

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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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.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ 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 NEW ENGLAND INTERSTATE WATER POLLUTION CONTROL COMMISSION 403(B) TAX SHELTERED ANNUITY PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1997
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) NEW ENGLAND INTERSTATE WATER POLLUTION CONTROL COMMISSION WANNALANCIT MILLS 650 SUFFOLK STREET, SUITE 410 LOWELL, MA 01854
2b	Employer Identification Number (EIN) 04-6004735
2c	Plan Sponsor's telephone number 978-323-7929
2d	Business code (see instructions) 813000

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.	08/21/2024	SUSAN J. SULLIVAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 173
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 107 6a(2) 122 6b 0 6c 59 6d 181 6e 0 6f 181 6g(1) 158 6g(2) 166 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:

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) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☒ **A** (Insurance Information) – Number Attached 1
- (4) ☒ **C** (Service Provider Information)
- (5) ☐ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A Name of plan NEW ENGLAND INTERSTATE WATER POLLUTION CONTROL COMMISSION 403(B) TAX SHELTERED ANNUITY PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEW ENGLAND INTERSTATE WATER POLLUTION CONTROL COMMISSION	D Employer Identification Number (EIN) 04-6004735

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

(a) Name of insurance carrier
NATIONWIDE 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
31-4156830	66869	GAP-B0-HG8K	12	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
595	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
CETERA ADVISOR NETWORKS LLC 2301 ROSECRANS AVE, SUITE 5100
EL SEGUNDO, CA 90245-5670

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
595	0		3

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

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

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

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

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

b	Balance at the end of the previous year	7b	229005
c	Additions: (1) Contributions deposited during the year	7c(1)	19984
	(2) Dividends and credits	7c(2)	0
	(3) Interest credited during the year	7c(3)	8741
	(4) Transferred from separate account.....	7c(4)	0
	(5) Other (specify below)	7c(5)	0
	(6) Total additions	7c(6)	28725
d	Total of balance and additions (add lines 7b and 7c(6))	7d	257730
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	23643
	(2) Administration charge made by carrier	7e(2)	25
	(3) Transferred to separate account.....	7e(3)	0
	(4) Other (specify below)	7e(4)	0
	(5) Total deductions	7e(5)	23668
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	234062

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 NEW ENGLAND INTERSTATE WATER POLLUTION CONTROL COMMISSION 403(B) TAX SHELTERED ANNUITY PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NEW ENGLAND INTERSTATE WATER POLLUTION CONTROL COMMISSION	D Employer Identification Number (EIN) 04-6004735	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
CETERA ADVISOR NETWORKS LLC	2301 ROSECRANS AVENUE, SUITE 5100 EL SEGUNDO, CA 90245-5670

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
FN INSURANCE SERVICES INC	2301 ROSECRANS AVE, SUITE 5100 EL SEGUNDO, CA 90245-5670

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

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

NATIONWIDE TRUST COMPANY, FSB

ONE NATIONWIDE PLAZA
COLUMBUS, OH 43215

(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?
18 26 64		76997	Yes ☒ No ☐	Yes ☐ No ☒	4424	Yes ☐ No ☒

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 NEW ENGLAND INTERSTATE WATER POLLUTION CONTROL COMMISSION 403(B) TAX SHELTERED ANNUITY PLAN	B Three-digit plan number (PN) ▶ 001	
C Plan sponsor's name as shown on line 2a of Form 5500 NEW ENGLAND INTERSTATE WATER POLLUTION CONTROL COMMISSION	D Employer Identification Number (EIN) 04-6004735	

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)	557759	529540
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	43049	29506
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	13288835	15922105
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	229005	234062
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	14118648	16715213
Liabilities			
g Benefit claims payable	1g	0	
h Operating payables	1h	0	
i Acquisition indebtedness	1i	0	
j Other liabilities	1j	0	
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	14118648	16715213

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)	529540	
(B) Participants	2a(1)(B)	749310	
(C) Others (including rollovers)	2a(1)(C)	95180	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1374030
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	1564	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1564
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	0	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		2503581
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		3879175

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1203142	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1203142
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)	0	
(2) Contract administrator fees.....	2i(2)	2471	
(3) Recordkeeping fees.....	2i(3)	0	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	76997	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		79468
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1282610

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		2596565
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **ANSTISS & CO., P.C.**

(2) EIN: **04-2917204**

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.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		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?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
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.			

