

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 07/01/2023 and ending 06/30/2024	
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 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS STAFF REPRESENTATIVES PENSION PLAN
1b	Three-digit plan number (PN) ▶ 002
1c	Effective date of plan 10/21/1977
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) INTERNATIONAL ASSOCIATION OF FIREFIGHTERS FRANK LIMA 1750 NEW YORK AVE NW WASHINGTON, DC 20006-5301
2b	Employer Identification Number (EIN) 53-0088290
2c	Plan Sponsor's telephone number 202-737-8484
2d	Business code (see instructions) 813930

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.	04/08/2025	FRANK LIMA
	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	5 174
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) 63 6a(2) 64 6b 86 6c 18 6d 168 6e 9 6f 177 6g(1) 6g(2) 6h 2
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:

1A 3H

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

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

a Pension Schedules

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

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (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 SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). File as an attachment to Form 5500 or 5500-SF.	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 07/01/2023 and ending 06/30/2024	
Round off amounts to nearest dollar.	
Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan INTERNATIONAL ASSOCIATION OF FIREFIGHTERS STAFF REPRESENTATIVES PENSION PLAN	B Three-digit plan number (PN) 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF INTERNATIONAL ASSOCIATION OF FIREFIGHTERS	D Employer Identification Number (EIN) 53-0088290
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☒ 101-500 ☐ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 07 Day 01 Year 2023			
2	Assets:			
a	Market value	2a	98386675	
b	Actuarial value	2b	101249622	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	95	71190107	71190107
b	For terminated vested participants	17	9617071	9617071
c	For active participants	67	21279828	22406732
d	Total	179	102087006	103213910
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.36 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	2965629	
b	Expected plan-related expenses	6b	316000	
c	Target normal cost	6c	3281629	

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Signature of actuary JAMES E. RITCHIE Type or print name of actuary BOLTON PARTNERS, INC. Firm name 1 W. PENNSYLVANIA AVENUE SUITE 600 TOWSON, MD 21204 Address of the firm	04/01/2025 Date 23-05961 Most recent enrollment number 410-547-0500 Telephone number (including area code)
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Part II Beginning of Year Carryover and Prefunding Balances		
	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	1999112	10718729
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	1999112	10718729
10 Interest on line 9 using prior year's actual return of <u>6.33</u> %	126544	678496
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		799206
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.52</u> %		44116
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		843322
d Portion of (c) to be added to prefunding balance		843322
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	2125656	12240547

Part III Funding Percentages			
14 Funding target attainment percentage	14	84.17	%
15 Adjusted funding target attainment percentage	15	98.09	%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	86.52	%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17		%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
07/25/2023	730000		02/20/2024	32250	
09/22/2023	773407		04/15/2024	142252	
10/24/2023	785417		07/23/2024	785417	
11/22/2023	629167		08/21/2024	629167	
12/20/2023	195543		09/24/2024	195543	
01/23/2024	43706		10/23/2024	331869	
Totals ▶			18(b)	5273738	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	5110976
20 Quarterly contributions and liquidity shortfalls:		
a Did the plan have a "funding shortfall" for the prior year?	☒ Yes ☐ No	
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☒ Yes ☐ No	
c If line 20a is "Yes," see instructions and complete the following table as applicable:		
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd
0	0	0
		(4) 4th
		0

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %
	☐ N/A, full yield curve used		
b Applicable month (enter code).....	21b	0	
22 Weighted average retirement age	22	58	
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
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24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.		☐ Yes ☒ No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☐ Yes ☒ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
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28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII	Minimum Required Contribution For Current Year
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....	31a	3281629	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	16330491	1672061	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	4953690	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	1672061	0	1672061
36 Additional cash requirement (line 34 minus line 35).....	36	3281629	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	5110976	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	1829347	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	1672061	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021
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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 07/01/2023 and ending 06/30/2024

A Name of plan INTERNATIONAL ASSOCIATION OF FIREFIGHTERS STAFF REPRESENTATIVES PENSION PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS	D Employer Identification Number (EIN) 53-0088290

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

Yes

x

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

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

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

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

INVESTMENT PERFORMANCE SERVICES

58-2432390

(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?
27 51	NONE	97750	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

GREAT LAKES ADVISORS

36-3153396

(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?
27 51	NONE	62553	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

JP MORGAN CHASE BANK, N.A.

13-4994650

(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?
27 51	NONE	19900	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

AMALGAMATED BANK

13-3566126

(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?
21 51	NONE	13500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

UNION LABOR LIFE INSURANCE COMPANY

52-1579726

(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?
23 27 51	NONE	13462	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MESIROW FINANCIAL INVESTMENT MANAGE

11-2814158

(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?
27 51	NONE	13063	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

LAZARD ASSET MANAGEMENT

98-0437848

(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?
27 51	NONE	10142	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	ELLEN L. KLEINSTUBER	b EIN:	52-1231144
c Position:	CHIEF ACTUARY		
d Address:	1 W. PENNSYLVANIA AVENUE SUITE 600 TOWSON, MD 21204	e Telephone:	410-547-0500

Explanation: RETIRED FROM BOLTON PARTNERS, INC.

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024

A Name of plan INTERNATIONAL ASSOCIATION OF FIREFIGHTERS STAFF REPRESENTATIVES PENSION PLAN	B Three-digit plan number (PN) ▶ 002
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS	D Employer Identification Number (EIN) 53-0088290

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: GOLDENTREE MULTI-SECTOR FUND OFFSHO		
b Name of sponsor of entity listed in (a): GOLDENTREE ASSET MANAGEMENT		
c EIN-PN 98-1018819-002	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5277972
a Name of MTIA, CCT, PSA, or 103-12 IE: LAZARD/WILMINGTON INTERNATIONAL EQU		
b Name of sponsor of entity listed in (a): WILMINGTON TRUST, NATIONAL ASSOCIATION		
c EIN-PN 46-3944954-187	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 7776589
a Name of MTIA, CCT, PSA, or 103-12 IE: LONGVIEW LARGE CAP 1000 GROWTH INDE		
b Name of sponsor of entity listed in (a): AMALGAMATED BANK		
c EIN-PN 42-2032992-019	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 12110054
a Name of MTIA, CCT, PSA, or 103-12 IE: COMMINGLED PENSION TRUST FUND		
b Name of sponsor of entity listed in (a): JP MORGAN CHASE BANK, N.A.		
c EIN-PN 13-7120490-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 7359170
a Name of MTIA, CCT, PSA, or 103-12 IE: LONGVIEW LARGE CAP 1000 VALUE INDEX		
b Name of sponsor of entity listed in (a): AMALGAMATED BANK		
c EIN-PN 46-2026448-018	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10635594
a Name of MTIA, CCT, PSA, or 103-12 IE: ULLICO INFRASTRUCTURE TAX-EXEMPT		
b Name of sponsor of entity listed in (a): ULLICO INVESTMENT ADVISORS, INC.		
c EIN-PN 90-0622302-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3188381
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024		
A Name of plan INTERNATIONAL ASSOCIATION OF FIREFIGHTERS STAFF REPRESENTATIVES PENSION PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS		
		D Employer Identification Number (EIN) 53-0088290

Part I	Asset and Liability Statement
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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	21609	19568
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	1160449	402137
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	833314	282677
(2) U.S. Government securities	1c(2)	2235651	3183573
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	2282089	2668295
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	9293849	8133038
(5) Partnership/joint venture interests	1c(5)	35093373	30941012
(6) Real estate (other than employer real property)	1c(6)	75550	0
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	33366752	37881407
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)	4677312	8466353
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	9206217	10071176
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	98246165	102049236
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	98246165	102049236

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)	3331742	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		3331742
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		0
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	594654	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		594654
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	4908837	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		8835233

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	4808529	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		4808529
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	233243	
(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)	130900	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		364143
j Total expenses. Add all expense amounts in column (b) and enter total	2j		5172672

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		3662561
l Transfers of assets:			
(1) To this plan	2l(1)		140510
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **CALIBRE CPA GROUP, PLLC**

(2) EIN: **47-0900880**

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 537211.

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 07/01/2023 and ending 06/30/2024

A Name of plan INTERNATIONAL ASSOCIATION OF FIREFIGHTERS STAFF REPRESENTATIVES PENSION PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS	D Employer Identification Number (EIN) 53-0088290

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): 52-1079201 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	0

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

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

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

**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
STAFF REPRESENTATIVES' PENSION PLAN**

FINANCIAL STATEMENTS

JUNE 30, 2024



**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
STAFF REPRESENTATIVES' PENSION PLAN**

FINANCIAL STATEMENTS

YEARS ENDED JUNE 30, 2024 AND 2023

CONTENTS

	PAGE
Independent Auditor's Report	1
Statements of Net Assets Available for Benefits	4
Statements of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6
Supplemental Information	
Schedule of Assets (Held at End of Year)	16
Schedule of Reportable Transactions	21





INDEPENDENT AUDITOR'S REPORT

To the Trustees of the
International Association of Fire Fighters
Staff Representatives' Pension Plan

Opinion

We have audited the accompanying financial statements of the International Association of Fire Fighters Staff Representatives' Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of June 30, 2024 and 2023, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the International Association of Fire Fighters Staff Representatives' Pension Plan as of June 30, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

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 International Association of Fire Fighters Staff Representatives' Pension 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 audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.



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 International Association of Fire Fighters Staff Representatives' Pension Plan's ability to continue as a going concern for 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

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, including omissions, are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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



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.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of assets (held at end of year) and of reportable transactions are presented for purposes of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's (DOL's) Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit 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.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Calibre CPA Group, PLLC

Bethesda, MD
March 27, 2025

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

JUNE 30, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
Assets		
Investments - at fair value		
Short-term investments	\$ 282,677	\$ 833,314
U.S. Government and agency obligations	2,890,145	1,903,521
Corporate notes and bonds	2,668,295	2,282,089
Common stock	8,133,038	9,293,849
Real estate investment trusts	-	75,550
Municipal bonds	293,428	332,130
Hedge fund	10,071,176	9,206,217
Limited partnerships	30,941,012	35,093,373
Common collective trusts	37,881,407	33,366,752
103-12 investment entity	8,466,353	4,677,312
Total investments - at fair value	<u>101,627,531</u>	<u>97,064,107</u>
Receivables		
Accrued investment income	73,927	53,121
Due from IAFF	320,712	1,099,776
Total receivables	<u>394,639</u>	<u>1,152,897</u>
Prepaid expenses	<u>7,498</u>	<u>7,552</u>
Cash and cash equivalents	<u>19,568</u>	<u>21,609</u>
Total assets	<u>102,049,236</u>	<u>98,246,165</u>
Net assets available for benefits	<u>\$ 102,049,236</u>	<u>\$ 98,246,165</u>

See accompanying notes to financial statements.

**INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
STAFF REPRESENTATIVES' PENSION PLAN**

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED JUNE 30, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
Additions		
Investment income		
Interest and dividends	\$ 594,654	\$ 1,567,873
Net appreciation in fair value of investments	<u>4,908,837</u>	<u>4,248,664</u>
	5,503,491	5,816,537
Less: investment expenses	<u>(233,243)</u>	<u>(179,640)</u>
Investment income - net	<u>5,270,248</u>	<u>5,636,897</u>
Contributions	<u>3,331,742</u>	<u>6,123,346</u>
Transfer of assets from IAFF Employees' Pension Plan due to employment changes	<u>140,510</u>	<u>86,768</u>
Total additions	<u>8,742,500</u>	<u>11,847,011</u>
Deductions		
Benefits paid	4,808,529	4,478,645
Pension Benefit Guarantee Corporation insurance premiums	<u>130,900</u>	<u>109,760</u>
Total deductions	<u>4,939,429</u>	<u>4,588,405</u>
Net change	3,803,071	7,258,606
Net assets available for benefits		
Beginning of year	<u>98,246,165</u>	<u>90,987,559</u>
End of year	<u>\$ 102,049,236</u>	<u>\$ 98,246,165</u>

See accompanying notes to financial statements.



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

YEARS ENDED JUNE 30, 2024 AND 2023

NOTE 1. DESCRIPTION OF THE PLAN

The following brief description of the International Association of Fire Fighters Staff Representatives' Pension Plan (the Plan) is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

The Plan was established on August 1, 1975. The Plan's sponsor is the International Association of Fire Fighters (IAFF), a labor union. The Plan is a defined benefit plan and is currently designed to be qualified under the applicable requirements of the Internal Revenue Code (IRC), as amended, and the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Effective October 1, 2021, IAFF amended the Plan to clarify the "Early Retirement Age/Date" and add language to the Plan Document to provide for a reduction of a participant's accrued benefit earned after September 30, 2021, if the Participant terminates employment with the Employer before satisfying all requirements for reaching their Early Retirement Date.

The employees eligible to participate under the Plan are all employees of the IAFF or the IAFF's wholly owned subsidiaries who have (1) reached age 20 1/2 and (2) completed the first to occur (A) one year of service or (B) 6 consecutive calendar months of service. Employees covered by a collective bargaining agreement with the Office and Professional Employees International Union Local No. 2, and Canadian District Vice Presidents are not eligible and are not covered under this Plan.

Pension benefits are provided to participants under several types of retirement options based upon years of service and age. Retirement benefits are paid to participants in various forms of life annuities, including with periods certain, and joint and survivor annuities. A lump-sum payment option may also be available. Participants should refer to the Plan's Summary Plan Description for more information.

Participants will have a nonforfeitable vested interest in their accrued benefit on and after their early retirement date, disability retirement date, death while employed by IAFF, or satisfaction of the requirement of normal retirement age. Participants shall have a nonforfeitable vested interest in their accrued benefit after the completion of five years of service or, for participants with an hour of service on or after July 1, 2020, after the completion of four years of service.



NOTE 1. DESCRIPTION OF THE PLAN (CONTINUED)

If an active participant dies, a death benefit equal to the value of the participant's accumulated pension benefits is paid to the participant's beneficiary. Active participants who become totally disabled receive annual disability benefits that are equal to the normal retirement benefits they have accumulated as of the time they become disabled. Disability benefits are paid until normal retirement age at which time disabled participants begin receiving normal retirement benefits computed as though they had been employed to normal retirement age with their annual compensation remaining the same as at the time they became disabled.

Amalgamated Bank serves as the custodian of the Plan assets. The Plan's trustees are responsible for monitoring and controlling the activities of the Plan in accordance with the provisions of ERISA and the IRC.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP). Under this basis, revenue is recognized when earned and expenses are recognized when incurred.

Investments - Investments are carried at fair value. The fair value of a financial instrument is the amount that would be received to sell that asset (or paid to transfer a liability) in an orderly transaction between market participants at the measurement date (the exit price). The Plan's Board of Trustees determines the Plan's valuation policies utilizing information provided by its investment custodian and investment advisor.

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

Actuarial Present Value of Accumulated Plan Benefits - Accumulated plan benefits are those future periodic payments including lump-sum distributions that are attributable under the Plan's provisions to the service which employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries.

Payment to Pensioners - Payments to pensioners are recorded when paid.

Administrative Expenses - The Plan expenses are paid either by the Plan or IAFF, as provided by the Plan document. Expenses that are paid directly by IAFF are excluded from these financial statements. Administrative expenses incurred to administer the Plan that are paid out of the Plan assets are recorded as deductions in the accompanying statements of changes in net assets available for benefits. The Plan pays for investment management and advisory expenses and the Pension Benefit Guarantee Corporation (PBGC) premiums itself. Actuarial, auditing and legal expenses are paid by the IAFF on behalf of the Plan.



NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Estimates - The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect reported amounts of plan assets and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates. The fair value of certain investments is estimated primarily by investment managers and consultants. Those estimated values may differ from the values that would have been used had readily determinable market values existed, and it is at least reasonably possible that these values may prove, even in the near term, to not represent the actual market value.

NOTE 3. TAX STATUS

The Internal Revenue Service (IRS) has determined that the Plan is a qualified pension plan under Section 401(b) of the Internal Revenue Code (IRC).

The Plan obtained its latest determination letter on January 29, 2017, in which the IRS stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the determination letter. However, the Plan's administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

The Plan follows the authoritative guidance relating to accounting for uncertainty in income taxes included in Accounting Standards Codification (ASC) Topic *Income Taxes*. These provisions provide consistent guidance for the accounting for uncertainty in income taxes recognized in an entity's financial statements and prescribe a threshold of "more likely than not" for recognition and derecognition of tax positions taken or expected to be taken in a tax return. The Plan performed an evaluation of uncertain tax positions for the year ended June 30, 2024, and determined that there were no matters that would require recognition in the financial statements or that may have an effect on its tax exempt status.

As a result of its investment in certain partnerships, the Plan is subject to unrelated business income tax requirements on certain partnership income.

NOTE 4. FUNDING POLICY

The Plan is funded through employer contributions which are based upon calculations prepared annually by the Plan's actuary. The calculations are designed to determine the amounts necessary to fund the target normal cost of pension benefits and the 7-year amortization of the Plan's funding shortfall. The Plan met the minimum funding requirements of ERISA for the years ended June 30, 2024 and 2023.

Although it has not expressed any intention to do so, IAFF has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.



NOTE 5. PRIORITIES UPON TERMINATION

It is the intent of the Executive Board of the IAFF to continue the Plan in full force and effect. However, the Plan may be discontinued by action of the Executive Board of the IAFF. In the event the Plan terminates, its net assets will be allocated in accordance with the law and as stated in the Plan document.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits and may also depend on the level of benefits guaranteed by the PBGC. Certain benefits under the Plan are insured by the PBGC if the Plan terminates.

