

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 PEDIATRIC ACADEMIC ASSOCIATION, INC. 403(B) TAX-SHELTERED ANNUITY PLAN	1b Three-digit plan number (PN) ▶ 004
		1c Effective date of plan 01/01/2009
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) PEDIATRIC ACADEMIC ASSOCIATION,INC. 700 CHILDREN'S DRIVE COLUMBUS, OH 43205	2b Employer Identification Number (EIN) 31-1024403
		2c Plan Sponsor's telephone number 614-355-4115
		2d Business code (see instructions) 813000

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.			
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.			
SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2024	SUSANNE EBERSBACH
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2024	SUSANNE EBERSBACH
	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	5 527
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) 419 6a(2) 433 6b 0 6c 122 6d 555 6e 0 6f 555 6g(1) 500 6g(2) 526 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

2F 2G 2L

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

9a Plan funding arrangement (check all that apply) (1) ☒ 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 PEDIATRIC ACADEMIC ASSOCIATION, INC. 403(B) TAX-SHELTERED ANNUITY PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 PEDIATRIC ACADEMIC ASSOCIATION, INC.	D Employer Identification Number (EIN) 31-1024403	

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
TIAA-CREF

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-1624203	69345	405905	149	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

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	8213223
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	14644951

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**

7958238

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

270546

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

308859

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

7c(4)

523925

(5) Other (specify below)

7c(5)

7984

(6) Total additions

7c(6)

1111314

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

9069552

e Deductions:

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

7e(1)

451367

(2) Administration charge made by carrier

7e(2)

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

7e(3)

402886

(4) Other (specify below)

7e(4)

2076

(5) Total deductions

7e(5)

856329

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

8213223

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 PEDIATRIC ACADEMIC ASSOCIATION, INC. 403(B) TAX-SHELTERED ANNUITY PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 PEDIATRIC ACADEMIC ASSOCIATION, INC.	D Employer Identification Number (EIN) 31-1024403	

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
VOYA RETIREMENT INSURANCE AND ANNUITY CO.

(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
71-0294708	86509	VC2880	7	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 1017	(b) Total amount of fees paid
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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
BARNETT B MCGOWAN
7965 NORTH HIGH STREET
SUITE 150
COLUMBUS, OH 43235

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
516			3

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
GLENN R. LEWIS
7965 NORTH HIGH STREET
SUITE 150
COLUMBUS, OH 43235

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
266			3

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

JOSEPH B. FREDERICK

7965 NORTH HIGH STREET
SUITE 150
COLUMBUS, OH 43235

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
150			3

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

DALE D. VAN VALKENBURG

7965 NORTH HIGH STREET
SUITE 150
COLUMBUS, OH 43235

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
85			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	720002
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	295669

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 ▶ **UNALLOCATED ANNUITY CONTRACT**

b Balance at the end of the previous year**7b**

737633

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

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

29352

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

7c(4)

(5) Other (specify below)

7c(5)

▶

(6) Total additions.....

7c(6)

29352

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

766985

e Deductions:

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

7e(1)

46948

(2) Administration charge made by carrier

7e(2)

35

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

7e(3)

(4) Other (specify below)

7e(4)

▶

(5) Total deductions.....

7e(5)

46983

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

720002

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 PEDIATRIC ACADEMIC ASSOCIATION, INC. 403(B) TAX-SHELTERED ANNUITY PLAN	B Three-digit plan number (PN) ▶ 004	
C Plan sponsor's name as shown on line 2a of Form 5500 PEDIATRIC ACADEMIC ASSOCIATION, INC.	D Employer Identification Number (EIN) 31-1024403	

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
AXA EQUITABLE 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
13-5570651	62944	716356-001	1	01/01/2023	12/31/2023

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.
--

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

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	

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

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

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

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

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	25213
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	177655

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 ▶ **GUARANTEED INTEREST OPTION**

b Balance at the end of the previous year **7b** 24460**c** Additions: (1) Contributions deposited during the year**7c(1)**

(2) Dividends and credits.....

7c(2)

(3) Interest credited during the year

7c(3)

753

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

7c(4)

(5) Other (specify below)

7c(5)

▶

(6) Total additions..... **7c(6)** 753**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 25213**e** Deductions:

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

7e(1)

(2) Administration charge made by carrier

7e(2)

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

7e(3)

(4) Other (specify below)

7e(4)

▶

(5) Total deductions..... **7e(5)****f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 25213

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 PEDIATRIC ACADEMIC ASSOCIATION, INC. 403(B) TAX-SHELTERED ANNUITY PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 PEDIATRIC ACADEMIC ASSOCIATION, INC.	D Employer Identification Number (EIN) 31-1024403	

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
AXA EQUITABLE LIFE INS. COMPANY
13-5570651

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVEST INST OPER CO, INC.
04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
VOYA RETIREMENT INC. AND ANNUITY CO
71-0294708

(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

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)

TIAA

13-1624203

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 64 65	NONE	31214	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 D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 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 PEDIATRIC ACADEMIC ASSOCIATION, INC. 403(B) TAX-SHELTERED ANNUITY PLAN	B Three-digit plan number (PN) ▶ 004
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 PEDIATRIC ACADEMIC ASSOCIATION, INC.	D Employer Identification Number (EIN) 31-1024403

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
--------	---

a Name of MTIA, CCT, PSA, or 103-12 IE: VARIABLE ANNUITY ACCOUNT C		
b Name of sponsor of entity listed in (a): VOYA RETIREMENT INSURANCE AND ANNUITY COMPANY		
c EIN-PN 71-0294708-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 295669
a Name of MTIA, CCT, PSA, or 103-12 IE: TIAA REAL ESTATE		
b Name of sponsor of entity listed in (a): TIAA-CREF		
c EIN-PN 13-1624203-004	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2895490
a Name of MTIA, CCT, PSA, or 103-12 IE: EQ/COM STCK INDEX		
b Name of sponsor of entity listed in (a): AXA EQUITABLE LIFE INSURANCE COMPANY		
c EIN-PN 13-5570651-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 53411
a Name of MTIA, CCT, PSA, or 103-12 IE: EQ/INTERNATIONAL EQUITY INDEX		
b Name of sponsor of entity listed in (a): AXA EQUITABLE LIFE INSURANCE COMPANY		
c EIN-PN 13-5570651-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 24925
a Name of MTIA, CCT, PSA, or 103-12 IE: EQ/LARGE CAP VALUE PLUS		
b Name of sponsor of entity listed in (a): AXA EQUITABLE LIFE INSURANCE COMPANY		
c EIN-PN 13-5570651-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 34980
a Name of MTIA, CCT, PSA, or 103-12 IE: EQ/SMALL COMPANY INDEX		
b Name of sponsor of entity listed in (a): AXA EQUITABLE LIFE INSURANCE COMPANY		
c EIN-PN 13-5570651-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25043
a Name of MTIA, CCT, PSA, or 103-12 IE: EQ/MID CAP VALUE PLUS		
b Name of sponsor of entity listed in (a): AXA EQUITABLE LIFE INSURANCE COMPANY		
c EIN-PN 13-5570651-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25973

a Name of MTIA, CCT, PSA, or 103-12 IE: EQ/QUALITY BOND PLUS

b Name of sponsor of entity listed in (a): AXA EQUITABLE LIFE INSURANCE COMPANY

c EIN-PN 13-5570651-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13323
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 PEDIATRIC ACADEMIC ASSOCIATION, INC. 403(B) TAX-SHELTERED ANNUITY PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 PEDIATRIC ACADEMIC ASSOCIATION, INC.		
		D Employer Identification Number (EIN) 31-1024403

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)	12937	13323
(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)	140379	164332
(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)	130636	119750
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	3524946	2895490
(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)	82129043	102147283
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	8720331	8958438
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	94658272	114298616
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	94658272	114298616

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)		
(B) Participants	2a(1)(B)	7419267	
(C) Others (including rollovers)	2a(1)(C)	362494	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		7781761
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)	7103	
(F) Other	2b(1)(F)	308860	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		315963
(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)	2167221	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2167221
(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)		-480249
(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)		14317555
c Other income	2c		4237
d Total income. Add all income amounts in column (b) and enter total	2d		24106488

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	4466144	
(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)		4466144
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)		
(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)		
j Total expenses. Add all expense amounts in column (b) and enter total	2j		4466144

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		19640344
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: **GBQ PARTNERS**

(2) EIN: **20-2122306**

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

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan PEDIATRIC ACADEMIC ASSOCIATION, INC. 403(B) TAX-SHELTERED ANNUITY PLAN		B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 PEDIATRIC ACADEMIC ASSOCIATION, INC.		D Employer Identification Number (EIN) 31-1024403

Part I

Distributions

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

1

Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1

0

2

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

EIN(s): 13-1624203 23-1945930

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

3

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

3

Part II

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

4

Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?