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan NEW ENGLAND INTERSTATE WATER POLLUTION CONTROL COMMISSION 403(B) TAX SHELTERED ANNUITY PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NEW ENGLAND INTERSTATE WATER POLLUTION CONTROL COMMISSION	D Employer Identification Number (EIN) 04-6004735

Part I	Distributions
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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): 04-3275255		
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.)
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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
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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
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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.
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10	Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11	a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
	b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12	Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

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

Schedule R (Form 5500) 2023
v. 230707

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) 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) 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)	14a 14b 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 b The corresponding number for the second preceding plan year	15a 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 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	16a 16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) 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
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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 <u>03 / 31 / 2017</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>J500493A</u> .	

**New England Interstate Water Pollution
Control Commission 403(B) Tax
Sheltered Retirement Plan**

Financial Statements

December 31, 2023 and 2022

Contents

	<u>Page</u>
Independent Auditors' Report	1-3
Statements of Net Assets Available For Benefits	4
Statement of Changes in Net Assets Available For Benefits	5
Notes to Financial Statements	6-13
<u>Supplemental Schedule: *</u>	
Schedule I – Schedule of Assets Held at End of Year	14-16

*Other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.

Independent Auditors' Report

To the Plan Administrator of the
New England Interstate Water Pollution Control
Commission 403(B) Tax Sheltered Retirement Plan
Lowell, Massachusetts

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

We were engaged to performed audits of the accompanying financial statements of New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our 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 a qualified institution as of December 31, 2023 and 2022 and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Disclaimer of Opinion

We do not express an opinion on the financial statements of New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement Plan referred to in the first paragraph. Because of the significance of the matter described in the Basis for Disclaimer of Opinion section of our report, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the financial statements.

Basis for Disclaimer of Opinion

New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement Plan does not have sufficient accounting records and supporting documents relating to individual participant contributions, income allocations, forfeitures and the propriety of distributions to participants that would affect the account balances accumulated from inception of the Plan, and were unable to satisfy ourselves as to the basis of the participants' equity as stated as of December 31, 2023 and 2022. Accordingly, we were unable to apply auditing procedures sufficient to determine the extent to which the accompanying financial statements may have been affected by these conditions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement 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

Our responsibility is to conduct an audit of New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement Plan's financial statements in accordance with auditing standards generally accepted in the United States of America and to issue an auditor's report. However, because of the matter described in the Basis for Disclaimer of Opinion section of our report, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on these financial statements.

We are required to be independent of New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits.

Supplemental Schedules Required by ERISA

The supplemental schedule of Investments held at End of Year is presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department 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. Because of the significance of the matter described in the Basis for Disclaimer of Opinion section of our report it is inappropriate to and we do not express an opinion on the supplemental schedules referred to above

Anstiss & Co., P.C.

Anstiss & Co., P.C.

Chelmsford, Massachusetts

August 6, 2024

New England Interstate Water Pollution Control Commission
403(b) Tax Sheltered Retirement Plan
Statements of Net Assets Available for Benefits
As of December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets		
Investments		
Investments, at fair value	\$ 15,922,105	\$ 13,288,835
Investments, at contract value	234,062	229,005
Total investments	<u>16,156,167</u>	<u>13,517,840</u>
Receivables		
Employer contributions	529,540	557,759
Notes receivable from participants	29,506	43,049
Total receivables	<u>559,046</u>	<u>600,808</u>
Net assets available for benefits	<u><u>\$ 16,715,213</u></u>	<u><u>\$ 14,118,648</u></u>

See accompanying notes to the financial statements.

New England Interstate Water Pollution Control Commission
403(B) Tax Sheltered Retirement Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2023

Additions

Investment income

Net appreciation in value of investments	\$ 2,063,334
Interest and dividend income	440,247
Total investment income	<u>2,503,581</u>

Interest income on notes receivable from participants	<u>1,564</u>
---	--------------

Contributions

Participants	749,310
Employer	529,540
Rollovers	95,180
Total contributions	<u>1,374,030</u>

Total additions	<u>3,879,175</u>
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Deductions

Benefits paid directly to participants	1,203,142
Administrative expenses	79,468
Total deductions	<u>1,282,610</u>

Net increase	2,596,565
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Net assets available for benefits:

Beginning of year	<u>14,118,648</u>
End of year	<u><u>\$ 16,715,213</u></u>

**New England Interstate Water Pollution Control
Commission 403(B) Tax Sheltered Retirement Plan
Notes to Financial Statements
December 31, 2023 and 2022**

Note 1 – Description of the Plan

The following description of the New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement Plan (the “Plan”) provides only general information. Participants should refer to the “Summary Plan Description” and the Plan document for a more complete description of the Plan’s provisions. Copies are available from the Plan Administrator.

