

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
--	---	---

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 SPONSORS FOR EDUCATIONAL OPPORTUNITY 403(B) PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 05/01/1997
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) SPONSORS FOR EDUCATIONAL OPPORTUNITY 55 EXCHANGE PLACE, SUITE 601 NEW YORK, NY 10005-3301
2b	Employer Identification Number (EIN) 13-2578670
2c	Plan Sponsor's telephone number 646-435-9580
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.	10/15/2024	JOSHUA GARLENSKI
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2024	JOSHUA GARLENSKI
	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	5 359
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) 253 6a(2) 281 6b 6c 126 6d 407 6e 6f 407 6g(1) 357 6g(2) 405 6h 19
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 2T 3D

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
--	--

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
--	--	--

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan SPONSORS FOR EDUCATIONAL OPPORTUNITY 403(B) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SPONSORS FOR EDUCATIONAL OPPORTUNITY	D Employer Identification Number (EIN) 13-2578670	

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

1 Coverage Information:

(a) Name of insurance carrier
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	386956	60	01/01/2023	12/31/2023

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

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4 Current value of plan's interest under this contract in the general account at year end	4	1325130
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	13985157

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**

1387879

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

30675

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

53755

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

7c(4)

2893

(5) Other (specify below)

7c(5)

26351

▶ 350S

(6) Total additions

7c(6)

113674

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

1501553

e Deductions:

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

7e(1)

164037

(2) Administration charge made by carrier

7e(2)

12386

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

7e(3)

0

(4) Other (specify below)

7e(4)

0

(5) Total deductions

7e(5)

176423

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

1325130

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 SPONSORS FOR EDUCATIONAL OPPORTUNITY 403(B) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SPONSORS FOR EDUCATIONAL OPPORTUNITY	D Employer Identification Number (EIN) 13-2578670

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....

☒

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
TIAA CREF	
13-1624203	

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

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

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

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

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

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

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

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

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

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

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

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

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

TIAA-TEACHERS INSURANCE AND ANNUITY

ASSOCIATION OF AMERICA
730 THIRD AVE
NEW YORK, NY 10017

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?
15	11142 RECORDKEEPER	11142	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 ☐

(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.	
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023					
A Name of plan SPONSORS FOR EDUCATIONAL OPPORTUNITY 403(B) PLAN				B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 SPONSORS FOR EDUCATIONAL OPPORTUNITY				D Employer Identification Number (EIN) 13-2578670	
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: 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) 386365		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see		

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

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity
code

e Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs, 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
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 SPONSORS FOR EDUCATIONAL OPPORTUNITY 403(B) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SPONSORS FOR EDUCATIONAL OPPORTUNITY		
		D Employer Identification Number (EIN) 13-2578670

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)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	0	
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	72517	48797
(9) Value of interest in common/collective trusts	1c(9)		0
(10) Value of interest in pooled separate accounts	1c(10)	506530	386365
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	10917308	13985157
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	1387879	1325130
(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	12884234	15745449
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	12884234	15745449

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)	781198	
(B) Participants	2a(1)(B)	1210724	
(C) Others (including rollovers)	2a(1)(C)	249577	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		2241499
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)	0	
(E) Participant loans	2b(1)(E)	3715	
(F) Other	2b(1)(F)	9324	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		13039
(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)	107582	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		107582
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		2405693
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		4767813

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1895198	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1895198
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)	10767	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)	633	
(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)		11400
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1906598

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		2861215
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: **BDO USA, P.C.**

(2) EIN: **13-1381590**

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?	☒		500000
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 SPONSORS FOR EDUCATIONAL OPPORTUNITY 403(B) PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SPONSORS FOR EDUCATIONAL OPPORTUNITY		D Employer Identification Number (EIN) 13-2578670
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
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		
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	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

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

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

Part VII	IRS Compliance Questions
-----------------	---------------------------------

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No 21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☐ Design-based safe harbor method ☐ "Prior year" ADP test ☐ "Current year" ADP test ☒ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>08 / 07 / 2017</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>J600957A</u> .	

Sponsors for Educational Opportunity 403(b) Plan

**Financial Statements (Modified Cash Basis)
and ERISA-Required Supplemental Schedules
As of December 31, 2023 and 2022
and for the Year Ended December 31, 2023**

The report accompanying these financial statements was issued by BDO USA, P.C., a Virginia professional corporation, and the U.S. member of BDO International Limited, a UK company limited by guarantee.



Sponsors for Educational Opportunity 403(b) Plan

Financial Statements (Modified Cash Basis)
and ERISA-Required Supplemental Schedules

As of December 31, 2023 and 2022 and for the Year Ended December 31, 2023

Sponsors for Educational Opportunity 403(b) Plan

Contents

Independent Auditor's Report	3-5
------------------------------	-----

Financial Statements

Statements of Net Assets Available for Benefits (Modified Cash Basis) as of December 31, 2023 and 2022	6
--	---

Statement of Changes in Net Assets Available for Benefits (Modified Cash Basis) for the Year Ended December 31, 2023	7
--	---

Notes to Financial Statements (Modified Cash Basis)	8-20
---	------

ERISA-Required Supplemental Schedules

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions (Modified Cash Basis) for the Year Ended December 31, 2023	22
---	----

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Modified Cash Basis) as of December 31, 2023	23-24
--	-------

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



Independent Auditor's Report

The Plan Administrator
Sponsors for Educational Opportunity 403(b) Plan
New York, New York

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

We were engaged to perform audits of the financial statements of Sponsors for Educational Opportunity 403(b) 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 (modified cash basis) as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits (modified cash basis) for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of 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 investment information is prepared and certified to by the qualified institution 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 year ended December 31, 2023, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Disclaimer of Opinion

We do not express an opinion on the accompanying financial statements of the Plan. Because of the significance of the matters 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

Prior to January 1, 2009, records were maintained at a contract, not a plan, level; therefore, management has not maintained, and Teachers Insurance and Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF) (formerly, Teachers Insurance and Annuity Association - College Retirement Equities Fund (TIAA-CREF)) did not provide, sufficient accounting records and supporting documentation relating to certain annuity contracts and custodial accounts issued to current and former employees, and supporting documentation is not adequate to assure the completeness and accuracy of the amounts included in the financial statements.

