

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 SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 07/01/1984
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) SERVICESOURCE, INC. 10467 WHITE GRANITE DRIVE OAKTON, VA 22124-2763
2b	Employer Identification Number (EIN) 54-0901256
2c	Plan Sponsor's telephone number 703-461-6000
2d	Business code (see instructions) 624310

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.	09/30/2024	NATE HOOVER
	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 4286
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) 2458 6a(2) 2582 6b 20 6c 1911 6d 4513 6e 6f 4513 6g(1) 3658 6g(2) 3970 6h 261
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

2F 2G 2L 2M 2S 2T 3H

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 3
- (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 SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.	D Employer Identification Number (EIN) 54-0901256	

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
THE VARIABLE ANNUITY 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
74-1625348	70238	50851	1308	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 621	(b) Total amount of fees paid 0
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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
STEPHANUS J. VAN BLOMMESTEIN ET AL 2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
313			3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
JOSEPH DEL GUIDICE 2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
92			3

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

RICHARD E HARTNEY

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
62			3

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

MADS ANDERSEN

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
56			3

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

ROBERT KLUG

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
31			3

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

SHIRLEY SAI YING CHU (SHAI)

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
28			3

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

CLINTON J. MANN

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
16			3

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

MICHAEL A. WAVERKA

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
13			3

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

ANN K ADAMS

2929 ALLEN PARKWAY
HOUSTON, TX 77019

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
10			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	

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	3416805
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	1234255

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

Specify nature of costs ▶

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

3517713

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

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

80697

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

7c(4)

(5) Other (specify below)

7c(5)

▶

(6) Total additions.....

7c(6)

80697

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

3598410

e Deductions:

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

7e(1)

135116

(2) Administration charge made by carrier

7e(2)

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

7e(3)

46478

(4) Other (specify below)

7e(4)

11

▶ **CONTRACT SURRENDER CHARGES**

(5) Total deductions.....

7e(5)

181605

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

3416805

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500. ► Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 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 SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.	D Employer Identification Number (EIN) 54-0901256	

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
LINCOLN NATIONAL LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
35-0472300	65676	CR23352	67	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 11322	(b) Total amount of fees paid 0
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3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
LINCOLN FINANCIAL ADVISORS
PO BOX 2239
FORT WAYNE, IN 46801-2239

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
11322			4

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

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(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	1599180
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	1694752

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

Specify nature of costs ▶

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

1800669

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

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

56212

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

7c(4)

182231

(5) Other (specify below)

7c(5)

▶

(6) Total additions.....

7c(6)

238443

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

2039112

e Deductions:

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

7e(1)

127431

(2) Administration charge made by carrier

7e(2)

750

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

7e(3)

306042

(4) Other (specify below)

7e(4)

5709

▶ **LOANS ISSUED, FORFEITURES**

(5) Total deductions.....

7e(5)

439932

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

1599180

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 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 SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.	D Employer Identification Number (EIN) 54-0901256	

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
MASSACHUSETTS MUTUAL 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
04-1590850	65935	765671-01	197	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
0	0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4 Current value of plan's interest under this contract in the general account at year end **4** 4815134**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. **6d**
Specify nature of costs ▶**e** Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ **GROUP ANNUITY CONTRACT****b** Balance at the end of the previous year **7b** 5081221**c** Additions: (1) Contributions deposited during the year **7c(1)** 467227
(2) Dividends and credits **7c(2)**
(3) Interest credited during the year **7c(3)** 131132
(4) Transferred from separate account **7c(4)** 382642
(5) Other (specify below) **7c(5)** 86508▶ **LN REPAYMENTS**(6) Total additions **7c(6)** 1067509**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 6148730**e** Deductions:(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)** 667786
(2) Administration charge made by carrier **7e(2)** 1943
(3) Transferred to separate account **7e(3)** 663867
(4) Other (specify below) **7e(4)**(5) Total deductions **7e(5)** 1333596**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 4815134

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 SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.	D Employer Identification Number (EIN) 54-0901256	

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
--

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

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

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

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

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

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

EMPOWER ANNUITY INSURANCE COMPANY

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64	RECORDKEEPER	195229	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) 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 SERVICESTOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESTOURCE, INC.	D Employer Identification Number (EIN) 54-0901256	

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

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	22199	21779
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	1154259	1286504
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	77549214	94001794
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	10399603	9831119
(15) Other	1c(15)	2429499	2929007

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	91554774	108070203
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k		
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	91554774	108070203

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)	4148235	
(B) Participants	2a(1)(B)	5879837	
(C) Others (including rollovers)	2a(1)(C)	437878	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		10465950
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	68855	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		68855
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	2629714	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2629714
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		12677684
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		25842203

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	9155831	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		9155831
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	170943	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		170943
j Total expenses. Add all expense amounts in column (b) and enter total	2j		9326774

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		16515429
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: CITRIN COOPERMAN & COMPANY, LLP

(2) EIN: 22-2428965

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?	☒		2000000
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 SERVICESOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SERVICESOURCE, INC.	D Employer Identification Number (EIN) 54-0901256

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	
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): 04-1590850 74-1625348		
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	315

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☒ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☒ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☒ N/A

Part III	Amendments
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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.
---------	--

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)

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)

14c

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

a The corresponding number for the plan year immediately preceding the current plan year

15a

b The corresponding number for the second preceding plan year

15b

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

a Enter the number of employers who withdrew during the preceding plan year

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers

16b

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation. _____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

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

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Financial Statements and Supplemental Schedule

December 31, 2023 and 2022

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

December 31, 2023 and 2022

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Independent Auditor's Report

To the Fiduciary Committee
ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

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

We have performed audits of the financial statements of ServiceSource, Inc. 403(b) Tax Deferred Thrift 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 ServiceSource, Inc. 403(b) Tax Deferred Thrift 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 ("DOL") 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from qualified institutions 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 9 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the accompanying financial statements related to assets held by and certified to by qualified institutions agree to, or is derived from, in all material respects, the information prepared and certified by institutions that management determined meet the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan's ability to continue as a going concern for at least one year following the date that the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

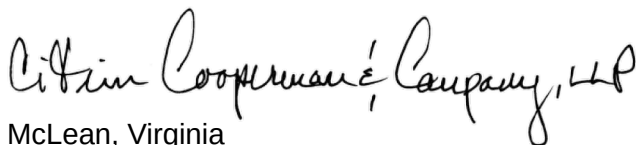
Other Matter - Supplemental Schedule Required by ERISA

The supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year), as of December 31, 2023, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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



McLean, Virginia
September 24, 2024

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Statements of Net Assets Available for Benefits

December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets		
Investments		
Investments at fair value	\$ 96,930,801	\$ 79,978,713
Investments at contract value	9,831,119	10,399,603
Total investments	<u>106,761,920</u>	<u>90,378,316</u>
Receivables		
Employer contributions	21,779	22,199
Notes receivable from participants	1,286,504	1,154,259
Total receivables	<u>1,308,283</u>	<u>1,176,458</u>
Total assets	<u>108,070,203</u>	<u>91,554,774</u>
 Net assets available for benefits	 <u><u>\$ 108,070,203</u></u>	 <u><u>\$ 91,554,774</u></u>

See accompanying notes to financial statements.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Statement of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2023

Additions

Investment income

Interest and dividends	\$ 2,629,714
Net appreciation in fair value of investments	12,677,684

Total investment income	15,307,398
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Interest income on notes receivable from participants	68,855
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Contributions

Participant contributions	5,879,837
Employer contributions	4,148,235
Rollovers	437,878

Total contributions	10,465,950
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Total additions	25,842,203
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Deductions

Benefits paid to participants	9,155,831
Administrative expenses	170,943

Total deductions	9,326,774
-------------------------	------------------

Net increase	16,515,429
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Net assets available for benefits

Beginning of year	91,554,774
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End of year	\$ 108,070,203
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See accompanying notes to financial statements.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Notes to the Financial Statements

December 31, 2023 and 2022

1. DESCRIPTION OF PLAN

The following description of the ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan (the "Plan") provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General - The Plan is a defined contribution plan established effective July 1, 1984, as restated February 1, 2023. The Plan covers all employees of Servicesource, Inc. and its affiliates, Employment Source, Inc., Community Thrift, Inc., Abilities, Inc. of Florida, Opportunities Center, Inc., ServiceSource Employment Services, Central Fairfax Services, Inc., Pioneer Adult Rehabilitation Center, and effective July 1, 2023, WorkSource Enterprises (collectively, the "Company" or "Plan sponsor"). All employees are eligible for elective deferrals under the Plan, but the following groups are not eligible for employer contributions: self-employed individuals, collectively bargained employees, non-resident aliens, residents of Puerto Rico, part-time/seasonal/temporary employees, members of its Network Corporate Executive team, Center Based Program participants, Day Support Program participants, PARC Service Contract Act employees, PARC part-time staff, student employees, interns, enclave employees and employees regularly scheduled to work less than 20 hours per week.

The Plan sponsor appointed Empower Annuity Insurance Company of America ("Empower") to be the primary custodian of the Plan's assets, Empower Trust Company to be the trustee and Empower Retirement, LLC to be the recordkeeper. The Plan sponsor also appointed The Variable Annuity Life Insurance Company of America ("VALIC"), Fidelity Management Trust Company ("Fidelity"), Lincoln National Life Insurance Company ("Lincoln"), and Newport Trust Company ("Newport") to be custodians of the Plan's assets. Empower is the only custodian accepting contributions during 2023. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA").

The Company's Fiduciary Committee is responsible for oversight of the Plan. The Plan's Fiduciary Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to the Plan's board of directors.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Notes to the Financial Statements

December 31, 2023 and 2022

Contributions - Each year, participants may contribute up to 100 percent of pretax annual compensation, as defined in the plan document, up to the maximum limits of the Internal Revenue Code ("IRC"). Participants also may designate all or a portion of their deferral contributions as after-tax contributions into a Roth account. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants also may contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan includes an automatic enrollment provision whereby newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their deferral rate set at 3 percent of eligible compensation and their contributions invested in a designated balanced fund until changed by the participant. The automatic enrollment provision also includes a feature in which the 3% deferral will be applied to current eligible participants who are deferring less than 3%, including elections not to defer on August 1st of each year. Automatically enrolled participants will have their deferral rate increase by one percent on August 1st of each year until their deferral rate reaches 10 percent.

The following groups of employees are excluded from the automatic enrollment provision: student employees, interns, union employees, part-time/seasonal/temporary employees, Center Based Program participants, Day Support Program participants, members of the Network Corporate Executive team, PARC Service Contract Act employees, PARC part-time staff, enclave employees and employees regularly scheduled to work less than 20 hours per week.

The Company makes discretionary matching contributions annually as determined by Company management. For the year ended December 31, 2023, the Company approved a discretionary contribution of 100% of the first 3% of eligible compensation that a participant contributed to the Plan. There is no employer match for catch-up contributions. Contributions are subject to certain Internal Revenue Service ("IRS") limitations. For the year ended December 31, 2023, the Company made employer matching contributions totaling \$3,863,082.

Certain participants are required to rollover into the Plan any excess funds in their premium reserve account of more than 30 days from the Company's Fringe Benefit Plan for Davis-Bacon and Related Acts (DBRA) Employees of ServiceSource, Inc. For the year ended December 31, 2023, employer contributions from the health and welfare plan totaled \$285,153.

Participant accounts - Each participant's account is credited with the participant's contributions, allocations of the Company's contributions and an allocation of the Plan's earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Notes to the Financial Statements

December 31, 2023 and 2022

Vesting - Participants are vested immediately in their contributions and the Company's contributions plus actual earnings thereon.

Plan loans - Participants may borrow directly from their account balances with Lincoln, subject to certain limitations, by using a portion of their plan account as security for the plan loan. These loans do not occur directly within a participant's account but rather through a designated Lincoln account. Outstanding loan balances were \$54,532 and \$57,953 at December 31, 2023 and 2022, respectively, and are not reported within the accompanying financial statements of the Plan but serve as collateral against the outstanding plan loan balances. Interest on these loans is paid directly to Lincoln. In the event of default, such notes are reportable to plan participants as taxable income but remain outstanding and continue to accrue interest until repaid by the participant or the participant becomes eligible to receive a distribution under the terms of the Plan. As of both December 31, 2023 and 2022, notes in default with Lincoln amounted to \$30,835, which will be satisfied upon future distribution.