General

The Plan is a defined contribution and tax-sheltered annuity plan covering all employees except for non-resident aliens with no United States source income and enrolled employees of the New England Interstate Water Pollution Control Commission (the “Plan Sponsor”). The Plan was established on January 1, 1997, was restated retroactively as of January 1, 2010, to comply with IRS regulations. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

The Plan Sponsor has appointed an investment custodian, Nationwide Financial Services, Inc. (“Nationwide”), to hold the Plan’s assets and execute investment transactions for the years ended December 31, 2023 and 2022.

Eligibility

Employees are immediately eligible upon hire to participate in employee deferral contributions. Employees become eligible for participation in employer non-elective contributions upon attaining the age of 21, attain one year of service and be employed at the end of the Plan year. A year of service is defined as working at least 1,000 hours of service within a Plan year.

Contributions

The Plan provides for employee deferrals, after tax Roth contributions and employer non-elective contributions. All contributions are based on W-2 wages. Participants may contribute up to the maximum allowable employee deferral contribution under the Internal Revenue Code (“IRC”), or \$22,500 and \$20,500 for the years 2023 and 2022, respectively. The Plan provides that participants who are projected to be age 50 or older by the end of the calendar year and who are making employee deferral contributions to the Plan may also make a catch-up contribution of \$7,500 and \$6,500 for the years 2023 and 2022, respectively. For the years ended December 31, 2023 and 2022, non-elective employer contributions are fixed at 10% of each participant’s eligible compensation. Rollover contributions from other qualified plans are also allowed.

**New England Interstate Water Pollution Control
Commission 403(B) Tax Sheltered Retirement Plan
Notes to Financial Statements
December 31, 2023 and 2022**

Note 1 – Description of the Plan (continued)

Vesting

Participants are immediately vested 100% in both their deferral contributions and employer nonelective contributions, plus actual earnings thereon.

Participant Accounts

Each participant's account is credited with the participant's contributions and allocations of (a) the Plan Sponsor's contributions, (b) Plan earnings or losses, and (c) administrative expenses, if any. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Notes Receivable from Participants

Eligible participants may borrow and carry up to two loans from their Plan accounts in amounts that can be adequately secured by the participant's vested balance, for a maximum term of five years, if the loan is for the purchase of a principal residence, the term of the loan may be extended. A participant may borrow a maximum of 50% of his or her eligible balance up to \$50,000. The minimum loan amount is \$1,000. The loan balance is secured by the participant's account and the interest rate is fixed at the inception of the loan in an amount equal to prime interest plus 1%. The interest rate charged on loans outstanding as of December 31, 2023 and 2022 is 4.25% per annum, and the loans mature on various dates through February 2026.

Plan Investments

The Plan's investments are held by Nationwide in various mutual funds and a group annuity contract. Participants are able to direct their contributions, Plan Sponsor non-elective contributions and any related earnings among various investment options offered by the Plan. The Plan currently offers several investment options within mutual funds for participants. Participant accounts are updated daily for any investment earnings or losses.

Benefits and Withdrawals

Vested benefits are paid to participants or their beneficiaries upon retirement, death, disability or termination of employment with the Plan Sponsor. In the event of the above, the participants may elect annual installments or a lump sum amount equal to the value of their vested interest in their Plan account.

Hardship withdrawals are allowed under the provisions of the Plan and cannot exceed the amount required to meet the immediate financial need created by the hardship.

Active employees are allowed to take in-service withdrawals for pre-tax, Roth, and employer non-elective contributions at age 59.5. Withdrawals of rollover contributions are allowed at any time.

**New England Interstate Water Pollution Control
Commission 403(B) Tax Sheltered Retirement Plan
Notes to Financial Statements
December 31, 2023 and 2022**

Note 1 – Description of the Plan (continued)

Benefits and Withdrawals (continued)

Following severance from employment the Plan provides that related participant account balances of \$5,000 or less may be immediately distributed to the participant.

Note 2 – Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

Fair Value Measurements

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

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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

**New England Interstate Water Pollution Control
Commission 403(B) Tax Sheltered Retirement Plan
Notes to Financial Statements
December 31, 2023 and 2022**

Note 2 – Significant Accounting Policies (continued)

Fair Value Measurements (continued)

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

Mutual Funds: Valued at the quoted net asset value for shares held by the Plan at year end.

Guaranteed group annuity investment contract: Stated at contract value and is based on the current interest rates credited to the contract, less any contingent deferred sales charges.