☐ Yes ☐ No ☐ N/A

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

5

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

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

6

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

6a

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

6b

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

6c

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

7

Will the minimum funding amount reported on line 6c be met by the funding deadline?

☐ Yes ☐ No ☐ N/A

8

If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?

☐ Yes ☐ No ☐ N/A

Part III

Amendments

9

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

☐ Increase ☐ Decrease ☐ Both ☐ No

Part IV

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

10

Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?

☐ Yes ☐ No

11

a Does the ESOP hold any preferred stock?

☐ Yes ☐ No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)

☐ Yes ☐ No

12

Does the ESOP hold any stock that is not readily tradable on an established securities market?

☐ Yes ☐ No

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

Schedule R (Form 5500) 2023 v. 230707

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to: a The corresponding number for the plan year immediately preceding the current plan year b The corresponding number for the second preceding plan year	15a 15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year: a Enter the number of employers who withdrew during the preceding plan year b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16a 16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b): a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____% b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20. a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No 21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☐ Design-based safe harbor method ☐ "Prior year" ADP test ☐ "Current year" ADP test ☒ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>08 / 07 / 2017</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>J500954A</u> .	

• **Financial Statements**
• with Supplementary Information

• **Pediatric Academic**
• **Association, Inc.**
• **403(b) Tax-Sheltered**
• **Annuity Plan**

• December 31, 2023 and 2022



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To the Plan Administrator and Plan Participants
Pediatric Academic Association, Inc.
403(b) Tax-Sheltered Annuity Plan
Columbus, Ohio

Independent Auditor's Report

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

We were engaged to perform audits of the financial statements of Pediatric Academic Association, Inc. 403(b) Tax-Sheltered Annuity Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan'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 (ERISA Section 103(a)(3)(C) audit). 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 (qualified institution), provided that the statements or information regarding assets so held are prepared and certified to be 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.

Management has obtained certifications from qualified institutions as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in the notes to the financial statements, is complete and accurate.

Disclaimer of Opinion

We do not express an opinion on the financial statements of Pediatric Academic Association, Inc. 403(b) Tax-Sheltered Annuity Plan referred to in the first paragraph. Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* section of our report, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the financial statements.

Basis for Disclaimer of Opinion

As described in the notes to the financial statements, the Plan has excluded from investments in the accompanying statements of net assets available for benefits certain annuity contracts and custodial accounts issued to current and former employees prior to January 1, 2009, pursuant to the DOL's Field Assistance Bulletin No. 2009-02, Annual Reporting Requirements for 403(b) Plans. The investment income and distributions related to such accounts have also been excluded in the accompany statements of changes in net assets available for benefits. The amount of these excluded annuity and custodial accounts and the related income and distributions are not determinable. Accordingly, we were unable to apply auditing procedures sufficient to determine the extent to which the accompanying financial statements may have been affected by these conditions. Accounting principles generally accepted in the United States of America required that these accounts and the related income and distributions be included in the accompanying financial statements.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our responsibility is to conduct an audit of the Plan's financial statements in accordance with auditing standards generally accepted in the United States of America and to issue an auditor's report. However, because of the matter described in the *Basis for Disclaimer of Opinion* section of our report, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on these financial statements.

To the Plan Administrator and Plan Participants
Pediatric Academic Association, Inc.
403(b) Tax-Sheltered Annuity Plan
Page 3

We are required to be independent of the Pediatric Academic Association, Inc. 403(b) Tax-Sheltered Annuity Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit.

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. Because of the significance of the matter described in the Basis for Disclaimer of Opinion section of our report, it is inappropriate to and we do not express and opinion on the supplemental schedule referred to above.

GBQ Partners LLC

Columbus, Ohio
October 11, 2024

PEDIATRIC ACADEMIC ASSOCIATION, INC.
403(b) TAX-SHELTERED ANNUITY PLAN
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022



	2023	2022
Assets		
Investments, at fair value:		
Pooled separate accounts	\$ 3,368,814	\$ 3,924,717
Fixed annuities	5,446,647	5,420,196
Variable annuities	11,749,461	9,106,381
Guaranteed investment contracts	745,215	762,093
Mutual funds	90,102,153	72,776,207
Total investments, at fair value	<u>111,412,290</u>	<u>91,989,594</u>
Investments, at contract value:		
Fixed annuities	2,766,576	2,538,042
Participant notes receivable	<u>119,750</u>	<u>130,636</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 114,298,616</u>	<u>\$ 94,658,272</u>

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

PEDIATRIC ACADEMIC ASSOCIATION, INC.
403(b) TAX-SHELTERED ANNUITY PLAN
Statements of Changes in Net Assets Available for Benefits
For the Years Ended December 31, 2023 and 2022

	2023	2022
Additions to Net Assets Attributed to		
Investment income:		
Interest and dividends	\$ 2,476,080	\$ 2,527,272
Net appreciation in fair value of investments	13,837,307	-
Total investment income	16,313,387	2,527,272
Interest on notes receivable from participants	7,103	4,411
Contributions:		
Employee	7,419,267	6,650,350
Rollover	362,494	211,726
Total contributions	7,781,761	6,862,076
Other income	4,237	8,415
Total additions	24,106,488	9,402,174
Deductions from Net Assets Attributed to		
Net depreciation in fair value of investments	-	19,326,549
Benefits paid to participants	4,466,144	1,703,877
Total deductions	4,466,144	21,030,426
Net increase (decrease)	19,640,344	(11,628,252)
Net Assets Available for Benefits		
Beginning of year	94,658,272	106,286,524
End of year	\$ 114,298,616	\$ 94,658,272

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

PEDIATRIC ACADEMIC ASSOCIATION, INC.

403(b) TAX-SHELTERED ANNUITY PLAN

Notes to Financial Statements
December 31, 2023 and 2022



Plan Description

The following description of the Pediatric Academic Association, Inc. (the Association) 403(b) Tax-Sheltered Annuity 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 was established in 1982 and is a tax-sheltered annuity plan meeting the requirements of Section 403(b) of the Internal Revenue Code (the Code). The Plan was amended and restated effective January 1, 2009 to incorporate regulatory changes under Section 403(b) of the Code and provisions of the Pension Protection Act of 2006. All employees over the age of 18 are eligible to participate in the salary reduction contribution on the first date of employment. The Plan is subject to the provisions of ERISA.

Contributions

Participants may elect to contribute up to 100% of their pretax annual compensation as defined by the Plan not to exceed the limits imposed by the Internal Revenue Service (IRS). A participant who is also an active employee may contribute to the Plan, as a rollover contribution, a distribution from another qualified retirement plan. During 2023 and 2022, rollover contributions totaled \$362,494 and \$211,726, respectively.

Participant Accounts

Each participant's account is credited with the participant's contribution and allocation of plan earnings. The Plan's earnings are allocated based on the participant account balances as defined.

Vesting

Participants are immediately fully vested in their contributions plus actual earnings/losses thereon, thus, there would not be any forfeitures in relation to participant deferrals.

Investment Options

Under the terms of the agreement between the plan custodians and the Plan, the custodians manage the funds on behalf of the Plan. Plan participants may select how their accounts are invested from investments offered by each custodian. Effective October 1, 2012, TIAA-CREF became the only custodian approved to hold new participant contributions. Plan contributions made prior to October 1, 2012 were permitted to remain with the custodians previously approved to hold plan assets. See the *Fair Value Measurements* footnote herein.

PEDIATRIC ACADEMIC ASSOCIATION, INC.