BDO USA, P.C., a Virginia professional corporation, is the U.S. member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

BDO is the brand name for the BDO network and for each of the BDO Member Firms.



Accordingly, we were unable to apply auditing procedures sufficient to determine the extent to which the financial statements have been affected by these conditions.

As described in Note 2, the Plan has excluded from investments in the accompanying statements of net assets available for benefits (modified cash basis) 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 (FAB) 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 accompanying statement of changes in net assets available for benefits (modified cash basis). Related to such accounts, as reported by TIAA and CREF, net assets available for benefits (modified cash basis) of approximately \$904,448 and \$970,075 were excluded from the statements of net assets available for benefits (modified cash basis) as of December 31, 2023 and 2022. Further, investment gains/losses of approximately \$197,589 and distributions of \$263,217 related to such accounts, as identified by TIAA and CREF, have also been excluded in the accompanying statement of changes in net assets available for benefits (modified cash basis) for the year ended December 31, 2023. In addition, pursuant to FAB No. 2009-02, such excluded pre-2009 contracts, accounts, and amounts were not covered by our auditing procedures. The modified cash basis of accounting requires that these accounts and the related income and distributions be included in the accompanying financial statements.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 2 to the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America (GAAP). Our disclaimer of opinion is not modified with respect to this matter.

Emphasis of Matter – Operational Errors

As discussed in Note 11, the Plan Administrator has determined that certain operational errors for the Plan year 2022 and corrected these errors in accordance with methods acceptable under the Internal Revenue Service (IRS). In the opinion of Sponsors for Educational Opportunity (the Plan Sponsor), it is reasonable to expect that these corrections would be deemed acceptable under examination by the IRS. If deemed accepted by the IRS and Plan Sponsor makes the necessary corrections, these operational failures would not adversely impact the Plan's qualified tax status. However, if the IRS does not deem the proposed corrective actions acceptable, or the Plan Sponsor does not make the necessary corrections, there could be a material impact to the Plan's qualified tax status and the Plan's financial statements. Our disclaimer of opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting, and for determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible 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 available to be issued.

Management is also 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 (GAAS) and to issue an auditor's report. However, because of the matters described in the *Basis for Disclaimer of Opinion* section of our report, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on these financial statements.

We are required to be independent of the Plan, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits.

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4a - Schedule of Delinquent Participant Contributions (Modified Cash Basis) for the year ended December 31, 2023 and Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (Modified Cash Basis) as of December 31, 2023 are presented for purposes of additional analysis and are not a required part of the financial statements but are 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 matters described in the *Basis for Disclaimer of Opinion* section of our report, it is inappropriate to and we do not express an opinion on the supplemental schedules referred to above.

BDO USA, P.C.

October 15, 2024

Sponsors for Educational Opportunity 403(b) Plan

Statements of Net Assets Available for Benefits (Modified Cash Basis)

<i>December 31,</i>	2023	2022
Assets		
Investments, at fair value	\$ 14,745,250	\$ 11,830,865
Investments, at contract value	951,402	980,852
Total Investments	15,696,652	12,811,717
Receivables		
Notes receivable from participants	48,797	72,517
Total Receivables	48,797	72,517
Net Assets Available for Benefits	\$ 15,745,449	\$ 12,884,234

See accompanying notes to financial statements.

Sponsors for Educational Opportunity 403(b) Plan

Statements of Changes in Net Assets Available for Benefits (Modified Cash Basis)

Year ended December 31, 2023

Additions**Contributions:**

Participant	\$	1,210,724
Employer		781,198
Rollover		249,577

Total Contributions		2,241,499
----------------------------	--	------------------

Investment income:

Net appreciation in fair value of investments		2,405,693
Interest and dividends		107,582

Total Investment Income		2,513,275
--------------------------------	--	------------------

Other income - revenue credits		9,324
--------------------------------	--	-------

Interest income on notes receivable from participants		3,715
---	--	-------

Total Additions		4,767,813
------------------------	--	------------------

Deductions

Benefits paid to participants		1,895,198
Administrative expenses		11,400

Total Deductions		1,906,598
-------------------------	--	------------------

Net Increase		2,861,215
---------------------	--	------------------

Net Assets Available for Benefits, beginning of year		12,884,234
---	--	-------------------

Net Assets Available for Benefits, end of year	\$	15,745,449
---	-----------	-------------------

See accompanying notes to financial statements.

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

1. Description of Plan

The following description of Sponsors for Educational Opportunity 403(b) Plan (the Plan) provides only general information. Participants should refer to the Plan Document for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan under Section 403(b) of the Internal Revenue Code (IRC) and covers all eligible employees of Sponsors for Educational Opportunity (SEO) (the Employer, Plan Sponsor, or the Company), as defined in the Plan Document. The Plan was originally established for the benefit of eligible employees of the Company effective as of May 1, 1997, and was amended and restated effective January 1, 2011. Additionally, an adoption agreement for the Plan was signed on November 5, 2018. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA).

Plan Administration

Teachers Insurance and Annuity Association (TIAA) is the Plan's third-party administrator. The Plan's investment assets are held by TIAA, by the College Retirement Equity Fund (CREF), and by TIAA Trust, N.A. (formerly, TIAA, FSB). The Employer, as the Plan Administrator, controls and manages the operation and administration of the Plan.

Eligibility

For purposes of making salary deferral contributions, employees are eligible to participate in the Plan immediately, following commencement of employment, as defined in the Plan Document. To be eligible for an employer contribution, employees must attain 18 years of age and have 12 months of service.

The Plan excludes employees who normally work less than 20 hours per week for elective deferrals. The following classifications of employees are excluded for matching contributions: Instructor, Tutor, Intern, Summer Coordinator, Coach/Subject Matter Expert, and Professional Development Consultant.