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

Investment Valuation and Income Recognition

The guaranteed group annuity investment contract is stated a contract value. All other investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

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

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivable from participants are recorded as a distribution based upon the terms of the Plan document.

Contributions

Contributions from the Plan Sponsor accrued as of December 31, 2023 and 2022, based upon the contribution formula. Participants' contributions are recorded in the period in which their payroll deductions are withheld.

**New England Interstate Water Pollution Control
Commission 403(B) Tax Sheltered Retirement Plan
Notes to Financial Statements
December 31, 2023 and 2022**

Note 2 – Significant Accounting Policies (continued)

Benefits Paid Directly to Participants

Benefits are recorded when paid.

Administrative Expenses

Certain administrative expenses of the Plan are paid by the Plan Sponsor. A total of approximately \$25,000 of consulting and fiduciary investment management fees was paid by the Plan Sponsor for the years ended December 31, 2023 and 2022. All participant related administrative expenses and fees for maintenance of individual loans and distributions are deducted from the participants' respective accounts. All investment related expenses are included in net appreciation in fair value of investments.

Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Sponsor to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Note 3 – Information Certified by the Plan's Custodian

The December 31, 2023 and 2022 Statements of Net Assets Available for Benefits, the investment activities included on the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2023, and the accompanying notes to the financial statements were prepared in part or entirely from information certified by Nationwide Mutual Insurance Company, the custodian of the Plan, in accordance with 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The Custodian has certified that the following data included in the accompanying financial statements as of December 31, 2023 and 2022 and for the year ended December 31, 2023 is complete and accurate.

	<u>2023</u>	<u>2022</u>
Investments, at fair value	\$15,922,105	\$13,288,835
Investments, at contract value	234,062	229,005
Investment income	2,503,581	
Administrative expenses	79,468	

The Plan's independent auditors did not perform auditing procedures with respect to this information other than comparing such information to the related information included in the financial statements and supplemental schedule.

**New England Interstate Water Pollution Control
Commission 403(B) Tax Sheltered Retirement Plan
Notes to Financial Statements
December 31, 2023 and 2022**

Note 4 – Fair Value of Investments

The following table presents the Plan's fair value hierarchy for those assets measured at fair value on a recurring basis as of December 31:

		2023		
		Quoted Prices in Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3
Mutual funds	Total	\$ 15,922,105	\$ -	\$ -
	Total	\$ 15,922,105	-	\$ -
		2022		
		Quoted Prices in Active Markets for Identical Assets Level 1	Significant Other Observable Inputs Level 2	Significant Unobservable Inputs Level 3
Mutual funds	Total	\$ 13,288,835	\$ -	\$ -
	Total	\$ 13,288,835	-	\$ -

Note 5 – Investment Contract with Insurance Company

In 2005, the Plan entered into a fully benefit-responsive group annuity guaranteed investment contract with Nationwide Financial Services, Inc. ("Nationwide"). Nationwide maintains all investment contributions in a general account. The account is credited with earnings on the underlying investment and charged for participant withdrawals and administrative expenses. The investment contract issuer is contractually obligated to repay the principal and a specified rate that is guaranteed to the Plan.

Because the 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. Contract value, as reported by Nationwide, represents contributions made under the contract, plus earnings, less participant withdrawals, administrative expenses and contingent deferred sales charges. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

**New England Interstate Water Pollution Control
Commission 403(B) Tax Sheltered Retirement Plan
Notes to Financial Statements
December 31, 2023 and 2022**

Note 5 – Investment Contract with Insurance Company (continued)

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The fair value of the investment contract at December 31, 2023 and 2022 was \$234,062 and \$229,005, respectively.

Certain events may limit the ability of the Plan to transact at contract value with the issuer. Such events include (1) reduction of the number of participants by more than 15%, (2) plan termination, or (3) plan merger. The Plan Administrator believes that any events that would limit the Plan's ability to transact at contract value with participants are not probable of occurring.

Note 6 – Exempt Party-in-Interest Transactions

Certain Plan investments are managed by Nationwide. Nationwide is the custodian as defined by the Plan, and therefore, these investments and investment transactions qualify as exempt party-in-interest transactions. Fees are also paid by the Plan and its Sponsor for investment management fees and services.

Note 7 – Risks and Uncertainties

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

Note 8 – Tax Status

The Plan has obtained an opinion letter, issued to FIS Business Systems, LLC (the Plan's Third-Party Administrator) from the IRS dated March 31, 2017, stating that the prototype plan is acceptable under section 403(b) of the Internal Revenue Code ("IRC"). The Plan has been amended since receiving the opinion letter. However, the Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

U.S GAAP requires 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 IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to examination for years prior to 2021.