Notes receivable from participants - Participants may borrow from their Empower fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% percent of their vested account balance. The loans are secured by the balance in the participant's account. The loan interest rate, determined annually, is set at 1 percent above the prime rate, as defined. Principal and interest are paid ratably through monthly payroll deductions. Terms range up to five years or greater for the purchase of a primary residence.

Payment of benefits - On termination of service due to death, disability, or retirement, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, or installment payments as provided in the plan document. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution. If a terminated participant's vested balance is less than or equal to \$5,000, the amount may be automatically distributed in the form of lump sum cash payment. In addition, the Plan allows for hardship distributions if certain criteria are met.

2. SUMMARY OF ACCOUNTING POLICIES

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

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

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Notes to the Financial Statements

December 31, 2023 and 2022

Investment valuation and income recognition - The Plan's investments are held by Empower, VALIC, Fidelity, Lincoln, and Newport, in various mutual funds, variable annuity contracts, and guaranteed investment contracts. Investments are reported at fair value, except for fully benefit-responsive investment contracts, which are reported at contract 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. The plan management determines the Plan's valuation policies utilizing information provided by the investment advisers and custodians. See Note 3 for discussion of fair value measurements.

The Plan's investments in fully benefit-responsive investment contracts are reported at contract value. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

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

Notes receivable from participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed as incurred.

Payment of benefits - Benefits are recorded when paid.

Administrative expenses - Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

Subsequent events - Subsequent events were evaluated through September 24, 2024, the date the financial statements were available to be issued. There are no subsequent events that require recognition or disclosure under Financial Accounting Standards Board ("FASB") Accounting Standards Codifications ("ASC") 855, *Subsequent Events*.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Notes to the Financial Statements

December 31, 2023 and 2022

3. FAIR VALUE MEASUREMENTS

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

Level 1 - Inputs to the valuation technique 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 technique include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- 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 technique are unobservable and significant to the fair value measurement.

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

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

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

Investments measured at net asset value - Consisting of variable annuity contracts, valued at the NAV of shares held at year end, which is based on the fair value of the underlying investments. The NAV, as provided by the custodian, is used as a practical expedient to estimate fair value. The Plan's interest in the variable annuity contract is based on the information reported by the contract holder.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Notes to the Financial Statements

December 31, 2023 and 2022

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022:

Assets at Fair Value as of

December 31, 2023

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 94,001,794	\$ -	\$ -	\$ 94,001,794
Total assets in the fair value hierarchy	94,001,794	-	-	94,001,794
Investments measured at net asset value (a)	-	-	-	2,929,007
Total investments at fair value	<u>\$ 94,001,794</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 96,930,801</u>

Assets at Fair Value as of

December 31, 2022

	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 77,549,214	\$ -	\$ -	\$ 77,549,214
Total assets in the fair value hierarchy	77,549,214	-	-	77,549,214
Investments measured at net asset value (a)	-	-	-	2,429,499
Total investments at fair value	<u>\$ 77,549,214</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 79,978,713</u>

(a) In accordance with FASB ASC 820, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Fair Value of Investments that Calculate Net Asset Value

The following table summarizes investments measured at fair value based on NAVs per share as of December 31, 2023 and 2022. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Variable annuity contracts:				
VALIC	\$ 1,234,255	\$ -	Daily	None
Lincoln	1,694,752	-	Daily	12 months
	<u>\$ 2,929,007</u>	<u>\$ -</u>		

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Notes to the Financial Statements

December 31, 2023 and 2022

December 31, 2022	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Variable annuity contracts:				
VALIC	\$ 1,064,193	\$ -	Daily	None
Lincoln	1,365,306	-	Daily	12 months
	<u>\$ 2,429,499</u>	<u>\$ -</u>		

4. FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACTS

The Plan holds traditional fully benefit-responsive guaranteed investment contracts with Empower, VALIC and Lincoln, for which contributions are maintained in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses.

These contracts meet the fully benefit-responsive investment contract criteria and therefore are reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by the sponsoring custodians, represent contributions made under the contracts, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The traditional investment contracts held by the Plan are guaranteed investment contracts. The contract issuer is contractually obligated to repay the principal and interest at the specified interest rate that is guaranteed to the Plan. The crediting rate is based on a formula established by the contract issuer but may not be less than 1 percent. The crediting rate is reviewed on a quarterly basis for resetting. The contract cannot be terminated before the scheduled maturity date.

The Plan's ability to receive amounts due is dependent on the issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

Certain events might limit the ability of the Plan to transact at contract value with the issuer. These events may be different under each contract. Such events include:

1. amendments to the plan documents (including complete or partial plan termination or merger with another plan);
2. changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions;
3. bankruptcy of the Plan sponsor or other Plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan;

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Notes to the Financial Statements

December 31, 2023 and 2022

4. the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA; or,
5. premature termination of the contract.

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. These events may be different under each contract. Such events include:

1. an uncured violation of the Plan's investment guidelines;
2. a breach of material obligation under the contract;
3. a material misrepresentation; or,
4. a material amendment to the agreement without the consent of the issuer.

No events are probable of occurring that might allow the issuer to terminate the contract and settle at an amount that differs from contract value.

5. RELATED-PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain plan investments are managed by the Custodians, and therefore, these transactions qualify as party-in-interest transactions.

Additionally, the Plan issues loans to participants, which are secured by the participant's account balances. These transactions qualify as party-in-interest transactions.

Certain administrative functions of the Plan are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan.

6. 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.

7. TAX STATUS

The Plan adopted a volume submitter plan offered by Empower Retirement, LLC stating that the written form of the underlying specimen plan is qualified under Section 403(b) of the IRC. The volume submitter plan received an IRS Advisory Letter dated April 7, 2021, that the Plan is designed in accordance with the applicable sections of the IRC. Although the Plan has been amended since receiving the IRS Advisory Letter, the Plan sponsor believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC, and, therefore believes that the Plan is qualified, and the related trust is tax exempt.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

Notes to the Financial Statements

December 31, 2023 and 2022

Plan management is required to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan sponsor has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain tax positions taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

8. RISKS AND UNCERTAINTIES

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

9. INFORMATION CERTIFIED BY CUSTODIANS

The Plan sponsor has elected the method of compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA for 2023 and 2022. Accordingly, Empower, VALIC, Fidelity, Lincoln and Newport, the Custodians of the Plan, have certified to the completeness and accuracy of all investments and notes receivable from participants reported in the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022, and the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2023, and the related investment activity and interest income on notes receivable from participants reported in the statement of changes in net assets available for benefits for the year ended December 31, 2023.

