

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☒ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan 403(B) THRIFT PLAN OF ADVANCEMENT PROJECT EDUCATION FUND
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/2009
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) ADVANCEMENT PROJECT EDUCATION FUND 1220 L ST NW STE 850 WASHINGTON, DC 20005-4095
2b	Employer Identification Number (EIN) 87-4702350
2c	Plan Sponsor's telephone number 213-989-1300
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.	02/20/2025	ANA MONTEIRO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 106
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) 43 6a(2) 58 6b 13 6c 57 6d 128 6e 0 6f 128 6g(1) 106 6g(2) 111 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

2F 2G 2T

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE A

(Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

► File as an attachment to Form 5500.

► Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2023

This Form is Open to Public Inspection

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

A Name of plan

403(B) THRIFT PLAN OF ADVANCEMENT PROJECT EDUCATION FUND

B Three-digit plan number (PN)

001

C Plan sponsor's name as shown on line 2a of Form 5500

ADVANCEMENT PROJECT EDUCATION FUND

D Employer Identification Number (EIN)

87-4702350

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

MUTUAL OF AMERICA

(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
13-1614399	88668	055738I	128	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	2034

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

CAPITAL AREA REGIONAL OFFICE1306 CONCOURSE DRIVE
SUITE 200
LINTHICUM, MD 21090

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
0	2034	INCENTIVE COMPENSATION	3

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4 Current value of plan's interest under this contract in the general account at year end	4	292904
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	6813503

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**

327624

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

43064

(2) Dividends and credits

7c(2)

0

(3) Interest credited during the year

7c(3)

6195

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

7c(4)

0

(5) Other (specify below)

7c(5)

637611

▶ ROLLOVERS, LOANS, FORFEITURES

(6) Total additions.....

7c(6)

686870

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

1014494

e Deductions:

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

7e(1)

47463

(2) Administration charge made by carrier

7e(2)

2

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

7e(3)

36530

(4) Other (specify below)

7e(4)

637595

▶ ROLLOVERS, LOANS, FORFEITURES

(5) Total deductions.....

7e(5)

721590

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

292904

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid.....	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	0
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	0
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies.....	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves.....		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) 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 403(B) THRIFT PLAN OF ADVANCEMENT PROJECT EDUCATION FUND	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 ADVANCEMENT PROJECT EDUCATION FUND	D Employer Identification Number (EIN) 87-4702350	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
DWS	210 WEST 10TH STREET KANSAS CITY, MO 64105

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
FIDELITY INVESTMENTS	82 DEVONSHIRE STREET BOSTON, MA 02109

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
GOLDMAN SACHS	200 WEST STREET NEW YORK, NY 10282

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation	
MUTUAL OF AMERICA	320 PARK AVE NEW YORK, NY 10022

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

NEUBERGER BERMAN

1290 AVENUE OF THE AMERICAS
NEW YORK, NY 10104

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

INVESCO

11 GREENWAY PLAZA
STE. 2500
HOUSTON, TX 77046

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

T. ROWE PRICE

100 EAST PRATT STREET
BALTIMORE, MD 21202

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

VANGUARD

100 VANGUARD BOULEVARD
MALVERN, PA 19355

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

AMERICAN CENTURY INVESTMENTS

P.O. BOX 419200
4500 MAIN STREET
KANSAS CITY, MO 64141

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

MFS

111 HUNTINGTON AVENUE
BOSTON, MA 02199

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

DELAWARE FUNDS BY MACQUARIE

PO BOX 9876
PROVIDENCE, RI 02940

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

VICTORY CAPITAL MANAGEMENT INC.

15935 LA CANTERA PARKWAY
BUILDING TWO
SAN ANTONIO, TX 78256

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

PIMCO

840 NEWPORT CENTER DRIVE
SUITE 100
NEWPORT BEACH, CA 92660

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

AMERICAN FUNDS

333 SOUTH HOPE STREET
LOS ANGELES, CA 90071-1406

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

CALVERT RESEARCH AND MANAGEMENT

1825 CONNECTICUT AVENUE NW
SUITE 400
WASHINGTON, DC 20009

(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)

MUTUAL OF AMERICA INVESTMENT CORP

320 PARK AVENUE
NEW YORK, NY 10022

(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?
12 15 37 65	RECORD KEEPER	63	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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:

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
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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
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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
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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 403(B) THRIFT PLAN OF ADVANCEMENT PROJECT EDUCATION FUND	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 ADVANCEMENT PROJECT EDUCATION FUND		
		D Employer Identification Number (EIN) 87-4702350

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)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	0	0
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	6151540	6813503
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	327624	292904
(15) Other	1c(15)	0	0

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	6479164	7106407
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	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	6479164	7106407

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)	105311	
(B) Participants	2a(1)(B)	227535	
(C) Others (including rollovers)	2a(1)(C)	0	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		332846
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	0	
(F) Other	2b(1)(F)	6195	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		6195
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	0	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		1144813
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		0
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		1483854

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	856843	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		856843
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	62	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		62
j Total expenses. Add all expense amounts in column (b) and enter total	2j		856905

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		626949
l Transfers of assets:			
(1) To this plan	2l(1)		294
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **WATSONRICE ACCOUNTANTS & ADVISORS**

(2) EIN: **26-1726741**

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

A Name of plan 403(B) THRIFT PLAN OF ADVANCEMENT PROJECT EDUCATION FUND	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 ADVANCEMENT PROJECT EDUCATION FUND	D Employer Identification Number (EIN) 87-4702350

Part I	Distributions
--------	---------------

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 13-3590259 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)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
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 ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.	

ADVANCEMENT PROJECT



403(b) Thrift Plan of the Advancement Project Audited Financial Statements and Supplemental Schedule Years Ended December 30, 2023 and 2022



4550 Forbes Blvd, Suite 130
Lanham, MD 20706

phone: 202.778.3450
www.watsonrice.com

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
AUDITED FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
YEARS ENDED DECEMBER 31, 2023 AND 2022

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
403(b) Thrift Plan of the Advancement Project
Washington, D.C.

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

We have performed an audit of the financial statements of 403(b) Thrift Plan of the Advancement Project (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit 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 Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained the certification from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal controls 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, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks.

Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal controls. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter—Supplemental Schedule Required by ERISA

The supplemental schedules of Assets (Held at End of Year) as of December 31, 2023 and 2022, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment

information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

Lanham, MD *Watson Rice LLP*
December 19, 2024

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2023 AND 2022

ASSETS	<u>2023</u>	<u>2022</u>
Investments		
Investments, at fair value	\$ 6,813,503	\$ 6,151,540
Investments, at contract value	292,904	327,623
Total investments	<u>7,106,407</u>	<u>6,479,163</u>
Receivables		
Employer contributions	4,718	-
Participant contributions	10,166	-
Total receivables	<u>14,884</u>	<u>-</u>
Net assets available for benefits	<u><u>\$ 7,121,291</u></u>	<u><u>\$ 6,479,163</u></u>

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

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2023

	<u>2023</u>
<u>ADDITIONS</u>	
Contributions:	
Participants	\$ 237,701
Employer	110,029
Rollover	<u>-</u>
Total contributions	347,730
Investment income:	
Net appreciation in fair value of investments	1,151,303
Total investment income	<u>1,151,303</u>
Total additions to net assets	<u>1,499,033</u>
<u>DEDUCTIONS</u>	
Benefits paid to participants	856,843
Administrative expenses	<u>63</u>
Total deductoins from net assets	<u>856,906</u>
Net increase in net assets available for benefits	642,127
NET ASSETS AVAILABLE FOR BENEFITS	
Net assets available for benefits, beginning of year	<u>6,479,164</u>
Net assets available for benefits, end of year	<u>\$ 7,121,291</u>

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

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN

The following description of the 403(b) Thrift Plan of the Advancement Project (the “Plan”) provides only general information. Participants should refer to the plan documents for a more complete description of the Plan's provisions.