The PBGC provides financial assistance to plans to help them avoid insolvency. Should a plan become insolvent, the PBGC guarantees certain benefits to participants; however, the benefits guaranteed are generally only a portion of the normal pension benefit. In addition, no benefit increases as a result of plan amendments in effect for less than five years are guaranteed.

NOTE 6. ACTUARIAL INFORMATION

An actuarial valuation of the Plan was made by the Plan's actuary as of July 1, 2023. Information shown in the report, which was prepared using the entry age normal actuarial cost method, included the following:

Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants currently receiving payments	\$ 57,758,027
Other participants	<u>23,381,152</u>
	81,139,179
Nonvested benefits	<u>804,871</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 81,944,050</u>

As reported by the actuary, the changes in the actuarial present value of accumulated plan benefits during the year ended June 30, 2023 were as follows:

Actuarial present value of accumulated plan benefits at beginning of year		\$ 76,961,616
Change during the year attributable to		
Plan experience	\$ 4,230,518	
Benefits paid	(4,478,645)	
Interest	<u>5,230,561</u>	
Net change		<u>4,982,434</u>
Actuarial present value of accumulated plan benefits at end of year		<u>\$ 81,944,050</u>



NOTE 6. ACTUARIAL INFORMATION (CONTINUED)

Some of the significant actuarial assumptions and changes used in the determination of the actuarial valuation as of July 1, 2023, were as follows:

Administrative Expense - The administrative expense assumption included in the Target Normal Cost was updated to \$316,000 in 2023 from \$302,000 for 2022.

Investment Rate of Return - 7.00% interest assumption.

Traditional Unit Credit Cost Method - For determining the Target Liability, the present value of the benefits accumulated as of the valuation date is calculated by projecting future benefit payments of the accrued benefit, adjusted for the probability of payment according to the demographic assumptions, and discounting the payments to the valuation date using the segment interest rates.

Rate of Retirement - It is assumed that all eligible employees will retire in accordance with annual rates as shown below based on age:

Age	Probability	
	Less than 10 years	More than 10 years
Younger than 53	0%	0%
53	0	33
54	0	15
55	0	25
56	0	10
57 - 59	0	5
60	0	10
61	0	5
62	0	15
63	0	5
64	5	5
65 - 66	10	10
67	20	20
68	40	40
69	60	60
70 and older	100	100

The above actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. Pension benefits in excess of the assets of the Plan are dependent upon contributions received under collective bargaining agreements with employers and income from investments.



NOTE 6. ACTUARIAL INFORMATION (CONTINUED)

Since information on the accumulated plan benefits of the Plan at June 30, 2024 and the changes therein for the year then ended are not included, these financial statements do not purport to present a complete presentation of the financial status of the Plan as of June 30, 2024 and the changes in its financial status for the year then ended, but a presentation of the net assets available for benefits and the changes therein as of and for the year ended June 30, 2024. The complete financial status of the Plan is presented as of June 30, 2023.

NOTE 7. INVESTMENTS AND FAIR VALUE MEASUREMENTS

Accounting standards provide the framework for measuring fair value which 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 (Level 1) and the lowest priority to unobservable inputs (Level 3). 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 other significant observable inputs including:
- 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.

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

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

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

NOTE 7. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of June 30, 2024 and 2023:

Description	June 30, 2024 Total	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Short-term investments	\$ 282,677	\$ 282,677	\$ -	\$ -
U.S. Government and agency obligations	2,890,145	2,655,685	234,460	-
Corporate notes and bonds	2,668,295	-	2,668,295	-
Common stock	8,133,038	8,133,038	-	-
Municipal bonds	293,428	-	293,428	-
	<u>14,267,583</u>	<u>\$ 11,071,400</u>	<u>\$ 3,196,183</u>	<u>\$ -</u>
Investments measured at net asset value*	<u>87,359,948</u>			
Total investments	<u>\$ 101,627,531</u>			

Description	June 30, 2023 Total	Quoted Market Prices for Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Short-term investments	\$ 833,314	\$ 833,314	\$ -	\$ -
U.S. Government and agency obligations	1,903,521	1,664,056	239,465	-
Corporate notes and bonds	2,282,089	-	2,282,089	-
Common stock	9,293,849	9,293,849	-	-
Real estate investment trusts	75,550	75,550	-	-
Municipal bonds	332,130	-	332,130	-
	<u>14,720,453</u>	<u>\$ 11,866,769</u>	<u>\$ 2,853,684</u>	<u>\$ -</u>
Investments measured at net asset value*	<u>82,343,654</u>			
Total investments	<u>\$ 97,064,107</u>			

*In accordance with Accounting Standard Codification, investments that were measured at net asset value (NAV) per share (or its equivalent) have not been classified in their fair value hierarchy. The fair value amounts presented in these tables above are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

Following are the descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at June 30, 2024 and 2023.

Short-term investments: Estimate based on amortized cost which approximates fair value.

NOTE 7. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

U.S. Government and agencies notes and bonds, corporate notes and bonds, and municipal bonds: The fair value of the Plan's investments in U.S. Government and agencies obligations, corporate obligations and municipal bonds are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

Common stock and real estate investment trusts (REIT): The fair value of the Plan's investments in common stock and REITs are valued using the quoted prices of identical investments on the active markets they are traded.

Hedge fund, limited partnerships, common collective trusts and 103-12 investment entities: The valuation is at net asset value (NAV) provided by investment managers. The NAV is determined based on estimated values of the underlying investments. Inputs, including pricing information, may be provided by independent pricing services or derived from market data. In addition, inputs can either be observable or unobservable.

Authoritative guidance on fair value measurements permits to the Plan to measure the fair value of an investment in an investment entity that does not have a readily determinable fair value based upon the NAV or its equivalent of the investment. The fair value of the investments measured at NAV is based on the market value of the underlying assets, less any liabilities, divided by the number of outstanding shares or units. This guidance does not apply if it is probable that the investment will be sold at a value different than NAV.

The Plan's investment in investment entities valued at NAV is subject to the terms of the respective private placement memoranda and governing agreements. Income or loss from investments in these investment entities is net of the Plan's proportionate share of fees and expenses incurred or changed by these investment entities.

The Plan's risk of loss in these entities is limited to its investment. The Plan may increase or decrease its level of investment in these entities at its discretion. The Plan typically has the ability to redeem its investment from these entities on a daily or quarterly basis, but longer lock-up periods can apply to certain investments.

The following table summarizes the Plan's investments in certain entities that calculate NAV per share as fair value measurement as of June 30, 2024 and 2023 by investment strategy:

	6/30/2024 Fair Value (in millions)	6/30/2023 Fair Value (in millions)	6/30/2024 Unfunded Commitments (in millions)	6/30/2023 Unfunded Commitments (in millions)	Redemption Frequency	Redemption Notice Period
a. Hedge fund	\$ 10.07	\$ 9.20	\$ -	\$ -	Quarterly	90 days
b. Limited partnerships	30.94	35.09	6.95	10.60	Quarterly	60 - 90 days
c. Common collective trusts	37.88	33.37	-	-	Daily	N/A
d. 103-12 investment entities	8.47	4.68	-	-	Quarterly	90 days



NOTE 7. INVESTMENTS AND FAIR VALUE MEASUREMENTS (CONTINUED)

The following summarizes the investment strategy for each of the Plan's investments in the table presented above which do not report as a direct filing entity (DFE) to the Department of Labor:

- a. The Plan invests in Corbin ERISA Opportunity Fund, LP which does not file as a DFE. The fund's investment objective is to achieve a substantial return on capital through opportunistic investments primarily in a broad range of public and private credit instruments, with an expected emphasis on corporate credit securities, asset-backed securities, mortgage-backed securities, commercial real estate, structured credit, and collateralized loan obligations.
- b. The Plan invests in several limited partnerships, which seek to grow or retain value using a variety of investment strategies. The limited partnership interests generally have closed-end investment structures with a time horizon of approximately ten to twelve years. The Plan is a Limited Partner in these partnerships and funds capital calls up to its agreed commitment level for the duration of the investment period. The Plan will receive distributions from these private equity investments once portfolio investments are sold. As such, these investments are illiquid in nature.
- c. All report as DFE's and can be redeemed daily.
- d. Consists of investment in one entity that reports as a DFE which can be redeemed quarterly. In addition, the Plan invests in ULLICO Infrastructure Tax-Exempt Fund, L.P., which was organized to allow U.S. tax-exempt investors, including principally multiemployer plans subject to the Taft-Hartley Act, to commingle a portion of their assets for investment. The fund's investments primarily consist of private investments that do not have readily available prices.

NOTE 8. RELATED PARTIES AND PARTY-IN-INTEREST TRANSACTIONS

The IAFF, as Plan sponsor, provides certain administrative services to the Plan, and also pays for auditing, legal and actuarial services on behalf of the Plan. The costs of the administrative services are not readily determinable. The Plan also pays certain investment and administrative expenses directly to service providers, including Amalgamated Bank, the investment custodian of the Plan. These transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules of ERISA.

NOTE 9. RISKS AND UNCERTAINTIES

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



NOTE 9. RISKS AND UNCERTAINTIES (CONTINUED)

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near-term would be material to the financial statements.

NOTE 10. SUBSEQUENT EVENTS

Subsequent events have been reviewed through March 27, 2025, which is the date the financial statements were available to be issued. This review and evaluation revealed no material event or transaction which would require an additional adjustment to or disclosure in the accompanying financial statements.



SUPPLEMENTAL INFORMATION



INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

		(c) Description of investment including maturity date, rate of interest, par/maturity value or shares					
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/ Maturity Value or Shares	(d) Cost	(e) Current Value
Short-term investments							
	DREYFUS CASH MANAGEMENT FUND	MM Fund	N/A	N/A	282,677	\$ 282,677	\$ 282,677
	Total short-term investments					<u>282,677</u>	<u>282,677</u>
Common stocks							
	ACI WORLDWIDE INC	Equity	N/A	N/A	1,264	42,538	50,042
	ACUIITY BRANDS INC	Equity	N/A	N/A	378	62,821	91,264
	ADIENT PLC	Equity	N/A	N/A	2,391	101,940	59,082
	ADVANCED ENERGY INDUSTRIES	Equity	N/A	N/A	427	46,425	46,441
	ALARM COM HOLDINGS INC	Equity	N/A	N/A	442	24,463	28,085
	ALLEGION PUB LTD CO	Equity	N/A	N/A	773	100,241	91,330
	ALPHA METALLURGICAL RESOURCES INC	Equity	N/A	N/A	293	41,512	82,195
	ALTAIR ENGR INC CL A	Equity	N/A	N/A	918	88,615	90,037
	AMEDISYS INC	Equity	N/A	N/A	852	78,616	78,214
	API GROUP CORP	Equity	N/A	N/A	1,293	33,086	48,656
	ARCHROCK INC	Equity	N/A	N/A	2,632	27,073	53,219
	ARDMORE SHIPPING CORP	Equity	N/A	N/A	2,332	43,701	52,540
	ASSURANT INC	Equity	N/A	N/A	278	49,302	46,218
	AVIENT CORPORATION	Equity	N/A	N/A	931	40,855	40,638
	AVNET INC	Equity	N/A	N/A	1,081	56,838	55,661
	BALCHEM CORP	Equity	N/A	N/A	188	28,156	28,943
	BANK OZK	Equity	N/A	N/A	2,403	98,347	98,523
	BEACON ROOFING SUPPLY INC	Equity	N/A	N/A	1,065	58,196	96,383
	BLACKBAUD INC	Equity	N/A	N/A	378	29,799	28,792
	BLUELINK HOLDINGS INC	Equity	N/A	N/A	253	29,437	23,552
	BRIGHTHOUSE FINANCIAL INC	Equity	N/A	N/A	1,035	52,229	44,857
	BRINKS CO	Equity	N/A	N/A	740	45,704	75,776
	CABOT CORP	Equity	N/A	N/A	352	28,125	32,345
	CACTUS INC CL A	Equity	N/A	N/A	1,584	63,076	83,540
	CALERES INC	Equity	N/A	N/A	726	29,912	24,394
	CARS COM INC	Equity	N/A	N/A	1,577	29,562	31,067
	CELSIUS HOLDINGS INC	Equity	N/A	N/A	730	45,871	41,676
	CENTURY COMMUNITIES INC	Equity	N/A	N/A	534	32,903	43,606
	CEREVEL THERAPEUTICS HOLDING INC	Equity	N/A	N/A	1,154	48,259	47,187
	CHART INDUSTRIES INC	Equity	N/A	N/A	809	139,882	116,771
	CIVITAS RESOURCES INC COM NEW	Equity	N/A	N/A	447	32,601	30,843
	CNX RESOURCES CORPORATION	Equity	N/A	N/A	2,324	33,757	56,473
	COMERICA INC	Equity	N/A	N/A	545	29,015	27,817
	COMMYVAULT SYSTEMS INC	Equity	N/A	N/A	592	45,544	71,969
	COMPASS DIVERSIFIED	Equity	N/A	N/A	1,087	25,571	23,794
	CONMED CORP	Equity	N/A	N/A	765	73,284	53,030
	CONSOL ENERGY INC	Equity	N/A	N/A	1,200	71,863	122,436
	CROCS INC	Equity	N/A	N/A	504	56,966	73,554
	CSG SYSTEMS INTL INC	Equity	N/A	N/A	879	48,294	36,188
	CSW INDUSTRIALS INC	Equity	N/A	N/A	177	33,377	46,960
	CUSTOMERS BANCORP INC	Equity	N/A	N/A	1,647	50,312	79,023
	DREAM FINDERS HOMES INC CL A	Equity	N/A	N/A	1,249	42,578	32,249
	DUOLINGO INC CL A COM	Equity	N/A	N/A	167	26,861	34,848
	EAGLE MATERIALS INC	Equity	N/A	N/A	495	58,515	107,643
	EAST WEST BANCORP INC	Equity	N/A	N/A	807	50,139	59,097
	ELANCO ANIMAL HEALTH INC	Equity	N/A	N/A	7,135	126,100	102,958
	ENCOMPASS HEALTH CORP	Equity	N/A	N/A	1,633	105,211	140,095
	ENERGIZER HOLDINGS INC	Equity	N/A	N/A	749	25,414	22,125
	ENERSYS	Equity	N/A	N/A	711	75,881	73,603
	ENTEGRIIS INC	Equity	N/A	N/A	243	30,381	32,902
	EURONET WORLDWIDE INC	Equity	N/A	N/A	815	88,860	84,353
	EVERCORE INC CLASS A	Equity	N/A	N/A	764	97,079	159,241
	EVERTEC INC	Equity	N/A	N/A	1,087	37,921	36,143
	F5 INC COM	Equity	N/A	N/A	366	66,840	63,036
	FIRST HORIZON CORPORATION COM	Equity	N/A	N/A	2,401	33,179	37,864
	FLUOR CORP	Equity	N/A	N/A	1,852	76,064	80,655
	FRANKLIN BSP REALTY TRUST INC COMMON STOCK	Equity	N/A	N/A	2,392	35,527	30,139
	FRESHPET INC	Equity	N/A	N/A	224	29,175	28,983
	GEO GROUP INC	Equity	N/A	N/A	2,024	30,674	29,065
	G-III APPAREL GROUP LTD	Equity	N/A	N/A	1,420	28,174	38,439