403(b) TAX-SHELTERED ANNUITY PLAN

Notes to Financial Statements
December 31, 2023 and 2022

Plan Description (continued)

Payment of Benefits

At termination of service due to death, disability, or normal retirement, a participant or his or her beneficiary may receive an annuity distribution or lump-sum amount equal to 100% of the participant's account balance. Normal retirement age is 65, with in-service withdrawals allowable at age 59½. For termination of service due to other reasons, a participant will receive the value of interest as a lump-sum or an annuity distribution. Benefits are recorded when paid.

Financial hardship withdrawals of a participant's deferral contributions are permitted in certain circumstances of immediate and heavy financial need, as defined in the Plan agreement.

Notes Receivable from Participants

Participants may borrow from their fund accounts a maximum amount equal to the lesser of \$50,000 or 50% of their vested account balance. All loans are secured by the balance in the participant's account and bear interest at the prime interest rate plus 1% at loan inception. Principal and interest is paid ratably through payroll deductions. Loan terms shall not exceed five years unless the loan was used to acquire a principal residence. Loans to participants are reported at their unpaid principal balances plus any accrued but unpaid interest. Delinquent loans are reclassified as deemed distributions based on the terms of the plan document. As of December 31, 2023 and 2022, there were \$119,750 and \$130,636, respectively, of loans outstanding from participants.

Administrative Fees

Costs of plan administration are paid by the Association with the exception of certain plan servicing and withdrawal fees. The Plan also receives plan servicing credits from TIAA and CREF, which are presented as other income on the statements of changes in net assets available for benefits. Additionally, fees associated with investment management services are included as a reduction of the return earned on the applicable funds.

SECURE Act 2.0

On December 23, 2022, Congress passed the Consolidated Appropriations Act of 2023 which included SECURE Act 2.0. SECURE Act 2.0 contains over 90 new retirement provisions, with varying effective dates through 2027. Since SECURE Act 2.0 provisions include both required and optional elements, the plan administrator will determine the optional provisions to elect and amend the Plan document accordingly. Most of the significant provisions will become effective in 2024 and thereafter. Accordingly, there is no material impact to the Plan's 2023 or 2022 financial statements.

PEDIATRIC ACADEMIC ASSOCIATION, INC.

403(b) TAX-SHELTERED ANNUITY PLAN

Notes to Financial Statements
December 31, 2023 and 2022

Summary of Significant Accounting Policies

Basis of Accounting

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

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. 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.

Use of Estimates

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

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value (except for fully benefit-responsive investments 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. For additional disclosure regarding fair value of investments, see the *Fair Value Measurements* footnote herein.

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.

Excluded Contracts and Accounts

The plan administrator has elected to exclude certain contracts and accounts from plan assets in accordance with the Department of Labor (DOL) field assistance bulletin 2009-02 due to the fact that:

- The contract or account was issued to a current or former employee before January 1, 2009.
- The employer ceased to have any obligation to make contributions (including employee salary reduction contributions), and in fact stopped making contributions to the contract or account before January 1, 2009.
- All rights under the contract or account are legally enforceable against the insurer or custodian by the individual owner of the contract or account without any involvement by the employer.
- The individual owner of the contract is fully vested in the contract or account.

PEDIATRIC ACADEMIC ASSOCIATION, INC.

403(b) TAX-SHELTERED ANNUITY PLAN

Notes to Financial Statements
December 31, 2023 and 2022

Summary of Significant Accounting Policies (continued)

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 when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 and 2022. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Contributions

Contributions from Plan participants are recorded in the year in which the employee contributions are withheld from compensation.

Payment of Benefits

Benefits are recorded when paid.

Fair Value Measurements

U.S. GAAP established a fair value hierarchy that prioritizes the inputs to measure the fair value of the assets or liabilities being measured. Fair value is defined as the exchange value that would be received on the measurement date to sell an asset or to value the amount paid to transfer a liability in the principal or most advantageous market available to the entity in an orderly transaction between market participants. The three levels of the fair value hierarchy are as follows:

- Level 1 Inputs are unadjusted quoted market prices in active markets for identical assets or liabilities that the Plan has the ability to access at the measurement date. Level 1 inputs provide the most reliable measure of fair value as of the measurement date.
- Level 2 Inputs are based on significant observable inputs, including unadjusted quoted market prices for similar assets and liabilities in active markets, unadjusted quoted prices for identical or similar assets or liabilities in markets that are not active, or inputs other than quoted prices that are observable for the asset or liability.
- Level 3 Inputs are significant unobservable inputs for the asset or liability.

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

<i>Mutual Funds:</i>	Valued at the net asset value (NAV) of shares held by the Plan at year-end.
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PEDIATRIC ACADEMIC ASSOCIATION, INC.

403(b) TAX-SHELTERED ANNUITY PLAN

Notes to Financial Statements
December 31, 2023 and 2022

Fair Value Measurements (continued)

*Variable Annuity
Contracts:*

The accounts invest principally in equity securities, fixed-income instruments and short-term investments in accordance with each portfolio's investment objectives. Investments are primarily valued using market quotations or prices obtained from independent pricing sources who may employ various pricing methods to value the investments including matrix pricing. CREF Money Market holdings are generally valued at amortized cost. Each account determines its unit value each day.

*Fixed Annuity
Contracts:*

Valued at contract value, which approximates fair value, using a guaranteed minimum interest rate between 1% and 3%, plus additional interest if declared.

*Pooled Separate
Accounts:*

Valued at NAV of such accounts which are provided by the custodian. The NAV is based on the underlying assets owned by the account less liabilities and then divided by the number of shares outstanding. The accounts, with the exception of the TIAA Real Estate Account, allow for daily redemptions and contributions. The TIAA Real Estate Account there are no unfunded commitments and participants can transact daily; however, participant transfers out of this account are limited to one per calendar quarter per participant.

*Guaranteed Interest
Accounts:*

Valued at fair market value, using a guaranteed minimum crediting interest rate.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2023 and 2022. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

PEDIATRIC ACADEMIC ASSOCIATION, INC.

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Notes to Financial Statements
December 31, 2023 and 2022

Fair Value Measurements (continued)

Investments at Fair Value as of December 31, 2023:

	Level 1	Level 2	Level 3	Total
Investments in the Fair Value Hierarchy:				
Mutual funds	\$ 90,102,153	\$ -	\$ -	\$ 90,102,153
Variable annuities	-	11,749,461	-	11,749,461
Fixed annuities	-	-	5,446,647	5,446,647
Guaranteed interest accounts	-	-	745,215	745,215
Investments Measured at Net Asset Value:				
Pooled separate accounts*	-	-	-	3,368,814
Total investments at fair value	\$ 90,102,153	\$ 11,749,461	\$ 6,191,862	\$ 111,412,290

Investments at Fair Value as of December 31, 2022:

	Level 1	Level 2	Level 3	Total
Investments in the Fair Value Hierarchy:				
Mutual funds	\$ 72,776,207	\$ -	\$ -	\$ 72,776,207
Variable annuities	-	9,106,381	-	9,106,381
Fixed annuities	-	-	5,420,196	5,420,196
Guaranteed interest accounts	-	-	762,093	762,093
Investments Measured at Net Asset Value:				
Pooled separate accounts*	-	-	-	3,924,717
Total investments at fair value	\$ 72,776,207	\$ 9,106,381	\$ 6,182,289	\$ 91,989,594

* In accordance with Subtopic 820-10, 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.

Changes in Fair Value of Level 3 Assets

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another.

We evaluate the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to the total net assets available for benefits.

PEDIATRIC ACADEMIC ASSOCIATION, INC.

403(b) TAX-SHELTERED ANNUITY PLAN

Notes to Financial Statements
December 31, 2023 and 2022

Fair Value Measurements (continued)

The following table sets forth a summary of certain changes in the fair value of the Plan's Level 3 assets for the year ended December 31, 2023.

	Fixed Annuities	Guaranteed Interest Accounts
Purchases	\$ 340,653	\$ 30,106
Issuances	-	-
Transfers in	-	-
Transfers out	-	-

The following table sets forth a summary of certain changes in the fair value of the Plan's Level 3 assets for the year ended December 31, 2022.

	Fixed Annuities	Guaranteed Interest Accounts
Purchases	\$ 545,498	\$ -
Issuances	-	-
Transfers in	-	-
Transfers out	-	-

Investment in Fully Benefit-Responsive Contract

The Plan holds a benefit-responsive contract with TIAA-CREF (TIAA Stable Value). TIAA-CREF maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses.