**New England Interstate Water Pollution Control
Commission 403(B) Tax Sheltered Retirement Plan
Notes to Financial Statements
December 31, 2023 and 2022**

Note 8 – Tax Status (continued)

On December 29, 2022, the Consolidated Appropriations Act of 2023 was signed into law, which includes the package of retirement provisions referred to as “SECURE 2.0”. These provisions continue the themes and reforms that began with the 2019 SECURE Act, focusing on getting more participants into the retirement system and finding ways for them to accumulate more assets. These changes have various effective dates starting in 2023 and forward. Since the provisions include both required and optional elements, the Plan Administrator will determine the optional provisions to elect.

Note 9 – Plan Termination

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

Note 10 – Subsequent Events

FASB ASC 855-10, “*Subsequent Events*” defines further disclosure requirements for events that occur after the balance sheet date but before financial statements are issued. In accordance with ASC 855-10, the Plan’s Sponsor has evaluated events subsequent to December 31, 2023 through August 6, 2024, which is the issuance date of this report.

There has been no material event noted during this period that would either impact the results reflected in this report or the Plan’s results going forward.

New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement Plan
Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

EIN # 04-6004735
Plan# 001

(a)	(b)	(c)	(d)	(e)
	Identity of Issue	Description of Investment, Including Maturity		
	Borrower, Lessor or	Date, Rate of Interest, Collateral, Par or		Current
	Similar Party	Maturity Value	Cost	Value
	Fidelity 500 Index	Mutual Fund	**	\$ 1,759,962
	Putnam Growth Opportunities Fund Class Y	Mutual Fund	**	1,475,525
	Vanguard Balanced index Adm	Mutual Fund	**	890,676
	JPMorgan Equity Income R5	Mutual Fund	**	818,535
	TIAA-CREF Lifecycle Index 2035 Inst	Mutual Fund	**	793,282
	Vanguard Total Stock Mkt Idx Fund As	Mutual Fund	**	780,361
	TIAA-CREF Lifecycle Index 2025 Inst	Mutual Fund	**	660,211
	Artisan International Value Inst	Mutual Fund	**	622,064
	TIAA-CREF Lifecycle Index 2045 Inst	Mutual Fund	**	600,759
	Nationwide Geneva Small Cap Gr Instl Svc Fund	Mutual Fund	**	566,654
	Federated Hermes Government Obligations Fund	Mutual Fund	**	552,816
	Impax Sustainable Allocation Fund Class Inst	Mutual Fund	**	321,401
	Vanguard Total Intl Stock Market Index Admiral	Mutual Fund	**	308,638
	Victory Sycamore Established Value Fund I	Mutual Fund	**	304,891
	Vanguard Wellesley Income Admiral	Mutual Fund	**	298,314
	TIAA-CREF Lifecycle Index 2060 Inst	Mutual Fund	**	297,428
	Fidelity US Bond Index	Mutual Fund	**	284,850
	TIAA-CREF Lifecycle Index 2055 Inst	Mutual Fund	**	274,209
	Cohen & Steers Real Estate Securities I	Mutual Fund	**	256,757
	Boa-Indexed Fixed Contract	Investment Contract	**	234,062
	Metropolitan West Total Return Bond I	Mutual Fund	**	190,304
	T. Rowe Price Blue Chip Growth Fund	Mutual Fund	**	184,302
	Fidelity Inflation-Protected bond Index	Mutual Fund	**	181,637
	TIAA-CREF Lifecycle Index 2030 Inst	Mutual Fund	**	173,153
	Baird Core Plus Bond Inst	Mutual Fund	**	153,523
	American Funds New World R6	Mutual Fund	**	142,210
	TIAA-CREF Lifecycle Index 2050 Inst	Mutual Fund	**	139,213
	GS GQG Partners Intl Opportunities Fund Class R6	Mutual Fund	**	138,521
	Dodge & Cox International Stock Fund	Mutual Fund	**	136,212
	Fidelity International Index	Mutual Fund	**	132,701
	Vanguard International Growth Fund	Mutual Fund	**	130,787

New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement Plan
Schedule H. Part IV, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