Supplemental Schedule

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

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

EIN: 54-0901256 Plan Number: 001

December 31, 2023

(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
*	MassMutual Capital Preservation Account	Investment Contract	**	\$ 4,815,134
*	VALIC Fixed Account Plus	Investment Contract	**	3,407,393
*	VALIC Short Term Fixed Account	Investment Contract	**	9,412
*	Lincoln Fixed Account	Investment Contract	**	1,599,180
	PIMCO Diversified Income Fund	Mutual Fund	**	238,411
*	Vanguard Growth Index Fund	Mutual Fund	**	3,086,136
*	Vanguard Total Bond Market Index Fund	Mutual Fund	**	1,827,610
*	Vanguard 500 Index Fund	Mutual Fund	**	3,210,850
*	Vanguard Total Stock Market Index Fund	Mutual Fund	**	1,130,983
*	Vanguard Mid Cap Index Fund	Mutual Fund	**	838,789
*	Vanguard Value Index Fund	Mutual Fund	**	1,333,703
*	Vanguard Small Cap Growth Index Fund	Mutual Fund	**	38,714
*	Vanguard Small Cap Index Fund	Mutual Fund	**	781,133
*	Vanguard Mid Cap Growth Index Fund	Mutual Fund	**	856,708
*	Vanguard Total International Stock Index Fund	Mutual Fund	**	1,146,752
*	Vanguard Small Cap Value Index Fund	Mutual Fund	**	473,113
*	Vanguard Mid Cap Value Index Fund	Mutual Fund	**	376,013
*	Vanguard Real Estate Index Fund	Mutual Fund	**	241,312
	Western Asset Core Bond Fund	Mutual Fund	**	5,703
*	Vanguard Inflation-Protected Securities Fund Admiral	Mutual Fund	**	15,411
*	Vanguard Target Retirement 2020 Fund	Mutual Fund	**	3,315,178
*	Vanguard Target Retirement 2025 Fund	Mutual Fund	**	7,282,986
*	Vanguard Target Retirement 2035 Fund	Mutual Fund	**	8,716,554
*	Vanguard Target Retirement 2045 Fund	Mutual Fund	**	9,077,826
*	Vanguard Target Retirement 2055 Fund	Mutual Fund	**	8,505,168
*	Vanguard Target Retirement 2065 Fund	Mutual Fund	**	1,967,839
*	Vanguard Target Retirement 2050 Fund	Mutual Fund	**	10,490,702
*	Vanguard Target Retirement 2030 Fund	Mutual Fund	**	9,797,566
*	Vanguard Target Retirement 2040 Fund	Mutual Fund	**	6,881,469
*	Vanguard Target Retirement 2060 Fund	Mutual Fund	**	5,287,792
*	Vanguard Target Retirement 2070 Fund	Mutual Fund	**	41,534
*	Vanguard Target Retirement Income Fund	Mutual Fund	**	1,510,906
*	Vanguard Cash Reserves Federal Money	Mutual Fund	**	29,026
*	Vanguard Target Retirement 2020 Fund	Mutual Fund	**	77,872
*	Vanguard 500 Index Fund Admiral	Mutual Fund	**	827,964
*	Vanguard PrimeCap Fund	Mutual Fund	**	601,032
*	Vanguard Wellington Fund	Mutual Fund	**	475,381
*	Vanguard Total Stock Index Fund Admiral	Mutual Fund	**	234,996
*	Vanguard International Growth Fund Admiral	Mutual Fund	**	141,932
*	Vanguard Total Bond Market Index Fund AD	Mutual Fund	**	90,693
*	Vanguard Core Bond Fund Admiral Shares	Mutual Fund	**	94,406
*	Vanguard Small Cap Index Fund Admiral	Mutual Fund	**	82,856
*	Vanguard Total International Bond Index Fund	Mutual Fund	**	61,655
*	Vanguard Health Care Fund Admiral	Mutual Fund	**	74,957

See Independent auditor's report.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

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

EIN: 54-0901256 Plan Number: 001

December 31, 2023

(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
*	Vanguard STAR Fund	Mutual Fund	**	\$ 49,974
*	Vanguard Explorer Fund	Mutual Fund	**	44,787
*	Vanguard Windsor II Fund	Mutual Fund	**	52,378
*	Vanguard U.S. Growth Fund Admiral	Mutual Fund	**	36,156
*	Vanguard Growth Index Fund Admiral	Mutual Fund	**	23,747
*	Vanguard Total World Stock Index Fund Admiral	Mutual Fund	**	35,575
*	Vanguard LifeStrategy Growth Fund	Mutual Fund	**	27,209
*	Vanguard Federal Money Market Fund	Mutual Fund	**	13,459
*	Vanguard Mid Cap Index Fund Admiral	Mutual Fund	**	4,241
*	Vanguard Value Index Fund Admiral	Mutual Fund	**	4,419
*	Vanguard Equity Income Fund Admiral	Mutual Fund	**	1,208
*	Fidelity Magellan Fund	Mutual Fund	**	394,081
*	Fidelity Growth Company Fund	Mutual Fund	**	194,349
*	Fidelity Contrafund	Mutual Fund	**	152,837
*	Fidelity Blue Chip Growth Fund	Mutual Fund	**	168,315
*	Fidelity Strategic Income Fund	Mutual Fund	**	134,651
*	Fidelity International Growth Fund	Mutual Fund	**	122,601
*	Fidelity Growth & Income Fund	Mutual Fund	**	116,244
*	Fidelity Spartan Intermediate Trade Bond Index Fund	Mutual Fund	**	93,435
*	Fidelity Low Priced Stock Fund	Mutual Fund	**	105,335
*	Fidelity Freedom 2035 Fund K	Mutual Fund	**	93,784
*	Fidelity Total Bond Fund	Mutual Fund	**	80,656
*	Fidelity Overseas Fund	Mutual Fund	**	74,164
*	Fidelity Government Cash Reserve Fund	Mutual Fund	**	73,084
*	Fidelity Spartan Extended Market Index Fund	Mutual Fund	**	20,355
*	Fidelity Government Money Market Fund	Mutual Fund	**	65,193
*	Fidelity Select Financial Fund	Mutual Fund	**	60,750
*	Fidelity Capital & Income Fund	Mutual Fund	**	53,341
*	Fidelity Treasury Only Money Market Fund	Mutual Fund	**	45,062
*	Fidelity OTC Portfolio Fund	Mutual Fund	**	45,216
*	Fidelity Large Cap Stock Fund	Mutual Fund	**	49,859
*	Fidelity Select Software Fund	Mutual Fund	**	40,864
*	Fidelity 500 Index Fund	Mutual Fund	**	38,778
*	Fidelity Dividend Growth Fund	Mutual Fund	**	31,495
*	Fidelity Small Cap Stock Fund	Mutual Fund	**	23,204
*	Fidelity Freedom 2020 Fund K	Mutual Fund	**	23,129
*	Fidelity Small Cap Discovery Fund	Mutual Fund	**	20,165
*	Fidelity Select Biotech Fund	Mutual Fund	**	16,398
*	Fidelity Select Industrials Fund	Mutual Fund	**	18,180
*	Fidelity Real Estate Investment Fund	Mutual Fund	**	13,055
*	Fidelity Select Materials Fund	Mutual Fund	**	13,432
*	Fidelity Freedom 2025 Fund K	Mutual Fund	**	31,428
*	Fidelity Spartan Total Market Index Fund	Mutual Fund	**	5,850
*	Fidelity Freedom 2030 Fund K	Mutual Fund	**	1,118