The contract is included in the financial statements at contract value as reported to the Plan by TIAA-CREF. Contract value is the relevant measure for the fully benefit-responsive investment contract because this is the amount received by the participant if they were to initiate permitted transactions under the terms of the Plan. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. The issuer is contractually obligated to repay the principal and interest at a specified interest rate that is guaranteed to the Plan.

The contract has no stated maturity date. At December 31, 2023 and 2022, the contract value of the investment contract was \$2,766,576 and \$2,538,042, respectively, and there were no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with the issuer. The contract provides a guaranteed minimum rate of interest between 1-3% before deductions for contract fees with the potential for crediting of additional interest above the guaranteed minimum.

PEDIATRIC ACADEMIC ASSOCIATION, INC.

403(b) TAX-SHELTERED ANNUITY PLAN

Notes to Financial Statements
December 31, 2023 and 2022

Investment in Fully Benefit-Responsive Contract (continued)

The repayment of principal and interest credited to participants holding the investments is a financial obligation of TIAA-CREF. However, if an event should ever occur such that realization of full contract value for a particular investment contract is no longer probable, for example, a significant decline in the creditworthiness of TIAA-CREF, the TIAA Stable Value investment choice will no longer be considered fully benefit-responsive. The occurrence of an event that limits the ability of the investment to transact at contract value with TIAA-CREF and participants holding the investment is not probable.

Information Prepared and Certified by the Custodians

Certain Plan investments are held and administered by the following custodians: Ameriprise Trust Company and RiverSource Life Insurance Company; Equitable Financial Life Insurance Company; Fidelity Management Trust Company, T. Rowe Price Trust Company; Ascensus Trust Company and Newport Trust Company, LLC; The VOYA Retirement Insurance and Annuity Company and Teachers Insurance and Annuity Association and College Retirement Equity Fund. These custodians have prepared and certified as complete and accurate the Plan's schedule of investment assets, transactions, net realized and unrealized gains and losses on investments, and interest and dividend income, which was used to prepare the accompanying financial statements and supplemental schedule.

As of December 31, 2022, the Plan held investments with two custodians, American Century Investments and American Funds, amounting to \$2,383,462, that have not been certified as complete and accurate by the custodians. During 2023, the investments held with American Century were sold. As of December 31, 2023, the Plan holds investments with American Funds and T. Rowe Price in the amount of \$2,555,357, that have not been certified as complete and accurate. T. Rowe Price provided a certification letter as of and for the year ended December 31, 2022 but did not provide a similar letter as of and for the year ended December 31, 2023.

In accordance with 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the custodians have certified as complete and accurate the following information at December 31, 2023 and 2022 including the comparable information in the accompanying supplemental schedule:

	2023	2022
Pooled separate accounts	\$ 3,368,814	\$ 3,924,717
Fixed annuities	8,213,223	7,958,238
Variable annuities	11,749,461	9,106,381
Mutual funds	87,546,796	70,392,745
Guaranteed investment contracts	745,215	762,093
Participant notes receivable	119,750	130,636
Total	\$ 111,743,259	\$ 92,274,810

PEDIATRIC ACADEMIC ASSOCIATION, INC.

403(b) TAX-SHELTERED ANNUITY PLAN

Notes to Financial Statements
December 31, 2023 and 2022

Information Prepared and Certified by the Custodians (continued)

The custodians also certified to the completeness and accuracy of the following related to the aforementioned assets for the year ended December 31:

	2023	2022
Net appreciation (depreciation) in investment value	\$ 13,407,335	\$ (18,635,805)
Interest and dividend income	2,437,750	2,478,734

Plan Termination

Although it has not expressed any intent to do so, the Association, at its sole discretion, may terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, contracts held on behalf of participants will be disbursed to such participants or transferred to a successor plan, as directed by the participant.

Party-in-Interest Transactions

The Plan invests in mutual funds, variable annuity contracts, fixed annuity contracts, pooled separate accounts, and guaranteed interest accounts sponsored by the plan's custodians, as defined by the Plan, and therefore, these investments and all of the transactions with them qualify as party-in-interest transactions.

Fees paid by the plan for investment management services were included as a reduction of the return earned on each fund. The Plan also (received) paid direct fees, net of plan servicing credits of \$(7,103) and \$(8,415) in 2023 and 2022, respectively, for plan servicing (credits) fees and withdrawal fees.

Tax Status

The Association has adopted a volume submitter 403(b) plan document which receivable a favorable advisory letter from the Internal Revenue Service (IRS) on August 7, 2017 that stated that the Plan and related trust were designed in accordance with the applicable sections of the Internal Revenue Code (Internal Revenue Code). Although the Plan has been amended since receiving the advisory opinion, the Plan Administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax exempt.

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

PEDIATRIC ACADEMIC ASSOCIATION, INC.

403(b) TAX-SHELTERED ANNUITY PLAN

Notes to Financial Statements
December 31, 2023 and 2022



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 accompanying 2023 statement of net assets available for benefits.

Subsequent Events

Subsequent to year-end, in April 2024, the Plan's recordkeeping function switched from TIAA and CREF to Nationwide Retirement Services (Nationwide). All account balances held with TIAA and CREF, with the exception of the TIAA and CREF proprietary assets, were transitioned to Nationwide. Certain accounts will remain with TIAA and CREF indefinitely, unless the participant contacts Nationwide to initiate a transfer. The TIAA Traditional Retirement Choice 84 contracts will transfer to Nationwide in 60-monthly installment payments starting in April 2024. The assets currently held with vendors other than TIAA and CREF will not transition to Nationwide unless the participant initiates the transfer.

Subsequent Events - Date of Management's Evaluation

The Plan has evaluated subsequent events through the date of the Independent Auditor's Report, the date that the financial statements were available to be issued.