Schedule I
EIN # 04-6004735
Plan# 001

(a)	(b)	(c)	(d)	(e)
	Identity of Issue Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
	Vanguard GNMA Fund Admiral Shares	Mutual Fund	** \$	129,867
	Nationwide Loomis All Cap Gr R6	Mutual Fund	**	126,208
	Avantis US Large Cap Value Instl	Mutual Fund	**	125,448
	DFA Emerging Market Core Equity Inst	Mutual Fund	**	119,942
	DFA Inflation-Protected Securities Inst	Mutual Fund	**	110,327
	Jpm Lgcap Gr R6	Mutual Fund	**	109,161
	PGIM Total Return Bond Fund R6	Mutual Fund	**	103,888
	Federated Hermes Short Term Total Return Bd Inst	Mutual Fund	**	99,450
	Brown Advisory Sustainable Growth Fund	Mutual Fund	**	79,914
	Principal Global Real Estate Securities Fund R6	Mutual Fund	**	79,085
	PIMCO Real Return Fund Institutional Class	Mutual Fund	**	70,880
	Diamond Hill Mid Cap I	Mutual Fund	**	69,666
	MFS Midcap Growth R6	Mutual Fund	**	67,420
	Vanguard Total Intl Bd Idx Admiral	Mutual Fund	**	62,919
	PIMCO International Bond Fund Instl	Mutual Fund	**	61,271
	BlackRock High Yield Bond Portfolio K	Mutual Fund	**	60,427
	PIMCO Commodity RealReturn Strategy Fund Instl	Mutual Fund	**	56,927
	JPMorgan Core Plus Bond R6	Mutual Fund	**	54,992
	Vanguard Target Retirement 2060 Inv	Mutual Fund	**	52,796
	BlackRock Strategic Income Opportunities I	Mutual Fund	**	49,453
	AB Global Bond Fund I	Mutual Fund	**	47,812
	BlackRock Total Return K	Mutual Fund	**	40,670
	Vanguard Explorer Adm	Mutual Fund	**	39,128
	Avantis US Small Cap Value Instl	Mutual Fund	**	38,186
	DFA International Small Cap +	Mutual Fund	**	38,129
	Columbia Select Large Cap Growth Inst 2	Mutual Fund	**	36,058
	PGIM High Yield Fund Class Z	Mutual Fund	**	35,122
	MFS Value R6	Mutual Fund	**	34,913
	PGIM Total Return Bond Fund Z	Mutual Fund	**	33,024
	DFA US Small Cap Inst	Mutual Fund	**	30,902

New England Interstate Water Pollution Control Commission 403(B) Tax Sheltered Retirement Plan
Schedule H. Part IV, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

EIN # 04-6004735
Plan# 001

(a)	(b) Identity of Issue Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Fidelity Total International Index Fund	Mutual Fund	** \$	25,558
	Vanguard Inflation Protected Securities Fund Adml	Mutual Fund	**	23,868
	Abrdn Emerging Markets ex-China Inst	Mutual Fund	**	19,207
	MFS Research R4	Mutual Fund	**	18,384
	Invesco Oppenheimer International Growth Y	Mutual Fund	**	17,444
	Vanguard 500 Index Fund Admiral Shares	Mutual Fund	**	17,394
	Principle Midcap R6	Mutual Fund	**	16,107
	Prudential Global Real Estate Z	Mutual Fund	**	14,975
	BlackRock 80/20 Target Allocation Fund Class Inst	Mutual Fund	**	14,587
	American Beacon International Eq R5	Mutual Fund	**	14,245
	American Century Short Duration Inflation Bond	Mutual Fund	**	13,879
	Franklin Templeton Global Bond Adv	Mutual Fund	**	13,619
	TIAA-CREF Lifecycle Index 2065 Inst	Mutual Fund	**	8,974
	Calvert International Equity Fund Class A	Mutual Fund	**	8,685
	JPMorgan Small Cap Value R6	Mutual Fund	**	8,576
	TIAA-CREF Lifecycle Index 2015 Inst	Mutual Fund	**	6,278
	Vanguard Total Bond Market Index Adm	Mutual Fund	**	5,274
	TIAA-CREF Lifecycle Index 2040	Mutual Fund	**	4,141
	American Beacon Stephens Mid-Cap Growth Inv	Mutual Fund	**	2,711
	DFA US Large Cap Value Inst	Mutual Fund	**	2,624
	Harbor International Growth Fund Inst	Mutual Fund	**	1,584
	DFA US Targeted Value Inst	Mutual Fund	**	1,141
	Federated Hermes Instl High Yield Bond Instl	Mutual Fund	**	1,112
	Principal Real Estate Securities Inst	Mutual Fund	**	544
	Nuveen High Yield Income Fund Class I	Mutual Fund	**	440
	Franklin Templeton Global Bond R6	Mutual Fund	**	161
	TIAA-CREF Lifecycle Index Retirement Income Inst	Mutual Fund	**	108
	Participant Loans	Loan rate 4.25%	-0-	29,506
				<u>\$ 16,185,673</u>

* Represents party in interest

** Costs omitted for participant directed investments.

The above information has been certified by Nationwide Financial Services, Inc., the custodian of the Plan, as complete and accurate.