General

The Plan, a defined contribution retirement plan sponsored by The Advancement Project (the “Organization” or the “Employer”) pursuant to Section 403(b) and related provisions of the Internal Revenue Code (IRC), was established effective January 1, 2009, and restated effective July 1, 2019. The Plan is designed to provide participants with a means to defer a portion of their compensation for retirement and to provide benefits in the event of disability, death, or termination of employment. The Plan is subject to the provisions of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA).

Effective March 27, 2020, the Plan administratively adopted the provisions of the Coronavirus Aid, Relief, and Economic Security Cares Act (“CARES Act”), related to distributions. The Organization has until December 31, 2026, to amend the Plan for changes allowed by the CARES Act. The Plan has not been formally amended to adopt these provisions as of December 31, 2023, and through the date of the report. Management intends to make the amendment before the expiration date.

Plan administration

The Organization is the administrator of the Plan and, as such, carries out the duties imposed by ERISA. The Organization has delegated certain responsibilities for the operation and administration of the Plan. Mutual of America Life Insurance Company (the “Custodian”), holds the Plan's investment assets, executes investment transactions, and is responsible for maintaining participant accounts. An affiliate of the Custodian provides recordkeeping services and maintains participants' accounts.

Eligibility

All employees of the Organization, except those who normally less than work 20 hours per week, are eligible to make elective deferrals upon hire. An eligible employee of the Organization, except a nonresident alien, must attain age 21 and complete three months of service to be eligible for Employer matching contributions.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN (Continued)

Participant contributions

Participants may elect to contribute through payroll deductions amounts up to 100% of their annual eligible compensation, as defined by the Plan, on a tax-deferred basis, up to a maximum amount allowed by the IRC. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions, up to a maximum amount allowed by the IRC. Participants may also contribute amounts representing distributions from other qualified employer-sponsored retirement plans (rollovers).

Employer contributions

The Organization makes Employer matching contributions to the Plan. For non-union participants with less than 5 completed years of service, the Organization will match 50% of participant contributions up to a maximum of 6% of each participant's eligible compensation contributed to the Plan. Non-union participants with 5 or more completed years of service, the Organization will match 66% of participant contributions up to a maximum of 6% of each participant's eligible compensation contributed to the Plan. For union participants, the Employer match was the same as non-union participants through May 31, 2021. On June 1, 2021, union participants with less than 5 completed years of service, the Organization will match 60% of participant contributions up to a maximum of 6% of each participant's eligible compensation contributed to the Plan. Union participants with 5 or more completed years of service, the Organization will match 70% of participant contributions up to a maximum of 6% of each participant's eligible compensation contributed to the Plan. Employer matching contributions totaled \$110,029 and \$172,014 for 2023 and 2022, respectively.

Participant accounts

Each participant's account is credited with the participant's contributions, rollovers, the Employer's contributions, if any, and allocation of Plan earnings, and may be charged with an allocation of Plan losses and certain administrative expenses not paid directly by the Organization. Participants may direct their account balances into any of the investment options offered by the Plan. Allocations of investment earnings are based strictly on the participant's selection of investments and timing of purchases and sales. Other allocations are based on participant earnings or account balances, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

Vesting

Participants are immediately 100% vested in their contributions and Employer matching contributions, plus actual earnings thereon.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN (Continued)

Payment of benefits

Distributions and withdrawals are payable to participants upon retirement, termination, attainment of age 59 ½, disability, or to a beneficiary upon a participant's death. On termination of service due to death, retirement or other reasons, a participant or the participant's beneficiary may elect to receive a lump-sum amount equal to the value of the participant's vested interest in his or her account. The participant can consent to either a distribution paid in the form of a lumpsum cash payment, a direct rollover into another qualified plan or to postpone payment to a later date and remain in the Plan as described in the plan documents.

Upon attaining the age of 59 ½ the participant may, while still employed by the Organization, request a withdrawal from their account balance. Hardship distributions are permitted under limited circumstances if approved by the plan administrator.

Effective September 1, 2020, the Plan allowed for a one-time distribution to all terminated participants based on the following account balances. If a participant's account balance is less than \$1,000 upon termination, the balance is distributed in a lump-sum cash payment unless a direct rollover into another qualified benefit plan is requested. Upon termination, balances equal to or greater than \$1,000 and less than or equal to \$5,000 will be rolled over to an individual retirement plan designated by the administrator if the participant has not requested a lump-sum cash payment or a direct rollover into another qualified benefit plan. If the account balance is over \$5,000 upon termination, the participant can consent to either a distribution paid in the form of a lump-sum cash payment, a direct rollover into another qualified plan, or postpone payment to a later date and remain in the Plan as described in the plan documents.

Administrative expenses

Administrative expenses are generally paid by the Organization, but may, at the discretion of the Plan administrator, be paid by the Plan. The Plan is not required to reimburse the Organization for expenses paid on its behalf. Transaction fees for certain participant-initiated activity are charged to the specific account of the participant initiating any such transaction.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting and financial statement presentation

The financial statements of the Plan are prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) and in accordance with the provisions of ERISA.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Use of estimates

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

Risks and uncertainties

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

Investment valuation and income recognition

The Plan's investments are reported at fair value, except for fully benefit-responsive investment contracts, which are reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (See Note 4). Contract value represents contributions made under a contract, plus interest, less participant withdrawals and administrative expenses (See Note 5).

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

Contributions and contribution receivables

Contributions from participants are recorded based on the date the contributions have been separated from a participant's pay by the Employer, which is the pay date. Employer contributions are recorded in the year they are earned and to coincide with the year in which the Organization records the contribution in the general ledger. The Plan records receivables for contributions based upon contributions recognized, less amounts received by the Plan as of the last day of the Plan year.

Rollover contributions from participants are recorded based on the date the rollover contributions have been allocated to participants' accounts.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Payment of benefits

Benefits are recorded when paid.

Administrative expenses

Expenses are recorded when incurred.

Subsequent events

The Plan has evaluated subsequent events through December 19, 2024, the date the financial statements were available to be issued. Plan management is not aware of any subsequent events which would require recognition or disclosure in the financial statements.

**NOTE 3 INFORMATION PREPARED AND CERTIFIED BY THE CUSTODIAN
(UNAUDITED)**

The plan administrator, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of ERISA. Accordingly, the Custodian, determined to be a qualified institution by the plan administrator, has certified to the completeness and accuracy of:

- Investments reflected on the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022, respectively.
- Net appreciation in fair value of investments reflected on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2023 and 2022, respectively.
- Investments reflected on the supplemental schedule of assets (held at end of year) as of December 31, 2023 and 2022, respectively ("supplemental schedule").