Participant Contributions

Each year, participants are permitted to contribute to the Plan, beginning on the date of hire, an amount not to exceed the dollar limitations, as prescribed by the IRC. For the year ended December 31, 2023, the limit was \$22,500. The Plan allows for pre-tax salary deferrals. Salary deferral agreements shall be made, terminated, or changed according to procedures and limitations set up by the Plan Administrator and the Plan Document. Participants who have attained the age of 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also elect to make special catch-up contributions prior to the age of 50 if 15 years of service have been rendered by the participant, subject to certain limitations. Rollover contributions are subject to the terms of the Plan and are fully vested and non-forfeitable.

Participants direct the investment of their contributions into various investment options offered by the Plan. If no election is made by the participant, then the contributions are automatically invested

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

in the Plan's Qualified Default Investment Alternative (QDIA). The Plan has elected the TIAA Access Lifecycle Funds series as its QDIA.

Employer Contributions

The Company may make employer matching contributions equal to 100% of a participant's elective deferrals, capped at 2.5% of compensation. The Company may also make a non-elective discretionary contribution (profit-sharing contribution) equal to 2.5% of compensation to employees who have contributed at least 2.5% of compensation into the Plan. Participants must have performed one year of service (defined as 1,000 hours of service during the Plan year). During the year December 31, 2023, the total employer matching and profit-sharing contributions of \$335,944 and \$445,254, were respectively contributed to the Plan. The total Employer contributions to the Plan were \$781,198. Contributions are subject to certain statutory limitations.

Participant Accounts

Each participant's account is credited with the participant's contributions, employer contributions, and an allocation of net Plan earnings or losses. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which participants are entitled is the vested portion of their accounts.

Vesting

Participants are 100% vested in their individual deferral and rollover contributions and the allocated earnings thereon.

Employer matching and non-elective discretionary contributions are based on years of continuous service, as follows:

Years of Service	Vested (%)
Less than 1	-
1	34
2	67
3 or more	100

Participants become fully vested in the event of retirement, death, and disability, as defined by the Plan.

Payment of Benefits

A participant is eligible to receive a lump-sum amount equal to the value of the participant's vested interest in his or her account, installment payments over a period of time, annuity contracts, and Ad-Hoc distributions from their deferral and employer contribution balances under the following circumstances: (a) retirement, (b) termination of employment, (c) disability, (d) death, (e) and attaining 59½ years of age.

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

Notes Receivable from Participants

Participants are permitted to borrow a minimum of \$1,000 of their vested benefits under the Plan. Participants may borrow up to a maximum equal to the lesser of 50% of their vested account balance or \$50,000, reduced by the highest outstanding loan balance in their account during the prior 12-month period. Loans are secured by the participant's account and bear an interest rate at the prime rate plus 1% or at local prevailing rates as determined by the Plan Administrator, which would be made under similar circumstances and is fixed for the term of the loan. The notes are repaid directly to the trustee, outside of payroll deductions, over a period of five years or less, unless they are used to purchase a principal residence, in which case they can be extended to a reasonable number of years. These loans are subject to certain restrictions as defined by the Plan Document and applicable restrictions under the IRC. Also, each participant may not have more than three loans outstanding at any time.

Contract Loans to Participants

Participants may borrow, directly from TIAA or the Plan, a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 45% of the vested accrued benefit of the vested account balance. Such loans are subject to certain limitations and are not included in the Plan's financial statements, as the loans are not made from Plan assets and are, therefore, not considered assets of the Plan. Participants receiving loans from TIAA or the Plan are required to pledge, as collateral, an annuity account value of 110% of the loan amount for the period the loan is outstanding. The collateral of the loans must be maintained in their investment accounts to the TIAA Traditional Annuity account. Loan interest rates are variable at prevailing interest rates and can be increased or decreased by TIAA. Principal and interest is paid ratably by the participant directly to TIAA, and each payment will reduce amounts collateralized by the borrowing participant's TIAA Traditional Annuity account balance. A default charge will be assessed against the portion of the loan collateral used to foreclose on all or part of any loan.

Loan balances outstanding to TIAA from the Plan's participants were \$2,119 and \$12,236 as of December 31, 2023 and 2022, respectively. As such, \$2,331 and \$13,460 of TIAA Traditional Annuity account values (110% of outstanding loans from TIAA) as of December 31, 2023 and 2022, respectively, serves as collateral for the related loans. As of December 31, 2023, no loans were deemed to be in default. According to the Plan Document, if the participant defaults on the loan, they will be taxed on the amount of the outstanding loan balance and will be subject to a 10% penalty if they are under the age of 59½. In addition, TIAA has the right to foreclose its security interest in the portion of the participant's vested account under the Plan that they pledged as security for the loan.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Employer. Expenses that are paid by the Employer are excluded from these financial statements. Fees related to participant-initiated transactions are charged directly to the participant's account and are included in administrative expenses. Investment-related expenses are included in net appreciation in fair value of investments on the statement of changes in net assets available for benefits (modified cash basis).

The Plan recognized administrative expenses totaling \$11,400 for the year ended December 31, 2023.

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

Revenue Credits

The Plan has a revenue-sharing agreement with TIAA and CREF for the sharing of certain revenue derived to TIAA and CREF from investment providers. Revenue earned from this agreement is presented in other income in the statement of changes in net assets available for benefits (modified cash basis). For the year ended December 31, 2023, revenue earned from this agreement amounted to \$9,324.

Forfeited Accounts

At December 31, 2023 and 2022, forfeited non-vested accounts totaled \$9,459 and \$50,334, respectively. Forfeitures, if any, are allocated to reduce Plan employer contributions. For the year ended December 31, 2023, forfeiture in the amount of \$55,738 were allocated to reduce Plan employer contributions; \$12,725 was forfeited by withdrawing participants; and the forfeiture account earned \$2,137 in investment income.