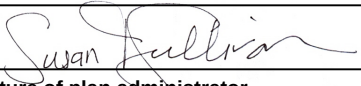
Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b), and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the Instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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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.)
B This return/report is:	☒ a single-employer plan; ☐ a DFE (specify) _____ ☐ 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 New England Interstate Water Pollution Control Commission 403(b) Tax Sheltered Annuity Plan	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 01/01/1997
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) New England Interstate Water Pollution Control Commission Wannalancit Mills 650 Suffolk Street, Suite 410 US Lowell MA 01854	2b Employer Identification Number (EIN) 04-6004735
	2c Plan Sponsor's telephone number (978) 323-7929
	2d Business code (see instructions) 813000

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		08/21/2024	Susan J. Sullivan
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN and 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	5 173
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) 107
a(2) Total number of active participants at the end of the plan year	6a(2) 122
b Retired or separated participants receiving benefits	6b 0
c Other retired or separated participants entitled to future benefits	6c 59
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 181
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e 0
f Total. Add lines 6d and 6e	6f 181
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) 158
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) 166
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:

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) ☒ Insurance	(1) ☒ Insurance
(2) ☐ Code section 412(e)(3) insurance contracts	(2) ☐ Code section 412(e)(3) insurance contracts
(3) ☒ Trust	(3) ☒ 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)** ☒ **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)** ☒ **H** (Financial Information)
- (2)** ☐ **I** (Financial Information - Small Plan)
- (3)** ☒ **A** (Insurance Information) - Number Attached 1
- (4)** ☒ **C** (Service Provider Information)
- (5)** ☐ **D** (DFE/Participating Plan Information)
- (6)** ☐ **G** (Financial Transaction Schedules)

Part III**Form M-1 Compliance Information (to be completed by welfare benefit plans)**

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) . . ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 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 H, line 4i

Schedule of Assets (Held At End of Year)

For the plan year beginning 01/01/2023 and ending 12/31/2023

Name of plan

New England Interstate Water Pollution Control Commission 403(b) Tax Sheltered Annuity Plan

Employer Identification Number

04-6004735

Three-digit
plan number

001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
	Nationwide Trust Company, FSB	Ab Glbl Bd I		47,812
	Nationwide Trust Company, FSB	Amben Intl Eq R5		14,245
	Nationwide Trust Company, FSB	Amben Stephnsmdcapgr Inv		2,711
	Nationwide Trust Company, FSB	Amcent Shtdrinflprtbd R5		13,879
	Nationwide Trust Company, FSB	Amfds New Wld R6		142,210
	Nationwide Trust Company, FSB	Artisan Intl Val Inst		622,064
	Nationwide Trust Company, FSB	Avnts Us Lgcap Val Inst		125,448
	Nationwide Trust Company, FSB	Avnts Us Smcap Val Inst		38,186
	Nationwide Trust Company, FSB	Baird Cor Pls Bd Inst		153,523
	Nationwide Trust Company, FSB	Blkrk 80/20 Trgtalloc Inst		14,587
	Nationwide Trust Company, FSB	Blkrk Hi Yld Bd Port K		60,427
	Nationwide Trust Company, FSB	Blkrk Strat Inc Oppr I		49,453
	Nationwide Trust Company, FSB	Blkrk Ttl Rtn K		40,670
	Nationwide Trust Company, FSB	Brwnadv Sustnbl Gr Inst		79,914
	Nationwide Trust Company, FSB	Clvrt Intl Eq I		8,685
	Nationwide Trust Company, FSB	Cohenstrs Realest Sec Inst		256,757
	Nationwide Trust Company, FSB	Col Sel Lgcap Gr Inst2		36,058
	Nationwide Trust Company, FSB	Dfa Emrg Mkt Cor Eq Inst		119,942
	Nationwide Trust Company, FSB	Dfa Infl Prtct Sec Inst		110,327
	Nationwide Trust Company, FSB	Dfa Intl Smcap Val		38,129
	Nationwide Trust Company, FSB	Dfa Us Lgcap Val Inst		2,624
	Nationwide Trust Company, FSB	Dfa Us Smcap Inst		30,902
	Nationwide Trust Company, FSB	Dfa Us Trgt Val Inst		1,141
	Nationwide Trust Company, FSB	Diamond Hill Mdcap I		69,666
	Nationwide Trust Company, FSB	Dodgecox Intl Stk I		136,212
	Nationwide Trust Company, FSB	Fed Hrms Gov Oblgtns Prmr		552,816
	Nationwide Trust Company, FSB	Fed Hrms Inst Hiyldbd Inst		1,112
	Nationwide Trust Company, FSB	Fed Hrms Shintdtlrbtbd Inst		99,450
	Nationwide Trust Company, FSB	Fid 500 Indx		1,759,962
	Nationwide Trust Company, FSB	Fid Infl Prtct Bd Indx		181,637
	Nationwide Trust Company, FSB	Fid Intl Indx		132,701
	Nationwide Trust Company, FSB	Fid Ttl Intl Indx		25,558
	Nationwide Trust Company, FSB	Fid Us Bd Indx		284,850
	Nationwide Trust Company, FSB	Fnkln tmp Glbl Bd Adv		13,619
	Nationwide Trust Company, FSB	Fnkln tmp Glbl Bd R6		161
	Nationwide Trust Company, FSB	Gdmns Gggptnrintloppr R6		138,521
	Nationwide Trust Company, FSB	Harbor Intl Gr Inst		1,584
	Nationwide Trust Company, FSB	Impax Sustnbl Alloc Inst		321,401
	Nationwide Trust Company, FSB	Invsco Opp Intl Gr YY		17,444