Accordingly, as requested by the plan administrator, the Plan's auditor performed no audit procedures on the certified information other than to agree the certified information to the related information included in the financial statements and supplemental schedule.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 4 FAIR VALUE MEASUREMENTS

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

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

Level 2: Inputs to the valuation methodology include:

- quoted prices for similar assets 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; and,
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

Pooled separate accounts (PSA): PSA units held in the separate accounts are accumulation units and calculate the contract owner's interest. Such units are valued daily to reflect investment performance and the prorated daily deduction for expense charges. The number of units credited to a participant's account is determined by dividing the dollar amount of the transaction by the unit value the next time value is computed. Units are valued any day the New York Stock Exchange is open for business and may be accessed by plan sponsors and participants via the Mutual of America website. Pooled separate accounts are included in the fair value hierarchy table as level 2 investments.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 4 FAIR VALUE MEASUREMENTS (Continued)

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 Plan management 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 Plan's investments in PSAs are designed to deliver safety and stability by preserving principal and accumulating earnings. As of December 31, 2023 and 2022, there were no restrictions on redemption or unfunded commitments for any of the major types of assets. The significant investment strategies of the investments in PSAs at December 31, 2023 and 2022 are as follows:

Balanced Funds: The balanced funds objective is to seek capital appreciation and current income by investing in a diversified portfolio of common stocks, debt securities, and money market instruments which offer income and capital growth opportunity.

Equity Funds: The equity funds objective is to seek capital appreciation and investment results that correspond or outperform the Standard & Poor's 500 Index by investing in a diversified portfolio of primarily common stocks.

Fixed Income Funds: The fixed income funds primary investment objective is to produce a high level of current income, maintain liquidity, and preserve capital by investing in inflation-indexed bonds of varying maturities issued by the United States and other governments outside of the United States.

Real Estate Fund: The real estate fund seeks to provide a high level of income and moderate long-term capital appreciation by tracking performance of a benchmark index that measures performance of publicly traded equity real estate investment trusts and other real estate-related investments.

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

	Level 1	Level 2	Level 3	Fair Value
Pooled separate accounts	\$ -	\$ 6,813,503	\$ -	\$ 6,813,503

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 4 FAIR VALUE MEASUREMENTS (Continued)

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

	Level 1	Level 2	Level 3	Fair Value
Pooled separate accounts	\$ -	\$ 6,151,541	\$ -	\$ 6,151,541

NOTE 5 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Mutual of America Interest Accumulation Fund (the "Fund") is a fully benefit-responsive investment contract. Contributions to the Mutual of America Life Insurance Company (Mutual of America), under the Fund are maintained in a general account. The Fund is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. Participant directed contributions into the Fund are commingled with the general assets of Mutual of America. The Fund is reported at contract value on the Plan's financial statements, as determined by Mutual of America. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses.

This Fund meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. 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. The contract value of the Fund was \$292,904 and \$327,623 as of December 31, 2023 and 2022, respectively.

Mutual of America is contractually obligated to pay the principal and specified interest rate that is guaranteed to the Plan. The crediting rate is based on a formula established by the contract issuer but may not be less than 0.15%. The current effective annual yield for interest credited to the interest accumulation account is 0.25%.

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

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

**NOTE 5 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT
(Continued)**

Certain events might limit the ability of the Plan to transact at contract value with Mutual of America. These events may be different under each contract. Examples of such events include the following: (1) the Plan's failure to qualify under Section 401(a) of the IRC or the failure to qualify for exemption from federal income taxes under Section 501(a) of the IRC; (2) premature termination of the contracts; (3) failure to meet any required or prohibited transaction exemption under ERISA; (4) amendments to the plan documents (including complete or partial Plan termination or merger with another plan); or (5) bankruptcy of the plan sponsor or other plan sponsor events that significantly affect the Plan's normal operations.

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

NOTE 6 RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

ERISA defines party-in-interest similarly to the definition of a related party in accounting standards, except that ERISA's definition is broader and includes all entities and individuals that provide services to the Plan; however, these entities may not necessarily be related parties. Management did not identify any related parties to the Plan that were not also considered to be parties-in-interest.

Party-in-interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, and an employee organization whose members are covered by the Plan, a person who owns 50 percent or more of such an employer or employee association or relatives of such persons.

Certain fees and expenses of the Plan are paid by the Organization. These transactions qualify as party-in-interest transactions. The Plan is not required to repay expenses paid by the Organization on its behalf. The Plan has included in its investment fund options certain funds managed by the Custodian or one of its affiliates. Transactions in these funds are considered party-in-interest transactions under ERISA. Such transactions are permitted under provisions of the Plan and are specifically exempt from prohibition of party-in-interest transactions under ERISA.

Certain fund level fees incurred by the funds in which the Plan invests for such services as investment management, shareholder services and sub-transfer agency fees are paid through fund level revenue sharing arrangements. These fees reduce fund earnings thereby impacting Plan revenue applied to participants' accounts.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

**NOTE 6 RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS
(Continued)**

The Custodian retains as compensation for services provided to the Plan, any interest on amounts earned while certain transactions are pending. This applies to both contributions and distributions. Earnings are at institutional money market rates.

NOTE 7 TAX STATUS

The Organization has adopted the Mutual of America Life Insurance Co Prototype Non-Standardized 403(b) Plan (the "prototype plan"). The Internal Revenue Service has issued an opinion letter dated March 31, 2017 stating that the prototype plan is designed in accordance with the applicable sections of the IRC and is appropriate for use by employers for the benefit of their employees. The plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC and; therefore, believes that the Plan is qualified and is tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

During 2021, the Organization experienced a delay in remitting certain participant contributions to the Plan resulting in the contributions not being received by the Custodian as soon as administratively feasible. The Organization is in the process of fully correcting for the late remittances in order to maintain the qualified tax status of the Plan.

NOTE 8 PLAN TERMINATION

Although the Organization has not expressed any intent on terminating the Plan, the Organization has the right under the Plan to discontinue its contributions at any time and terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the full value of each participant's account shall become fully vested and non-forfeitable.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 as of December 31:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 7,121,291	\$ 6,479,163
Less: Contributions receivable	<u>(14,884)</u>	<u>-</u>
Net assets available for benefits per the Form 5500	<u>\$ 7,106,407</u>	<u>\$ 6,479,163</u>

The following is a reconciliation of the net increase in net assets available for benefits per the financial statements to Form 5500 for the year ended December 31, 2023:

Net increase in net assets available for benefits per the financial statements	\$ 642,127
Add: Prior year contributions receivable	-
Less: Current year contributions receivable	<u>(14,884)</u>
Net increase in net assets available for benefits per Form 5500	<u>\$ 627,243</u>

SUPPLEMENTAL INFORMATION

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
 EIN: 94-2677202; Plan: 001
 Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)
 December 31, 2023