SUPPLEMENTARY INFORMATION

PEDIATRIC ACADEMIC ASSOCIATION, INC.
403 (b) TAX-SHELTERED ANNUITY PLAN
EIN #31-1024403 - PLAN #004
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
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	(e) Current Value
	<i>Pooled Separate Accounts:</i>		
*	TIAA-CREF	TIAA REAL ESTATE ACCOUNT	\$ 2,895,490
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ / COMMON STOCK INDEX PORTFOLIO	53,411
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ LARGE CAP VALUE MANAGED VOLATILITY PORTFOLIO	34,980
*	VOYA FINANCIAL	VOYA RUSSELL LARGE CAP INDEX PORTFOLIO	28,614
*	VOYA FINANCIAL	VY T. ROWE PRICE CAPITAL APPRECIATION PORTFOLIO	26,609
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ / MID CAP VALUE MANAGED VOLATILITY PORTFOLIO	25,973
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ / SMALL COMPANY INDEX	25,043
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ / INTERNATIONAL EQUITY INDEX	24,925
*	VOYA FINANCIAL	FIDELITY VIP GROWTH PORTFOLIO	21,655
*	VOYA FINANCIAL	FIDELITY VIP CONTRAFUND PORTFOLIO	16,897
*	VOYA FINANCIAL	VY INVESCO GROWTH AND INCOME PORTFOLIO - SERVICE CLASS	14,409
*	VOYA FINANCIAL	VOYA SOLUTION 2035 PORTFOLIO SERVICE	14,122
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ / QUALITY BOND PLUS	13,323
*	VOYA FINANCIAL	AMERICAN FUNDS WASHINGTON MUTUAL INVESTORS FUND CLASS R4	11,557
*	VOYA FINANCIAL	VY INVESCO EQUITY & INCOME I	11,011
*	VOYA FINANCIAL	VOYA INDEX PLUS MIDCAP PORTFOLIO	10,762
*	VOYA FINANCIAL	VY T. ROWE PRICE GROWTH EQUITY PORTFOLIO CLASS I	10,547
*	VOYA FINANCIAL	VOYA RUSSELL MID CAP INDEX PORTFOLIO I	9,538
*	VOYA FINANCIAL	VY JPMORGAN SMALL CAP CORE EQUITY PORTFOLIO - SERVICE CLASS	8,802
*	VOYA FINANCIAL	VOYA RUSSELL LARGE CAP GROWTH INDEX PORTFOLIO CLASS I	8,555
*	VOYA FINANCIAL	VOYA RUSSELL LARGE CAP VALUE INDEX PORTFOLIO CLASS S	8,371
*	VOYA FINANCIAL	VOYA GLOBAL INSIGHTS PORTFOLIO	8,028
*	VOYA FINANCIAL	VY INVESCO COMSTOCK PORTFOLIO SERVICE	7,564
*	VOYA FINANCIAL	COLUMBIA LARGE CAP VALUE	6,870
*	VOYA FINANCIAL	VOYA LARGE CAP VALUE PORTFOLIO	6,690
*	VOYA FINANCIAL	AMERICAN FUNDS NEW PERSPECTIVE R4	6,273
*	VOYA FINANCIAL	VOYA RUSSELL MID CAP GROWTH INDEX PORTFOLIO S	5,946
*	VOYA FINANCIAL	VOYA GROWTH AND INCOME PORTFOLIO I	5,933
*	VOYA FINANCIAL	VY T. ROWE PRICE DIVERSIFIED MID CAP GROWTH PORTFOLIO	5,576
*	VOYA FINANCIAL	NEUBERGER BERMAN SUSTAINABLE EQUITY FUND	5,354
*	VOYA FINANCIAL	VOYA MIDCAP OPPORTUNITIES PORTFOLIO I	3,824
*	VOYA FINANCIAL	VOYA LARGE CAP GROWTH PORTFOLIO INSTITUTIONAL	3,753
*	VOYA FINANCIAL	AMERICAN FUNDS EUROPACIFIC R4	3,738
*	VOYA FINANCIAL	VOYA SMALL COMPANY PORT I	3,726
*	VOYA FINANCIAL	VOYA JPMORGAN MID CAP VALUE PORTFOLIO	3,425
*	VOYA FINANCIAL	INVESCO V.I. MAIN STREET SMALL CAP FUND SERIES I	3,353
*	VOYA FINANCIAL	AMERICAN FUNDS GROWTH FUND R4	3,065
*	VOYA FINANCIAL	VOYA INDEX PLUS LARGE CAP PORTFOLIO	2,791
*	VOYA FINANCIAL	DELAWARE IVY SCIENCE & TECHNOLOGY FUND CLASS Y	2,527
*	VOYA FINANCIAL	AMERICAN FUNDS SMALL CAP R4	2,496
*	VOYA FINANCIAL	VOYA STRATEGIC ALLOCATION GROWTH PORTFOLIO I	2,094
*	VOYA FINANCIAL	INVESCO DEVELOPING MARKETS FUND A	1,194
			<u>3,368,814</u>

See Independent Auditor's Report.

PEDIATRIC ACADEMIC ASSOCIATION, INC.
403(b) TAX-SHELTERED ANNUITY PLAN
EIN #31-1024403 - PLAN #004

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)
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	(e) Current Value
	<i>Mutual Funds:</i>		
*	VANGUARD	VANGUARD INSTUTIONAL INDEX	18,698,576
*	VANGUARD	VANGUARD TARGET RETIREMENT 2040	10,979,194
*	VANGUARD	VANGUARD TARGET RETIREMENT 2045	7,200,611
*	AMERICAN FUNDS	AMERICAN EUROPACIFIC GROWTH	5,941,746
*	VANGUARD	VANGUARD TARGET RETIREMENT 2050	4,854,133
*	VANGUARD	VANGUARD TARGET RETIREMENT 2030	4,583,060
*	VANGUARD	VANGUARD TARGET RETIREMENT 2035	4,541,605
*	VANGUARD	VANGUARD TARGET RETIREMENT 2025	4,358,005
*	VANGUARD	VANGUARD SMALL-CAP INDEX	3,522,983
*	VANGUARD	VANGUARD MID-CAP INDEX	3,144,505
	JPMORGAN	JPMORGAN US EQUITY R5	2,920,478
*	VANGUARD	VANGUARD TOTAL BOND MARKET INDEX FUND	2,409,069
*	VANGUARD	VANGUARD VALUE INDEX INSTITUTIONAL	2,257,960
*	VANGUARD	VANGUARD TARGET RETIREMENT 2020	1,833,980
*	VANGUARD	VANGUARD TARGET RETIREMENT 2055	1,507,328
*	VANGUARD	METROPOLITAN WEST TOTAL RETURN BOND I	907,049
	BLACKROCK	BLACKROCK INFLATION PROTECTED BOND	837,476
	CAUSEWAY	CAUSEWAY EMERGING MARKETS INSTITUTIONAL	691,971
*	VANGUARD	VANGUARD TOTAL STOCK MARKET INDEX	664,618
	NUEBERGER BERMAN	NEUBERGER BERMAN REAL ESTATE	633,358
*	VANGUARD	VANGUARD HEALTH CARE FUND INVESTOR	569,185
*	VANGUARD	VANGUARD LIFESTRATEGY GROWTH FUND	409,028
*	AMERICAN FUNDS	SMALLCAP WORLD FUND A-CLASS	353,325
	BAIRD	BAIRD MID CAP FUND INSTITUTIONAL	351,102
*	FIDELITY	FIDELITY GROWTH COMPANY	345,272
*	FIDELITY	FIDELITY BLUE CHIP GROWTH	310,999
*	FIDELITY	FIDELITY BALANCED	302,937
*	AMERICAN FUNDS	CAPITAL WORLD GROWTH AND INCOME FUND A-CLASS	265,091
*	FIDELITY	FIDELITY GROWTH DISCOVERY	231,886
*	T. ROWE PRICE TRUST COMPANY	RETIREMENT 2035	204,743
*	VANGUARD	VANGUARD 500 INDEX FUND ADMIRAL SHARES	203,727
*	VANGUARD	VANGUARD TARGET RETIREMENT INCOME FUND	195,915
*	AMERICAN FUNDS	THE GROWTH FUND OF AMERICA A-CLASS	175,122
*	ALLSPRING	ALLSPRING SPECIAL SMALLCAP VALUE R6	170,027
*	VANGUARD	VANGUARD TARGET RETIREMENT 2035	162,482
	ALLIANCE BERNSTEIN	AB LARGE CAP GROWTH FUND I	158,041
	COLUMBIA	MULTI-MANAGER TOTAL RETURN BOND	153,625
*	VANGUARD	VANGUARD TARGET RETIREMENT INCOME FUND	133,351
*	AMERICAN FUNDS	CAPITAL WORLD GROWTH AND INCOME FUND F-1 CLASS	121,567
*	AMERICAN FUNDS	SMALLCAP WORLD FUND F-1 CLASS	115,277
*	FIDELITY	FIDELITY OVERSEAS FUND	114,248
*	AMERICAN FUNDS	THE NEW ECONOMY FUND A-CLASS	113,508
*	T. ROWE PRICE TRUST COMPANY	CAPITAL APPRECIATION FUND	112,704
*	FIDELITY	FIDELITY ASSET MANAGER 70%	102,773
*	AMERICAN FUNDS	FUNDAMENTAL INVESTORS A-CLASS	97,343
*	AMERICAN FUNDS	INTERNATIONAL GROWTH AND INCOME FUND A-CLASS	88,310
	COLUMBIA	MULTI-MANAGER VALUE STRATEGY	87,806
*	AMERICAN FUNDS	AMERICAN FUNDS 2040 TARGET DATE RETIREMENT FUND	84,198
*	AMERICAN FUNDS	EUROPACIFIC GROWTH FUND A-CLASS	83,454
	COLUMBIA	MULTI-MANAGER GROWTH STRATEGY FUND	80,404

See Independent Auditor's Report.