2. Summary of Accounting Policies

Basis of Accounting

The accounts of the Plan are maintained, and the accompanying financial statements have been prepared, on a modified cash basis, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America (GAAP). Investment income is recognized when received, and disbursements are recognized when made. Additionally, securities investments are reflected at fair value. Accordingly, the financial statements are not intended to present the net assets available for benefits and changes in net assets available for benefits of the Plan in accordance with GAAP.

Annual Reporting Requirements

Prior to January 1, 2009, TIAA and CREF maintained records at a contract level, not Plan level, and administratively decided not to provide accounting records and supporting documentation at the participant or Plan level relating to certain annuity and custodial accounts issued to current and former employees. As such, neither the Plan Sponsor nor TIAA and CREF have been able to produce sufficient records and supporting documents relating to certain annuity and custodial accounts issued to current and former employees prior to January 1, 2009. As a result, the completeness and the accuracy of the annuity and custodial accounts, related investment income, and distributions related to these accounts, if any, could not be determined.

Additionally, certain Plan assets held by TIAA and CREF are excluded from investments in the accompanying statements of net assets available for benefits (modified cash basis) due to certain annuity and custodial accounts issued to current and former employees prior to January 1, 2009, pursuant to the Department of Labor's Field Assistance Bulletin (FAB) No. 2009-02, *Annual Reporting Requirements for 403(b) Plans*. The investment income and distributions related to such accounts have also been excluded from the accompanying statement of changes in net assets available for benefits (modified cash basis).

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

Specifically, the administrator of a 403(b) plan does not need to treat annuity contracts and custodial accounts as part of the employer's Title I plan or as plan assets for purposes of ERISA's annual reporting requirements provided 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 ceased making contributions, to the contract or account before January 1, 2009.
- All of the rights and benefits 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.

Related to such accounts, as reported by TIAA and CREF, net assets available for benefits of \$904,448 and \$970,075 were excluded from the statements of net assets available for benefits (modified cash basis) as of December 31, 2023 and 2022, respectively. Further, investment income of \$197,589 and distributions of \$263,217 related to such accounts, as identified by TIAA and CREF, have also been excluded in the accompanying statement of changes in net assets available for benefits (modified cash basis) for the year ended December 31, 2023. Pursuant to FAB No. 2009-02, such excluded pre-2009 contracts, accounts, and amounts were not subject to auditing procedures. The modified cash basis of accounting requires that these accounts and the related income and distributions be included in the accompanying financial statements.

Use of Estimates

The preparation of financial statements in accordance with the modified cash basis of accounting requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The investments of the Plan (except for the fully benefit-responsive investment contract) are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements.

Fully benefit-responsive investment contracts are reported at contract value. The guaranteed investment contracts are presented on the face of the statements of net assets available for benefits (modified cash basis) at contract value. Contract value, as reported to the Plan by TIAA and CREF, represents contributions made under the contracts plus earnings, less participant withdrawals and administrative expenses.

Purchases and sales of securities are recorded on a trade-date basis. Interest and dividend income is recorded when received. Net change includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

Notes Receivable from Participants

Notes receivable from participants are measured at their outstanding principal and interest balance. Related fees are recorded as administrative expenses and are expensed when they are paid. Delinquent participant loans are recorded as distributions on the basis of the terms of the Plan Document. There were no deemed loans for the year ended December 31, 2023.

Payment of Benefits

Benefits are recorded when paid.

3. Information Certified by TIAA and CREF

The Plan Administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, TIAA and CREF, qualified institutions, have certified that the following investment information included in the accompanying financial statements and ERISA-required supplemental schedule is complete and accurate:

- Investments and notes receivable from participants, as shown in the statements of net assets available for benefits (modified cash basis) as of December 31, 2023 and 2022.
- Net appreciation in fair value of investments, interest and dividends, other income and interest income on notes receivable from participants, as shown in the statement of changes in net assets available for benefits (modified cash basis) for the year ended December 31, 2023.
- Investment information reflected on the supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) (modified cash basis) as of December 31, 2023, as shown on the ERISA-required supplemental schedule.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing such certified investment information to the related investment information in the financial statements, including reading the disclosures related to the investment information to assess whether they are in accordance with the presentation and disclosure requirements of modified cash basis, and in the ERISA-required supplemental schedule, including assessing whether the supplemental schedule is in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

4. TIAA Traditional Annuity

The TIAA Traditional Annuity is an unallocated fixed-annuity contract that is fully and unconditionally guaranteed by TIAA. TIAA Traditional Annuity provides a guarantee of principal, a guaranteed minimum rate of interest of 3%, and the potential for additional interest if declared by TIAA. Additional interest, when declared, remains in effect for the declaration year, which begins each March 1. Additional interest is not guaranteed for future years. Contributions to a participant's account purchases a guaranteed amount of lifetime annuity income. When a participant's account in the TIAA Traditional Annuity is annuitized based on available options, the present value of the stream of payments is equal to the account balance, and the entire amount is recorded as a distribution in the statement of changes in net assets available for benefits (modified cash basis).

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

The subsequent stream of annuity payments occurs outside of the Plan and does not represent an obligation of the Plan. The guaranteed insurance contract does not permit the insurance company to terminate the agreement prior to the scheduled maturity date.

The type of contract through which a participant invests in the TIAA Traditional Annuity determines the applicability of certain account features, such as the guaranteed minimum interest rate, additional interest declarations, the degree of liquidity of the participant's account, and the options for receiving income upon retirement. The traditional annuity contracts that are not fully benefit-responsive (GRA Contracts) are reported at fair value. The TIAA Traditional Annuity offered through Group Supplemental Retirement Annuity Contracts (GSRA) and TIAA Stable Value Fund are fully benefit-responsive and included in the financial statements at contract value, as discussed in Note 2. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The contract value of the investment contracts at December 31, 2023 and 2022 was \$951,402 and \$980,852, respectively.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator believes that any events that would limit the Plan's ability to transact at contract value with participants are not probable of occurring. Furthermore, certain events would allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Examples of such events include (a) an uncured breach of the Plan's investment guidelines, (b) a material amendment to the contract without the issuer's consent, (c) a violation of a material obligation under the contract, or (d) a material misrepresentation. The Plan Administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants or the issuer are probable of occurring.