	(b)	(c)	(d)	(e)
(a)	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
*	Mutual of America Aggressive Allocation	Pooled separate account	**	\$ 112,804
*	Mutual of America Conserv Alloc.	Pooled separate account	**	62,853
*	Mutual of America Moderate Allocation	Pooled separate account	**	58,287
*	Mutual of America Bond Fund	Pooled separate account	**	101,319
*	T. Rowe Price Blue Chip Growth Portfolio	Pooled separate account	**	207,793
*	Mutual of America Composite Fund	Pooled separate account	**	69,950
*	Calvert VP SRI Balanced Portfolio	Pooled separate account	**	259,262
*	Delaware VIP Small Cap Value Series	Pooled separate account	**	4,838
*	Mutual of America Equity Index Fund	Pooled separate account	**	1,490,919
*	Fidelity VIP Mid Cap Portfolio	Pooled separate account	**	18,917
*	Fidelity VIP Asset Manager Portfolio	Pooled separate account	**	24,737
*	Fidelity VIP Contrafund Portfolio	Pooled separate account	**	37,226
*	Fidelity VIP Equity-Income Portfolio	Pooled separate account	**	456,530
*	American Funds IS New World Fund	Pooled separate account	**	16,463
*	Mutual of America Money Market Fund	Pooled separate account	**	44,304
*	Mutual of America Mid-Term Bond Fund	Pooled separate account	**	47,358
*	Mutual of America Mid-Cap Equity Index	Pooled separate account	**	368,730
*	MFS VIT III Mid Cap Value Portfolio	Pooled separate account	**	2,806
*	Mutual of America Mid Cap Value Fund	Pooled separate account	**	66,058
*	Mutual of America International Fund	Pooled separate account	**	19,426
*	Invesco V.I. Main Street	Pooled separate account	**	40,348
*	Mutual of America Retirement Income Fund	Pooled separate account	**	14,087
*	Vanguard VIF Real Estate Index Portfolio	Pooled separate account	**	38,711
*	PIMCO VIT Real Return Portfolio	Pooled separate account	**	5,094
*	Victory RS Small Cap Growth EquityVIP	Pooled separate account	**	1,152
*	Mutual of America 2020 Retirement Fund	Pooled separate account	**	1
*	Mutual of America 2025 Retirement Fund	Pooled separate account	**	86,089
*	Mutual of America 2030 Retirement Fund	Pooled separate account	**	167,460
*	Mutual of America 2035 Retirement Fund	Pooled separate account	**	412,898
*	Mutual of America 2040 Retirement Fund	Pooled separate account	**	375,907
*	Mutual of America 2045 Retirement Fund	Pooled separate account	**	450,369
*	Mutual of America 2050 Retirement Fund	Pooled separate account	**	377,410
*	Mutual of America 2055 Retirement Fund	Pooled separate account	**	199,532
*	Mutual of America 2060 Retirement Fund	Pooled separate account	**	172,854
*	Mutual of America 2065 Retirement Fund	Pooled separate account	**	8,972
*	Mutual of America All America Fund	Pooled separate account	**	192,363
*	Mutual of America Small Cap Equity Index Fund	Pooled separate account	**	18,687
*	DWS Capital Growth VIP	Pooled separate account	**	375,315
*	Mutual of America Small Cap GrowthFund	Pooled separate account	**	163,975
*	Mutual of America Small Cap Value Fund	Pooled separate account	**	7,160
*	American Century VP Capital Appreciation	Pooled separate account	**	58,408
*	Vanguard VIF Diversified Value Portfolio	Pooled separate account	**	57,183
*	Vanguard VIF International Portfolio	Pooled separate account	**	116,920
*	Vanguard Total Bond Mkt I Prt	Pooled separate account	**	2,024
*	Mutual of America Interest Accumulation	Investment contract	**	292,904
				<u>\$ 7,106,403</u>

* Participant loans

* Indicated party-in-interest to the Plan

** Cost information not provided as all investments are participant directed

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
 EIN: 94-2677202; Plan: 001
 Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)
 December 31, 2022

	(c)			
		Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or	(d)	(e)
(a)	(b)	Maturity Value	Cost	Current Value
* Mutual of America Aggressive Allocation		Pooled separate account	**	\$ 84,858
* Mutual of America Conserv Alloc.		Pooled separate account	**	53,956
* Mutual of America Moderate Allocation		Pooled separate account	**	57,072
* Mutual of America Bond Fund		Pooled separate account	**	97,811
* T. Rowe Price Blue Chip Growth Portfolio		Pooled separate account	**	150,274
* Mutual of America Composite Fund		Pooled separate account	**	60,131
* Calvert VP SRI Balanced Portfolio		Pooled separate account	**	220,104
* Delaware VIP Small Cap Value Series		Pooled separate account	**	4,446
* Mutual of America Equity Index Fund		Pooled separate account	**	1,482,348
* Fidelity VIP Mid Cap Portfolio		Pooled separate account	**	23,460
* Fidelity VIP Asset Manager Portfolio		Pooled separate account	**	19,727
* Fidelity VIP Contrafund Portfolio		Pooled separate account	**	27,100
* Fidelity VIP Equity-Income Portfolio		Pooled separate account	**	414,190
* American Funds IS New World Fund		Pooled separate account	**	17,751
* Mutual of America Money Market Fund		Pooled separate account	**	32,424
* Mutual of America Mid-Term Bond Fund		Pooled separate account	**	45,470
* Mutual of America Mid-Cap Equity Index		Pooled separate account	**	374,984
* MFS VIT III Mid Cap Value Portfolio		Pooled separate account	**	1,468
* Mutual of America Mid Cap Value Fund		Pooled separate account	**	62,576
* Mutual of America International Fund		Pooled separate account	**	17,753
* Invesco V.I. Main Street		Pooled separate account	**	32,929
* Mutual of America Retirement Income Fund		Pooled separate account	**	12,887
* Vanguard VIF Real Estate Index Portfolio		Pooled separate account	**	27,568
* PIMCO VIT Real Return Portfolio		Pooled separate account	**	4,925
* Victory RS Small Cap Growth EquityVIP		Pooled separate account	**	962
* Mutual of America 2020 Retirement Fund		Pooled separate account	**	13,474
* Mutual of America 2025 Retirement Fund		Pooled separate account	**	76,214
* Mutual of America 2030 Retirement Fund		Pooled separate account	**	151,587
* Mutual of America 2035 Retirement Fund		Pooled separate account	**	335,796
* Mutual of America 2040 Retirement Fund		Pooled separate account	**	309,424
* Mutual of America 2045 Retirement Fund		Pooled separate account	**	333,533
* Mutual of America 2050 Retirement Fund		Pooled separate account	**	390,832
* Mutual of America 2055 Retirement Fund		Pooled separate account	**	154,726
* Mutual of America 2060 Retirement Fund		Pooled separate account	**	167,976
* Mutual of America 2065 Retirement Fund		Pooled separate account	**	7,488
* Mutual of America All America Fund		Pooled separate account	**	160,582
* Mutual of America Small Cap Equity Index Fund		Pooled separate account	**	38,698
* DWS Capital Growth VIP		Pooled separate account	**	272,812
* Mutual of America Small Cap GrowthFund		Pooled separate account	**	158,762
* Mutual of America Small Cap Value Fund		Pooled separate account	**	27,761
* American Century VP Capital Appreciation		Pooled separate account	**	53,921
* Vanguard VIF Diversified Value Portfolio		Pooled separate account	**	46,768
* Vanguard VIF International Portfolio		Pooled separate account	**	122,082
* Vanguard Total Bond Mkt I Prt		Pooled separate account	**	1,931
* Mutual of America Interest Accumulation		Investment contract	**	327,622
				<u>\$ 6,479,163</u>

* Participant loans

* Indicated party-in-interest to the Plan

** Cost information not provided as all investments are participant directed

ADVANCEMENT PROJECT



403(b) Thrift Plan of the Advancement Project Audited Financial Statements and Supplemental Schedule Years Ended December 30, 2023 and 2022



4550 Forbes Blvd, Suite 130
Lanham, MD 20706

phone: 202.778.3450
www.watsonrice.com

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
AUDITED FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
YEARS ENDED DECEMBER 31, 2023 AND 2022

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INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator
403(b) Thrift Plan of the Advancement Project
Washington, D.C.