PEDIATRIC ACADEMIC ASSOCIATION, INC.
403(b) TAX-SHELTERED ANNUITY PLAN
EIN #31-1024403 - PLAN #004

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)
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	(e) Current Value
	<i>Mutual Funds (continued):</i>		
*	VANGUARD	VANGUARD LARGE-CAP INDEX FUND ADMIRAL	74,480
*	VANGUARD	VANGUARD EQUITY INCOME FUND ADMIRAL	72,309
*	AMERICAN FUNDS	THE GROWTH FUND OF AMERICA F-1 CLASS	72,281
*	AMERICAN FUNDS	NEW PERSPECTIVE FUND A-CLASS	71,798
*	VANGUARD	VANGUARD CASH RESERVES FEDERAL MONEY MARKET	71,073
*	FIDELITY	FIDELITY FREEDOM 2035 K	66,116
*	AMERICAN FUNDS	THE INCOME FUND OF AMERICA A-CLASS	63,511
*	AMERICAN FUNDS (CAPITAL GROUP)	NEW WORLD FUND A-CLASS	55,425
*	VANGUARD	VANGUARD TARGET RETIREMENT 2025	54,433
*	VANGUARD	VANGUARD TOTAL BOND MARKET INDEX FUND	51,205
*	VANGUARD	VANGUARD BALANCED INDEX FUND ADMIRAL	50,742
*	AMERICAN FUNDS	AMERICAN BALANCED FUND A-CLASS	49,402
*	AMERICAN FUNDS (CAPITAL GROUP)	THE INCOME FUND OF AMERICA F-1 CLASS	48,854
*	COLUMBIA	MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	43,773
*	VANGUARD	VANGUARD MID-CAP GROWTH INDEX FUND	41,853
*	AMERICAN FUNDS (CAPITAL GROUP)	CAPITAL WORLD BOND FUND A-CLASS	40,793
*	AMERICAN FUNDS	WASHINGTON MUTUAL INVESTORS FUND A-CLASS	40,511
*	AMERICAN FUNDS	NEW PERSPECTIVE FUND F-1 CLASS	38,500
*	AMERICAN FUNDS	CAPITAL INCOME BUILDER A-CLASS	35,470
*	T. ROWE PRICE TRUST COMPANY	MID-CAP GROWTH FUND	33,022
*	AMERICAN FUNDS	AMCAP FUND A-CLASS	31,904
*	VANGUARD	VANGUARD SMALL-CAP INDEX FUND ADMIRAL SHARES	29,797
*	FIDELITY	FIDELITY FREEDOM 2030 K	29,017
	MFS	MFS VALUE FUND CLASS I	27,108
	MFS	MFS GROWTH FUND	26,353
*	VANGUARD	VANGUARD HEALTH CARE FUND ADMIRAL	26,291
*	AMERICAN FUNDS	THE INVESTMENT COMPANY OF AMERICA A-CLASS	25,941
*	FIDELITY	FIDELITY SELECT TECHNOLOGY	23,473
	COLUMBIA	MULTI-MANAGER SMALL CAP EQUITY STRATEGIES FUND	23,358
*	FIDELITY	FIDELITY OTC PORTFOLIO	22,415
*	AMERICAN FUNDS	NEW WORLD FUND F-1 CLASS	22,041
*	AMERICAN FUNDS	THE BOND FUND OF AMERICA A-CLASS	21,638
*	VANGUARD	VANGUARD DEVELOPED MARKETS INDEX FUND	21,476
*	FIDELITY	FIDELITY SELECT CONS DISCOVERY	21,436
	ALLSPRING	ALLSPRING EMERGING MARKETS EQUITY	21,285
*	VANGUARD	VANGUARD INFLATION-PROTECTED SECURITIES FUND ADMIRAL	21,189
*	T. ROWE PRICE TRUST COMPANY	T. ROWE PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST	19,368
*	AMERICAN FUNDS	FUNDAMENTAL INVESTORS F-1 CLASS	17,561
	MFS	INTERNATIONAL INTRINSIC VALUE FUND	16,295
	iSHARES	iSHARES MSCI GLOBAL MIN VOLATILITY	15,655
*	AMERICAN FUNDS	INTERNATIONAL GROWTH AND INCOME FUND F-1 CLASS	14,660
*	FIDELITY	FIDELITY SELECT SEMICONDUCTOR	14,219
*	AMERICAN FUNDS	THE NEW ECONOMY FUND F-1 CLASS	13,864
*	VANGUARD	VANGUARD TARGET RETIREMENT 2060	12,545
*	FIDELITY	FIDELITY EQUITY INCOME	12,207
*	AMERICAN FUNDS	CAPITAL INCOME BUILDER F-1 CLASS	11,620
	JPMORGAN	JPM MIDCAP GROWTH	11,425
	ALLSPRING	ALLSPRING SPECIAL MID CAP VALUE FUND	11,212
	LORD ABBETT	LORD ABBETT BOND DEBENTURE	10,483
*	VANGUARD	VANGUARD INTERNATIONAL GROWTH FUND ADMIRAL	10,273

See Independent Auditor's Report.

PEDIATRIC ACADEMIC ASSOCIATION, INC.
403(b) TAX-SHELTERED ANNUITY PLAN
EIN #31-1024403 - PLAN #004

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)
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	(e) Current Value
	<i>Mutual Funds (continued):</i>		
*	VANGUARD	MONEY MARKET	9,639
*	VANGUARD	VANGUARD SMALL-CAP GROWTH INDEX FUND	8,313
*	VANGUARD	VANGUARD SHORT-TERM BOND INDEX FUND	8,246
*	FIDELITY	FIDELITY GROWTH & INCOME	7,517
*	AMERICAN FUNDS	CAPITAL WORLD BOND FUND F-1 CLASS	6,285
*	AMERICAN FUNDS	EUROPACIFIC GROWTH FUND F-1 CLASS	6,266
*	FIDELITY	FIDELITY CONTRAFUND -0022	5,289
*	VANGUARD	VANGUARD EMERGING MARKETS STOCK INDEX	1,932
*	VANGUARD	VANGUARD TARGET RETIRE 2065	1,847
*	FIDELITY	FIDELITY US BOND IDX -2326	4
			<u>90,102,153</u>
	<i>Variable Annuity Contracts:</i>		
*	CREF VARIABLE ANNUITY ACCOUNT	STOCK ACCOUNT	4,966,405
*	CREF VARIABLE ANNUITY ACCOUNT	EQUITY INDEX ACCOUNT	2,121,840
*	CREF VARIABLE ANNUITY ACCOUNT	GROWTH ACCOUNT	2,097,355
*	CREF VARIABLE ANNUITY ACCOUNT	GLOBAL EQUITIES ACCOUNT	1,577,715
*	CREF VARIABLE ANNUITY ACCOUNT	CORE BOND ACCOUNT	286,748
*	CREF VARIABLE ANNUITY ACCOUNT	SOCIAL CHOICE ACCOUNT	217,212
*	CREF VARIABLE ANNUITY ACCOUNT	MONEY MARKET ACCOUNT	396,268
*	CREF VARIABLE ANNUITY ACCOUNT	INFLATION-LINKED BOND ACCOUNT	85,918
			<u>11,749,461</u>
	<i>Guaranteed Investment Contracts:</i>		
*	VOYA FINANCIAL	VOYA FIXED ACCOUNT	720,002
*	AXA EQUITABLE LIFE INSURANCE COMPANY	GUARANTEED INTEREST ACCOUNT	25,213
			<u>745,215</u>
	<i>Fixed Annuity Contracts</i>		
*	TIAA-CREF	TIAA TRADITIONAL BENEFIT RESPONSIVE	2,041,107
*	TIAA-CREF	TIAA STABLE VALUE FUND**	2,766,576
*	TIAA-CREF	TIAA TRADITIONAL NON BENEFIT RESPONSIVE 2	3,405,540
			<u>8,213,223</u>
*	<i>Notes Receivable from Participants</i>	Interest rates range from 4.25% to 9.50%	119,750
			<u>\$ 114,298,616</u>

* Denotes party-in-interest
** Reported at contract value

See Independent Auditor's Report.