5. Fair Value Measurements

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

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

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

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

Registered Investment Companies - The registered investment companies are valued at the daily closing price as reported by the fund and are open-ended funds that registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. CREF investments are registered investments offered through variable annuity contracts issued by CREF that invests principally in equity securities, fixed-income instruments, and short-term investments in accordance with each portfolio's investment objectives. The daily unit values are listed on NASDAQ. Management has reviewed the fair value classifications from TIAA and CREF and agrees that Level 1 is the most appropriate classification.

Pooled Separate Account - The Plan's investment in a pooled separate account consists of the TIAA Real Estate Account (REA). The pooled separate account is valued at its accumulation unit value (AUV), which approximates fair value. The REA invests in real estate and real estate-related investments. The REA's value is principally derived from the market value of the underlying real estate holdings or other real estate-related investments. The REA determines its unit value each day, which is quoted and published on NASDAQ on a daily basis, and is therefore classified as Level 1.

TIAA Access Accounts - TIAA Access accounts are variable-annuity products that are funded through the TIAA Separate Account, a separate investment account of TIAA registered under the Investment Company Act of 1940. They are variable annuities that invest in shares of underlying mutual funds. TIAA Access accounts are not publicly quoted and are priced at NAV. ASC 820 allows NAV per share to serve as a practical expedient to estimate fair value. NAV would not be used if it was probable that the investment would not be traded at NAV.

TIAA Traditional Annuity - Non-Benefit-Responsive - The TIAA Traditional Annuity offered through Insurance Company General Contracts (ICGC) have liquidity restrictions and are non-fully benefit-responsive and are reported at fair value. As these investments are contract-based, observable prices for identical or similar investments do not exist and, accordingly, these investments are

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

valued using unobservable inputs. The investment is valued using a theoretical transfer (exit value) and a discounted cash flow analysis calculated using an appropriate risk-adjusted market discount rate determined by TIAA, which correlates closely with TIAA Traditional Annuity's historical crediting rates. TIAA believes that the fair value of the contract does not differ significantly from the contract value.

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 assets at fair value:

December 31, 2023

	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 11,150,609	\$ -	\$ -	\$ 11,150,609
TIAA Real Estate Account	386,365	-	-	386,365
Traditional Annuity Account - Non-Benefit-Responsive	-	-	373,728	373,728
Total Assets, in the fair value hierarchy	\$ 11,536,974	\$ -	\$ 373,728	11,910,702
TIAA Access Accounts*				2,834,548
Total Investments, at fair value				\$ 14,745,250

December 31, 2022

	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 8,467,159	\$ -	\$ -	\$ 8,467,159
TIAA Real Estate Account	506,530	-	-	506,530
Traditional Annuity Account - Non-Benefit-Responsive	-	-	407,027	407,027
Total Assets, in the fair value hierarchy	\$ 8,973,689	\$ -	\$ 407,027	9,380,716
TIAA Access Accounts*				2,450,149
Total Investments, at fair value				\$ 11,830,865

* Certain investments that are measured at fair value using the NAV-per-share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts included in these tables are intended to permit reconciliation of the fair value hierarchy table to the amounts presented in the statements of net assets available for benefits (modified cash basis).

Purchases of the TIAA Traditional Annuity Level 3 asset amounted to \$7,913 and \$66,646 and sales amounted to \$52,649 and \$2,761 for the years ended December 31, 2023 and 2022, respectively. Purchases and sales are related to participant-directed transactions. For the years ended December 31, 2023 and 2022, there were no transfers into or out of Level 3.

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

Investments Measured Using the NAV-per-Share Practical Expedient

The following tables summarize investments for which fair value is measured using the NAV-per-share practical expedient. There are no participant redemption restrictions for these investments.

December 31, 2023

	Fair Value	Unfunded Commitments	Redemptions Frequency	Redemption Notice Period
TIAA Access Accounts:				
Lifecycle ^(c)	\$ 1,865,821	N/A	Daily	None
Equity - Large Cap ^(a)	436,031	N/A	Daily	None
Equity - Small Cap ^(a)	142,899	N/A	Daily	None
Equity - Mid Cap ^(a)	148,750	N/A	Daily	None
Equity - International ^(a)	106,386	N/A	Daily	None
Equity - Index ^(a)	70,578	N/A	Daily	None
Bonds ^(b)	16,453	N/A	Daily	None
Equity - Real Estate ^(a)	37,555	N/A	Daily	None
Assets Allocation ^(d)	10,075	N/A	Daily	None
	\$ 2,834,548			

December 31, 2022

	Fair Value	Unfunded Commitments	Redemptions Frequency	Redemption Notice Period
TIAA Access Accounts:				
Lifecycle ^(c)	\$ 1,622,736	N/A	Daily	None
Equity - Large Cap ^(a)	352,116	N/A	Daily	None
Equity - Small Cap ^(a)	123,161	N/A	Daily	None
Equity - Mid Cap ^(a)	128,269	N/A	Daily	None
Equity - International ^(a)	100,824	N/A	Daily	None
Equity - Index ^(a)	57,431	N/A	Daily	None
Bonds ^(b)	20,608	N/A	Daily	None
Equity - Real Estate ^(a)	36,559	N/A	Daily	None
Assets Allocation ^(d)	8,445	N/A	Daily	None
	\$ 2,450,149			

- (a) *Equity Funds* - Equity funds invest in stocks. The objective of an equity fund is growth through capital gains and dividends. Stock funds may have a specific style—for example, value or growth—and include investments in different-sized companies and geographic regions.
- (b) *Bond Funds* - Bond funds invest in fixed-income securities. The objective of bond funds is generally to receive interest payments or capital growth. Fixed-income funds generally invest in sovereign, corporate, or municipal debt. In addition, the bond funds may invest in fixed-income securities of different durations. Debt rates of return are based upon economic conditions and the credit worthiness of the debtor, amongst other factors.
- (c) *Lifecycle Funds* - Lifecycle funds invest in a variety of different types of equities and fixed-income securities to achieve their stated investment objective. The objective of an asset allocation fund can vary and includes, but is not limited to, target date funds and investment styles. Target date funds automatically rebalance their investments to create a portfolio for a certain retirement date. Investment styles can vary in risk and include investments in different-sized companies and geographic regions, with different weights on equity and debt.