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

We have performed an audit of the financial statements of 403(b) Thrift Plan of the Advancement Project (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit 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 Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained the certification from a qualified institution as of December 31, 2023 and 2022, and for the years then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal controls 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, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks.

Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal controls relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal controls. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter—Supplemental Schedule Required by ERISA

The supplemental schedules of Assets (Held at End of Year) as of December 31, 2023 and 2022, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment

information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

Lanham, MD *Watson Rice LLP*
December 19, 2024

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2023 AND 2022

ASSETS	<u>2023</u>	<u>2022</u>
Investments		
Investments, at fair value	\$ 6,813,503	\$ 6,151,540
Investments, at contract value	292,904	327,623
Total investments	<u>7,106,407</u>	<u>6,479,163</u>
Receivables		
Employer contributions	4,718	-
Participant contributions	10,166	-
Total receivables	<u>14,884</u>	<u>-</u>
Net assets available for benefits	<u><u>\$ 7,121,291</u></u>	<u><u>\$ 6,479,163</u></u>

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

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2023

	<u>2023</u>
<u>ADDITIONS</u>	
Contributions:	
Participants	\$ 237,701
Employer	110,029
Rollover	<u>-</u>
Total contributions	347,730
Investment income:	
Net appreciation in fair value of investments	1,151,303
Total investment income	<u>1,151,303</u>
Total additions to net assets	<u>1,499,033</u>
<u>DEDUCTIONS</u>	
Benefits paid to participants	856,843
Administrative expenses	<u>63</u>
Total deductoins from net assets	<u>856,906</u>
Net increase in net assets available for benefits	642,127
NET ASSETS AVAILABLE FOR BENEFITS	
Net assets available for benefits, beginning of year	<u>6,479,164</u>
Net assets available for benefits, end of year	<u>\$ 7,121,291</u>

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

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN

The following description of the 403(b) Thrift Plan of the Advancement Project (the “Plan”) provides only general information. Participants should refer to the plan documents for a more complete description of the Plan's provisions.

General

The Plan, a defined contribution retirement plan sponsored by The Advancement Project (the “Organization” or the “Employer”) pursuant to Section 403(b) and related provisions of the Internal Revenue Code (IRC), was established effective January 1, 2009, and restated effective July 1, 2019. The Plan is designed to provide participants with a means to defer a portion of their compensation for retirement and to provide benefits in the event of disability, death, or termination of employment. The Plan is subject to the provisions of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA).

Effective March 27, 2020, the Plan administratively adopted the provisions of the Coronavirus Aid, Relief, and Economic Security Cares Act (“CARES Act”), related to distributions. The Organization has until December 31, 2026, to amend the Plan for changes allowed by the CARES Act. The Plan has not been formally amended to adopt these provisions as of December 31, 2023, and through the date of the report. Management intends to make the amendment before the expiration date.

Plan administration

The Organization is the administrator of the Plan and, as such, carries out the duties imposed by ERISA. The Organization has delegated certain responsibilities for the operation and administration of the Plan. Mutual of America Life Insurance Company (the “Custodian”), holds the Plan's investment assets, executes investment transactions, and is responsible for maintaining participant accounts. An affiliate of the Custodian provides recordkeeping services and maintains participants' accounts.

Eligibility

All employees of the Organization, except those who normally less than work 20 hours per week, are eligible to make elective deferrals upon hire. An eligible employee of the Organization, except a nonresident alien, must attain age 21 and complete three months of service to be eligible for Employer matching contributions.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN (Continued)

Participant contributions

Participants may elect to contribute through payroll deductions amounts up to 100% of their annual eligible compensation, as defined by the Plan, on a tax-deferred basis, up to a maximum amount allowed by the IRC. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions, up to a maximum amount allowed by the IRC. Participants may also contribute amounts representing distributions from other qualified employer-sponsored retirement plans (rollovers).

Employer contributions

The Organization makes Employer matching contributions to the Plan. For non-union participants with less than 5 completed years of service, the Organization will match 50% of participant contributions up to a maximum of 6% of each participant's eligible compensation contributed to the Plan. Non-union participants with 5 or more completed years of service, the Organization will match 66% of participant contributions up to a maximum of 6% of each participant's eligible compensation contributed to the Plan. For union participants, the Employer match was the same as non-union participants through May 31, 2021. On June 1, 2021, union participants with less than 5 completed years of service, the Organization will match 60% of participant contributions up to a maximum of 6% of each participant's eligible compensation contributed to the Plan. Union participants with 5 or more completed years of service, the Organization will match 70% of participant contributions up to a maximum of 6% of each participant's eligible compensation contributed to the Plan. Employer matching contributions totaled \$110,029 and \$172,014 for 2023 and 2022, respectively.

Participant accounts

Each participant's account is credited with the participant's contributions, rollovers, the Employer's contributions, if any, and allocation of Plan earnings, and may be charged with an allocation of Plan losses and certain administrative expenses not paid directly by the Organization. Participants may direct their account balances into any of the investment options offered by the Plan. Allocations of investment earnings are based strictly on the participant's selection of investments and timing of purchases and sales. Other allocations are based on participant earnings or account balances, as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

Vesting

Participants are immediately 100% vested in their contributions and Employer matching contributions, plus actual earnings thereon.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 1 DESCRIPTION OF PLAN (Continued)

Payment of benefits

Distributions and withdrawals are payable to participants upon retirement, termination, attainment of age 59 ½, disability, or to a beneficiary upon a participant's death. On termination of service due to death, retirement or other reasons, a participant or the participant's beneficiary may elect to receive a lump-sum amount equal to the value of the participant's vested interest in his or her account. The participant can consent to either a distribution paid in the form of a lumpsum cash payment, a direct rollover into another qualified plan or to postpone payment to a later date and remain in the Plan as described in the plan documents.

Upon attaining the age of 59 ½ the participant may, while still employed by the Organization, request a withdrawal from their account balance. Hardship distributions are permitted under limited circumstances if approved by the plan administrator.

Effective September 1, 2020, the Plan allowed for a one-time distribution to all terminated participants based on the following account balances. If a participant's account balance is less than \$1,000 upon termination, the balance is distributed in a lump-sum cash payment unless a direct rollover into another qualified benefit plan is requested. Upon termination, balances equal to or greater than \$1,000 and less than or equal to \$5,000 will be rolled over to an individual retirement plan designated by the administrator if the participant has not requested a lump-sum cash payment or a direct rollover into another qualified benefit plan. If the account balance is over \$5,000 upon termination, the participant can consent to either a distribution paid in the form of a lump-sum cash payment, a direct rollover into another qualified plan, or postpone payment to a later date and remain in the Plan as described in the plan documents.