Schedule H, line 4i

Schedule of Assets (Held At End of Year)

For the plan year beginning 01/01/2023 and ending 12/31/2023

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	Nationwide Trust Company, FSB	Jpm Cor Pls Bd R6		54,992
	Nationwide Trust Company, FSB	Jpm Eq Inc R5		818,535
	Nationwide Trust Company, FSB	Jpm Lgcap Gr R6		109,161
	Nationwide Trust Company, FSB	Jpm Smcap Val R6		8,576
	Nationwide Trust Company, FSB	Mfs Mdcap Gr R6		67,420
	Nationwide Trust Company, FSB	Mfs Rsrch R4		18,384
	Nationwide Trust Company, FSB	Mfs Val R6		34,913
	Nationwide Trust Company, FSB	Metwest Ttl Rtn Bd I		190,304
	Nationwide Trust Company, FSB	Nw Geneva Smcapgr Inst Svc		566,654
	Nationwide Trust Company, FSB	Nw Loomis Allcap Gr R6		126,208
	Nationwide Trust Company, FSB	Nuvn Hi Yld Inc I		440
	Nationwide Trust Company, FSB	Pgim Hi Yld Z		35,122
	Nationwide Trust Company, FSB	Pgim Ttl Rtn Bd R6		103,888
	Nationwide Trust Company, FSB	Pgim Ttl Bd Z		33,024
	Nationwide Trust Company, FSB	Pimco Intl Bdusdlrhdginst		61,271
	Nationwide Trust Company, FSB	Pimco Real Rtn Inst		70,880
	Nationwide Trust Company, FSB	Pimcocomdyrealrthstratinst		56,927
	Nationwide Trust Company, FSB	Prncpl Glbl Realest R6		79,085
	Nationwide Trust Company, FSB	Prncpl Mdcap R6		16,107
	Nationwide Trust Company, FSB	Prncpl Realest Sec Inst		544
	Nationwide Trust Company, FSB	Prudntl Glbl Realest Z		14,975
	Nationwide Trust Company, FSB	Ptnm Lgcap Gr Y		1,475,525
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2015 Inst		6,278
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2020 Inst		26,605
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2025 Inst		660,211
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2030 Inst		173,153
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2035 Inst		793,282
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2040 Inst		4,141
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2045 Inst		600,759
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2050 Inst		139,213
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2055 Inst		274,209
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2060 Inst		297,428
	Nationwide Trust Company, FSB	Tiaacrf Lfcycind 2065 Inst		8,974
	Nationwide Trust Company, FSB	Tiaacrf Lfcycindrtinc Inst		108
	Nationwide Trust Company, FSB	Trowepr Blue Chip Gr		184,302
	Nationwide Trust Company, FSB	Vic Syc Estblshd Val I		304,891
	Nationwide Trust Company, FSB	Vngrd 500 Indx Fd As		17,394
	Nationwide Trust Company, FSB	Vngrd Bal Indx Adml		890,676
	Nationwide Trust Company, FSB	Vngrd Explr Adml		39,128

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