See Independent auditor's report.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

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

EIN: 54-0901256 Plan Number: 001

December 31, 2023

(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 Freedom 2045 Fund K	Mutual Fund	**	\$ 6,409
*	Fidelity Government Money Market	Mutual Fund	**	496
*	Fidelity NASDAQ Composite Index Fund	Mutual Fund	**	11,697
*	VALIC Science & Technology Fund	Variable Annuity Contract	**	177,678
*	VALIC Growth Fund	Variable Annuity Contract	**	103,491
*	VALIC Mid Cap Index Fund	Variable Annuity Contract	**	99,446
*	VALIC Blue Chip Growth Fund	Variable Annuity Contract	**	43,178
	GS VIT Government Money Market Fund	Variable Annuity Contract	**	93,584
*	VALIC Stock Index Fund	Variable Annuity Contract	**	98,283
*	VALIC Vanguard Windsor II Fund	Variable Annuity Contract	**	76,788
*	VALIC NASDAQ 100 Index Fund	Variable Annuity Contract	**	144,897
*	VALIC Ariel Appreciation Fund	Variable Annuity Contract	**	30,175
*	VALIC Vanguard Wellington Fund	Variable Annuity Contract	**	49,032
*	VALIC Global Strategy Fund	Variable Annuity Contract	**	24,652
*	VALIC Small Cap Index Fund	Variable Annuity Contract	**	33,097
*	VALIC Ariel Fund	Variable Annuity Contract	**	31,040
*	VALIC Vanguard Lifestrategy Moderate Fund	Variable Annuity Contract	**	27,702
*	VALIC Inflation Protected Fund	Variable Annuity Contract	**	16,160
*	VALIC Mid Cap Strategic Growth Fund	Variable Annuity Contract	**	39,902
*	VALIC Large Capital Growth Fund	Variable Annuity Contract	**	18,261
*	VALIC Small Cap Special Value Fund	Variable Annuity Contract	**	14,393
*	VALIC International Equities Index Fund	Variable Annuity Contract	**	12,723
*	VALIC International Opportunities Fund	Variable Annuity Contract	**	9,072
*	VALIC Vanguard Long Term Treasury Fund	Variable Annuity Contract	**	5,867
*	VALIC International Value Fund	Variable Annuity Contract	**	8,629
*	VALIC Conservative Growth Lifestyle Fund	Variable Annuity Contract	**	7,680
*	VALIC Mid Cap Value Fund	Variable Annuity Contract	**	6,349
*	VALIC Small Cap Growth Fund	Variable Annuity Contract	**	37,870
*	VALIC International Socially Responsible Fund	Variable Annuity Contract	**	5,100
*	VALIC Small Cap Value Fund	Variable Annuity Contract	**	2,483
*	VALIC US Socially Responsible Fund	Variable Annuity Contract	**	2,618
*	VALIC Emerging Economies Fund	Variable Annuity Contract	**	1,260
*	VALIC International Growth Fund	Variable Annuity Contract	**	1,361
*	VALIC High Yield Bond Fund	Variable Annuity Contract	**	722
*	VALIC Global Real Estate Fund	Variable Annuity Contract	**	545
*	VALIC Dividend Value Fund	Variable Annuity Contract	**	17
*	VALIC Invesco Balanced Risk Commodity Strategic Fund	Variable Annuity Contract	**	363
*	VALIC Core Bond Fund	Variable Annuity Contract	**	9,796
*	VALIC Systematic Core Fund	Variable Annuity Contract	**	22
*	VALIC Systematic Value Fund	Variable Annuity Contract	**	19
*	Lincoln American Funds Global Growth Fund	Variable Annuity Contract	**	199,232
*	Lincoln Fidelity VIP Contrafund	Variable Annuity Contract	**	147,665
*	Lincoln American Funds Growth Fund	Variable Annuity Contract	**	155,260

See Independent auditor's report.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