Administrative expenses

Administrative expenses are generally paid by the Organization, but may, at the discretion of the Plan administrator, be paid by the Plan. The Plan is not required to reimburse the Organization for expenses paid on its behalf. Transaction fees for certain participant-initiated activity are charged to the specific account of the participant initiating any such transaction.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting and financial statement presentation

The financial statements of the Plan are prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) and in accordance with the provisions of ERISA.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Use of estimates

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

Risks and uncertainties

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

Investment valuation and income recognition

The Plan's investments are reported at fair value, except for fully benefit-responsive investment contracts, which are reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (See Note 4). Contract value represents contributions made under a contract, plus interest, less participant withdrawals and administrative expenses (See Note 5).

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

Contributions and contribution receivables

Contributions from participants are recorded based on the date the contributions have been separated from a participant's pay by the Employer, which is the pay date. Employer contributions are recorded in the year they are earned and to coincide with the year in which the Organization records the contribution in the general ledger. The Plan records receivables for contributions based upon contributions recognized, less amounts received by the Plan as of the last day of the Plan year.

Rollover contributions from participants are recorded based on the date the rollover contributions have been allocated to participants' accounts.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Payment of benefits

Benefits are recorded when paid.

Administrative expenses

Expenses are recorded when incurred.

Subsequent events

The Plan has evaluated subsequent events through December 19, 2024, the date the financial statements were available to be issued. Plan management is not aware of any subsequent events which would require recognition or disclosure in the financial statements.

**NOTE 3 INFORMATION PREPARED AND CERTIFIED BY THE CUSTODIAN
(UNAUDITED)**

The plan administrator, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of ERISA. Accordingly, the Custodian, determined to be a qualified institution by the plan administrator, has certified to the completeness and accuracy of:

- Investments reflected on the accompanying statements of net assets available for benefits as of December 31, 2023 and 2022, respectively.
- Net appreciation in fair value of investments reflected on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2023 and 2022, respectively.
- Investments reflected on the supplemental schedule of assets (held at end of year) as of December 31, 2023 and 2022, respectively ("supplemental schedule").

Accordingly, as requested by the plan administrator, the Plan's auditor performed no audit procedures on the certified information other than to agree the certified information to the related information included in the financial statements and supplemental schedule.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 4 FAIR VALUE MEASUREMENTS

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

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

Level 2: Inputs to the valuation methodology include:

- quoted prices for similar assets 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; and,
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

Pooled separate accounts (PSA): PSA units held in the separate accounts are accumulation units and calculate the contract owner's interest. Such units are valued daily to reflect investment performance and the prorated daily deduction for expense charges. The number of units credited to a participant's account is determined by dividing the dollar amount of the transaction by the unit value the next time value is computed. Units are valued any day the New York Stock Exchange is open for business and may be accessed by plan sponsors and participants via the Mutual of America website. Pooled separate accounts are included in the fair value hierarchy table as level 2 investments.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 4 FAIR VALUE MEASUREMENTS (Continued)

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 Plan management 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 Plan's investments in PSAs are designed to deliver safety and stability by preserving principal and accumulating earnings. As of December 31, 2023 and 2022, there were no restrictions on redemption or unfunded commitments for any of the major types of assets. The significant investment strategies of the investments in PSAs at December 31, 2023 and 2022 are as follows:

Balanced Funds: The balanced funds objective is to seek capital appreciation and current income by investing in a diversified portfolio of common stocks, debt securities, and money market instruments which offer income and capital growth opportunity.

Equity Funds: The equity funds objective is to seek capital appreciation and investment results that correspond or outperform the Standard & Poor's 500 Index by investing in a diversified portfolio of primarily common stocks.

Fixed Income Funds: The fixed income funds primary investment objective is to produce a high level of current income, maintain liquidity, and preserve capital by investing in inflation-indexed bonds of varying maturities issued by the United States and other governments outside of the United States.

Real Estate Fund: The real estate fund seeks to provide a high level of income and moderate long-term capital appreciation by tracking performance of a benchmark index that measures performance of publicly traded equity real estate investment trusts and other real estate-related investments.

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

	Level 1	Level 2	Level 3	Fair Value
Pooled separate accounts	\$ -	\$ 6,813,503	\$ -	\$ 6,813,503

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 4 FAIR VALUE MEASUREMENTS (Continued)

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

	Level 1	Level 2	Level 3	Fair Value
Pooled separate accounts	\$ -	\$ 6,151,541	\$ -	\$ 6,151,541

NOTE 5 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT

The Mutual of America Interest Accumulation Fund (the "Fund") is a fully benefit-responsive investment contract. Contributions to the Mutual of America Life Insurance Company (Mutual of America), under the Fund are maintained in a general account. The Fund is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. Participant directed contributions into the Fund are commingled with the general assets of Mutual of America. The Fund is reported at contract value on the Plan's financial statements, as determined by Mutual of America. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses.

This Fund meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. 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. The contract value of the Fund was \$292,904 and \$327,623 as of December 31, 2023 and 2022, respectively.

Mutual of America is contractually obligated to pay the principal and specified interest rate that is guaranteed to the Plan. The crediting rate is based on a formula established by the contract issuer but may not be less than 0.15%. The current effective annual yield for interest credited to the interest accumulation account is 0.25%.

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

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

**NOTE 5 FULLY BENEFIT-RESPONSIVE INVESTMENT CONTRACT
(Continued)**

Certain events might limit the ability of the Plan to transact at contract value with Mutual of America. These events may be different under each contract. Examples of such events include the following: (1) the Plan's failure to qualify under Section 401(a) of the IRC or the failure to qualify for exemption from federal income taxes under Section 501(a) of the IRC; (2) premature termination of the contracts; (3) failure to meet any required or prohibited transaction exemption under ERISA; (4) amendments to the plan documents (including complete or partial Plan termination or merger with another plan); or (5) bankruptcy of the plan sponsor or other plan sponsor events that significantly affect the Plan's normal operations.

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

NOTE 6 RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

ERISA defines party-in-interest similarly to the definition of a related party in accounting standards, except that ERISA's definition is broader and includes all entities and individuals that provide services to the Plan; however, these entities may not necessarily be related parties. Management did not identify any related parties to the Plan that were not also considered to be parties-in-interest.

Party-in-interest transactions include those with fiduciaries or employees of the Plan, any person who provides services to the Plan, an employer whose employees are covered by the Plan, and an employee organization whose members are covered by the Plan, a person who owns 50 percent or more of such an employer or employee association or relatives of such persons.

Certain fees and expenses of the Plan are paid by the Organization. These transactions qualify as party-in-interest transactions. The Plan is not required to repay expenses paid by the Organization on its behalf. The Plan has included in its investment fund options certain funds managed by the Custodian or one of its affiliates. Transactions in these funds are considered party-in-interest transactions under ERISA. Such transactions are permitted under provisions of the Plan and are specifically exempt from prohibition of party-in-interest transactions under ERISA.