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

- (d) *Asset Allocation Funds* - Asset allocation funds invest in a combination of stocks and bonds seeking both growth of principal and current income. Some funds are more aggressive or conservative by allocation between equities and fixed income.

Quantitative Information About Significant Unobservable Inputs Used in Level 3 Fair Value Measurements

The following tables represent the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the ranges of values for those inputs:

December 31, 2023

	Fair Value	Valuation Techniques	Unobservable Inputs	Range (%)
TIAA Traditional Annuity - Non-Benefit-Responsive	\$ 373,728	Discounted Cash Flow Theoretical Transfer (Exit Value)	Risk-adjusted discount rate applied	GRA: 4.00 - 6.75

December 31, 2022

	Fair Value	Valuation Techniques	Unobservable Inputs	Range (%)
TIAA Traditional Annuity - Non-Benefit-Responsive	\$ 407,027	Discounted Cash Flow Theoretical Transfer (Exit Value)	Risk-adjusted discount rate applied	GRA: 3.70 - 6.25

6. Risks and Uncertainties

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

7. Tax Status

The Plan has adopted a volume-submitter 403(b) plan designed by TIAA and is relying on an advisory letter, dated August 7, 2017, stating that the Internal Revenue Service (IRS) has determined that the form of the volume-submitter plan adopted by the Plan is acceptable under Section 403(b) of the IRC for use by eligible employers for the benefit of their employees. 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 the Plan is qualified, and the related tax deferred annuities are tax-exempt. Therefore, no provision for income tax has been included in the Plan's financial statements. On March 11, 2024, the Department of Labor (DOL) commenced a review of the Plan for the Plan year ended December 31, 2018 through the date of their letter. As of the date of this report, the DOL review had not been formally concluded.

The modified cash basis of accounting requires Plan management to evaluate tax positions taken by the Plan if the Plan has taken an uncertain position that more likely than not would not be sustained

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress, other than as noted above.

8. Plan Termination

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

9. Related Party and Party-in-Interest Transactions

Certain Plan investments are registered investment companies, ICGC, guaranteed annuity contracts, and a pooled separate account managed by TIAA and CREF; and therefore, these transactions qualify as party-in-interest transactions. Any purchases and sales of these funds qualify as party-in-interest transactions. Such transactions, while considered party-in-interest transactions under ERISA regulations, are permitted under the provisions of the Plan and are specifically exempt from the prohibition of party-in-interest transactions under ERISA. Participant loan fees are paid to TIAA and CREF by participants. The Plan also issues loans to participants that are secured by the vested balance of the participants' accounts; these also qualify as exempt party-in-interest transactions.

10. Late Remittances

For the year ended December 31, 2023, there were no late remittance noted. In prior years, employee withholdings in the amount of \$852,823 were not remitted within the appropriate time period by the Employer. These non-exempt party-in-interest transactions constitute a prohibited transaction, as defined by ERISA. The Employer took the appropriate steps to correct the delinquent contributions by calculating and depositing the corresponding lost earnings into the participant accounts during the period of 2023 and 2024. The Employer has further implemented a procedure to ensure all future remittances are done within the prescribed time period.

In August 2023, the Company self-corrected the 2019 late remittances of \$57,219 and remitted \$143 in lost earnings. In November 2023, the Company self-corrected the 2020 and 2021 late remittances of \$578,796 and remitted \$1,053 in lost earnings. In October 2024, the Company self-corrected the 2022 late remittances of \$216,808 and remitted \$522 in lost earnings.

The lost earnings represent the amount the participants should have earned from the date the deferred contributions should have been made through the date of correction.

11. Operational Errors

The Plan Administrator has determined that certain operational errors occurred during the Plan year 2022 and corrected them in 2023 and 2024, in accordance with methods acceptable under the IRC. The Plan Administrator is in the process of correcting the errors. As a result of these errors, the Employer was required to make corrective contributions to the Plan. The Company remitted to the Plan \$27,972 in Employer non-elective discretionary contributions in September 2023 and made an additional contribution of \$24,493 in July 2024.

In the opinion of the Plan Sponsor, it is reasonable to expect that these corrections would be deemed acceptable under examination by the IRS. If deemed accepted by the IRS, and the Plan Sponsor

Sponsors for Educational Opportunity 403(b) Plan

Notes to Financial Statements (Modified Cash Basis)

makes the necessary corrections, these operational failures would not adversely impact the Plan's qualified tax status. However, if the IRS does not deem the proposed corrective actions acceptable, or the Company does not make the necessary corrections, there could be a material impact to the Plan's qualified tax status and the Plan's financial statements.

12. Subsequent Events

The Plan evaluated subsequent events through October 15, 2024, the date the financial statements were available to be issued. Except as noted in Note 10, the Plan is not aware of any other subsequent events that would require recognition or disclosure in the financial statements.