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

EIN: 54-0901256 Plan Number: 001

December 31, 2023

(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
*	Lincoln Delaware VIP Diversified Income Fund	Variable Annuity Contract	**	\$ 57,645
*	Lincoln LVIP T. Rowe Price Structured Mid-Cap Growth Fund	Variable Annuity Contract	**	73,162
*	Lincoln LVIP Global Conservative Allocation Managed Risk Fund	Variable Annuity Contract	**	70,894
*	Lincoln Delaware VIP REIT Fund	Variable Annuity Contract	**	52,050
*	Lincoln LVIP Delaware Social Awareness Fund	Variable Annuity Contract	**	73,027
*	Lincoln LVIP Delaware Bond Fund	Variable Annuity Contract	**	23,098
*	Lincoln LVIP Baron Growth Opportunities Fund	Variable Annuity Contract	**	23,442
*	Lincoln Delaware Small Cap Core Series Fund	Variable Annuity Contract	**	52,342
*	Lincoln Delaware VIP Value Fund	Variable Annuity Contract	**	45,071
*	Lincoln Delaware VIP High Yield Fund	Variable Annuity Contract	**	43,006
*	Lincoln LVIP Managed Risk Profile 2040 Fund	Variable Annuity Contract	**	64,249
*	Lincoln American Funds Growth Income Fund	Variable Annuity Contract	**	35,642
*	Lincoln LVIP Dimensional US Core Equity Fund	Variable Annuity Contract	**	35,816
*	Lincoln MFS Utilities Fund	Variable Annuity Contract	**	27,227
*	Lincoln LVIP JPMorgan Retirement Income Fund	Variable Annuity Contract	**	23,247
*	Lincoln LVIP Vanguard Domestic Equity Fund	Variable Annuity Contract	**	31,335
*	Lincoln LVIP Blended Large Cap Growth Managed Volatility Fund	Variable Annuity Contract	**	41,108
*	Lincoln Fidelity VIP Growth Fund	Variable Annuity Contract	**	40,877
*	Lincoln American Funds International Fund	Variable Annuity Contract	**	13,567
*	Lincoln LVIP Blended Mid Cap Managed Volatility	Variable Annuity Contract	**	19,766
*	Lincoln Blackrock Global Allocation Fund	Variable Annuity Contract	**	106,108
*	Lincoln Delaware VIP Small Cap Value	Variable Annuity Contract	**	83,811
*	Lincoln Delaware Mid Cap Value Fund	Variable Annuity Contract	**	122,478
*	Lincoln AB VPS Sustain Global Thematic	Variable Annuity Contract	**	10,006
*	Lincoln LVIP SSGA S&P 500 Index Fund	Variable Annuity Contract	**	14,276
*	Lincoln LVIP Blackrock Advantage Allocation Fund	Variable Annuity Contract	**	7
*	Lincoln LVIP Mondrian International Value Fund	Variable Annuity Contract	**	5,892
*	Lincoln LVIP Global Moderate Allocation Managed Risk Fund	Variable Annuity Contract	**	2,148
*	Lincoln LVIP SSGA Small Cap Index Fund	Variable Annuity Contract	**	1,298
*	Participant loans	Interest at 4.25% to 9.25%, maturing through December 2028	-	1,286,504
	Total			\$ 108,048,424

* Denotes a party-in-interest.

** Cost information is not required for participant-directed investments

See Independent auditor's report.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

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

EIN: 54-0901256 Plan Number: 001

As of December 31, 2023

(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
*	MassMutual Capital Preservation Account	Investment Contract	**	\$ 4,815,134
*	VALIC Fixed Account Plus	Investment Contract	**	3,407,393
*	VALIC Short Term Fixed Account	Investment Contract	**	9,412
*	Lincoln Fixed Account	Investment Contract	**	1,599,180
	PIMCO Diversified Income Fund	Mutual Fund	**	238,411
*	Vanguard Growth Index Fund	Mutual Fund	**	3,086,136
*	Vanguard Total Bond Market Index Fund	Mutual Fund	**	1,827,610
*	Vanguard 500 Index Fund	Mutual Fund	**	3,210,850
*	Vanguard Total Stock Market Index Fund	Mutual Fund	**	1,130,983
*	Vanguard Mid Cap Index Fund	Mutual Fund	**	838,789
*	Vanguard Value Index Fund	Mutual Fund	**	1,333,703
*	Vanguard Small Cap Growth Index Fund	Mutual Fund	**	38,714
*	Vanguard Small Cap Index Fund	Mutual Fund	**	781,133
*	Vanguard Mid Cap Growth Index Fund	Mutual Fund	**	856,708
*	Vanguard Total International Stock Index Fund	Mutual Fund	**	1,146,752
*	Vanguard Small Cap Value Index Fund	Mutual Fund	**	473,113
*	Vanguard Mid Cap Value Index Fund	Mutual Fund	**	376,013
*	Vanguard Real Estate Index Fund	Mutual Fund	**	241,312
	Western Asset Core Bond Fund	Mutual Fund	**	5,703
*	Vanguard Inflation-Protected Securities Fund Admiral	Mutual Fund	**	15,411
*	Vanguard Target Retirement 2020 Fund	Mutual Fund	**	3,315,178
*	Vanguard Target Retirement 2025 Fund	Mutual Fund	**	7,282,986
*	Vanguard Target Retirement 2035 Fund	Mutual Fund	**	8,716,554
*	Vanguard Target Retirement 2045 Fund	Mutual Fund	**	9,077,826
*	Vanguard Target Retirement 2055 Fund	Mutual Fund	**	8,505,168
*	Vanguard Target Retirement 2065 Fund	Mutual Fund	**	1,967,839
*	Vanguard Target Retirement 2050 Fund	Mutual Fund	**	10,490,702
*	Vanguard Target Retirement 2030 Fund	Mutual Fund	**	9,797,566
*	Vanguard Target Retirement 2040 Fund	Mutual Fund	**	6,881,469
*	Vanguard Target Retirement 2060 Fund	Mutual Fund	**	5,287,792
*	Vanguard Target Retirement 2070 Fund	Mutual Fund	**	41,534
*	Vanguard Target Retirement Income Fund	Mutual Fund	**	1,510,906
*	Vanguard Cash Reserves Federal Money	Mutual Fund	**	29,026
*	Vanguard Target Retirement 2020 Fund	Mutual Fund	**	77,872
*	Vanguard 500 Index Fund Admiral	Mutual Fund	**	827,964
*	Vanguard PrimeCap Fund	Mutual Fund	**	601,032
*	Vanguard Wellington Fund	Mutual Fund	**	475,381
*	Vanguard Total Stock Index Fund Admiral	Mutual Fund	**	234,996
*	Vanguard International Growth Fund Admiral	Mutual Fund	**	141,932
*	Vanguard Total Bond Market Index Fund AD	Mutual Fund	**	90,693
*	Vanguard Core Bond Fund Admiral Shares	Mutual Fund	**	94,406
*	Vanguard Small Cap Index Fund Admiral	Mutual Fund	**	82,856
*	Vanguard Total International Bond Index Fund	Mutual Fund	**	61,655
*	Vanguard Health Care Fund Admiral	Mutual Fund	**	74,957