Certain fund level fees incurred by the funds in which the Plan invests for such services as investment management, shareholder services and sub-transfer agency fees are paid through fund level revenue sharing arrangements. These fees reduce fund earnings thereby impacting Plan revenue applied to participants' accounts.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

**NOTE 6 RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS
(Continued)**

The Custodian retains as compensation for services provided to the Plan, any interest on amounts earned while certain transactions are pending. This applies to both contributions and distributions. Earnings are at institutional money market rates.

NOTE 7 TAX STATUS

The Organization has adopted the Mutual of America Life Insurance Co Prototype Non-Standardized 403(b) Plan (the "prototype plan"). The Internal Revenue Service has issued an opinion letter dated March 31, 2017 stating that the prototype plan is designed in accordance with the applicable sections of the IRC and is appropriate for use by employers for the benefit of their employees. The plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC and; therefore, believes that the Plan is qualified and is tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

During 2021, the Organization experienced a delay in remitting certain participant contributions to the Plan resulting in the contributions not being received by the Custodian as soon as administratively feasible. The Organization is in the process of fully correcting for the late remittances in order to maintain the qualified tax status of the Plan.

NOTE 8 PLAN TERMINATION

Although the Organization has not expressed any intent on terminating the Plan, the Organization has the right under the Plan to discontinue its contributions at any time and terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the full value of each participant's account shall become fully vested and non-forfeitable.

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

NOTE 9 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 as of December 31:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 7,121,291	\$ 6,479,163
Less: Contributions receivable	<u>(14,884)</u>	<u>-</u>
Net assets available for benefits per the Form 5500	<u>\$ 7,106,407</u>	<u>\$ 6,479,163</u>

The following is a reconciliation of the net increase in net assets available for benefits per the financial statements to Form 5500 for the year ended December 31, 2023:

Net increase in net assets available for benefits per the financial statements	\$ 642,127
Add: Prior year contributions receivable	-
Less: Current year contributions receivable	<u>(14,884)</u>
Net increase in net assets available for benefits per Form 5500	<u>\$ 627,243</u>

SUPPLEMENTAL INFORMATION

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
 EIN: 94-2677202; Plan: 001
 Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)
 December 31, 2023

	(b)	(c)	(d)	(e)
(a)	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
*	Mutual of America Aggressive Allocation	Pooled separate account	**	\$ 112,804
*	Mutual of America Conserv Alloc.	Pooled separate account	**	62,853
*	Mutual of America Moderate Allocation	Pooled separate account	**	58,287
*	Mutual of America Bond Fund	Pooled separate account	**	101,319
*	T. Rowe Price Blue Chip Growth Portfolio	Pooled separate account	**	207,793
*	Mutual of America Composite Fund	Pooled separate account	**	69,950
*	Calvert VP SRI Balanced Portfolio	Pooled separate account	**	259,262
*	Delaware VIP Small Cap Value Series	Pooled separate account	**	4,838
*	Mutual of America Equity Index Fund	Pooled separate account	**	1,490,919
*	Fidelity VIP Mid Cap Portfolio	Pooled separate account	**	18,917
*	Fidelity VIP Asset Manager Portfolio	Pooled separate account	**	24,737
*	Fidelity VIP Contrafund Portfolio	Pooled separate account	**	37,226
*	Fidelity VIP Equity-Income Portfolio	Pooled separate account	**	456,530
*	American Funds IS New World Fund	Pooled separate account	**	16,463
*	Mutual of America Money Market Fund	Pooled separate account	**	44,304
*	Mutual of America Mid-Term Bond Fund	Pooled separate account	**	47,358
*	Mutual of America Mid-Cap Equity Index	Pooled separate account	**	368,730
*	MFS VIT III Mid Cap Value Portfolio	Pooled separate account	**	2,806
*	Mutual of America Mid Cap Value Fund	Pooled separate account	**	66,058
*	Mutual of America International Fund	Pooled separate account	**	19,426
*	Invesco V.I. Main Street	Pooled separate account	**	40,348
*	Mutual of America Retirement Income Fund	Pooled separate account	**	14,087
*	Vanguard VIF Real Estate Index Portfolio	Pooled separate account	**	38,711
*	PIMCO VIT Real Return Portfolio	Pooled separate account	**	5,094
*	Victory RS Small Cap Growth EquityVIP	Pooled separate account	**	1,152
*	Mutual of America 2020 Retirement Fund	Pooled separate account	**	1
*	Mutual of America 2025 Retirement Fund	Pooled separate account	**	86,089
*	Mutual of America 2030 Retirement Fund	Pooled separate account	**	167,460
*	Mutual of America 2035 Retirement Fund	Pooled separate account	**	412,898
*	Mutual of America 2040 Retirement Fund	Pooled separate account	**	375,907
*	Mutual of America 2045 Retirement Fund	Pooled separate account	**	450,369
*	Mutual of America 2050 Retirement Fund	Pooled separate account	**	377,410
*	Mutual of America 2055 Retirement Fund	Pooled separate account	**	199,532
*	Mutual of America 2060 Retirement Fund	Pooled separate account	**	172,854
*	Mutual of America 2065 Retirement Fund	Pooled separate account	**	8,972
*	Mutual of America All America Fund	Pooled separate account	**	192,363
*	Mutual of America Small Cap Equity Index Fund	Pooled separate account	**	18,687
*	DWS Capital Growth VIP	Pooled separate account	**	375,315
*	Mutual of America Small Cap GrowthFund	Pooled separate account	**	163,975
*	Mutual of America Small Cap Value Fund	Pooled separate account	**	7,160
*	American Century VP Capital Appreciation	Pooled separate account	**	58,408
*	Vanguard VIF Diversified Value Portfolio	Pooled separate account	**	57,183
*	Vanguard VIF International Portfolio	Pooled separate account	**	116,920
*	Vanguard Total Bond Mkt I Prt	Pooled separate account	**	2,024
*	Mutual of America Interest Accumulation	Investment contract	**	292,904
				<u>\$ 7,106,403</u>

* Participant loans

* Indicated party-in-interest to the Plan

** Cost information not provided as all investments are participant directed

403(B) THRIFT PLAN OF THE ADVANCEMENT PROJECT
 EIN: 94-2677202; Plan: 001
 Schedule H, Part IV, Line 4(i) - Schedule of Assets (Held at End of Year)
 December 31, 2022

