity Management Trust Company	Fidelity Intermediate Treasury Bond Index Fund	N/A	613,912
*	Fidelity Management Trust Company	Fidelity Short-Term Treasury Bond Index Fund	N/A	415,217
*	Fidelity Management Trust Company	Fidelity Freedom Index 2030 IPR	N/A	9,208
*	Fidelity Management Trust Company	Fidelity Freedom Index 2035 IPR	N/A	6,473
*	Fidelity Management Trust Company	Fidelity Freedom 2035	N/A	7,098
*	Fidelity Management Trust Company	Fidelity Global Commodity Stock	N/A	520
*	Fidelity Management Trust Company	Fidelity Growth and Income	N/A	150
*	Fidelity Management Trust Company	Fidelity Large Cap Value Enhanced Index	N/A	1,084
*	Fidelity Management Trust Company	Fidelity Select Energy	N/A	15,257
*	Fidelity Management Trust Company	Fidelity Select Insurance	N/A	89,570
*	Fidelity Management Trust Company	Fidelity Trend	N/A	993
	Notes Receivable from Participants:			
*	Fidelity Management Trust Company and Vanguard Newport Trust Company	Participant Loans - Interest rates ranging from 4.25% - 6.50%	N/A	167,297
				$ 33,282,744

* Denotes Party-in-Interest

N/A - Cost information not required for participant directed investments.