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:							
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value
	GLAUKOS CORP	Equity	N/A	N/A	781	\$ 79,591	\$ 92,431
	GLOBE LIFE INC	Equity	N/A	N/A	1,418	119,044	116,673
	GUIDEWIRE SOFTWARE INC	Equity	N/A	N/A	1,056	121,763	145,612
	HAEMONETICS CORP	Equity	N/A	N/A	890	77,264	73,630
	HANCOCK WHITNEY CORPORATION	Equity	N/A	N/A	1,397	53,460	66,819
	HCI GROUP INC	Equity	N/A	N/A	258	28,902	23,780
	HEALTH EQUITY INC	Equity	N/A	N/A	975	72,036	84,045
	HELMERICH & PAYNE INC	Equity	N/A	N/A	2,722	108,658	98,373
	HF SINCLAIR CORPORATION COM	Equity	N/A	N/A	538	31,684	28,697
	HILTON GRAND VACATIONS INC	Equity	N/A	N/A	1,205	50,097	48,718
	INDEPENDENT BANK CORP MA	Equity	N/A	N/A	731	38,233	37,076
	INSPERITY INC	Equity	N/A	N/A	499	62,149	45,514
	INSTALLED BUILDING PRODS INC	Equity	N/A	N/A	613	67,202	126,082
	IPG PHOTONICS CORP	Equity	N/A	N/A	590	68,275	49,790
	JABIL INC	Equity	N/A	N/A	1,016	55,981	110,531
	JANUS HENDERSON GROUP PLC	Equity	N/A	N/A	2,278	67,789	76,791
	JONES LANG LASALLE INC	Equity	N/A	N/A	347	59,251	71,232
	KYNDRYL HOLDINGS INC	Equity	N/A	N/A	4,921	126,115	129,472
	LEAR CORP	Equity	N/A	N/A	263	35,103	30,037
	LIVANOVA PLC	Equity	N/A	N/A	2,027	116,052	111,120
	MIDDLEBY CORP	Equity	N/A	N/A	458	67,238	56,155
	MKS INSTRUMENT INC	Equity	N/A	N/A	1,005	122,070	131,233
	NATIONAL FUEL GAS CO NJ	Equity	N/A	N/A	1,317	72,116	71,368
	NCR ATLEOS CORPORATION COM	Equity	N/A	N/A	1,580	35,435	42,692
	NEUROCRINE BIOSCIENCES INC	Equity	N/A	N/A	666	70,716	91,688
	NEWS CORP CL A	Equity	N/A	N/A	2,516	65,373	69,366
	NEXTRACKER INC CLASS A COM	Equity	N/A	N/A	574	31,274	26,909
	NRG ENERGY INC	Equity	N/A	N/A	1,247	79,323	97,091
	NUTANIX INC CL A	Equity	N/A	N/A	1,100	74,736	62,535
	NVENT ELECTRIC PLC	Equity	N/A	N/A	1,268	76,795	97,141
	ONTO INNOVATION INC COM	Equity	N/A	N/A	636	53,404	139,640
	OSI SYSTEMS INC	Equity	N/A	N/A	260	35,553	35,755
	OXFORD INDUSTRIES INC	Equity	N/A	N/A	303	25,036	30,345
	PENTAIR PLC	Equity	N/A	N/A	622	52,310	47,689
	PHINIA INC COMMON STOCK	Equity	N/A	N/A	2,105	83,910	82,853
	PIPER SANDLER COMPANIES	Equity	N/A	N/A	267	36,441	61,455
	PRIMO WATER CORPORATION	Equity	N/A	N/A	1,305	29,790	28,527
	PULTE GROUP INC	Equity	N/A	N/A	821	33,001	90,392
	REINSURANCE GROUP AMERICA INC	Equity	N/A	N/A	557	99,217	114,335
	RENAISSANCE HOLDINGS LTD	Equity	N/A	N/A	145	21,301	32,409
	REVOLUTION MEDICINES INC	Equity	N/A	N/A	806	24,760	31,281
	RITHM CAPITAL CORP	Equity	N/A	N/A	7,460	79,871	81,389
	RXSIGHT INC	Equity	N/A	N/A	1,290	42,272	77,619
	SEADRILL 2021 LTD	Equity	N/A	N/A	1,353	63,540	69,680
	SHIFT4 PMTS INC CL A	Equity	N/A	N/A	376	25,371	27,580
	SKECHERS USA INC CL A	Equity	N/A	N/A	961	46,907	66,424
	SMITH A O	Equity	N/A	N/A	1,661	123,277	135,837
	SPECTRUM BRANDS HOLDINGS INC	Equity	N/A	N/A	1,538	121,475	132,160
	SPROUTS FARMERS MKT INC	Equity	N/A	N/A	2,176	58,596	182,044
	TECHNIPFMC PLC	Equity	N/A	N/A	4,456	86,963	116,524
	TEREX CORP	Equity	N/A	N/A	784	22,070	42,995
	TEXTRON INC	Equity	N/A	N/A	1,700	69,255	145,962
	TRAVEL + LEISURE CO	Equity	N/A	N/A	1,479	68,326	66,525
	UMB FINANCIAL CORP	Equity	N/A	N/A	401	14,747	33,451
	UNIVERSAL DISPLAY CORP	Equity	N/A	N/A	204	24,532	42,891
	URBAN OUTFITTERS INC	Equity	N/A	N/A	1,495	32,047	61,370
	US FOODS HOLDING CORP	Equity	N/A	N/A	2,335	48,204	123,708
	US PHYSICAL THERAPY INC	Equity	N/A	N/A	232	125,227	21,441
	WESTERN ALLIANCE BANCORP	Equity	N/A	N/A	473	29,904	29,714
	WYNDHAM HOTELS & RESORTS INC	Equity	N/A	N/A	349	28,045	25,826
	XEROX HOLDINGS CORP	Equity	N/A	N/A	2,088	45,189	24,263
	YELP INC CL A	Equity	N/A	N/A	1,943	70,952	71,794
	Total common stocks					7,017,859	8,133,038

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

		(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:						
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value	
U.S. Government securities								
	FG G05900 6 03/01/2040	Agency Bond	3/1/2040	6.000%	4,626	\$ 5,043	\$ 4,736	
	FN 889579 6 05/01/2038	Agency Bond	5/1/2038	6.000%	3,281	3,592	3,355	
	FN AL9976 2.5 09/01/2030	Agency Bond	9/1/2030	2.500%	16,398	16,698	15,552	
	FNR 2013-18 CY 2.5 03/25/2028	Agency Bond	3/25/2028	2.500%	59,000	56,013	56,133	
	GMALT 2023-3 A3 5.38 11/20/2026	Agency Bond	11/20/2026	5.380%	5,000	4,999	4,996	
	GN 782119 6 08/15/2036	Agency Bond	8/15/2036	6.000%	20,106	22,647	20,743	
	GNR 2013-68 AC 1.3 02/16/2046	Agency Bond	2/16/2046	1.300%	9,336	8,878	7,692	
	GNR 2016-136 AV 3 02/20/2045	Agency Bond	2/20/2045	3.000%	9,922	9,869	9,667	
	HOUSING URBAN DEVELOPMNT 3.35 08/01/2029	Agency Bond	8/1/2029	3.350%	29,000	27,586	26,896	
	SGCMS 2016-C5 A4 3.055 10/10/2048	Agency Bond	10/10/2048	3.055%	90,000	93,516	84,690	
	US TREASURY N/B 1.5 09/30/2024	U.S. Gov Bond	9/30/2024	1.500%	29,000	28,881	28,717	
	US TREASURY N/B 3 07/31/2024	U.S. Gov Bond	7/31/2024	3.000%	35,000	35,011	34,931	
	US TREASURY N/B 4 01/31/2029	U.S. Gov Bond	1/31/2029	4.000%	305,000	301,022	300,306	
	US TREASURY N/B 4 01/31/2031	U.S. Gov Bond	1/31/2031	4.000%	10,000	9,805	9,799	
	US TREASURY N/B 4 02/15/2034	U.S. Gov Bond	2/15/2034	4.000%	425,000	413,406	412,516	
	US TREASURY N/B 4.125 02/15/2027	U.S. Gov Bond	2/15/2027	4.125%	335,000	332,173	331,153	
	US TREASURY N/B 4.125 03/31/2029	U.S. Gov Bond	3/31/2029	4.125%	35,000	34,171	34,643	
	US TREASURY N/B 4.125 03/31/2031	U.S. Gov Bond	3/31/2031	4.125%	20,000	19,294	19,737	
	US TREASURY N/B 4.25 01/31/2026	U.S. Gov Bond	1/31/2026	4.250%	445,000	441,865	440,724	
	US TREASURY N/B 4.25 02/28/2029	U.S. Gov Bond	2/28/2029	4.250%	45,000	45,046	44,798	
	US TREASURY N/B 4.25 12/31/2024	U.S. Gov Bond	12/31/2024	4.250%	95,000	94,681	94,485	
	US TREASURY N/B 4.375 05/15/2034	U.S. Gov Bond	5/15/2034	4.375%	265,000	264,871	265,083	
	US TREASURY N/B 4.5 04/15/2027	U.S. Gov Bond	4/15/2027	4.500%	15,000	14,869	14,978	
	US TREASURY N/B 4.5 05/15/2027	U.S. Gov Bond	5/15/2027	4.500%	250,000	248,792	249,668	
	US TREASURY N/B 4.5 05/31/2029	U.S. Gov Bond	5/31/2029	4.500%	85,000	85,780	85,578	
	US TREASURY N/B 4.625 04/30/2029	U.S. Gov Bond	4/30/2029	4.625%	160,000	161,047	161,838	
	US TREASURY N/B 4.625 04/30/2031	U.S. Gov Bond	4/30/2031	4.625%	35,000	35,295	35,563	
	US TREASURY N/B 4.625 05/31/2031	U.S. Gov Bond	5/31/2031	4.625%	70,000	71,559	71,138	
	US TREASURY N/B 4.875 04/30/2026	U.S. Gov Bond	4/30/2026	4.875%	20,000	20,014	20,030	
	Total U.S. Government securities					2,906,423	2,890,145	
Corporate debt								
	ADVOCATE HEALTH CORP	Corporate Debt	6/15/2030	2.211%	5,000	4,282	4,272	
	ALABAMA POWER CO	Corporate Debt	11/15/2033	5.850%	35,000	35,418	36,413	
	ALLYA 2022-2 A3	ABS	5/17/2027	4.760%	28,360	28,359	28,210	
	AMEREN CORP	Corporate Debt	12/1/2026	5.700%	20,000	19,974	20,158	
	AMERICAN EXPRESS CO	Corporate Debt	2/13/2026	4.900%	20,000	19,916	19,871	
	BANK OF AMERICA CORP FRN	Corporate Debt	4/25/2029	0.000%	50,000	50,133	49,921	
	BANK OF AMERICA CORP FRN	Corporate Debt	4/25/2034	0.000%	15,000	14,827	14,843	
	BAT CAPITAL CORP	Corporate Debt	8/2/2033	6.421%	30,000	30,510	31,366	
	BOEING CO/THE	Corporate Debt	5/1/2031	6.388%	15,000	15,000	15,271	
	CAMPBELL SOUP CO	Corporate Debt	3/21/2029	5.200%	15,000	14,997	15,009	
	CANADIAN IMPERIAL BANK	Corporate Debt	6/28/2027	5.237%	10,000	10,000	9,984	
	CAPITAL ONE FINANCIAL CO	Corporate Debt	10/30/2024	3.300%	45,000	47,146	44,628	
	CEDARS-SINAI HEALTH SYS	Corporate Debt	8/15/2031	2.288%	60,000	50,325	50,241	
	CHUBB INA HOLDINGS LLC	Corporate Debt	3/15/2034	5.000%	55,000	54,796	54,452	
	CHURCH & DWIGHT CO INC	Corporate Debt	11/15/2032	5.600%	45,000	44,917	46,628	
	CITIGROUP INC FRN	Corporate Debt	2/13/2030	0.000%	45,000	44,728	44,738	
	CNH INDUSTRIAL CAP LLC	Corporate Debt	4/20/2029	5.100%	30,000	29,747	29,880	
	COCA-COLA CO	Corporate Debt	5/13/2034	5.000%	20,000	19,939	20,066	
	COMCAST CORP 4.8 05/15/2033	Corporate Debt	5/15/2033	4.800%	15,000	14,911	14,591	
	COMET 2021-A2 A2 1.39 07/15/2030	ABS	7/15/2030	1.390%	20,000	17,532	17,418	
	CONNECTICUT LIGHT & PWR 4.65 01/01/2029	Corporate Debt	1/1/2029	4.650%	10,000	9,979	9,881	
	CONSUMERS 23 SECURE FUND 5.21 09/01/2030	Corporate Debt	9/1/2030	5.210%	35,000	35,216	35,185	
	CSX CORP 4.25 03/15/2029	Corporate Debt	3/15/2029	4.250%	30,000	28,918	29,094	
	CYS HEALTH CORP 5 02/20/2026	Corporate Debt	2/20/2026	5.000%	5,000	4,983	4,962	
	DCENT 2022-A3 A3 3.56 07/15/2027	ABS	7/15/2027	3.560%	30,000	29,824	29,439	
	DIAMONDBACK ENERGY INC 5.4 04/18/2034	Corporate Debt	4/18/2034	5.400%	40,000	39,840	39,602	
	DTE ELECTRIC CO 4.85 12/01/2026	Corporate Debt	12/1/2026	4.850%	20,000	19,997	19,986	
	DUKE ENERGY FL PROJ FIN 2.538 09/01/2029	Corporate Debt	9/1/2029	2.538%	43,338	39,419	40,899	
	DUKE ENERGY FL PROJ FIN 2.858 03/01/2033	Corporate Debt	3/1/2033	2.858%	15,000	13,036	12,879	
	EDWARDS LIFESCIENCES COR 4.3 06/15/2028	Corporate Debt	6/15/2028	4.300%	15,000	14,487	14,496	
	ELECTRONIC ARTS INC 1.85 02/15/2031	Corporate Debt	2/15/2031	1.850%	40,000	32,523	32,685	
	EMORY UNIVERSITY 2.143 09/01/2030	Corporate Debt	9/1/2030	2.143%	35,000	29,796	29,887	

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:							
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/ Maturity Value or Shares	(d) Cost	(e) Current Value
	ENERGY TRANSFER LP 6.05 12/01/2026	Corporate Debt	12/1/2026	6.050%	30,000	\$ 30,122	\$ 30,383
	ESTEE LAUDER CO INC 2.6 04/15/2030	Corporate Debt	4/15/2030	2.600%	30,000	26,492	26,302
	EXTRA SPACE STORAGE LP 5.9 01/15/2031	Corporate Debt	1/15/2031	5.900%	50,000	50,458	51,062
	FIFTH THIRD BANCORP FRN 07/27/2029	Corporate Debt	7/27/2029	0.000%	10,000	10,000	10,251
	FITAT 2023-1 A3	ABS	8/15/2028	5.530%	15,000	14,999	15,038
	FNMNT 2024-1 A	ABS	5/15/2030	5.340%	25,000	24,996	25,100
	FORDO 2022-D A3	ABS	5/17/2027	5.270%	15,000	14,998	14,975
	FORTIVE CORPORATION	Corporate Debt	6/15/2026	3.150%	30,000	28,683	28,750
	FOX CORP	Corporate Debt	10/13/2033	6.500%	45,000	47,362	47,138
	GENERAL MILLS INC	Corporate Debt	11/18/2025	5.241%	15,000	15,000	14,944
	GENERAL MOTORS FINL CO	Corporate Debt	10/10/2025	6.050%	60,000	59,921	60,215
	GMALT 2022-3 A3	ABS	9/22/2025	4.010%	6,120	6,119	6,107
	GOLDMAN SACHS GROUP INC	Corporate Debt	11/1/2024	5.700%	15,000	14,992	15,005
	GOLDMAN SACHS GROUP INC FRN	Corporate Debt	4/25/2030	0.000%	10,000	10,000	10,178
	HAROT 2022-2 A3	ABS	7/20/2026	3.730%	4,459	4,459	4,405
	HERSHEY COMPANY	Corporate Debt	6/1/2030	1.700%	20,000	16,332	16,723
	HOME DEPOT INC	Corporate Debt	9/15/2025	3.350%	70,000	79,048	68,457
	HOME DEPOT INC	Corporate Debt	6/25/2027	4.875%	30,000	29,901	29,939
	HOWMET AEROSPACE INC	Corporate Debt	1/15/2029	3.000%	30,000	27,004	27,243
	HUBBELL INC	Corporate Debt	3/15/2031	2.300%	45,000	37,528	37,511
	JOHN DEERE CAPITAL CORP	Corporate Debt	6/6/2025	4.950%	15,000	14,992	14,938
	JPMORGAN CHASE & CO FRN	Corporate Debt	6/1/2034	0.000%	30,000	29,965	29,867
	JPMORGAN CHASE & CO FRN	Corporate Debt	10/23/2029	0.000%	35,000	35,983	36,163
	KANSAS GAS SVC SEC LLC	Corporate Debt	8/1/2032	5.486%	22,433	22,429	22,733
	KEURIG DR PEPPER INC	Corporate Debt	3/15/2024	5.200%	20,000	19,636	19,960
	KINDER MORGAN INC	Corporate Debt	6/1/2025	4.300%	50,000	56,907	49,349
	L3HARRIS TECH INC	Corporate Debt	1/15/2027	5.400%	30,000	30,039	30,121
	LOWE'S COS INC	Corporate Debt	9/8/2025	4.400%	20,000	19,736	19,742
	MASTERCARD INC	Corporate Debt	3/26/2030	3.350%	45,000	42,279	41,638
	MASTERCARD INC	Corporate Debt	5/9/2034	4.875%	35,000	34,601	34,605
	MCDONALD'S CORP	Corporate Debt	1/30/2026	3.700%	30,000	29,291	29,312
	META PLATFORMS INC	Corporate Debt	5/15/2030	4.800%	55,000	55,283	55,079
	MICRON TECHNOLOGY INC	Corporate Debt	1/15/2031	5.300%	40,000	39,976	39,910
	MORGAN STANLEY FRN	Corporate Debt	4/18/2030	0.000%	20,000	20,000	20,339
	MORGAN STANLEY FRN	Corporate Debt	4/20/2029	0.000%	35,000	34,601	34,886
	MORGAN STANLEY FRN	Corporate Debt	4/21/2034	0.000%	35,000	33,897	34,452
	MOTOROLA SOLUTIONS INC	Corporate Debt	4/15/2029	5.000%	30,000	29,873	29,768
	OGE ENERGY CORP	Corporate Debt	5/15/2029	5.450%	10,000	9,987	10,077
	OWENS CORNING	Corporate Debt	6/15/2027	5.500%	5,000	4,999	5,043
	PACCAR FINANCIAL CORP	Corporate Debt	5/13/2027	5.000%	40,000	39,996	40,091
	PEPSICO SINGAPORE FIN	Corporate Debt	2/16/2034	4.700%	35,000	34,717	34,126
	PHILIP MORRIS INTL INC	Corporate Debt	11/17/2025	5.000%	20,000	19,953	19,899
	PROV ST JOSEPH HLTH OBL	Corporate Debt	10/1/2033	5.403%	20,000	20,261	19,839
	REALTY INCOME CORP	Corporate Debt	1/13/2026	5.050%	45,000	44,747	44,701
	RELX CAPITAL INC	Corporate Debt	5/22/2030	3.000%	35,000	31,234	31,401
	ROYAL BANK OF CANADA	Corporate Debt	4/25/2025	4.950%	15,000	14,990	14,928
	RTX CORP	Corporate Debt	8/16/2025	3.950%	20,000	19,649	19,657
	SAN DIEGO G & E	Corporate Debt	3/15/2032	3.000%	35,000	30,360	30,190
	SOUTHERN CAL EDISON	Corporate Debt	8/1/2029	2.850%	27,000	27,603	24,241
	SSM HEALTH CARE	Corporate Debt	6/1/2027	3.823%	35,000	33,719	33,806
	STANFORD UNIVERSITY	Corporate Debt	6/1/2027	1.289%	20,000	18,056	18,045
	STATE STREET CORP	Corporate Debt	8/3/2026	5.272%	40,000	39,992	40,076
	STATE STREET CORP FRN	Corporate Debt	1/26/2026	0.000%	20,000	20,000	19,910
	SUTTER HEALTH	Corporate Debt	8/15/2033	5.164%	30,000	30,064	30,080
	TORONTO-DOMINION BANK	Corporate Debt	9/13/2024	4.285%	25,000	25,000	24,918
	TOYOTA MOTOR CREDIT CORP	Corporate Debt	9/20/2024	4.400%	65,000	64,997	64,811
	US BANCORP FRN	Corporate Debt	1/23/2030	0.000%	65,000	65,077	65,174
	VZMT 2024-3 A1A	ABS	4/22/2030	5.340%	25,000	24,994	25,219
	WELLS FARGO & COMPANY FRN	Corporate Debt	4/22/2028	0.000%	50,000	50,026	50,433
	WFCIT 2024-A1 A	ABS	2/15/2029	4.940%	20,000	19,995	19,968
	WORKDAY INC	Corporate Debt	4/1/2032	3.800%	25,000	23,070	22,463
	ZIMMER BIOMET HOLDINGS	Corporate Debt	1/15/2026	3.050%	10,000	9,447	9,656
	Total corporate debt					2,686,330	2,668,295