PEDIATRIC ACADEMIC ASSOCIATION, INC.
403 (b) TAX-SHELTERED ANNUITY PLAN
EIN #31-1024403 - PLAN #004
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
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	(e) Current Value
	<i>Pooled Separate Accounts:</i>		
*	TIAA-CREF	TIAA REAL ESTATE ACCOUNT	\$ 2,895,490
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ / COMMON STOCK INDEX PORTFOLIO	53,411
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ LARGE CAP VALUE MANAGED VOLATILITY PORTFOLIO	34,980
*	VOYA FINANCIAL	VOYA RUSSELL LARGE CAP INDEX PORTFOLIO	28,614
*	VOYA FINANCIAL	VY T. ROWE PRICE CAPITAL APPRECIATION PORTFOLIO	26,609
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ / MID CAP VALUE MANAGED VOLATILITY PORTFOLIO	25,973
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ / SMALL COMPANY INDEX	25,043
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ / INTERNATIONAL EQUITY INDEX	24,925
*	VOYA FINANCIAL	FIDELITY VIP GROWTH PORTFOLIO	21,655
*	VOYA FINANCIAL	FIDELITY VIP CONTRAFUND PORTFOLIO	16,897
*	VOYA FINANCIAL	VY INVESCO GROWTH AND INCOME PORTFOLIO - SERVICE CLASS	14,409
*	VOYA FINANCIAL	VOYA SOLUTION 2035 PORTFOLIO SERVICE	14,122
*	AXA EQUITABLE LIFE INSURANCE COMPANY	EQ / QUALITY BOND PLUS	13,323
*	VOYA FINANCIAL	AMERICAN FUNDS WASHINGTON MUTUAL INVESTORS FUND CLASS R4	11,557
*	VOYA FINANCIAL	VY INVESCO EQUITY & INCOME I	11,011
*	VOYA FINANCIAL	VOYA INDEX PLUS MIDCAP PORTFOLIO	10,762
*	VOYA FINANCIAL	VY T. ROWE PRICE GROWTH EQUITY PORTFOLIO CLASS I	10,547
*	VOYA FINANCIAL	VOYA RUSSELL MID CAP INDEX PORTFOLIO I	9,538
*	VOYA FINANCIAL	VY JPMORGAN SMALL CAP CORE EQUITY PORTFOLIO - SERVICE CLASS	8,802
*	VOYA FINANCIAL	VOYA RUSSELL LARGE CAP GROWTH INDEX PORTFOLIO CLASS I	8,555
*	VOYA FINANCIAL	VOYA RUSSELL LARGE CAP VALUE INDEX PORTFOLIO CLASS S	8,371
*	VOYA FINANCIAL	VOYA GLOBAL INSIGHTS PORTFOLIO	8,028
*	VOYA FINANCIAL	VY INVESCO COMSTOCK PORTFOLIO SERVICE	7,564
*	VOYA FINANCIAL	COLUMBIA LARGE CAP VALUE	6,870
*	VOYA FINANCIAL	VOYA LARGE CAP VALUE PORTFOLIO	6,690
*	VOYA FINANCIAL	AMERICAN FUNDS NEW PERSPECTIVE R4	6,273
*	VOYA FINANCIAL	VOYA RUSSELL MID CAP GROWTH INDEX PORTFOLIO S	5,946
*	VOYA FINANCIAL	VOYA GROWTH AND INCOME PORTFOLIO I	5,933
*	VOYA FINANCIAL	VY T. ROWE PRICE DIVERSIFIED MID CAP GROWTH PORTFOLIO	5,576
*	VOYA FINANCIAL	NEUBERGER BERMAN SUSTAINABLE EQUITY FUND	5,354
*	VOYA FINANCIAL	VOYA MIDCAP OPPORTUNITIES PORTFOLIO I	3,824
*	VOYA FINANCIAL	VOYA LARGE CAP GROWTH PORTFOLIO INSTITUTIONAL	3,753
*	VOYA FINANCIAL	AMERICAN FUNDS EUROPACIFIC R4	3,738
*	VOYA FINANCIAL	VOYA SMALL COMPANY PORT I	3,726
*	VOYA FINANCIAL	VOYA JPMORGAN MID CAP VALUE PORTFOLIO	3,425
*	VOYA FINANCIAL	INVESCO V.I. MAIN STREET SMALL CAP FUND SERIES I	3,353
*	VOYA FINANCIAL	AMERICAN FUNDS GROWTH FUND R4	3,065
*	VOYA FINANCIAL	VOYA INDEX PLUS LARGE CAP PORTFOLIO	2,791
*	VOYA FINANCIAL	DELAWARE IVY SCIENCE & TECHNOLOGY FUND CLASS Y	2,527
*	VOYA FINANCIAL	AMERICAN FUNDS SMALL CAP R4	2,496
*	VOYA FINANCIAL	VOYA STRATEGIC ALLOCATION GROWTH PORTFOLIO I	2,094
*	VOYA FINANCIAL	INVESCO DEVELOPING MARKETS FUND A	1,194
			<u>3,368,814</u>

See Independent Auditor's Report.

PEDIATRIC ACADEMIC ASSOCIATION, INC.
403(b) TAX-SHELTERED ANNUITY PLAN
EIN #31-1024403 - PLAN #004

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)
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	(e) Current Value
	<i>Mutual Funds:</i>		
*	VANGUARD	VANGUARD INSTUTIONAL INDEX	18,698,576
*	VANGUARD	VANGUARD TARGET RETIREMENT 2040	10,979,194
*	VANGUARD	VANGUARD TARGET RETIREMENT 2045	7,200,611
*	AMERICAN FUNDS	AMERICAN EUROPACIFIC GROWTH	5,941,746
*	VANGUARD	VANGUARD TARGET RETIREMENT 2050	4,854,133
*	VANGUARD	VANGUARD TARGET RETIREMENT 2030	4,583,060
*	VANGUARD	VANGUARD TARGET RETIREMENT 2035	4,541,605
*	VANGUARD	VANGUARD TARGET RETIREMENT 2025	4,358,005
*	VANGUARD	VANGUARD SMALL-CAP INDEX	3,522,983
*	VANGUARD	VANGUARD MID-CAP INDEX	3,144,505
	JPMORGAN	JPMORGAN US EQUITY R5	2,920,478
*	VANGUARD	VANGUARD TOTAL BOND MARKET INDEX FUND	2,409,069
*	VANGUARD	VANGUARD VALUE INDEX INSTITUTIONAL	2,257,960
*	VANGUARD	VANGUARD TARGET RETIREMENT 2020	1,833,980
*	VANGUARD	VANGUARD TARGET RETIREMENT 2055	1,507,328
*	VANGUARD	METROPOLITAN WEST TOTAL RETURN BOND I	907,049
	BLACKROCK	BLACKROCK INFLATION PROTECTED BOND	837,476
	CAUSEWAY	CAUSEWAY EMERGING MARKETS INSTITUTIONAL	691,971
*	VANGUARD	VANGUARD TOTAL STOCK MARKET INDEX	664,618
	NUEBERGER BERMAN	NEUBERGER BERMAN REAL ESTATE	633,358
*	VANGUARD	VANGUARD HEALTH CARE FUND INVESTOR	569,185
*	VANGUARD	VANGUARD LIFESTRATEGY GROWTH FUND	409,028
*	AMERICAN FUNDS	SMALLCAP WORLD FUND A-CLASS	353,325
	BAIRD	BAIRD MID CAP FUND INSTITUTIONAL	351,102
*	FIDELITY	FIDELITY GROWTH COMPANY	345,272
*	FIDELITY	FIDELITY BLUE CHIP GROWTH	310,999
*	FIDELITY	FIDELITY BALANCED	302,937
*	AMERICAN FUNDS	CAPITAL WORLD GROWTH AND INCOME FUND A-CLASS	265,091
*	FIDELITY	FIDELITY GROWTH DISCOVERY	231,886
*	T. ROWE PRICE TRUST COMPANY	RETIREMENT 2035	204,743
*	VANGUARD	VANGUARD 500 INDEX FUND ADMIRAL SHARES	203,727
*	VANGUARD	VANGUARD TARGET RETIREMENT INCOME FUND	195,915
*	AMERICAN FUNDS	THE GROWTH FUND OF AMERICA A-CLASS	175,122
*	ALLSPRING	ALLSPRING SPECIAL SMALLCAP VALUE R6	170,027
*	VANGUARD	VANGUARD TARGET RETIREMENT 2035	162,482
	ALLIANCE BERNSTEIN	AB LARGE CAP GROWTH FUND I	158,041
	COLUMBIA	MULTI-MANAGER TOTAL RETURN BOND	153,625
*	VANGUARD	VANGUARD TARGET RETIREMENT INCOME FUND	133,351
*	AMERICAN FUNDS	CAPITAL WORLD GROWTH AND INCOME FUND F-1 CLASS	121,567
*	AMERICAN FUNDS	SMALLCAP WORLD FUND F-1 CLASS	115,277
*	FIDELITY	FIDELITY OVERSEAS FUND	114,248
*	AMERICAN FUNDS	THE NEW ECONOMY FUND A-CLASS	113,508
*	T. ROWE PRICE TRUST COMPANY	CAPITAL APPRECIATION FUND	112,704
*	FIDELITY	FIDELITY ASSET MANAGER 70%	102,773
*	AMERICAN FUNDS	FUNDAMENTAL INVESTORS A-CLASS	97,343
*	AMERICAN FUNDS	INTERNATIONAL GROWTH AND INCOME FUND A-CLASS	88,310
	COLUMBIA	MULTI-MANAGER VALUE STRATEGY	87,806
*	AMERICAN FUNDS	AMERICAN FUNDS 2040 TARGET DATE RETIREMENT FUND	84,198
*	AMERICAN FUNDS	EUROPACIFIC GROWTH FUND A-CLASS	83,454
	COLUMBIA	MULTI-MANAGER GROWTH STRATEGY FUND	80,404

See Independent Auditor's Report.