	(c)			
		Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or	(d)	(e)
(a)	(b)	Maturity Value	Cost	Current Value
* Mutual of America Aggressive Allocation		Pooled separate account	**	\$ 84,858
* Mutual of America Conserv Alloc.		Pooled separate account	**	53,956
* Mutual of America Moderate Allocation		Pooled separate account	**	57,072
* Mutual of America Bond Fund		Pooled separate account	**	97,811
* T. Rowe Price Blue Chip Growth Portfolio		Pooled separate account	**	150,274
* Mutual of America Composite Fund		Pooled separate account	**	60,131
* Calvert VP SRI Balanced Portfolio		Pooled separate account	**	220,104
* Delaware VIP Small Cap Value Series		Pooled separate account	**	4,446
* Mutual of America Equity Index Fund		Pooled separate account	**	1,482,348
* Fidelity VIP Mid Cap Portfolio		Pooled separate account	**	23,460
* Fidelity VIP Asset Manager Portfolio		Pooled separate account	**	19,727
* Fidelity VIP Contrafund Portfolio		Pooled separate account	**	27,100
* Fidelity VIP Equity-Income Portfolio		Pooled separate account	**	414,190
* American Funds IS New World Fund		Pooled separate account	**	17,751
* Mutual of America Money Market Fund		Pooled separate account	**	32,424
* Mutual of America Mid-Term Bond Fund		Pooled separate account	**	45,470
* Mutual of America Mid-Cap Equity Index		Pooled separate account	**	374,984
* MFS VIT III Mid Cap Value Portfolio		Pooled separate account	**	1,468
* Mutual of America Mid Cap Value Fund		Pooled separate account	**	62,576
* Mutual of America International Fund		Pooled separate account	**	17,753
* Invesco V.I. Main Street		Pooled separate account	**	32,929
* Mutual of America Retirement Income Fund		Pooled separate account	**	12,887
* Vanguard VIF Real Estate Index Portfolio		Pooled separate account	**	27,568
* PIMCO VIT Real Return Portfolio		Pooled separate account	**	4,925
* Victory RS Small Cap Growth EquityVIP		Pooled separate account	**	962
* Mutual of America 2020 Retirement Fund		Pooled separate account	**	13,474
* Mutual of America 2025 Retirement Fund		Pooled separate account	**	76,214
* Mutual of America 2030 Retirement Fund		Pooled separate account	**	151,587
* Mutual of America 2035 Retirement Fund		Pooled separate account	**	335,796
* Mutual of America 2040 Retirement Fund		Pooled separate account	**	309,424
* Mutual of America 2045 Retirement Fund		Pooled separate account	**	333,533
* Mutual of America 2050 Retirement Fund		Pooled separate account	**	390,832
* Mutual of America 2055 Retirement Fund		Pooled separate account	**	154,726
* Mutual of America 2060 Retirement Fund		Pooled separate account	**	167,976
* Mutual of America 2065 Retirement Fund		Pooled separate account	**	7,488
* Mutual of America All America Fund		Pooled separate account	**	160,582
* Mutual of America Small Cap Equity Index Fund		Pooled separate account	**	38,698
* DWS Capital Growth VIP		Pooled separate account	**	272,812
* Mutual of America Small Cap GrowthFund		Pooled separate account	**	158,762
* Mutual of America Small Cap Value Fund		Pooled separate account	**	27,761
* American Century VP Capital Appreciation		Pooled separate account	**	53,921
* Vanguard VIF Diversified Value Portfolio		Pooled separate account	**	46,768
* Vanguard VIF International Portfolio		Pooled separate account	**	122,082
* Vanguard Total Bond Mkt I Prt		Pooled separate account	**	1,931
* Mutual of America Interest Accumulation		Investment contract	**	327,622
				<u>\$ 6,479,163</u>

* Participant loans

* Indicated party-in-interest to the Plan

** Cost information not provided as all investments are participant directed

ADVANCEMENT PROJECT

To: Whom it may concern at Department of Labor

October 11, 2024

Dear Sir or Madam,

Our 403B audit for the plan year 2023 is close to conclusion. We have uploaded the draft financial statements as of now. As soon as available, we will upload the final financials. Please let us know if you have any questions.

Regards,

Ana Monteiro

Director of Finance

Advancement Project Education Fund

Attachment to January 2023 Form 5500
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
Plan Name: Advancement Project Education Fund
EIN: 87-4702350
Plan Number: 910136/910137

(a)	(b) identity of issuer, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral par or maturity value	(d) Cost	(e) Closing Value
.	Mutual of America	GROUP ANNUITY CONTRACT American Century Investments VP Capital Appreciation Fund		58,408
.	Mutual of America	GROUP ANNUITY CONTRACT American Funds Insurance Series New World Fund		16,463
.	Mutual of America	GROUP ANNUITY CONTRACT Calvert VP SRI Balanced Portfolio		259,262
.	Mutual of America	GROUP ANNUITY CONTRACT Delaware VIP Small Cap Value Series		4,838
.	Mutual of America	GROUP ANNUITY CONTRACT DWS Capital Growth VIP		375,315
.	Mutual of America	GROUP ANNUITY CONTRACT Fidelity VIP Asset Manager Portfolio		24,738
.	Mutual of America	GROUP ANNUITY CONTRACT Fidelity VIP Contrafund Portfolio		37,226
.	Mutual of America	GROUP ANNUITY CONTRACT Fidelity VIP Equity-Income Portfolio		456,530
.	Mutual of America	GROUP ANNUITY CONTRACT Fidelity VIP Mid Cap Portfolio		18,917
.	Mutual of America	GROUP ANNUITY CONTRACT Invesco V.I. Main Street Fund		40,348
.	Mutual of America	GROUP ANNUITY CONTRACT MFS VIT III Mid Cap Value Portfolio		2,806
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Aggressive Allocation Fund		112,804
.	Mutual of America	GROUP ANNUITY CONTRACT MoA All America Fund		192,363
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Balanced Fund		69,950
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Clear Passage 2020 Fund		1
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Clear Passage 2025 Fund		86,089
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Clear Passage 2030 Fund		167,460
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Clear Passage 2035 Fund		412,899
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Clear Passage 2040 Fund		375,906
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Clear Passage 2045 Fund		450,368
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Clear Passage 2050 Fund		377,410
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Clear Passage 2055 Fund		199,532
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Clear Passage 2060 Fund		172,854
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Clear Passage 2065 Fund		8,972
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Conservative Allocation Fund		62,853
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Core Bond Fund		101,320
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Equity Index Fund		1,490,919
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Intermediate Bond Fund		47,358
.	Mutual of America	GROUP ANNUITY CONTRACT MoA International Fund		19,426
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Mid Cap Equity Index Fund		368,731
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Mid Cap Value Fund		66,058
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Moderate Allocation Fund		58,287
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Money Market Fund		44,304
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Retirement Income Fund		14,087
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Small Cap Equity Index Fund		18,687
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Small Cap Growth Fund		163,975
.	Mutual of America	GROUP ANNUITY CONTRACT MoA Small Cap Value Fund		7,160
.	Mutual of America	GROUP ANNUITY CONTRACT Mutual of America Interest Accumulation Account		292,904
.	Mutual of America	GROUP ANNUITY CONTRACT PIMCO VIT Real Return Portfolio		5,094
.	Mutual of America	GROUP ANNUITY CONTRACT T. Rowe Price Blue Chip Growth Portfolio		207,793
.	Mutual of America	GROUP ANNUITY CONTRACT Vanguard VIF Diversified Value Portfolio		57,183

Attachment to January 2023 Form 5500
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
Plan Name: Advancement Project Education Fund
EIN: 87-4702350
Plan Number: 910136/910137

.	Mutual of America	GROUP ANNUITY CONTRACT Vanguard VIF International Portfolio		116,920
.	Mutual of America	GROUP ANNUITY CONTRACT Vanguard VIF Real Estate Index Portfolio		38,711
.	Mutual of America	GROUP ANNUITY CONTRACT Vanguard VIF Total Bond Market Index Portfolio		2,024
.	Mutual of America	GROUP ANNUITY CONTRACT Victory RS Small Cap Growth Equity VIP Series		1,152