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

		(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:					
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value
Municipal bonds							
	ALBUQUERQUE NM	Municipal Bonds	7/1/2026	3.000%	100,000	\$ 100,000	\$ 96,374
	FLORIDA ST BRD OF ADM	Municipal Bonds	7/1/2027	1.705%	15,000	13,384	13,611
	GEORGIA-TXBL-8	Municipal Bonds	2/1/2030	4.250%	60,000	66,419	58,765
	NYC TRANS-A2-PREREFD	Municipal Bonds	8/1/2024	3.010%	5,000	5,371	4,990
	NYC TRANS-A2-UNREFD	Municipal Bonds	8/1/2024	3.010%	20,000	21,483	19,958
	OKLAHOMA CITY DEV TIF	Municipal Bonds	8/1/2024	3.054%	35,000	37,920	34,925
	OKLAHOMA CITY OK-TXBL	Municipal Bonds	3/1/2040	3.000%	50,000	52,506	39,782
	TX ST TRANSN-1ST TIER	Municipal Bonds	4/1/2030	5.178%	25,000	25,489	25,023
	Total municipal bonds					322,572	293,428
Limited partnerships							
	BOYD WATTERSON GSA FD LP	Limited Partnership	N/A	N/A	8,281	8,727,500	8,682,560
	BOYD WATTERSON STATE GOVERNMENT FD LP	Limited Partnership	N/A	N/A	5,448	2,855,794	3,732,130
	ENTRUST SPECL PRIMAL OPPT FD IV LTD CL A	Limited Partnership	N/A	N/A	1,719	1,760,254	1,784,708
	GCM GROSVENOR SEC OPPS FDR FD III	Limited Partnership	N/A	N/A	2,379,284	2,305,734	2,413,880
	GCM GROSVENOR SEC OPPS FEEDER FD II LP	Limited Partnership	N/A	N/A	2,711,984	2,675,937	2,788,513
	HAMILTON LANE SECONDARY FUND V	Limited Partnership	N/A	N/A	3,073,244	2,064,273	3,092,287
	INTERCONTINENTAL U.S. REIF, LLC	Limited Partnership	N/A	N/A	6,171	7,082,292	7,296,028
	WASHINGTON CAPITAL INFRA FD IV FEEDER	Limited Partnership	N/A	N/A	1,117,716	831,327	1,150,906
	Total limited partnerships					28,303,111	30,941,012
Hedge fund							
	CORBIN ERISA OPPORTUNITY FUND LP	Hedge Fund	N/A	N/A	9,862,239	9,237,599	10,071,176
	Total hedge fund					9,237,599	10,071,176
Common collective trusts							
	JP MORGAN C8 CORPORATE HIGH YIELD FD	CCT	N/A	N/A	121,539	6,867,328	7,359,170
	LAZARD/WILMINGTON INTL EQUITY PORT CL 1	CCT	N/A	N/A	559,575	5,700,900	7,776,589
	LV LARGE CAP 1000 GROWTH INDEX FD	CCT	N/A	N/A	18,832	3,838,696	12,110,054
	LV LARGE CAP 1000 VALUE INDEX FUND	CCT	N/A	N/A	32,969	5,886,053	10,635,594
	Total common collective trusts					22,292,977	37,881,407
103-12 investment entities							
	GOLDENTREE MULTI-SECTOR FD O/S FOR FFSP	103-12 IE	N/A	N/A	2,384	3,925,554	5,277,972
	ULLICO INFRASTRUCTURE TAX-EXEMPT FUND LP	103-12 IE	N/A	N/A	11,224	2,976,392	3,188,381
	Total 103-12 investment entities					6,901,946	8,466,353
Total assets (held at end of year)						\$ 79,951,494	\$ 101,627,531

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF REPORTABLE TRANSACTIONS

FOR THE YEAR ENDED JUNE 30, 2024

Form 5500, Schedule H, Line 4j

E.I.N 52-0088290
Plan No. 002

(a) Identity of Party Involved	(b) Description of Asset (include interest rate and maturity in case of a loan)	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses Incurred With Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
	Dreyfus Cash Management Fund	\$ 8,448,492	N/A	N/A	\$ -	\$ 8,448,492	\$ 8,448,492	N/A
	Dreyfus Cash Management Fund	N/A	\$ 9,000,045	N/A	-	9,000,045	9,000,045	N/A

Schedule SB, Line 26a: Schedule of Active Participant Data

[illegible]

Schedule SB, Line 24: Change in Actuarial Assumptions

- The administrative expense load added to the Target Normal Cost was updated from \$302,000 for the 2022 plan year to \$316,000 for the 2023 plan year.
- The Canadian exchange rate was updated from 1 US dollar equals 1.2912 Canadian dollars to 1 US dollar equals 1.3245 Canadian dollars, as provided by the Plan Sponsor.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

		(c) Description of investment including maturity date, rate of interest, par/maturity value or shares					
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/ Maturity Value or Shares	(d) Cost	(e) Current Value
Short-term investments							
	DREYFUS CASH MANAGEMENT FUND	MM Fund	N/A	N/A	282,677	\$ 282,677	\$ 282,677
	Total short-term investments					<u>282,677</u>	<u>282,677</u>
Common stocks							
	ACI WORLDWIDE INC	Equity	N/A	N/A	1,264	42,538	50,042
	ACUITY BRANDS INC	Equity	N/A	N/A	378	62,821	91,264
	ADIENT PLC	Equity	N/A	N/A	2,391	101,940	59,082
	ADVANCED ENERGY INDUSTRIES	Equity	N/A	N/A	427	46,425	46,441
	ALARM COM HOLDINGS INC	Equity	N/A	N/A	442	24,463	28,085
	ALLEGION PUB LTD CO	Equity	N/A	N/A	773	100,241	91,330
	ALPHA METALLURGICAL RESOURCES INC	Equity	N/A	N/A	293	41,512	82,195
	ALTAIR ENGR INC CL A	Equity	N/A	N/A	918	88,615	90,037
	AMEDISYS INC	Equity	N/A	N/A	852	78,616	78,214
	API GROUP CORP	Equity	N/A	N/A	1,293	33,086	48,656
	ARCHROCK INC	Equity	N/A	N/A	2,632	27,073	53,219
	ARDMORE SHIPPING CORP	Equity	N/A	N/A	2,332	43,701	52,540
	ASSURANT INC	Equity	N/A	N/A	278	49,302	46,218
	AVIENT CORPORATION	Equity	N/A	N/A	931	40,855	40,638
	AVNET INC	Equity	N/A	N/A	1,081	56,838	55,661
	BALCHEM CORP	Equity	N/A	N/A	188	28,156	28,943
	BANK OZK	Equity	N/A	N/A	2,403	98,347	98,523
	BEACON ROOFING SUPPLY INC	Equity	N/A	N/A	1,065	58,196	96,383
	BLACKBAUD INC	Equity	N/A	N/A	378	29,799	28,792
	BLUELINK HOLDINGS INC	Equity	N/A	N/A	253	29,437	23,552
	BRIGHTHOUSE FINANCIAL INC	Equity	N/A	N/A	1,035	52,229	44,857
	BRINKS CO	Equity	N/A	N/A	740	45,704	75,776
	CABOT CORP	Equity	N/A	N/A	352	28,125	32,345
	CACTUS INC CL A	Equity	N/A	N/A	1,584	63,076	83,540
	CALERES INC	Equity	N/A	N/A	726	29,912	24,394
	CARS COM INC	Equity	N/A	N/A	1,577	29,562	31,067
	CELSIUS HOLDINGS INC	Equity	N/A	N/A	730	45,871	41,676
	CENTURY COMMUNITIES INC	Equity	N/A	N/A	534	32,903	43,606
	CEREVEL THERAPEUTICS HOLDING INC	Equity	N/A	N/A	1,154	48,259	47,187
	CHART INDUSTRIES INC	Equity	N/A	N/A	809	139,882	116,771
	CIVITAS RESOURCES INC COM NEW	Equity	N/A	N/A	447	32,601	30,843
	CNX RESOURCES CORPORATION	Equity	N/A	N/A	2,324	33,757	56,473
	COMERICA INC	Equity	N/A	N/A	545	29,015	27,817
	COMMYVAULT SYSTEMS INC	Equity	N/A	N/A	592	45,544	71,969
	COMPASS DIVERSIFIED	Equity	N/A	N/A	1,087	25,571	23,794
	CONMED CORP	Equity	N/A	N/A	765	73,284	53,030
	CONSOL ENERGY INC	Equity	N/A	N/A	1,200	71,863	122,436
	CROCS INC	Equity	N/A	N/A	504	56,966	73,554
	CSG SYSTEMS INTL INC	Equity	N/A	N/A	879	48,294	36,188
	CSW INDUSTRIALS INC	Equity	N/A	N/A	177	33,377	46,960
	CUSTOMERS BANCORP INC	Equity	N/A	N/A	1,647	50,312	79,023
	DREAM FINDERS HOMES INC CL A	Equity	N/A	N/A	1,249	42,578	32,249
	DUOLINGO INC CL A COM	Equity	N/A	N/A	167	26,861	34,848
	EAGLE MATERIALS INC	Equity	N/A	N/A	495	58,515	107,643
	EAST WEST BANCORP INC	Equity	N/A	N/A	807	50,139	59,097
	ELANCO ANIMAL HEALTH INC	Equity	N/A	N/A	7,135	126,100	102,958
	ENCOMPASS HEALTH CORP	Equity	N/A	N/A	1,633	105,211	140,095
	ENERGIZER HOLDINGS INC	Equity	N/A	N/A	749	25,414	22,125
	ENERSYS	Equity	N/A	N/A	711	75,881	73,603
	ENTEGRIIS INC	Equity	N/A	N/A	243	30,381	32,902
	EURONET WORLDWIDE INC	Equity	N/A	N/A	815	88,860	84,353
	EVERCORE INC CLASS A	Equity	N/A	N/A	764	97,079	159,241
	EVERTEC INC	Equity	N/A	N/A	1,087	37,921	36,143
	F5 INC COM	Equity	N/A	N/A	366	66,840	63,036
	FIRST HORIZON CORPORATION COM	Equity	N/A	N/A	2,401	33,179	37,864
	FLUOR CORP	Equity	N/A	N/A	1,852	76,064	80,655
	FRANKLIN BSP REALTY TRUST INC COMMON STOCK	Equity	N/A	N/A	2,392	35,527	30,139
	FRESHPET INC	Equity	N/A	N/A	224	29,175	28,983
	GEO GROUP INC	Equity	N/A	N/A	2,024	30,674	29,065
	G-III APPAREL GROUP LTD	Equity	N/A	N/A	1,420	28,174	38,439

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:							
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value
	GLAUKOS CORP	Equity	N/A	N/A	781	\$ 79,591	\$ 92,431
	GLOBE LIFE INC	Equity	N/A	N/A	1,418	119,044	116,673
	GUIDEWIRE SOFTWARE INC	Equity	N/A	N/A	1,056	121,763	145,612
	HAEMONETICS CORP	Equity	N/A	N/A	890	77,264	73,630
	HANCOCK WHITNEY CORPORATION	Equity	N/A	N/A	1,397	53,460	66,819
	HCI GROUP INC	Equity	N/A	N/A	258	28,902	23,780
	HEALTH EQUITY INC	Equity	N/A	N/A	975	72,036	84,045
	HELMERICH & PAYNE INC	Equity	N/A	N/A	2,722	108,658	98,373
	HF SINCLAIR CORPORATION COM	Equity	N/A	N/A	538	31,684	28,697
	HILTON GRAND VACATIONS INC	Equity	N/A	N/A	1,205	50,097	48,718
	INDEPENDENT BANK CORP MA	Equity	N/A	N/A	731	38,233	37,076
	INSPERITY INC	Equity	N/A	N/A	499	62,149	45,514
	INSTALLED BUILDING PRODS INC	Equity	N/A	N/A	613	67,202	126,082
	IPG PHOTONICS CORP	Equity	N/A	N/A	590	68,275	49,790
	JABIL INC	Equity	N/A	N/A	1,016	55,981	110,531
	JANUS HENDERSON GROUP PLC	Equity	N/A	N/A	2,278	67,789	76,791
	JONES LANG LASALLE INC	Equity	N/A	N/A	347	59,251	71,232
	KYNDRYL HOLDINGS INC	Equity	N/A	N/A	4,921	126,115	129,472
	LEAR CORP	Equity	N/A	N/A	263	35,103	30,037
	LIVANOVA PLC	Equity	N/A	N/A	2,027	116,052	111,120
	MIDDLEBY CORP	Equity	N/A	N/A	458	67,238	56,155
	MKS INSTRUMENT INC	Equity	N/A	N/A	1,005	122,070	131,233
	NATIONAL FUEL GAS CO NJ	Equity	N/A	N/A	1,317	72,116	71,368
	NCR ATLEOS CORPORATION COM	Equity	N/A	N/A	1,580	35,435	42,692
	NEUROCRINE BIOSCIENCES INC	Equity	N/A	N/A	666	70,716	91,688
	NEWS CORP CL A	Equity	N/A	N/A	2,516	65,373	69,366
	NEXTRACKER INC CLASS A COM	Equity	N/A	N/A	574	31,274	26,909
	NRG ENERGY INC	Equity	N/A	N/A	1,247	79,323	97,091
	NUTANIX INC CL A	Equity	N/A	N/A	1,100	74,736	62,535
	NVENT ELECTRIC PLC	Equity	N/A	N/A	1,268	76,795	97,141
	ONTO INNOVATION INC COM	Equity	N/A	N/A	636	53,404	139,640
	OSI SYSTEMS INC	Equity	N/A	N/A	260	35,553	35,755
	OXFORD INDUSTRIES INC	Equity	N/A	N/A	303	25,036	30,345
	PENTAIR PLC	Equity	N/A	N/A	622	52,310	47,689
	PHINIA INC COMMON STOCK	Equity	N/A	N/A	2,105	83,910	82,853
	PIPER SANDLER COMPANIES	Equity	N/A	N/A	267	36,441	61,455
	PRIMO WATER CORPORATION	Equity	N/A	N/A	1,305	29,790	28,527
	PULTE GROUP INC	Equity	N/A	N/A	821	33,001	90,392
	REINSURANCE GROUP AMERICA INC	Equity	N/A	N/A	557	99,217	114,335
	RENAISSANCE HOLDINGS LTD	Equity	N/A	N/A	145	21,301	32,409
	REVOLUTION MEDICINES INC	Equity	N/A	N/A	806	24,760	31,281
	RITHM CAPITAL CORP	Equity	N/A	N/A	7,460	79,871	81,389
	RXSIGHT INC	Equity	N/A	N/A	1,290	42,272	77,619
	SEADRILL 2021 LTD	Equity	N/A	N/A	1,353	63,540	69,680
	SHIFT4 PMTS INC CL A	Equity	N/A	N/A	376	25,371	27,580
	SKECHERS USA INC CL A	Equity	N/A	N/A	961	46,907	66,424
	SMITH A O	Equity	N/A	N/A	1,661	123,277	135,837
	SPECTRUM BRANDS HOLDINGS INC	Equity	N/A	N/A	1,538	121,475	132,160
	SPROUTS FARMERS MKT INC	Equity	N/A	N/A	2,176	58,596	182,044
	TECHNIPFMC PLC	Equity	N/A	N/A	4,456	86,963	116,524
	TEREX CORP	Equity	N/A	N/A	784	22,070	42,995
	TEXTRON INC	Equity	N/A	N/A	1,700	69,255	145,962
	TRAVEL + LEISURE CO	Equity	N/A	N/A	1,479	68,326	66,525
	UMB FINANCIAL CORP	Equity	N/A	N/A	401	14,747	33,451
	UNIVERSAL DISPLAY CORP	Equity	N/A	N/A	204	24,532	42,891
	URBAN OUTFITTERS INC	Equity	N/A	N/A	1,495	32,047	61,370
	US FOODS HOLDING CORP	Equity	N/A	N/A	2,335	48,204	123,708
	US PHYSICAL THERAPY INC	Equity	N/A	N/A	232	125,227	21,441
	WESTERN ALLIANCE BANCORP	Equity	N/A	N/A	473	29,904	29,714
	WYNDHAM HOTELS & RESORTS INC	Equity	N/A	N/A	349	28,045	25,826
	XEROX HOLDINGS CORP	Equity	N/A	N/A	2,088	45,189	24,263
	YELP INC CL A	Equity	N/A	N/A	1,943	70,952	71,794
	Total common stocks					7,017,859	8,133,038