See Independent auditor's report.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

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

EIN: 54-0901256 Plan Number: 001

As of December 31, 2023

(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
*	Vanguard STAR Fund	Mutual Fund	**	\$ 49,974
*	Vanguard Explorer Fund	Mutual Fund	**	44,787
*	Vanguard Windsor II Fund	Mutual Fund	**	52,378
*	Vanguard U.S. Growth Fund Admiral	Mutual Fund	**	36,156
*	Vanguard Growth Index Fund Admiral	Mutual Fund	**	23,747
*	Vanguard Total World Stock Index Fund Admiral	Mutual Fund	**	35,575
*	Vanguard LifeStrategy Growth Fund	Mutual Fund	**	27,209
*	Vanguard Federal Money Market Fund	Mutual Fund	**	13,459
*	Vanguard Mid Cap Index Fund Admiral	Mutual Fund	**	4,241
*	Vanguard Value Index Fund Admiral	Mutual Fund	**	4,419
*	Vanguard Equity Income Fund Admiral	Mutual Fund	**	1,208
*	Fidelity Magellan Fund	Mutual Fund	**	394,081
*	Fidelity Growth Company Fund	Mutual Fund	**	194,349
*	Fidelity Contrafund	Mutual Fund	**	152,837
*	Fidelity Blue Chip Growth Fund	Mutual Fund	**	168,315
*	Fidelity Strategic Income Fund	Mutual Fund	**	134,651
*	Fidelity International Growth Fund	Mutual Fund	**	122,601
*	Fidelity Growth & Income Fund	Mutual Fund	**	116,244
*	Fidelity Spartan Intermediate Trade Bond Index Fund	Mutual Fund	**	93,435
*	Fidelity Low Priced Stock Fund	Mutual Fund	**	105,335
*	Fidelity Freedom 2035 Fund K	Mutual Fund	**	93,784
*	Fidelity Total Bond Fund	Mutual Fund	**	80,656
*	Fidelity Overseas Fund	Mutual Fund	**	74,164
*	Fidelity Government Cash Reserve Fund	Mutual Fund	**	73,084
*	Fidelity Spartan Extended Market Index Fund	Mutual Fund	**	20,355
*	Fidelity Government Money Market Fund	Mutual Fund	**	65,193
*	Fidelity Select Financial Fund	Mutual Fund	**	60,750
*	Fidelity Capital & Income Fund	Mutual Fund	**	53,341
*	Fidelity Treasury Only Money Market Fund	Mutual Fund	**	45,062
*	Fidelity OTC Portfolio Fund	Mutual Fund	**	45,216
*	Fidelity Large Cap Stock Fund	Mutual Fund	**	49,859
*	Fidelity Select Software Fund	Mutual Fund	**	40,864
*	Fidelity 500 Index Fund	Mutual Fund	**	38,778
*	Fidelity Dividend Growth Fund	Mutual Fund	**	31,495
*	Fidelity Small Cap Stock Fund	Mutual Fund	**	23,204
*	Fidelity Freedom 2020 Fund K	Mutual Fund	**	23,129
*	Fidelity Small Cap Discovery Fund	Mutual Fund	**	20,165
*	Fidelity Select Biotech Fund	Mutual Fund	**	16,398
*	Fidelity Select Industrials Fund	Mutual Fund	**	18,180
*	Fidelity Real Estate Investment Fund	Mutual Fund	**	13,055
*	Fidelity Select Materials Fund	Mutual Fund	**	13,432
*	Fidelity Freedom 2025 Fund K	Mutual Fund	**	31,428
*	Fidelity Spartan Total Market Index Fund	Mutual Fund	**	5,850
*	Fidelity Freedom 2030 Fund K	Mutual Fund	**	1,118

See Independent auditor's report.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

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

EIN: 54-0901256 Plan Number: 001

As of December 31, 2023

(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 Freedom 2045 Fund K	Mutual Fund	**	\$ 6,409
*	Fidelity Government Money Market	Mutual Fund	**	496
*	Fidelity NASDAQ Composite Index Fund	Mutual Fund	**	11,697
*	VALIC Science & Technology Fund	Variable Annuity Contract	**	177,678
*	VALIC Growth Fund	Variable Annuity Contract	**	103,491
*	VALIC Mid Cap Index Fund	Variable Annuity Contract	**	99,446
*	VALIC Blue Chip Growth Fund	Variable Annuity Contract	**	43,178
	GS VIT Government Money Market Fund	Variable Annuity Contract	**	93,584
*	VALIC Stock Index Fund	Variable Annuity Contract	**	98,283
*	VALIC Vanguard Windsor II Fund	Variable Annuity Contract	**	76,788
*	VALIC NASDAQ 100 Index Fund	Variable Annuity Contract	**	144,897
*	VALIC Ariel Appreciation Fund	Variable Annuity Contract	**	30,175
*	VALIC Vanguard Wellington Fund	Variable Annuity Contract	**	49,032
*	VALIC Global Strategy Fund	Variable Annuity Contract	**	24,652
*	VALIC Small Cap Index Fund	Variable Annuity Contract	**	33,097
*	VALIC Ariel Fund	Variable Annuity Contract	**	31,040
*	VALIC Vanguard Lifestrategy Moderate Fund	Variable Annuity Contract	**	27,702
*	VALIC Inflation Protected Fund	Variable Annuity Contract	**	16,160
*	VALIC Mid Cap Strategic Growth Fund	Variable Annuity Contract	**	39,902
*	VALIC Large Capital Growth Fund	Variable Annuity Contract	**	18,261
*	VALIC Small Cap Special Value Fund	Variable Annuity Contract	**	14,393
*	VALIC International Equities Index Fund	Variable Annuity Contract	**	12,723
*	VALIC International Opportunities Fund	Variable Annuity Contract	**	9,072
*	VALIC Vanguard Long Term Treasury Fund	Variable Annuity Contract	**	5,867
*	VALIC International Value Fund	Variable Annuity Contract	**	8,629
*	VALIC Conservative Growth Lifestyle Fund	Variable Annuity Contract	**	7,680
*	VALIC Mid Cap Value Fund	Variable Annuity Contract	**	6,349
*	VALIC Small Cap Growth Fund	Variable Annuity Contract	**	37,870
*	VALIC International Socially Responsible Fund	Variable Annuity Contract	**	5,100
*	VALIC Small Cap Value Fund	Variable Annuity Contract	**	2,483
*	VALIC US Socially Responsible Fund	Variable Annuity Contract	**	2,618
*	VALIC Emerging Economies Fund	Variable Annuity Contract	**	1,260
*	VALIC International Growth Fund	Variable Annuity Contract	**	1,361
*	VALIC High Yield Bond Fund	Variable Annuity Contract	**	722
*	VALIC Global Real Estate Fund	Variable Annuity Contract	**	545
*	VALIC Dividend Value Fund	Variable Annuity Contract	**	17
*	VALIC Invesco Balanced Risk Commodity Strategic Fund	Variable Annuity Contract	**	363
*	VALIC Core Bond Fund	Variable Annuity Contract	**	9,796
*	VALIC Systematic Core Fund	Variable Annuity Contract	**	22
*	VALIC Systematic Value Fund	Variable Annuity Contract	**	19
*	Lincoln American Funds Global Growth Fund	Variable Annuity Contract	**	199,232
*	Lincoln Fidelity VIP Contrafund	Variable Annuity Contract	**	147,665
*	Lincoln American Funds Growth Fund	Variable Annuity Contract	**	155,260
*	Lincoln Delaware VIP Diversified Income Fund	Variable Annuity Contract	**	57,645