ERISA-Required Supplemental Schedules

Sponsors for Educational Opportunity 403(b) Plan

Schedule H, Line 4i - Schedule of Delinquent Participant Contributions (Modified Cash Basis)

EIN: 13-2578670

Plan No.: 001

Year ended December 31, 2023

	Participant Contributions Transferred Late to Plan	Total That Constitutes Nonexempt Prohibited Transactions			Contributions Pending Correction in VFCP*	Total Fully Corrected Under VFCP* and PTE 2002-51
		Contributions Not Corrected	Contributions Corrected Outside VFCP*			
Check here if late participant loan repayments are included: ☐						
2022	\$ 216,808	\$ 216,808	\$ -	\$ -	\$ -	
2021	280,461	-	280,461	-	-	
2020	298,335	-	298,335	-	-	
2019	57,219	-	57,219	-	-	

* Voluntary Fiduciary Correction Program (DOL)

Sponsors for Educational Opportunity 403(b) Plan

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

EIN: 13-2578670

Plan No.: 001

December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
Registered Investment Companies				
*	CREF	CREF STOCK R1	\$	1,364,664
*	CREF	CREF MONEY MARKET R1		439,590
*	CREF	CREF SOCIAL CHOICE R1		86,413
*	CREF	CREF CORE BOND R1		255,407
*	CREF	CREF GLOBAL EQUITIES R1		442,582
*	CREF	CREF GROWTH R1		1,142,019
*	CREF	CREF EQUITY INDEX R1		2,243,745
*	CREF	CREF INFLATION-LINKED BOND R1		159,226
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2015-Inst		3,531
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2020-Inst		261,531
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2025-Inst		152,312
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2030-Inst		511,513
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2035-Inst		165,687
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2040-Inst		272,719
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2045-Inst		788,135
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2050-Inst		897,785
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2055-Inst		953,246
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2060-Inst		373,210
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2065-Inst		41,785
	Vanguard	Vanguard 500 Idx Adm		172,164
	Vanguard	Vanguard Intl Growth Adm		16,355
	Vanguard	Vanguard Mid-Cap Idx Adm		21,349
	Vanguard	Vanguard Mid-Cap Grw Idx Adm		19,738
	Vanguard	Vanguard Mid-Cap Value Idx Adm		2,133
	Vanguard	Vanguard Small-Cap Idx Adm		62,033
	Vanguard	Vanguard Ttl Bd Mkt Idx Adm		58,509
	Vanguard	Vanguard Ttl Intl Stk Idx Adm		93,349
	Vanguard	Vanguard Value Index Adm		38,206
	Capital Group - American Funds	American Fd New Perspective R6		59,673
	Cohen & Steers	Cohen & Steers Real Est Sec Z		23,790
	Franklin Templeton	Franklin Small Cap Value R6		12,088
	PIMCO	PIMCO Income Fd Institutional		14,413
	MFS	MFS Growth Fund Class R6		939
	Neuberger Berman	Neuberger Ber Sm Cap Gwh Instl		770
Total Registered Investment Companies				11,150,609
TIAA Access Accounts				
*	TIAA	TIAA Access BOND PLUS T4		16,453
*	TIAA	TIAA Access Lifecycle Rt Inc T4		1,745
*	TIAA	TIAA Access EQUITY INDEX T4		70,578
*	TIAA	TIAA Access GROWTH & INCOME T4		11,054
*	TIAA	TIAA Access INTL EQUITY T4		106,386
*	TIAA	TIAA Access LG-CAP GR T4		282,752
*	TIAA	TIAA Access LG-CAP VAL T4		142,225
*	TIAA	TIAA Access LIFECYCLE 2015 T4		1,633
*	TIAA	TIAA Access LIFECYCLE 2020 T4		631
*	TIAA	TIAA Access LIFECYCLE 2025 T4		71,915
*	TIAA	TIAA Access LIFECYCLE 2030 T4		217,017

Sponsors for Educational Opportunity 403(b) Plan

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

EIN: 13-2578670

Plan No.: 001

December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
TIAA Access Accounts (continued)				
* TIAA		TIAA Access LIFECYCLE 2035 T4	\$	175,929
* TIAA		TIAA Access LIFECYCLE 2040 T4		205,599
* TIAA		TIAA Access LIFECYCLE 2045 T4		255,462
* TIAA		TIAA Access LIFECYCLE 2050 T4		415,862
* TIAA		TIAA Access MID-CAP GR T4		55,334
* TIAA		TIAA Access MID-CAP VAL T4		93,416
* TIAA		TIAA Access REAL EST SECS T4		37,555
* TIAA		TIAA Access SM-CAP BL IDX T4		74,148
* TIAA		TIAA Access QUANT SML CP EQ T4		68,751
* TIAA		TIAA Access SOCIAL CH EQ T4		10,075
* TIAA		TIAA Access LIFECYCLE 2060 T4		476,185
* TIAA		TIAA Access LIFECYCLE 2055 T4		43,843
Total TIAA Access Accounts				2,834,548
Guaranteed Annuity Contract				
* TIAA		Traditional, Benefit Responsive - There is no maturity date. 3% minimum annual interest rate. No collateral or par value. Maturity value is principal, plus accrued interest.		859,910
* TIAA		TIAA Stable Value Fund		91,492
Total Guaranteed Annuity Contract				951,402
Insurance Company General Contracts				
* TIAA		Traditional, Non-Benefit Responsive - There is no maturity date. 3% minimum annual interest rate. No collateral or par value. Maturity value is principal, plus accrued interest.		373,728
Pooled Separate Account				
* TIAA		TIAA Real Estate		386,365
Total Investments				15,696,652
* Participant Loans		Interest rates ranging from 4.25% to 9.50%	-	48,797
Total				\$ 15,745,449

* A party-in-interest, as defined by ERISA.