PEDIATRIC ACADEMIC ASSOCIATION, INC.
403(b) TAX-SHELTERED ANNUITY PLAN
EIN #31-1024403 - PLAN #004

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)
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	(e) Current Value
	<i>Mutual Funds (continued):</i>		
*	VANGUARD	VANGUARD LARGE-CAP INDEX FUND ADMIRAL	74,480
*	VANGUARD	VANGUARD EQUITY INCOME FUND ADMIRAL	72,309
*	AMERICAN FUNDS	THE GROWTH FUND OF AMERICA F-1 CLASS	72,281
*	AMERICAN FUNDS	NEW PERSPECTIVE FUND A-CLASS	71,798
*	VANGUARD	VANGUARD CASH RESERVES FEDERAL MONEY MARKET	71,073
*	FIDELITY	FIDELITY FREEDOM 2035 K	66,116
*	AMERICAN FUNDS	THE INCOME FUND OF AMERICA A-CLASS	63,511
*	AMERICAN FUNDS (CAPITAL GROUP)	NEW WORLD FUND A-CLASS	55,425
*	VANGUARD	VANGUARD TARGET RETIREMENT 2025	54,433
*	VANGUARD	VANGUARD TOTAL BOND MARKET INDEX FUND	51,205
*	VANGUARD	VANGUARD BALANCED INDEX FUND ADMIRAL	50,742
*	AMERICAN FUNDS	AMERICAN BALANCED FUND A-CLASS	49,402
*	AMERICAN FUNDS (CAPITAL GROUP)	THE INCOME FUND OF AMERICA F-1 CLASS	48,854
*	COLUMBIA	MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	43,773
*	VANGUARD	VANGUARD MID-CAP GROWTH INDEX FUND	41,853
*	AMERICAN FUNDS (CAPITAL GROUP)	CAPITAL WORLD BOND FUND A-CLASS	40,793
*	AMERICAN FUNDS	WASHINGTON MUTUAL INVESTORS FUND A-CLASS	40,511
*	AMERICAN FUNDS	NEW PERSPECTIVE FUND F-1 CLASS	38,500
*	AMERICAN FUNDS	CAPITAL INCOME BUILDER A-CLASS	35,470
*	T. ROWE PRICE TRUST COMPANY	MID-CAP GROWTH FUND	33,022
*	AMERICAN FUNDS	AMCAP FUND A-CLASS	31,904
*	VANGUARD	VANGUARD SMALL-CAP INDEX FUND ADMIRAL SHARES	29,797
*	FIDELITY	FIDELITY FREEDOM 2030 K	29,017
	MFS	MFS VALUE FUND CLASS I	27,108
	MFS	MFS GROWTH FUND	26,353
*	VANGUARD	VANGUARD HEALTH CARE FUND ADMIRAL	26,291
*	AMERICAN FUNDS	THE INVESTMENT COMPANY OF AMERICA A-CLASS	25,941
*	FIDELITY	FIDELITY SELECT TECHNOLOGY	23,473
	COLUMBIA	MULTI-MANAGER SMALL CAP EQUITY STRATEGIES FUND	23,358
*	FIDELITY	FIDELITY OTC PORTFOLIO	22,415
*	AMERICAN FUNDS	NEW WORLD FUND F-1 CLASS	22,041
*	AMERICAN FUNDS	THE BOND FUND OF AMERICA A-CLASS	21,638
*	VANGUARD	VANGUARD DEVELOPED MARKETS INDEX FUND	21,476
*	FIDELITY	FIDELITY SELECT CONS DISCOVERY	21,436
	ALLSPRING	ALLSPRING EMERGING MARKETS EQUITY	21,285
*	VANGUARD	VANGUARD INFLATION-PROTECTED SECURITIES FUND ADMIRAL	21,189
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	JPMORGAN	JPM MIDCAP GROWTH	11,425
	ALLSPRING	ALLSPRING SPECIAL MID CAP VALUE FUND	11,212
	LORD ABBETT	LORD ABBETT BOND DEBENTURE	10,483
*	VANGUARD	VANGUARD INTERNATIONAL GROWTH FUND ADMIRAL	10,273

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PEDIATRIC ACADEMIC ASSOCIATION, INC.
403(b) TAX-SHELTERED ANNUITY PLAN
EIN #31-1024403 - PLAN #004

Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (continued)
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	(e) Current Value
	<i>Mutual Funds (continued):</i>		
*	VANGUARD	MONEY MARKET	9,639
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*	FIDELITY	FIDELITY GROWTH & INCOME	7,517
*	AMERICAN FUNDS	CAPITAL WORLD BOND FUND F-1 CLASS	6,285
*	AMERICAN FUNDS	EUROPACIFIC GROWTH FUND F-1 CLASS	6,266
*	FIDELITY	FIDELITY CONTRAFUND -0022	5,289
*	VANGUARD	VANGUARD EMERGING MARKETS STOCK INDEX	1,932
*	VANGUARD	VANGUARD TARGET RETIRE 2065	1,847
*	FIDELITY	FIDELITY US BOND IDX -2326	4
			<u>90,102,153</u>
	<i>Variable Annuity Contracts:</i>		
*	CREF VARIABLE ANNUITY ACCOUNT	STOCK ACCOUNT	4,966,405
*	CREF VARIABLE ANNUITY ACCOUNT	EQUITY INDEX ACCOUNT	2,121,840
*	CREF VARIABLE ANNUITY ACCOUNT	GROWTH ACCOUNT	2,097,355
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			<u>11,749,461</u>
	<i>Guaranteed Investment Contracts:</i>		
*	VOYA FINANCIAL	VOYA FIXED ACCOUNT	720,002
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			<u>745,215</u>
	<i>Fixed Annuity Contracts</i>		
*	TIAA-CREF	TIAA TRADITIONAL BENEFIT RESPONSIVE	2,041,107
*	TIAA-CREF	TIAA STABLE VALUE FUND**	2,766,576
*	TIAA-CREF	TIAA TRADITIONAL NON BENEFIT RESPONSIVE 2	3,405,540
			<u>8,213,223</u>
*	<i>Notes Receivable from Participants</i>	Interest rates range from 4.25% to 9.50%	119,750
			<u>\$ 114,298,616</u>

* Denotes party-in-interest
** Reported at contract value

See Independent Auditor's Report.

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 PEDIATRIC ACADEMIC ASSOCIATION, INC. 403(B) TAX-SHELTERED ANNUITY PLAN
1b	Three-digit plan number (PN) ▶ 004
1c	Effective date of plan 01/01/2009
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) PEDIATRIC ACADEMIC ASSOCIATION, INC. 700 CHILDREN'S DRIVE COLUMBUS, OH 43205
2b	Employer Identification Number (EIN) 31-1024403
2c	Plan Sponsor's telephone number 614-355-4115
2d	Business code (see instructions) 813000

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.			
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.			
SIGN HERE	<i>Susanne Ebersbach</i> Signature of plan administrator	10/11/2024 Date	Susanne Ebersbach Enter name of individual signing as plan administrator
SIGN HERE	<i>Susanne Ebersbach</i> Signature of employer/plan sponsor	10/11/2024 Date	Susanne Ebersbach 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	5 527
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) 419 6a(2) 433 6b 0 6c 122 6d 555 6e 0 6f 555 6g(1) 500 6g(2) 526 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

2F 2G 2L

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

9a Plan funding arrangement (check all that apply) (1) ☒ 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 _____