See Independent auditor's report.

ServiceSource, Inc. 403(b) Tax Deferred Thrift Retirement Plan

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

EIN: 54-0901256 Plan Number: 001

As of December 31, 2023

(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
*	Lincoln LVIP T. Rowe Price Structured Mid-Cap Growth Fund	Variable Annuity Contract	**	\$ 73,162
*	Lincoln LVIP Global Conservative Allocation Managed Risk Fund	Variable Annuity Contract	**	70,894
*	Lincoln Delaware VIP REIT Fund	Variable Annuity Contract	**	52,050
*	Lincoln LVIP Delaware Social Awareness Fund	Variable Annuity Contract	**	73,027
*	Lincoln LVIP Delaware Bond Fund	Variable Annuity Contract	**	23,098
*	Lincoln LVIP Baron Growth Opportunities Fund	Variable Annuity Contract	**	23,442
*	Lincoln Delaware Small Cap Core Series Fund	Variable Annuity Contract	**	52,342
*	Lincoln Delaware VIP Value Fund	Variable Annuity Contract	**	45,071
*	Lincoln Delaware VIP High Yield Fund	Variable Annuity Contract	**	43,006
*	Lincoln LVIP Managed Risk Profile 2040 Fund	Variable Annuity Contract	**	64,249
*	Lincoln American Funds Growth Income Fund	Variable Annuity Contract	**	35,642
*	Lincoln LVIP Dimensional US Core Equity Fund	Variable Annuity Contract	**	35,816
*	Lincoln MFS Utilities Fund	Variable Annuity Contract	**	27,227
*	Lincoln LVIP JPMorgan Retirement Income Fund	Variable Annuity Contract	**	23,247
*	Lincoln LVIP Vanguard Domestic Equity Fund	Variable Annuity Contract	**	31,335
*	Lincoln LVIP Blended Large Cap Growth Managed Volatility Fund	Variable Annuity Contract	**	41,108
*	Lincoln Fidelity VIP Growth Fund	Variable Annuity Contract	**	40,877
*	Lincoln American Funds International Fund	Variable Annuity Contract	**	13,567
*	Lincoln LVIP Blended Mid Cap Managed Volatility	Variable Annuity Contract	**	19,766
*	Lincoln Blackrock Global Allocation Fund	Variable Annuity Contract	**	106,108
*	Lincoln Delaware VIP Small Cap Value	Variable Annuity Contract	**	83,811
*	Lincoln Delaware Mid Cap Value Fund	Variable Annuity Contract	**	122,478
*	Lincoln AB VPS Sustain Global Thematic	Variable Annuity Contract	**	10,006
*	Lincoln LVIP SSGA S&P 500 Index Fund	Variable Annuity Contract	**	14,276
*	Lincoln LVIP Blackrock Advantage Allocation Fund	Variable Annuity Contract	**	7
*	Lincoln LVIP Mondrian International Value Fund	Variable Annuity Contract	**	5,892
*	Lincoln LVIP Global Moderate Allocation Managed Risk Fund	Variable Annuity Contract	**	2,148
*	Lincoln LVIP SSGA Small Cap Index Fund	Variable Annuity Contract	**	1,298
*	Participant loans	Interest at 4.25% to 9.25%, maturing through December 2028	-	1,286,504
	Total			\$ 108,048,424

* Denotes a party-in-interest.

** Cost information is not required for participant-directed investments

See Independent auditor's report.

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment 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****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 SERVICESTOURCE, INC. 403(B) TAX DEFERRED THRIFT RETIREMENT PLAN	1b Three-digit plan number (PN) ► 001
	1c Effective date of plan 07/01/1984
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) SERVICESTOURCE, INC. 10467 WHITE GRANITE DRIVE OAKTON VA 22124-2763	2b Employer Identification Number (EIN) 54-0901256 2c Plan Sponsor's telephone number (703) 461-6000 2d Business code (see instructions) 624310

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 	09/24/2024	NATE HOOVER
Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		
Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE		
Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2023)
v. 230728

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

4286

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)	2458
a (2) Total number of active participants at the end of the plan year	6a(2)	2582
b Retired or separated participants receiving benefits	6b	20
c Other retired or separated participants entitled to future benefits	6c	1911
d Subtotal. Add lines 6a(2), 6b, and 6c	6d	4513
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e	
f Total. Add lines 6d and 6e	6f	4513
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)	3658
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)	3970
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h	261

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)

7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2F 2G 2L 2M 2S 2T 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- (1) ☒ Insurance
(2) ☐ Code section 412(e)(3) insurance contracts
(3) ☒ Trust
(4) ☐ General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- (1) ☒ Insurance
(2) ☐ Code section 412(e)(3) insurance contracts
(3) ☒ Trust
(4) ☐ General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ R (Retirement Plan Information)
(2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
(3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
(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 3
(4) ☒ C (Service Provider Information)
(5) ☐ D (DFE/Participating Plan Information)
(6) ☐ G (Financial Transaction Schedules)