** Investments are participant-directed and, therefore, cost disclosure is not required.

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
--	--	---

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) _____
B This return/report is:	☐ the first return/report;	☐ the final return/report;
	☐ an amended return/report;	☐ a short plan year return/report (less than 12 months).
C If the plan is a collectively-bargained plan, check here	☐	
D Check box if filing under:	☒ Form 5558;	☐ automatic extension;
	☐ special extension (enter description)	☐ the DFVC program;
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 Sponsors for Educational Opportunity 403(b) Plan	1b Three-digit plan number (PN) ► 001	
	1c Effective date of plan 05/01/1997	
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (If foreign, see instructions) Sponsors for Educational Opportunity 55 Exchange Place, Suite 601 US New York NY 10005-3301	2b Employer Identification Number (EIN) 13-2578670 2c Plan Sponsor's telephone number (646) 435-9580 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	DocuSigned by: <i>Joshua Garlenski</i> E86A287B6D7A4D3	10/15/2024	Joshua Garlenski
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN and the plan name and the plan number from the last return/report: a Sponsor's name c Plan name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 359
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).	
a(1) Total number of active participants at the beginning of the plan year	6a(1) 253
a(2) Total number of active participants at the end of the plan year	6a(2) 281
b Retired or separated participants receiving benefits	6b
c Other retired or separated participants entitled to future benefits	6c 126
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d 407
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e
f Total. Add lines 6d and 6e	6f 407
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1) 357
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2) 405
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h 19
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 2T 3D

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

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) ☒ Insurance	(1) ☒ Insurance
(2) ☐ Code section 412(e)(3) insurance contracts	(2) ☐ Code section 412(e)(3) insurance contracts
(3) ☒ Trust	(3) ☒ Trust
(4) ☐ General assets of the sponsor	(4) ☐ General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

Sponsors for Educational Opportunity 403(b) Plan

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

EIN: 13-2578670

Plan No.: 001

December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
Registered Investment Companies				
*	CREF	CREF STOCK R1	\$	1,364,664
*	CREF	CREF MONEY MARKET R1		439,590
*	CREF	CREF SOCIAL CHOICE R1		86,413
*	CREF	CREF CORE BOND R1		255,407
*	CREF	CREF GLOBAL EQUITIES R1		442,582
*	CREF	CREF GROWTH R1		1,142,019
*	CREF	CREF EQUITY INDEX R1		2,243,745
*	CREF	CREF INFLATION-LINKED BOND R1		159,226
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2015-Inst		3,531
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2020-Inst		261,531
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2025-Inst		152,312
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2030-Inst		511,513
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2035-Inst		165,687
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2040-Inst		272,719
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2045-Inst		788,135
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2050-Inst		897,785
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2055-Inst		953,246
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2060-Inst		373,210
*	TIAA and CREF	TIAA-CREF Lfcyle Idx 2065-Inst		41,785
	Vanguard	Vanguard 500 Idx Adm		172,164
	Vanguard	Vanguard Intl Growth Adm		16,355
	Vanguard	Vanguard Mid-Cap Idx Adm		21,349
	Vanguard	Vanguard Mid-Cap Grw Idx Adm		19,738
	Vanguard	Vanguard Mid-Cap Value Idx Adm		2,133
	Vanguard	Vanguard Small-Cap Idx Adm		62,033
	Vanguard	Vanguard Ttl Bd Mkt Idx Adm		58,509
	Vanguard	Vanguard Ttl Intl Stk Idx Adm		93,349
	Vanguard	Vanguard Value Index Adm		38,206
	Capital Group - American Funds	American Fd New Perspective R6		59,673
	Cohen & Steers	Cohen & Steers Real Est Sec Z		23,790
	Franklin Templeton	Franklin Small Cap Value R6		12,088
	PIMCO	PIMCO Income Fd Institutional		14,413
	MFS	MFS Growth Fund Class R6		939
	Neuberger Berman	Neuberger Ber Sm Cap Gwh Instl		770
Total Registered Investment Companies				11,150,609
TIAA Access Accounts				
*	TIAA	TIAA Access BOND PLUS T4		16,453
*	TIAA	TIAA Access Lifecycle Rt Inc T4		1,745
*	TIAA	TIAA Access EQUITY INDEX T4		70,578
*	TIAA	TIAA Access GROWTH & INCOME T4		11,054
*	TIAA	TIAA Access INTL EQUITY T4		106,386
*	TIAA	TIAA Access LG-CAP GR T4		282,752
*	TIAA	TIAA Access LG-CAP VAL T4		142,225
*	TIAA	TIAA Access LIFECYCLE 2015 T4		1,633
*	TIAA	TIAA Access LIFECYCLE 2020 T4		631
*	TIAA	TIAA Access LIFECYCLE 2025 T4		71,915
*	TIAA	TIAA Access LIFECYCLE 2030 T4		217,017

Sponsors for Educational Opportunity 403(b) Plan

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

EIN: 13-2578670

Plan No.: 001

December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Cost**	Current Value
TIAA Access Accounts (continued)				
* TIAA		TIAA Access LIFECYCLE 2035 T4	\$	175,929
* TIAA		TIAA Access LIFECYCLE 2040 T4		205,599
* TIAA		TIAA Access LIFECYCLE 2045 T4		255,462
* TIAA		TIAA Access LIFECYCLE 2050 T4		415,862
* TIAA		TIAA Access MID-CAP GR T4		55,334
* TIAA		TIAA Access MID-CAP VAL T4		93,416
* TIAA		TIAA Access REAL EST SECS T4		37,555
* TIAA		TIAA Access SM-CAP BL IDX T4		74,148
* TIAA		TIAA Access QUANT SML CP EQ T4		68,751
* TIAA		TIAA Access SOCIAL CH EQ T4		10,075
* TIAA		TIAA Access LIFECYCLE 2060 T4		476,185
* TIAA		TIAA Access LIFECYCLE 2055 T4		43,843
Total TIAA Access Accounts				2,834,548
Guaranteed Annuity Contract				
* TIAA		Traditional, Benefit Responsive - There is no maturity date. 3% minimum annual interest rate. No collateral or par value. Maturity value is principal, plus accrued interest.		859,910
* TIAA		TIAA Stable Value Fund		91,492
Total Guaranteed Annuity Contract				951,402
Insurance Company General Contracts				
* TIAA		Traditional, Non-Benefit Responsive - There is no maturity date. 3% minimum annual interest rate. No collateral or par value. Maturity value is principal, plus accrued interest.		373,728
Pooled Separate Account				
* TIAA		TIAA Real Estate		386,365
Total Investments				15,696,652
* Participant Loans		Interest rates ranging from 4.25% to 9.50%	-	48,797
Total				\$ 15,745,449

* A party-in-interest, as defined by ERISA.

** Investments are participant-directed and, therefore, cost disclosure is not required.

[illegible]