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

		(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:						
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value	
U.S. Government securities								
	FG G05900 6 03/01/2040	Agency Bond	3/1/2040	6.000%	4,626	\$ 5,043	\$ 4,736	
	FN 889579 6 05/01/2038	Agency Bond	5/1/2038	6.000%	3,281	3,592	3,355	
	FN AL9976 2.5 09/01/2030	Agency Bond	9/1/2030	2.500%	16,398	16,698	15,552	
	FNR 2013-18 CY 2.5 03/25/2028	Agency Bond	3/25/2028	2.500%	59,000	56,013	56,133	
	GMALT 2023-3 A3 5.38 11/20/2026	Agency Bond	11/20/2026	5.380%	5,000	4,999	4,996	
	GN 782119 6 08/15/2036	Agency Bond	8/15/2036	6.000%	20,106	22,647	20,743	
	GNR 2013-68 AC 1.3 02/16/2046	Agency Bond	2/16/2046	1.300%	9,336	8,878	7,692	
	GNR 2016-136 AV 3 02/20/2045	Agency Bond	2/20/2045	3.000%	9,922	9,869	9,667	
	HOUSING URBAN DEVELOPMNT 3.35 08/01/2029	Agency Bond	8/1/2029	3.350%	29,000	27,586	26,896	
	SGCMS 2016-C5 A4 3.055 10/10/2048	Agency Bond	10/10/2048	3.055%	90,000	93,516	84,690	
	US TREASURY N/B 1.5 09/30/2024	U.S. Gov Bond	9/30/2024	1.500%	29,000	28,881	28,717	
	US TREASURY N/B 3 07/31/2024	U.S. Gov Bond	7/31/2024	3.000%	35,000	35,011	34,931	
	US TREASURY N/B 4 01/31/2029	U.S. Gov Bond	1/31/2029	4.000%	305,000	301,022	300,306	
	US TREASURY N/B 4 01/31/2031	U.S. Gov Bond	1/31/2031	4.000%	10,000	9,805	9,799	
	US TREASURY N/B 4 02/15/2034	U.S. Gov Bond	2/15/2034	4.000%	425,000	413,406	412,516	
	US TREASURY N/B 4.125 02/15/2027	U.S. Gov Bond	2/15/2027	4.125%	335,000	332,173	331,153	
	US TREASURY N/B 4.125 03/31/2029	U.S. Gov Bond	3/31/2029	4.125%	35,000	34,171	34,643	
	US TREASURY N/B 4.125 03/31/2031	U.S. Gov Bond	3/31/2031	4.125%	20,000	19,294	19,737	
	US TREASURY N/B 4.25 01/31/2026	U.S. Gov Bond	1/31/2026	4.250%	445,000	441,865	440,724	
	US TREASURY N/B 4.25 02/28/2029	U.S. Gov Bond	2/28/2029	4.250%	45,000	45,046	44,798	
	US TREASURY N/B 4.25 12/31/2024	U.S. Gov Bond	12/31/2024	4.250%	95,000	94,681	94,485	
	US TREASURY N/B 4.375 05/15/2034	U.S. Gov Bond	5/15/2034	4.375%	265,000	264,871	265,083	
	US TREASURY N/B 4.5 04/15/2027	U.S. Gov Bond	4/15/2027	4.500%	15,000	14,869	14,978	
	US TREASURY N/B 4.5 05/15/2027	U.S. Gov Bond	5/15/2027	4.500%	250,000	248,792	249,668	
	US TREASURY N/B 4.5 05/31/2029	U.S. Gov Bond	5/31/2029	4.500%	85,000	85,780	85,578	
	US TREASURY N/B 4.625 04/30/2029	U.S. Gov Bond	4/30/2029	4.625%	160,000	161,047	161,838	
	US TREASURY N/B 4.625 04/30/2031	U.S. Gov Bond	4/30/2031	4.625%	35,000	35,295	35,563	
	US TREASURY N/B 4.625 05/31/2031	U.S. Gov Bond	5/31/2031	4.625%	70,000	71,559	71,138	
	US TREASURY N/B 4.875 04/30/2026	U.S. Gov Bond	4/30/2026	4.875%	20,000	20,014	20,030	
	Total U.S. Government securities					2,906,423	2,890,145	
Corporate debt								
	ADVOCATE HEALTH CORP	Corporate Debt	6/15/2030	2.211%	5,000	4,282	4,272	
	ALABAMA POWER CO	Corporate Debt	11/15/2033	5.850%	35,000	35,418	36,413	
	ALLYA 2022-2 A3	ABS	5/17/2027	4.760%	28,360	28,359	28,210	
	AMEREN CORP	Corporate Debt	12/1/2026	5.700%	20,000	19,974	20,158	
	AMERICAN EXPRESS CO	Corporate Debt	2/13/2026	4.900%	20,000	19,916	19,871	
	BANK OF AMERICA CORP FRN	Corporate Debt	4/25/2029	0.000%	50,000	50,133	49,921	
	BANK OF AMERICA CORP FRN	Corporate Debt	4/25/2034	0.000%	15,000	14,827	14,843	
	BAT CAPITAL CORP	Corporate Debt	8/2/2033	6.421%	30,000	30,510	31,366	
	BOEING CO/THE	Corporate Debt	5/1/2031	6.388%	15,000	15,000	15,271	
	CAMPBELL SOUP CO	Corporate Debt	3/21/2029	5.200%	15,000	14,997	15,009	
	CANADIAN IMPERIAL BANK	Corporate Debt	6/28/2027	5.237%	10,000	10,000	9,984	
	CAPITAL ONE FINANCIAL CO	Corporate Debt	10/30/2024	3.300%	45,000	47,146	44,628	
	CEDARS-SINAI HEALTH SYS	Corporate Debt	8/15/2031	2.288%	60,000	50,325	50,241	
	CHUBB INA HOLDINGS LLC	Corporate Debt	3/15/2034	5.000%	55,000	54,796	54,452	
	CHURCH & DWIGHT CO INC	Corporate Debt	11/15/2032	5.600%	45,000	44,917	46,628	
	CITIGROUP INC FRN	Corporate Debt	2/13/2030	0.000%	45,000	44,728	44,738	
	CNH INDUSTRIAL CAP LLC	Corporate Debt	4/20/2029	5.100%	30,000	29,747	29,880	
	COCA-COLA CO	Corporate Debt	5/13/2034	5.000%	20,000	19,939	20,066	
	COMCAST CORP 4.8 05/15/2033	Corporate Debt	5/15/2033	4.800%	15,000	14,911	14,591	
	COMET 2021-A2 A2 1.39 07/15/2030	ABS	7/15/2030	1.390%	20,000	17,532	17,418	
	CONNECTICUT LIGHT & PWR 4.65 01/01/2029	Corporate Debt	1/1/2029	4.650%	10,000	9,979	9,881	
	CONSUMERS 23 SECURE FUND 5.21 09/01/2030	Corporate Debt	9/1/2030	5.210%	35,000	35,216	35,185	
	CSX CORP 4.25 03/15/2029	Corporate Debt	3/15/2029	4.250%	30,000	28,918	29,094	
	CYS HEALTH CORP 5 02/20/2026	Corporate Debt	2/20/2026	5.000%	5,000	4,983	4,962	
	DCENT 2022-A3 A3 3.56 07/15/2027	ABS	7/15/2027	3.560%	30,000	29,824	29,439	
	DIAMONDBACK ENERGY INC 5.4 04/18/2034	Corporate Debt	4/18/2034	5.400%	40,000	39,840	39,602	
	DTE ELECTRIC CO 4.85 12/01/2026	Corporate Debt	12/1/2026	4.850%	20,000	19,997	19,986	
	DUKE ENERGY FL PROJ FIN 2.538 09/01/2029	Corporate Debt	9/1/2029	2.538%	43,338	39,419	40,899	
	DUKE ENERGY FL PROJ FIN 2.858 03/01/2033	Corporate Debt	3/1/2033	2.858%	15,000	13,036	12,879	
	EDWARDS LIFESCIENCES COR 4.3 06/15/2028	Corporate Debt	6/15/2028	4.300%	15,000	14,487	14,496	
	ELECTRONIC ARTS INC 1.85 02/15/2031	Corporate Debt	2/15/2031	1.850%	40,000	32,523	32,685	
	EMORY UNIVERSITY 2.143 09/01/2030	Corporate Debt	9/1/2030	2.143%	35,000	29,796	29,887	

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:							
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	ENERGY TRANSFER LP 6.05 12/01/2026	Corporate Debt	12/1/2026	6.050%	30,000	\$ 30,122	\$ 30,383
	ESTEE LAUDER CO INC 2.6 04/15/2030	Corporate Debt	4/15/2030	2.600%	30,000	26,492	26,302
	EXTRA SPACE STORAGE LP 5.9 01/15/2031	Corporate Debt	1/15/2031	5.900%	50,000	50,458	51,062
	FIFTH THIRD BANCORP FRN 07/27/2029	Corporate Debt	7/27/2029	0.000%	10,000	10,000	10,251
	FITAT 2023-1 A3	ABS	8/15/2028	5.530%	15,000	14,999	15,038
	FNMNT 2024-1 A	ABS	5/15/2030	5.340%	25,000	24,996	25,100
	FORDO 2022-D A3	ABS	5/17/2027	5.270%	15,000	14,998	14,975
	FORTIVE CORPORATION	Corporate Debt	6/15/2026	3.150%	30,000	28,683	28,750
	FOX CORP	Corporate Debt	10/13/2033	6.500%	45,000	47,362	47,138
	GENERAL MILLS INC	Corporate Debt	11/18/2025	5.241%	15,000	15,000	14,944
	GENERAL MOTORS FINL CO	Corporate Debt	10/10/2025	6.050%	60,000	59,921	60,215
	GMALT 2022-3 A3	ABS	9/22/2025	4.010%	6,120	6,119	6,107
	GOLDMAN SACHS GROUP INC	Corporate Debt	11/1/2024	5.700%	15,000	14,992	15,005
	GOLDMAN SACHS GROUP INC FRN	Corporate Debt	4/25/2030	0.000%	10,000	10,000	10,178
	HAROT 2022-2 A3	ABS	7/20/2026	3.730%	4,459	4,459	4,405
	HERSHEY COMPANY	Corporate Debt	6/1/2030	1.700%	20,000	16,332	16,723
	HOME DEPOT INC	Corporate Debt	9/15/2025	3.350%	70,000	79,048	68,457
	HOME DEPOT INC	Corporate Debt	6/25/2027	4.875%	30,000	29,901	29,939
	HOWMET AEROSPACE INC	Corporate Debt	1/15/2029	3.000%	30,000	27,004	27,243
	HUBBELL INC	Corporate Debt	3/15/2031	2.300%	45,000	37,528	37,511
	JOHN DEERE CAPITAL CORP	Corporate Debt	6/6/2025	4.950%	15,000	14,992	14,938
	JPMORGAN CHASE & CO FRN	Corporate Debt	6/1/2034	0.000%	30,000	29,965	29,867
	JPMORGAN CHASE & CO FRN	Corporate Debt	10/23/2029	0.000%	35,000	35,983	36,163
	KANSAS GAS SVC SEC LLC	Corporate Debt	8/1/2032	5.486%	22,433	22,429	22,733
	KEURIG DR PEPPER INC	Corporate Debt	3/15/2024	5.200%	20,000	19,636	19,960
	KINDER MORGAN INC	Corporate Debt	6/1/2025	4.300%	50,000	56,907	49,349
	L3HARRIS TECH INC	Corporate Debt	1/15/2027	5.400%	30,000	30,039	30,121
	LOWE'S COS INC	Corporate Debt	9/8/2025	4.400%	20,000	19,736	19,742
	MASTERCARD INC	Corporate Debt	3/26/2030	3.350%	45,000	42,279	41,638
	MASTERCARD INC	Corporate Debt	5/9/2034	4.875%	35,000	34,601	34,605
	MCDONALD'S CORP	Corporate Debt	1/30/2026	3.700%	30,000	29,291	29,312
	META PLATFORMS INC	Corporate Debt	5/15/2030	4.800%	55,000	55,283	55,079
	MICRON TECHNOLOGY INC	Corporate Debt	1/15/2031	5.300%	40,000	39,976	39,910
	MORGAN STANLEY FRN	Corporate Debt	4/18/2030	0.000%	20,000	20,000	20,339
	MORGAN STANLEY FRN	Corporate Debt	4/20/2029	0.000%	35,000	34,601	34,886
	MORGAN STANLEY FRN	Corporate Debt	4/21/2034	0.000%	35,000	33,897	34,452
	MOTOROLA SOLUTIONS INC	Corporate Debt	4/15/2029	5.000%	30,000	29,873	29,768
	OGE ENERGY CORP	Corporate Debt	5/15/2029	5.450%	10,000	9,987	10,077
	OWENS CORNING	Corporate Debt	6/15/2027	5.500%	5,000	4,999	5,043
	PACCAR FINANCIAL CORP	Corporate Debt	5/13/2027	5.000%	40,000	39,996	40,091
	PEPSICO SINGAPORE FIN	Corporate Debt	2/16/2034	4.700%	35,000	34,717	34,126
	PHILIP MORRIS INTL INC	Corporate Debt	11/17/2025	5.000%	20,000	19,953	19,899
	PROV ST JOSEPH HLTH OBL	Corporate Debt	10/1/2033	5.403%	20,000	20,261	19,839
	REALTY INCOME CORP	Corporate Debt	1/13/2026	5.050%	45,000	44,747	44,701
	RELX CAPITAL INC	Corporate Debt	5/22/2030	3.000%	35,000	31,234	31,401
	ROYAL BANK OF CANADA	Corporate Debt	4/25/2025	4.950%	15,000	14,990	14,928
	RTX CORP	Corporate Debt	8/16/2025	3.950%	20,000	19,649	19,657
	SAN DIEGO G & E	Corporate Debt	3/15/2032	3.000%	35,000	30,360	30,190
	SOUTHERN CAL EDISON	Corporate Debt	8/1/2029	2.850%	27,000	27,603	24,241
	SSM HEALTH CARE	Corporate Debt	6/1/2027	3.823%	35,000	33,719	33,806
	STANFORD UNIVERSITY	Corporate Debt	6/1/2027	1.289%	20,000	18,056	18,045
	STATE STREET CORP	Corporate Debt	8/3/2026	5.272%	40,000	39,992	40,076
	STATE STREET CORP FRN	Corporate Debt	1/26/2026	0.000%	20,000	20,000	19,910
	SUTTER HEALTH	Corporate Debt	8/15/2033	5.164%	30,000	30,064	30,080
	TORONTO-DOMINION BANK	Corporate Debt	9/13/2024	4.285%	25,000	25,000	24,918
	TOYOTA MOTOR CREDIT CORP	Corporate Debt	9/20/2024	4.400%	65,000	64,997	64,811
	US BANCORP FRN	Corporate Debt	1/23/2030	0.000%	65,000	65,077	65,174
	VZMT 2024-3 A1A	ABS	4/22/2030	5.340%	25,000	24,994	25,219
	WELLS FARGO & COMPANY FRN	Corporate Debt	4/22/2028	0.000%	50,000	50,026	50,433
	WFCIT 2024-A1 A	ABS	2/15/2029	4.940%	20,000	19,995	19,968
	WORKDAY INC	Corporate Debt	4/1/2032	3.800%	25,000	23,070	22,463
	ZIMMER BIOMET HOLDINGS	Corporate Debt	1/15/2026	3.050%	10,000	9,447	9,656
	Total corporate debt					2,686,330	2,668,295

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

		(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:					
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value
Municipal bonds							
	ALBUQUERQUE NM	Municipal Bonds	7/1/2026	3.000%	100,000	\$ 100,000	\$ 96,374
	FLORIDA ST BRD OF ADM	Municipal Bonds	7/1/2027	1.705%	15,000	13,384	13,611
	GEORGIA-TXBL-8	Municipal Bonds	2/1/2030	4.250%	60,000	66,419	58,765
	NYC TRANS-A2-PREREFD	Municipal Bonds	8/1/2024	3.010%	5,000	5,371	4,990
	NYC TRANS-A2-UNREFD	Municipal Bonds	8/1/2024	3.010%	20,000	21,483	19,958
	OKLAHOMA CITY DEV TIF	Municipal Bonds	8/1/2024	3.054%	35,000	37,920	34,925
	OKLAHOMA CITY OK-TXBL	Municipal Bonds	3/1/2040	3.000%	50,000	52,506	39,782
	TX ST TRANSN-1ST TIER	Municipal Bonds	4/1/2030	5.178%	25,000	25,489	25,023
	Total municipal bonds					322,572	293,428
Limited partnerships							
	BOYD WATTERSON GSA FD LP	Limited Partnership	N/A	N/A	8,281	8,727,500	8,682,560
	BOYD WATTERSON STATE GOVERNMENT FD LP	Limited Partnership	N/A	N/A	5,448	2,855,794	3,732,130
	ENTRUST SPECL PRIMAL OPPT FD IV LTD CL A	Limited Partnership	N/A	N/A	1,719	1,760,254	1,784,708
	GCM GROSVENOR SEC OPPS FDR FD III	Limited Partnership	N/A	N/A	2,379,284	2,305,734	2,413,880
	GCM GROSVENOR SEC OPPS FEEDER FD II LP	Limited Partnership	N/A	N/A	2,711,984	2,675,937	2,788,513
	HAMILTON LANE SECONDARY FUND V	Limited Partnership	N/A	N/A	3,073,244	2,064,273	3,092,287
	INTERCONTINENTAL U.S. REIF, LLC	Limited Partnership	N/A	N/A	6,171	7,082,292	7,296,028
	WASHINGTON CAPITAL INFRA FD IV FEEDER	Limited Partnership	N/A	N/A	1,117,716	831,327	1,150,906
	Total limited partnerships					28,303,111	30,941,012
Hedge fund							
	CORBIN ERISA OPPORTUNITY FUND LP	Hedge Fund	N/A	N/A	9,862,239	9,237,599	10,071,176
	Total hedge fund					9,237,599	10,071,176
Common collective trusts							
	JP MORGAN C8 CORPORATE HIGH YIELD FD	CCT	N/A	N/A	121,539	6,867,328	7,359,170
	LAZARD/WILMINGTON INTL EQUITY PORT CL 1	CCT	N/A	N/A	559,575	5,700,900	7,776,589
	LV LARGE CAP 1000 GROWTH INDEX FD	CCT	N/A	N/A	18,832	3,838,696	12,110,054
	LV LARGE CAP 1000 VALUE INDEX FUND	CCT	N/A	N/A	32,969	5,886,053	10,635,594
	Total common collective trusts					22,292,977	37,881,407
103-12 investment entities							
	GOLDENTREE MULTI-SECTOR FD O/S FOR FFSP	103-12 IE	N/A	N/A	2,384	3,925,554	5,277,972
	ULLICO INFRASTRUCTURE TAX-EXEMPT FUND LP	103-12 IE	N/A	N/A	11,224	2,976,392	3,188,381
	Total 103-12 investment entities					6,901,946	8,466,353
	Total assets (held at end of year)					\$ 79,951,494	\$ 101,627,531

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 07/01/2023 and ending 06/30/2024	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
	☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report
	☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. ▶	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ 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 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS STAFF REPRESENTATIVES PENSION PLAN	1b Three-digit plan number (PN) ▶ 002
	1c Effective date of plan 10/21/1977
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) INTERNATIONAL ASSOCIATION OF FIREFIGHTERS FRANK LIMA 1750 NEW YORK AVE NW WASHINGTON DC 20006-5301	2b Employer Identification Number (EIN) 53-0088290
	2c Plan Sponsor's telephone number 202-737-8484
	2d Business code (see instructions) 813930

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	<i>Frank V. Lima</i>	4-8-25	FRANK LIMA
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2023)
v. 2300728

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF REPORTABLE TRANSACTIONS

FOR THE YEAR ENDED JUNE 30, 2024

Form 5500, Schedule H, Line 4j

E.I.N 52-0088290
Plan No. 002

(a) Identity of Party Involved	(b) Description of Asset (include interest rate and maturity in case of a loan)	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expenses Incurred With Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
	Dreyfus Cash Management Fund	\$ 8,448,492	N/A	N/A	\$ -	\$ 8,448,492	\$ 8,448,492	N/A
	Dreyfus Cash Management Fund	N/A	\$ 9,000,045	N/A	-	9,000,045	9,000,045	N/A

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	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 07/01/2023 and ending 06/30/2024

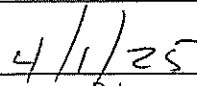
▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan INTERNATIONAL ASSOCIATION OF FIREFIGHTERS STAFF REPRESENTATIVES PENSION PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF INTERNATIONAL ASSOCIATION OF FIREFIGHTERS	D Employer Identification Number (EIN) 53-0088290
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☒ 101-500 ☐ More than 500

Part I Basic Information			
1 Enter the valuation date: Month 07 Day 01 Year 2023			
2 Assets:			
a Market value.....	2a	98,386,675	
b Actuarial value.....	2b	101,249,622	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	95	71,190,107	71,190,107
b For terminated vested participants.....	17	9,617,071	9,617,071
c For active participants.....	67	21,279,828	22,406,732
d Total.....	179	102,087,006	103,213,910
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a Funding target disregarding prescribed at-risk assumptions.....	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b		
5 Effective interest rate.....	5	5.36%	
6 Target normal cost			
a Present value of current plan year accruals.....	6a	2,965,629	
b Expected plan-related expenses.....	6b	316,000	
c Target normal cost.....	6c	3,281,629	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		
JAMES E. RITCHIE Type or print name of actuary		Date 2305961
BOLTON PARTNERS, INC. Firm name		Most recent enrollment number 410-547-0500
1 W. PENNSYLVANIA AVENUE SUITE 600 TOWSON MD 21204 Address of the firm		Telephone number (including area code)

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year).....	1,999,112	10,718,729
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	1,999,112	10,718,729
10	Interest on line 9 using prior year's actual return of <u>6.33</u> %	126,544	678,496
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year).....		799,206
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.52</u> %		44,116
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return.....		0
	c Total available at beginning of current plan year to add to prefunding balance.....		843,322
	d Portion of (c) to be added to prefunding balance.....		843,322
12	Other reductions in balances due to elections or deemed elections.....	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....	2,125,656	12,240,547

Part III Funding Percentages			
14	Funding target attainment percentage	14	84.17 %
15	Adjusted funding target attainment percentage	15	98.09 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement.....	16	86.52 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
07/25/2023	730,000				
09/22/2023	773,407				
10/24/2023	785,417				
11/22/2023	629,167				
12/20/2023	195,543				
01/23/2024	43,706				
02/20/2024	32,250				
04/15/2024	142,252				
07/23/2024	785,417				
08/21/2024	629,167				
09/24/2024	195,543				
10/23/2024	331,869				
Totals ►			18(b)	5,273,738	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a Contributions allocated toward unpaid minimum required contributions from prior years.....	19a	0
b Contributions made to avoid restrictions adjusted to valuation date.	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	5,110,976

20 Quarterly contributions and liquidity shortfalls:				
a Did the plan have a "funding shortfall" for the prior year?				☒ Yes ☐ No
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?				☒ Yes ☐ No
c If line 20a is "Yes," see instructions and complete the following table as applicable:				
Liquidity shortfall as of end of quarter of this plan year				
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th	
0	0	0	0	

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 0
22 Weighted average retirement age			22 58
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.		☐ Yes ☒ No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☐ Yes ☒ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	27	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years.....	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....		31a	3,281,629
b Excess assets, if applicable, but not greater than line 31a		31b	0
32 Amortization installments:		Outstanding Balance	Installment
a Net shortfall amortization installment		16,330,491	1,672,061
b Waiver amortization installment		0	0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34	4,953,690
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement.....	1,672,061	0	1,672,061
36 Additional cash requirement (line 34 minus line 35)	36		3,281,629
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37		5,110,976
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	1,829,347
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	1,672,061
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39		0
40 Unpaid minimum required contributions for all years.....	40		0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021
--

Schedule SB, Line 19c – Discounted Employer Contributions

Date	Amount	Applied To	Interest Rate Used to Adjust Contributions	Period Each Interest Rate Applies (days)	Interest-Adjusted Contribution
7/25/2023	\$ 730,000	Q1 2023	5.36%	24	\$ 727,505
9/22/2023	378,309	Q1 2023	5.36%	83	373,856
9/22/2023	395,098	Q2 2023	5.36%	83	390,447
10/24/2023	708,075	Q2 2023	5.36%	115	696,553
10/24/2023	77,342	Q3 2023	5.36%	115	76,084
11/22/2023	629,167	Q3 2023	5.36%	144	616,374
12/20/2023	195,543	Q3 2023	5.36%	172	190,803
1/23/2024	43,706	Q3 2023	5.36%	206	42,440
2/20/2024	32,250	Q3 2023	5.36%	234	31,191
4/15/2024	120,974	Q3 2023	5.36%	289	116,088
4/15/2024	21,278	Q4 2023	5.36%	289	20,418
7/23/2024	785,417	Final 2023	5.36%	388	743,124
8/21/2024	629,167	Final 2023	5.36%	417	592,830
9/24/2024	195,543	Final 2023	5.36%	451	183,358
10/23/2024	331,869	Final 2023	5.36%	480	309,905
Total	\$ 5,273,738				\$ 5,110,976

Schedule SB, Line 22: Determination of Weighted Average Retirement Age

Age	Retirement Rate	Persons Remaining	Retired	Weighted Years
53	0.33	1.000	0.330	17.49
54	0.15	0.670	0.101	5.43
55	0.25	0.570	0.142	7.83
56	0.10	0.427	0.043	2.39
57	0.05	0.384	0.019	1.10
58	0.05	0.365	0.018	1.06
59	0.05	0.347	0.017	1.02
60	0.10	0.330	0.033	1.98
61	0.05	0.297	0.015	0.90
62	0.15	0.282	0.042	2.62
63	0.05	0.240	0.012	0.75
64	0.05	0.228	0.011	0.73
65	0.10	0.216	0.022	1.41
66	0.10	0.195	0.019	1.28
67	0.20	0.175	0.035	2.35
68	0.40	0.140	0.056	3.81
69	0.60	0.084	0.050	3.48
70+	1.00	0.034	0.034	2.35
Average age (sum of weighted years)				57.98

Schedule SB, Part V: Summary of Plan Provisions

Effective Date

August 1, 1975. Amended and restated effective July 1, 2015. Amendment 1 effective January 1, 2016. Amendment 2 effective October 1, 2018. Amendment 3 with one change effective July 1, 2019 and other changes effective July 1, 2020. Amendment 4 effective October 1, 2021. Amendment 5 effective January 1, 2023 (not reflected in this report).

Plan Year

July 1st through June 30th.

Fiscal Year

October 1st through September 30th.

Eligibility

An individual who was a Participant on June 30, 2015 shall continue to be a Participant. Employees who were not Participants on June 30, 2015 will become Participants following the attainment of age 20.5 and the earlier of

- (1) One Year of Service (participation commences as of nearest July 1st) or
- (2) Six consecutive full months of employment (participation commences July 1st coincident with or next following).

Employees governed by the terms of a collective bargaining agreement, Principal Officers, and Canadian District Vice Presidents are ineligible to participate in this plan. Effective July 1, 2019, any principal officers who were first elected into their position in 2016 and later are eligible to participate in the Plan.

Year of Service for Vesting Purposes

12-consecutive month period commencing on date of hire during which an Employee is credited with at least 1,000 Hours of Service, including periods prior to the Effective Date and service earned with any Affiliated Employer.

Year of Service for Eligibility Purposes

12-consecutive month period commencing on date of hire during which an Employee is credited with at least 1,000 Hours of Service.

Year of Benefit Service

Elapsed time determined in years and months from date of hire (or rehire) until termination, rounded to the nearest month. Years of Benefit Service excludes periods prior to the Effective Date, service earned with any Affiliated Employer, and years in excess of five which occurred prior to the date an Affiliated Employer participated in the Plan. Effective October 1, 2018, years of benefit service as an employee of an affiliated employer are no longer limited to five years prior to the date an Affiliated Employer became an Employer in the Plan.

Compensation

Base earnings excluding bonuses, overtime, severance pay, reimbursements or other expense allowances (e.g. travel allowance), moving expenses, fringe benefits, deferred compensation, and other supplemental compensation, limited as required under Code Section 401(a)(17).

Schedule SB, Part V: Summary of Plan Provisions

Average Annual Compensation

The Compensation for the 12 consecutive months of employment. For those with less than 12 months of employment, the average Compensation over the actual number of completed consecutive months.

Effective January 1, 2023, for employees hired after December 31, 2022 and not transferred to this Plan, the compensation for the 36 consecutive months of employment divided by three. For those with less than 36 months of employment, the average Compensation over the actual number of completed consecutive months, annualized.

Cost of Living Adjustment

Effective on and after July 1, 2002, a participant or beneficiary in payment is entitled to an annual cost-of-living adjustment increase of 3.00% in the amount of the payee's periodic benefit amount effective on October 1st for benefits commencing on or before October 1st of the prior year.

Effective January 1, 2023, for employees hired after December 31, 2022 and not transferred to this plan, a participant or beneficiary in payment is entitled to an annual cost-of-living adjustment increase that is the greater of (i) annual increase in the CPI-W for the 12 months ending the immediately preceding March 31st, limited to 3.5% or (ii) 0.5%. The increase is applied to the payee's periodic benefit amount effective on October 1st for benefits commencing on or before October 1st of the prior year.

Certain participants provided with a COLA under the IAFF Principal Officers' Non-Qualified Retirement Plan (Rabbi Trust) will not receive a COLA in this plan.

Retirement Dates

Normal Retirement

Age 64 and reaching 5th anniversary of employment.

Effective January 1, 2023, for employees hired or transferred to this Plan after December 31, 2022, age 65 and reaching 5th anniversary of employment.

Postponed Retirement

Date of actual retirement subsequent to Normal Retirement Date.

Early Retirement

Age 53 with full vesting and reaching 10th anniversary of employment.

Effective January 1, 2023, for employees hired or transferred to this Plan after December 31, 2022, age 58 with full Vesting and reaching 10th anniversary of employment.

Disability Retirement

Total and permanent disability.

In-Service Distribution

Age 62 and reaching 10th anniversary of employment while continuing in employment.

Schedule SB, Part V: Summary of Plan Provisions

Retirement Benefits

Normal Retirement

For participants who retire on or after July 1, 2010, 2.5% of the Average Annual Compensation multiplied by Years of Benefit Service up to a maximum of 30 Years of Benefit Service.

Postponed Retirement

The Plan provides for the suspension of benefits while continuing active employment with the Plan Sponsor (whether or not continuing as an Eligible Employee under this Plan) after the participant's Normal Retirement Date. If a Suspension of Benefit Notice is provided timely, the benefit is calculated in the same way as the Normal Retirement Benefit.

If a Suspension of Benefit Notice is not provided timely, the benefit is calculated as the greater of the Actuarial Equivalent Normal Retirement Benefit and the benefit calculated in the same way as the Normal Retirement Benefit.

Benefits shall begin no later than the April 1 following the calendar year in which an employee attains age 72 (age 70 ½ if attained prior to December 31, 2019) or retires from active employment.

Early Retirement

Calculated in the same way as the Normal Retirement Benefit, payable immediately without reduction for early commencement except, as described below.

Effective October 1, 2021, for participants who terminate employment before satisfying all the requirements for reaching their Early Retirement Date, the participant's Accrued Benefit earned after September 30, 2021 will be reduced by 1/2% for each of the first 60 complete calendar months and 5/12% for each additional month in excess of the first 60 complete calendar months, by which the participant's Early Retirement Date precedes the participant's Normal Retirement Date.

Effective January 1, 2023, for employees hired or transferred to this Plan after December 31, 2022, calculated in the same way as the Normal Retirement Benefit, payable immediately, and adjusted to be the Actuarial Equivalent of the Accrued Benefit commencing at Unreduced Retirement Date.

Unreduced Retirement

Effective January 1, 2023, for employees hired or transferred to this Plan after December 31, 2022, calculated in the same way as the Normal Retirement Benefit, payable immediately without reduction for early commencement. Does not apply to employees hired or transferred to this Plan before January 1, 2023.

Disability Retirement

Calculated in the same way as the Normal Retirement Benefit based on service and compensation at Disability, payable immediately, and adjusted to be Actuarially Equivalent.

Schedule SB, Part V: Summary of Plan Provisions

Retirement Benefits

Death Prior to Retirement

The designated beneficiary of a vested participant will receive the survivor portion of a joint and 50% survivor benefit based upon the Accrued Benefit starting on the date the participant would have become eligible for Early Retirement. If the participant had previously selected another form of payment or designated a non-spouse beneficiary, the survivor benefit will be paid based upon the Actuarial Equivalent value of the Accrued Benefits and may be payable immediately.

In-Service Distribution

Calculated in the same way as the Normal Retirement Benefit based on service and compensation at the date of in-service commencement, payable immediately.

Upon subsequent Retirement, the benefit is recalculated based on service and compensation at the date of subsequent Retirement to determine Post-Commencement Accruals. The Post-Commencement Accruals are reduced by the Actuarial Equivalent of benefits already received. The Post-Commencement Accruals will have a different Annuity Starting Date and may have a different form of payment from the in-service distribution.

Vesting

Effective July 1, 2020, except for those persons employed in certain positions, a participant is 100% vested in his Accrued Benefit after four Years of Service or satisfying the requirements for Normal Retirement. For those not eligible for four year vesting, a participant is 100% vested in his Accrued Benefit after five Years of Service or satisfying the requirements for Normal Retirement. A participant who dies or becomes disabled while actively employed by the Employer shall immediately become 100% vested.

Normal Form of Payment

For an unmarried participant, Single Life Annuity. For a married participant, an Actuarially Equivalent Qualified Joint and Survivor Annuity (Joint and 50% Survivor Annuity).

Special Benefit Payment Provisions

Benefits shall be paid in whole U.S. dollars.

Optional Methods of Receiving Benefit Payments

Single Life Annuity

Monthly payments will be made to the participant during his lifetime. After his death, no further payments will be made.

Single Life Annuity with Period Certain

Reduced monthly payments will be made to the participant during his lifetime for a minimum period (e.g., 120, 150, or 180 months). If the participant dies within the specified period after commencement of his benefit, payments will continue to his designated beneficiary for the balance of the designated period.

Schedule SB, Part V: Summary of Plan Provisions

Optional Methods of Receiving Benefit Payments

Joint and Survivor Annuity

Reduced monthly payments will be made to the participant during his lifetime. After his death, payments of 100%, 75%, 66 2/3%, or 50% (as selected by the participant) will continue to his designated beneficiary for life.

Lump Sum Payment

If the lump sum payment amount is less than \$1,000 at termination, a single lump sum payment will be distributed in lieu of any other payment form.

Actuarial Equivalence Basis

For Annuities and Other Purposes

For determining optional annuity payment forms, the 1971 Group Annuity (Male) Mortality Table and a 6.00% interest rate are used.

For Lump Sums

For lump sum options, the amount paid will be the lump sum calculated using Code Section 417(e)(3)(B) mortality table and Section 417(e)(3)(D) three segment rates for the first month preceding the plan year in which the payment is made.

Changes Since Prior Year

As stated in the January 1, 2022 Valuation report, Amendment #5, effective January 1, 2023, updated the following provisions for employees hired or transferred to the Plan after December 31, 2022:

- The Normal Retirement Age increased to age 65 and the fifth anniversary of participation.
- The Early Retirement Date increased to age 58 and the tenth anniversary of employment, with an unreduced Early Retirement Benefit available at age 60, and the tenth anniversary of employment.

Additionally, Amendment #5 updated the following provisions for employees hired after December 31, 2022:

- The determination of Average Annual Compensation was changed from the final 12 consecutive months prior to termination to the high 36 consecutive months prior to termination.
- The COLA was changed from a fixed 3.0% per year to an annual increase equal to the annual increase in CPI-W, not to exceed 3.5%, with a minimum of 0.5%.

No other provisions affecting current plan participants were changed since the prior valuation.

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

		(c) Description of investment including maturity date, rate of interest, par/maturity value or shares					
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/ Maturity Value or Shares	(d) Cost	(e) Current Value
Short-term investments							
	DREYFUS CASH MANAGEMENT FUND	MM Fund	N/A	N/A	282,677	\$ 282,677	\$ 282,677
	Total short-term investments					<u>282,677</u>	<u>282,677</u>
Common stocks							
	ACI WORLDWIDE INC	Equity	N/A	N/A	1,264	42,538	50,042
	ACUIITY BRANDS INC	Equity	N/A	N/A	378	62,821	91,264
	ADIENT PLC	Equity	N/A	N/A	2,391	101,940	59,082
	ADVANCED ENERGY INDUSTRIES	Equity	N/A	N/A	427	46,425	46,441
	ALARM COM HOLDINGS INC	Equity	N/A	N/A	442	24,463	28,085
	ALLEGION PUB LTD CO	Equity	N/A	N/A	773	100,241	91,330
	ALPHA METALLURGICAL RESOURCES INC	Equity	N/A	N/A	293	41,512	82,195
	ALTAIR ENGR INC CL A	Equity	N/A	N/A	918	88,615	90,037
	AMEDISYS INC	Equity	N/A	N/A	852	78,616	78,214
	API GROUP CORP	Equity	N/A	N/A	1,293	33,086	48,656
	ARCHROCK INC	Equity	N/A	N/A	2,632	27,073	53,219
	ARDMORE SHIPPING CORP	Equity	N/A	N/A	2,332	43,701	52,540
	ASSURANT INC	Equity	N/A	N/A	278	49,302	46,218
	AVIENT CORPORATION	Equity	N/A	N/A	931	40,855	40,638
	AVNET INC	Equity	N/A	N/A	1,081	56,838	55,661
	BALCHEM CORP	Equity	N/A	N/A	188	28,156	28,943
	BANK OZK	Equity	N/A	N/A	2,403	98,347	98,523
	BEACON ROOFING SUPPLY INC	Equity	N/A	N/A	1,065	58,196	96,383
	BLACKBAUD INC	Equity	N/A	N/A	378	29,799	28,792
	BLUELINK HOLDINGS INC	Equity	N/A	N/A	253	29,437	23,552
	BRIGHTHOUSE FINANCIAL INC	Equity	N/A	N/A	1,035	52,229	44,857
	BRINKS CO	Equity	N/A	N/A	740	45,704	75,776
	CABOT CORP	Equity	N/A	N/A	352	28,125	32,345
	CACTUS INC CL A	Equity	N/A	N/A	1,584	63,076	83,540
	CALERES INC	Equity	N/A	N/A	726	29,912	24,394
	CARS COM INC	Equity	N/A	N/A	1,577	29,562	31,067
	CELSIUS HOLDINGS INC	Equity	N/A	N/A	730	45,871	41,676
	CENTURY COMMUNITIES INC	Equity	N/A	N/A	534	32,903	43,606
	CEREVEL THERAPEUTICS HOLDING INC	Equity	N/A	N/A	1,154	48,259	47,187
	CHART INDUSTRIES INC	Equity	N/A	N/A	809	139,882	116,771
	CIVITAS RESOURCES INC COM NEW	Equity	N/A	N/A	447	32,601	30,843
	CNX RESOURCES CORPORATION	Equity	N/A	N/A	2,324	33,757	56,473
	COMERICA INC	Equity	N/A	N/A	545	29,015	27,817
	COMMYVAULT SYSTEMS INC	Equity	N/A	N/A	592	45,544	71,969
	COMPASS DIVERSIFIED	Equity	N/A	N/A	1,087	25,571	23,794
	CONMED CORP	Equity	N/A	N/A	765	73,284	53,030
	CONSOL ENERGY INC	Equity	N/A	N/A	1,200	71,863	122,436
	CROCS INC	Equity	N/A	N/A	504	56,966	73,554
	CSG SYSTEMS INTL INC	Equity	N/A	N/A	879	48,294	36,188
	CSW INDUSTRIALS INC	Equity	N/A	N/A	177	33,377	46,960
	CUSTOMERS BANCORP INC	Equity	N/A	N/A	1,647	50,312	79,023
	DREAM FINDERS HOMES INC CL A	Equity	N/A	N/A	1,249	42,578	32,249
	DUOLINGO INC CL A COM	Equity	N/A	N/A	167	26,861	34,848
	EAGLE MATERIALS INC	Equity	N/A	N/A	495	58,515	107,643
	EAST WEST BANCORP INC	Equity	N/A	N/A	807	50,139	59,097
	ELANCO ANIMAL HEALTH INC	Equity	N/A	N/A	7,135	126,100	102,958
	ENCOMPASS HEALTH CORP	Equity	N/A	N/A	1,633	105,211	140,095
	ENERGIZER HOLDINGS INC	Equity	N/A	N/A	749	25,414	22,125
	ENERSYS	Equity	N/A	N/A	711	75,881	73,603
	ENTEGRIIS INC	Equity	N/A	N/A	243	30,381	32,902
	EURONET WORLDWIDE INC	Equity	N/A	N/A	815	88,860	84,353
	EVERCORE INC CLASS A	Equity	N/A	N/A	764	97,079	159,241
	EVERTEC INC	Equity	N/A	N/A	1,087	37,921	36,143
	F5 INC COM	Equity	N/A	N/A	366	66,840	63,036
	FIRST HORIZON CORPORATION COM	Equity	N/A	N/A	2,401	33,179	37,864
	FLUOR CORP	Equity	N/A	N/A	1,852	76,064	80,655
	FRANKLIN BSP REALTY TRUST INC COMMON STOCK	Equity	N/A	N/A	2,392	35,527	30,139
	FRESHPET INC	Equity	N/A	N/A	224	29,175	28,983
	GEO GROUP INC	Equity	N/A	N/A	2,024	30,674	29,065
	G-III APPAREL GROUP LTD	Equity	N/A	N/A	1,420	28,174	38,439

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:							
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value
	GLAUKOS CORP	Equity	N/A	N/A	781	\$ 79,591	\$ 92,431
	GLOBE LIFE INC	Equity	N/A	N/A	1,418	119,044	116,673
	GUIDEWIRE SOFTWARE INC	Equity	N/A	N/A	1,056	121,763	145,612
	HAEMONETICS CORP	Equity	N/A	N/A	890	77,264	73,630
	HANCOCK WHITNEY CORPORATION	Equity	N/A	N/A	1,397	53,460	66,819
	HCI GROUP INC	Equity	N/A	N/A	258	28,902	23,780
	HEALTH EQUITY INC	Equity	N/A	N/A	975	72,036	84,045
	HELMERICH & PAYNE INC	Equity	N/A	N/A	2,722	108,658	98,373
	HF SINCLAIR CORPORATION COM	Equity	N/A	N/A	538	31,684	28,697
	HILTON GRAND VACATIONS INC	Equity	N/A	N/A	1,205	50,097	48,718
	INDEPENDENT BANK CORP MA	Equity	N/A	N/A	731	38,233	37,076
	INSPERITY INC	Equity	N/A	N/A	499	62,149	45,514
	INSTALLED BUILDING PRODS INC	Equity	N/A	N/A	613	67,202	126,082
	IPG PHOTONICS CORP	Equity	N/A	N/A	590	68,275	49,790
	JABIL INC	Equity	N/A	N/A	1,016	55,981	110,531
	JANUS HENDERSON GROUP PLC	Equity	N/A	N/A	2,278	67,789	76,791
	JONES LANG LASALLE INC	Equity	N/A	N/A	347	59,251	71,232
	KYNDRYL HOLDINGS INC	Equity	N/A	N/A	4,921	126,115	129,472
	LEAR CORP	Equity	N/A	N/A	263	35,103	30,037
	LIVANOVA PLC	Equity	N/A	N/A	2,027	116,052	111,120
	MIDDLEBY CORP	Equity	N/A	N/A	458	67,238	56,155
	MKS INSTRUMENT INC	Equity	N/A	N/A	1,005	122,070	131,233
	NATIONAL FUEL GAS CO NJ	Equity	N/A	N/A	1,317	72,116	71,368
	NCR ATLEOS CORPORATION COM	Equity	N/A	N/A	1,580	35,435	42,692
	NEUROCRINE BIOSCIENCES INC	Equity	N/A	N/A	666	70,716	91,688
	NEWS CORP CL A	Equity	N/A	N/A	2,516	65,373	69,366
	NEXTRACKER INC CLASS A COM	Equity	N/A	N/A	574	31,274	26,909
	NRG ENERGY INC	Equity	N/A	N/A	1,247	79,323	97,091
	NUTANIX INC CL A	Equity	N/A	N/A	1,100	74,736	62,535
	NVENT ELECTRIC PLC	Equity	N/A	N/A	1,268	76,795	97,141
	ONTO INNOVATION INC COM	Equity	N/A	N/A	636	53,404	139,640
	OSI SYSTEMS INC	Equity	N/A	N/A	260	35,553	35,755
	OXFORD INDUSTRIES INC	Equity	N/A	N/A	303	25,036	30,345
	PENTAIR PLC	Equity	N/A	N/A	622	52,310	47,689
	PHINIA INC COMMON STOCK	Equity	N/A	N/A	2,105	83,910	82,853
	PIPER SANDLER COMPANIES	Equity	N/A	N/A	267	36,441	61,455
	PRIMO WATER CORPORATION	Equity	N/A	N/A	1,305	29,790	28,527
	PULTE GROUP INC	Equity	N/A	N/A	821	33,001	90,392
	REINSURANCE GROUP AMERICA INC	Equity	N/A	N/A	557	99,217	114,335
	RENAISSANCE HOLDINGS LTD	Equity	N/A	N/A	145	21,301	32,409
	REVOLUTION MEDICINES INC	Equity	N/A	N/A	806	24,760	31,281
	RITHM CAPITAL CORP	Equity	N/A	N/A	7,460	79,871	81,389
	RXSIGHT INC	Equity	N/A	N/A	1,290	42,272	77,619
	SEADRILL 2021 LTD	Equity	N/A	N/A	1,353	63,540	69,680
	SHIFT4 PMTS INC CL A	Equity	N/A	N/A	376	25,371	27,580
	SKECHERS USA INC CL A	Equity	N/A	N/A	961	46,907	66,424
	SMITH A O	Equity	N/A	N/A	1,661	123,277	135,837
	SPECTRUM BRANDS HOLDINGS INC	Equity	N/A	N/A	1,538	121,475	132,160
	SPROUTS FARMERS MKT INC	Equity	N/A	N/A	2,176	58,596	182,044
	TECHNIPFMC PLC	Equity	N/A	N/A	4,456	86,963	116,524
	TEREX CORP	Equity	N/A	N/A	784	22,070	42,995
	TEXTRON INC	Equity	N/A	N/A	1,700	69,255	145,962
	TRAVEL + LEISURE CO	Equity	N/A	N/A	1,479	68,326	66,525
	UMB FINANCIAL CORP	Equity	N/A	N/A	401	14,747	33,451
	UNIVERSAL DISPLAY CORP	Equity	N/A	N/A	204	24,532	42,891
	URBAN OUTFITTERS INC	Equity	N/A	N/A	1,495	32,047	61,370
	US FOODS HOLDING CORP	Equity	N/A	N/A	2,335	48,204	123,708
	US PHYSICAL THERAPY INC	Equity	N/A	N/A	232	125,227	21,441
	WESTERN ALLIANCE BANCORP	Equity	N/A	N/A	473	29,904	29,714
	WYNDHAM HOTELS & RESORTS INC	Equity	N/A	N/A	349	28,045	25,826
	XEROX HOLDINGS CORP	Equity	N/A	N/A	2,088	45,189	24,263
	YELP INC CL A	Equity	N/A	N/A	1,943	70,952	71,794
	Total common stocks					7,017,859	8,133,038

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

		(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:						
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value	
U.S. Government securities								
	FG G05900 6 03/01/2040	Agency Bond	3/1/2040	6.000%	4,626	\$ 5,043	\$ 4,736	
	FN 889579 6 05/01/2038	Agency Bond	5/1/2038	6.000%	3,281	3,592	3,355	
	FN AL9976 2.5 09/01/2030	Agency Bond	9/1/2030	2.500%	16,398	16,698	15,552	
	FNR 2013-18 CY 2.5 03/25/2028	Agency Bond	3/25/2028	2.500%	59,000	56,013	56,133	
	GMALT 2023-3 A3 5.38 11/20/2026	Agency Bond	11/20/2026	5.380%	5,000	4,999	4,996	
	GN 782119 6 08/15/2036	Agency Bond	8/15/2036	6.000%	20,106	22,647	20,743	
	GNR 2013-68 AC 1.3 02/16/2046	Agency Bond	2/16/2046	1.300%	9,336	8,878	7,692	
	GNR 2016-136 AV 3 02/20/2045	Agency Bond	2/20/2045	3.000%	9,922	9,869	9,667	
	HOUSING URBAN DEVELOPMNT 3.35 08/01/2029	Agency Bond	8/1/2029	3.350%	29,000	27,586	26,896	
	SGCMS 2016-C5 A4 3.055 10/10/2048	Agency Bond	10/10/2048	3.055%	90,000	93,516	84,690	
	US TREASURY N/B 1.5 09/30/2024	U.S. Gov Bond	9/30/2024	1.500%	29,000	28,881	28,717	
	US TREASURY N/B 3 07/31/2024	U.S. Gov Bond	7/31/2024	3.000%	35,000	35,011	34,931	
	US TREASURY N/B 4 01/31/2029	U.S. Gov Bond	1/31/2029	4.000%	305,000	301,022	300,306	
	US TREASURY N/B 4 01/31/2031	U.S. Gov Bond	1/31/2031	4.000%	10,000	9,805	9,799	
	US TREASURY N/B 4 02/15/2034	U.S. Gov Bond	2/15/2034	4.000%	425,000	413,406	412,516	
	US TREASURY N/B 4.125 02/15/2027	U.S. Gov Bond	2/15/2027	4.125%	335,000	332,173	331,153	
	US TREASURY N/B 4.125 03/31/2029	U.S. Gov Bond	3/31/2029	4.125%	35,000	34,171	34,643	
	US TREASURY N/B 4.125 03/31/2031	U.S. Gov Bond	3/31/2031	4.125%	20,000	19,294	19,737	
	US TREASURY N/B 4.25 01/31/2026	U.S. Gov Bond	1/31/2026	4.250%	445,000	441,865	440,724	
	US TREASURY N/B 4.25 02/28/2029	U.S. Gov Bond	2/28/2029	4.250%	45,000	45,046	44,798	
	US TREASURY N/B 4.25 12/31/2024	U.S. Gov Bond	12/31/2024	4.250%	95,000	94,681	94,485	
	US TREASURY N/B 4.375 05/15/2034	U.S. Gov Bond	5/15/2034	4.375%	265,000	264,871	265,083	
	US TREASURY N/B 4.5 04/15/2027	U.S. Gov Bond	4/15/2027	4.500%	15,000	14,869	14,978	
	US TREASURY N/B 4.5 05/15/2027	U.S. Gov Bond	5/15/2027	4.500%	250,000	248,792	249,668	
	US TREASURY N/B 4.5 05/31/2029	U.S. Gov Bond	5/31/2029	4.500%	85,000	85,780	85,578	
	US TREASURY N/B 4.625 04/30/2029	U.S. Gov Bond	4/30/2029	4.625%	160,000	161,047	161,838	
	US TREASURY N/B 4.625 04/30/2031	U.S. Gov Bond	4/30/2031	4.625%	35,000	35,295	35,563	
	US TREASURY N/B 4.625 05/31/2031	U.S. Gov Bond	5/31/2031	4.625%	70,000	71,559	71,138	
	US TREASURY N/B 4.875 04/30/2026	U.S. Gov Bond	4/30/2026	4.875%	20,000	20,014	20,030	
	Total U.S. Government securities					2,906,423	2,890,145	
Corporate debt								
	ADVOCATE HEALTH CORP	Corporate Debt	6/15/2030	2.211%	5,000	4,282	4,272	
	ALABAMA POWER CO	Corporate Debt	11/15/2033	5.850%	35,000	35,418	36,413	
	ALLYA 2022-2 A3	ABS	5/17/2027	4.760%	28,360	28,359	28,210	
	AMEREN CORP	Corporate Debt	12/1/2026	5.700%	20,000	19,974	20,158	
	AMERICAN EXPRESS CO	Corporate Debt	2/13/2026	4.900%	20,000	19,916	19,871	
	BANK OF AMERICA CORP FRN	Corporate Debt	4/25/2029	0.000%	50,000	50,133	49,921	
	BANK OF AMERICA CORP FRN	Corporate Debt	4/25/2034	0.000%	15,000	14,827	14,843	
	BAT CAPITAL CORP	Corporate Debt	8/2/2033	6.421%	30,000	30,510	31,366	
	BOEING CO/THE	Corporate Debt	5/1/2031	6.388%	15,000	15,000	15,271	
	CAMPBELL SOUP CO	Corporate Debt	3/21/2029	5.200%	15,000	14,997	15,009	
	CANADIAN IMPERIAL BANK	Corporate Debt	6/28/2027	5.237%	10,000	10,000	9,984	
	CAPITAL ONE FINANCIAL CO	Corporate Debt	10/30/2024	3.300%	45,000	47,146	44,628	
	CEDARS-SINAI HEALTH SYS	Corporate Debt	8/15/2031	2.288%	60,000	50,325	50,241	
	CHUBB INA HOLDINGS LLC	Corporate Debt	3/15/2034	5.000%	55,000	54,796	54,452	
	CHURCH & DWIGHT CO INC	Corporate Debt	11/15/2032	5.600%	45,000	44,917	46,628	
	CITIGROUP INC FRN	Corporate Debt	2/13/2030	0.000%	45,000	44,728	44,738	
	CNH INDUSTRIAL CAP LLC	Corporate Debt	4/20/2029	5.100%	30,000	29,747	29,880	
	COCA-COLA CO	Corporate Debt	5/13/2034	5.000%	20,000	19,939	20,066	
	COMCAST CORP 4.8 05/15/2033	Corporate Debt	5/15/2033	4.800%	15,000	14,911	14,591	
	COMET 2021-A2 A2 1.39 07/15/2030	ABS	7/15/2030	1.390%	20,000	17,532	17,418	
	CONNECTICUT LIGHT & PWR 4.65 01/01/2029	Corporate Debt	1/1/2029	4.650%	10,000	9,979	9,881	
	CONSUMERS 23 SECURE FUND 5.21 09/01/2030	Corporate Debt	9/1/2030	5.210%	35,000	35,216	35,185	
	CSX CORP 4.25 03/15/2029	Corporate Debt	3/15/2029	4.250%	30,000	28,918	29,094	
	CYS HEALTH CORP 5 02/20/2026	Corporate Debt	2/20/2026	5.000%	5,000	4,983	4,962	
	DCENT 2022-A3 A3 3.56 07/15/2027	ABS	7/15/2027	3.560%	30,000	29,824	29,439	
	DIAMONDBACK ENERGY INC 5.4 04/18/2034	Corporate Debt	4/18/2034	5.400%	40,000	39,840	39,602	
	DTE ELECTRIC CO 4.85 12/01/2026	Corporate Debt	12/1/2026	4.850%	20,000	19,997	19,986	
	DUKE ENERGY FL PROJ FIN 2.538 09/01/2029	Corporate Debt	9/1/2029	2.538%	43,338	39,419	40,899	
	DUKE ENERGY FL PROJ FIN 2.858 03/01/2033	Corporate Debt	3/1/2033	2.858%	15,000	13,036	12,879	
	EDWARDS LIFESCIENCES COR 4.3 06/15/2028	Corporate Debt	6/15/2028	4.300%	15,000	14,487	14,496	
	ELECTRONIC ARTS INC 1.85 02/15/2031	Corporate Debt	2/15/2031	1.850%	40,000	32,523	32,685	
	EMORY UNIVERSITY 2.143 09/01/2030	Corporate Debt	9/1/2030	2.143%	35,000	29,796	29,887	

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0086290
Plan No. 002

(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:							
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/ Maturity Value or Shares	(d) Cost	(e) Current Value
	ENERGY TRANSFER LP 6.05 12/01/2026	Corporate Debt	12/1/2026	6.050%	30,000	\$ 30,122	\$ 30,383
	ESTEE LAUDER CO INC 2.6 04/15/2030	Corporate Debt	4/15/2030	2.600%	30,000	26,492	26,302
	EXTRA SPACE STORAGE LP 5.9 01/15/2031	Corporate Debt	1/15/2031	5.900%	50,000	50,458	51,062
	FIFTH THIRD BANCORP FRN 07/27/2029	Corporate Debt	7/27/2029	0.000%	10,000	10,000	10,251
	FITAT 2023-1 A3	ABS	8/15/2028	5.530%	15,000	14,999	15,038
	FNMNT 2024-1 A	ABS	5/15/2030	5.340%	25,000	24,996	25,100
	FORDO 2022-D A3	ABS	5/17/2027	5.270%	15,000	14,998	14,975
	FORTIVE CORPORATION	Corporate Debt	6/15/2026	3.150%	30,000	28,683	28,750
	FOX CORP	Corporate Debt	10/13/2033	6.500%	45,000	47,362	47,138
	GENERAL MILLS INC	Corporate Debt	11/18/2025	5.241%	15,000	15,000	14,944
	GENERAL MOTORS FINL CO	Corporate Debt	10/10/2025	6.050%	60,000	59,921	60,215
	GMALT 2022-3 A3	ABS	9/22/2025	4.010%	6,120	6,119	6,107
	GOLDMAN SACHS GROUP INC	Corporate Debt	11/1/2024	5.700%	15,000	14,992	15,005
	GOLDMAN SACHS GROUP INC FRN	Corporate Debt	4/25/2030	0.000%	10,000	10,000	10,178
	HAROT 2022-2 A3	ABS	7/20/2026	3.730%	4,459	4,459	4,405
	HERSHEY COMPANY	Corporate Debt	6/1/2030	1.700%	20,000	16,332	16,723
	HOME DEPOT INC	Corporate Debt	9/15/2025	3.350%	70,000	79,048	68,457
	HOME DEPOT INC	Corporate Debt	6/25/2027	4.875%	30,000	29,901	29,939
	HOWMET AEROSPACE INC	Corporate Debt	1/15/2029	3.000%	30,000	27,004	27,243
	HUBBELL INC	Corporate Debt	3/15/2031	2.300%	45,000	37,528	37,511
	JOHN DEERE CAPITAL CORP	Corporate Debt	6/6/2025	4.950%	15,000	14,992	14,938
	JPMORGAN CHASE & CO FRN	Corporate Debt	6/1/2034	0.000%	30,000	29,965	29,867
	JPMORGAN CHASE & CO FRN	Corporate Debt	10/23/2029	0.000%	35,000	35,983	36,163
	KANSAS GAS SVC SEC LLC	Corporate Debt	8/1/2032	5.486%	22,433	22,429	22,733
	KEURIG DR PEPPER INC	Corporate Debt	3/15/2024	5.200%	20,000	19,636	19,960
	KINDER MORGAN INC	Corporate Debt	6/1/2025	4.300%	50,000	56,907	49,349
	L3HARRIS TECH INC	Corporate Debt	1/15/2027	5.400%	30,000	30,039	30,121
	LOWE'S COS INC	Corporate Debt	9/8/2025	4.400%	20,000	19,736	19,742
	MASTERCARD INC	Corporate Debt	3/26/2030	3.350%	45,000	42,279	41,638
	MASTERCARD INC	Corporate Debt	5/9/2034	4.875%	35,000	34,601	34,605
	MCDONALD'S CORP	Corporate Debt	1/30/2026	3.700%	30,000	29,291	29,312
	META PLATFORMS INC	Corporate Debt	5/15/2030	4.800%	55,000	55,283	55,079
	MICRON TECHNOLOGY INC	Corporate Debt	1/15/2031	5.300%	40,000	39,976	39,910
	MORGAN STANLEY FRN	Corporate Debt	4/18/2030	0.000%	20,000	20,000	20,339
	MORGAN STANLEY FRN	Corporate Debt	4/20/2029	0.000%	35,000	34,601	34,886
	MORGAN STANLEY FRN	Corporate Debt	4/21/2034	0.000%	35,000	33,897	34,452
	MOTOROLA SOLUTIONS INC	Corporate Debt	4/15/2029	5.000%	30,000	29,873	29,768
	OGE ENERGY CORP	Corporate Debt	5/15/2029	5.450%	10,000	9,987	10,077
	OWENS CORNING	Corporate Debt	6/15/2027	5.500%	5,000	4,999	5,043
	PACCAR FINANCIAL CORP	Corporate Debt	5/13/2027	5.000%	40,000	39,996	40,091
	PEPSICO SINGAPORE FIN	Corporate Debt	2/16/2034	4.700%	35,000	34,717	34,126
	PHILIP MORRIS INTL INC	Corporate Debt	11/17/2025	5.000%	20,000	19,953	19,899
	PROV ST JOSEPH HLTH OBL	Corporate Debt	10/1/2033	5.403%	20,000	20,261	19,839
	REALTY INCOME CORP	Corporate Debt	1/13/2026	5.050%	45,000	44,747	44,701
	RELX CAPITAL INC	Corporate Debt	5/22/2030	3.000%	35,000	31,234	31,401
	ROYAL BANK OF CANADA	Corporate Debt	4/25/2025	4.950%	15,000	14,990	14,928
	RTX CORP	Corporate Debt	8/16/2025	3.950%	20,000	19,649	19,657
	SAN DIEGO G & E	Corporate Debt	3/15/2032	3.000%	35,000	30,360	30,190
	SOUTHERN CAL EDISON	Corporate Debt	8/1/2029	2.850%	27,000	27,603	24,241
	SSM HEALTH CARE	Corporate Debt	6/1/2027	3.823%	35,000	33,719	33,806
	STANFORD UNIVERSITY	Corporate Debt	6/1/2027	1.289%	20,000	18,056	18,045
	STATE STREET CORP	Corporate Debt	8/3/2026	5.272%	40,000	39,992	40,076
	STATE STREET CORP FRN	Corporate Debt	1/26/2026	0.000%	20,000	20,000	19,910
	SUTTER HEALTH	Corporate Debt	8/15/2033	5.164%	30,000	30,064	30,080
	TORONTO-DOMINION BANK	Corporate Debt	9/13/2024	4.285%	25,000	25,000	24,918
	TOYOTA MOTOR CREDIT CORP	Corporate Debt	9/20/2024	4.400%	65,000	64,997	64,811
	US BANCORP FRN	Corporate Debt	1/23/2030	0.000%	65,000	65,077	65,174
	VZMT 2024-3 A1A	ABS	4/22/2030	5.340%	25,000	24,994	25,219
	WELLS FARGO & COMPANY FRN	Corporate Debt	4/22/2028	0.000%	50,000	50,026	50,433
	WFCIT 2024-A1 A	ABS	2/15/2029	4.940%	20,000	19,995	19,968
	WORKDAY INC	Corporate Debt	4/1/2032	3.800%	25,000	23,070	22,463
	ZIMMER BIOMET HOLDINGS	Corporate Debt	1/15/2026	3.050%	10,000	9,447	9,656
	Total corporate debt					2,686,330	2,668,295

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS STAFF REPRESENTATIVES' PENSION PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR), (CONTINUED)

JUNE 30, 2024

Form 5500, Schedule H, Line 4i

E.I.N. 52-0088290
Plan No. 002

		(c) Description of investment including maturity date, rate of interest, collateral, par/maturity value or shares:					
(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	Description	Maturity Date	Rate of Interest	Par/Maturity Value or Shares	(d) Cost	(e) Current Value
Municipal bonds							
	ALBUQUERQUE NM	Municipal Bonds	7/1/2026	3.000%	100,000	\$ 100,000	\$ 96,374
	FLORIDA ST BRD OF ADM	Municipal Bonds	7/1/2027	1.705%	15,000	13,384	13,611
	GEORGIA-TXBL-8	Municipal Bonds	2/1/2030	4.250%	60,000	66,419	58,765
	NYC TRANS-A2-PREREFD	Municipal Bonds	8/1/2024	3.010%	5,000	5,371	4,990
	NYC TRANS-A2-UNREFD	Municipal Bonds	8/1/2024	3.010%	20,000	21,483	19,958
	OKLAHOMA CITY DEV TIF	Municipal Bonds	8/1/2024	3.054%	35,000	37,920	34,925
	OKLAHOMA CITY OK-TXBL	Municipal Bonds	3/1/2040	3.000%	50,000	52,506	39,782
	TX ST TRANSN-1ST TIER	Municipal Bonds	4/1/2030	5.178%	25,000	25,489	25,023
	Total municipal bonds					322,572	293,428
Limited partnerships							
	BOYD WATTERSON GSA FD LP	Limited Partnership	N/A	N/A	8,281	8,727,500	8,682,560
	BOYD WATTERSON STATE GOVERNMENT FD LP	Limited Partnership	N/A	N/A	5,448	2,855,794	3,732,130
	ENTRUST SPECL PRIMAL OPPT FD IV LTD CL A	Limited Partnership	N/A	N/A	1,719	1,760,254	1,784,708
	GCM GROSVENOR SEC OPPS FDR FD III	Limited Partnership	N/A	N/A	2,379,284	2,305,734	2,413,880
	GCM GROSVENOR SEC OPPS FEEDER FD II LP	Limited Partnership	N/A	N/A	2,711,984	2,675,937	2,788,513
	HAMILTON LANE SECONDARY FUND V	Limited Partnership	N/A	N/A	3,073,244	2,064,273	3,092,287
	INTERCONTINENTAL U.S. REIF, LLC	Limited Partnership	N/A	N/A	6,171	7,082,292	7,296,028
	WASHINGTON CAPITAL INFRA FD IV FEEDER	Limited Partnership	N/A	N/A	1,117,716	831,327	1,150,906
	Total limited partnerships					28,303,111	30,941,012
Hedge fund							
	CORBIN ERISA OPPORTUNITY FUND LP	Hedge Fund	N/A	N/A	9,862,239	9,237,599	10,071,176
	Total hedge fund					9,237,599	10,071,176
Common collective trusts							
	JP MORGAN C8 CORPORATE HIGH YIELD FD	CCT	N/A	N/A	121,539	6,867,328	7,359,170
	LAZARD/WILMINGTON INTL EQUITY PORT CL 1	CCT	N/A	N/A	559,575	5,700,900	7,776,589
	LV LARGE CAP 1000 GROWTH INDEX FD	CCT	N/A	N/A	18,832	3,838,696	12,110,054
	LV LARGE CAP 1000 VALUE INDEX FUND	CCT	N/A	N/A	32,969	5,886,053	10,635,594
	Total common collective trusts					22,292,977	37,881,407
103-12 investment entities							
	GOLDENTREE MULTI-SECTOR FD O/S FOR FFSP	103-12 IE	N/A	N/A	2,384	3,925,554	5,277,972
	ULLICO INFRASTRUCTURE TAX-EXEMPT FUND LP	103-12 IE	N/A	N/A	11,224	2,976,392	3,188,381
	Total 103-12 investment entities					6,901,946	8,466,353
Total assets (held at end of year)						\$ 79,951,494	\$ 101,627,531

Schedule SB, Line 32: Schedule of Shortfall Amortization Bases

Date Established		Present Value		Annual Payment	Years Remaining
7/1/2020	\$	10,179,303	\$	1,091,368	12
7/1/2021		0		0	13
7/1/2022		3,909,254		375,375	14
7/1/2023		2,241,934		205,318	15
Totals	\$	16,330,491	\$	1,672,061	

Schedule SB, Line 24: Change in Actuarial Assumptions

- The administrative expense load added to the Target Normal Cost was updated from \$302,000 for the 2022 plan year to \$316,000 for the 2023 plan year.
- The Canadian exchange rate was updated from 1 US dollar equals 1.2912 Canadian dollars to 1 US dollar equals 1.3245 Canadian dollars, as provided by the Plan Sponsor.