

<p>Form 5500</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p>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).</p> <p>▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2023</p> <hr/> <p>This Form is Open to Public Inspection</p>
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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

<p>1a Name of plan <u>TABOR ACADEMY DEFINED CONTRIBUTION PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>002</u></p>
<p>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) <u>TABOR ACADEMY</u></p> <p><u>66 SPRING STREET</u> <u>MARION, MA 02738</u></p>	<p>1c Effective date of plan <u>07/01/1992</u></p> <p>2b Employer Identification Number (EIN) <u>04-2103632</u></p> <p>2c Plan Sponsor's telephone number <u>508-748-2000</u></p> <p>2d Business code (see instructions) <u>611000</u></p>

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.	04/14/2025	JAMES BONSEY
	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 <input checked="" type="checkbox"/> 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	461
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)	210
	6a(2)	218
	6b	0
	6c	255
	6d	473
	6e	5
	6f	478
	6g(1)	461
	6g(2)	464
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:
 2L 2M 2F 2G 3D

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

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input checked="" type="checkbox"/> Insurance	(1) <input checked="" type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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

a Pension Schedules	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input checked="" type="checkbox"/> A (Insurance Information) – Number Attached <u> 2 </u>
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> G (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

**SCHEDULE A
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

▶ **File as an attachment to Form 5500.**

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

OMB No. 1210-0110

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning **07/01/2023** and ending **06/30/2024**

A Name of plan TABOR ACADEMY DEFINED CONTRIBUTION PLAN		B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 TABOR ACADEMY		D Employer Identification Number (EIN) 04-2103632

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

1 Coverage Information:

(a) Name of insurance carrier

TIAA-CREF

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-1624203	69345	500726	313	07/01/2023	06/30/2024

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

(a) Total amount of commissions paid	(b) Total amount of fees paid
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3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

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

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

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

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

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	(c) Amount	(d) Purpose	

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

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

Part II	Investment and Annuity Contract Information	
	Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.	
4	Current value of plan's interest under this contract in the general account at year end	10329497
5	Current value of plan's interest under this contract in separate accounts at year end.....	24167636
6	Contracts With Allocated Funds:	
a	State the basis of premium rates ▶	
b	Premiums paid to carrier	6b
c	Premiums due but unpaid at the end of the year.....	6c
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d
e	Type of contract: (1) <input type="checkbox"/> individual policies (2) <input type="checkbox"/> group deferred annuity (3) <input type="checkbox"/> other (specify) ▶	
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ <input type="checkbox"/>	
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)	
a	Type of contract: (1) <input type="checkbox"/> deposit administration (2) <input type="checkbox"/> immediate participation guarantee (3) <input checked="" type="checkbox"/> guaranteed investment (4) <input type="checkbox"/> other ▶	
b	Balance at the end of the previous year	7b 10066297
c	Additions: (1) Contributions deposited during the year	7c(1) 63947
	(2) Dividends and credits	7c(2)
	(3) Interest credited during the year	7c(3) 434355
	(4) Transferred from separate account.....	7c(4) 363889
	(5) Other (specify below)	7c(5) 2089
	▶ PLAN SERVICING CREDIT, LOAN INTEREST & PRINCIPAL REPAYMENT	
(6) Total additions	7c(6) 864280	
d	Total of balance and additions (add lines 7b and 7c(6))	7d 10930577
e	Deductions:	
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1) 491968
	(2) Administration charge made by carrier	7e(2)
	(3) Transferred to separate account.....	7e(3) 106938
	(4) Other (specify below)	7e(4) 2174
▶ FEES		
(5) Total deductions	7e(5) 601080	
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f 10329497

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

**SCHEDULE A
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

▶ **File as an attachment to Form 5500.**

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

OMB No. 1210-0110

2023

This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning **07/01/2023** and ending **06/30/2024**

A Name of plan TABOR ACADEMY DEFINED CONTRIBUTION PLAN		B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 TABOR ACADEMY		D Employer Identification Number (EIN) 04-2103632	

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

1 Coverage Information:

(a) Name of insurance carrier

MUTUAL OF AMERICA

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-1614399	88668	007-442-A-10	3	07/01/2023	06/30/2024

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

(a) Total amount of commissions paid	(b) Total amount of fees paid
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3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

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

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

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

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

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	(c) Amount	(d) Purpose	

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

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

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

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

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

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

Part II Investment and Annuity Contract Information
 Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	5347
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	393483

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier	6b	
c Premiums due but unpaid at the end of the year.....	6c	
d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) individual policies (2) group deferred annuity
 (3) other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) deposit administration (2) immediate participation guarantee
 (3) guaranteed investment (4) other ▶

b Balance at the end of the previous year **7b** 10621

c Additions: (1) Contributions deposited during the year	7c(1)	
	7c(2)	
	7c(3)	207
	7c(4)	
	7c(5)	5156
▶ ACCOUNT TRANSFERS		

(6) Total additions **7c(6)** 5363

d Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 15984

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	5440
(2) Administration charge made by carrier	7e(2)	41
(3) Transferred to separate account.....	7e(3)	
(4) Other (specify below)	7e(4)	5156

▶ FEES

(5) Total deductions **7e(5)** 10637

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 5347

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 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 TABOR ACADEMY DEFINED CONTRIBUTION PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 TABOR ACADEMY	D Employer Identification Number (EIN) 04-2103632	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

TIAA

13-1624203

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

FIDELITY

04-2647786

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

MUTUAL OF AMERICA

13-1614399

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

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

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

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

TIAA

13-1624203

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	51780	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

FIDELITY INVESTMENT

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	240	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

MUTUAL OF AMERICA LIFE INSURANCE CO

13-1614399

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	67	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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: CLIFTONLARSONALLEN LLP	b EIN: 41-0746749
c Position: AUDITOR	
d Address: 220 SOUTH SIXTH STREET SUITE 300 MINNEAPOLIS, MN 55402-1436	e Telephone: 612-376-4500

Explanation: CHANGE IN AUDITOR

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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	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.	<small>OMB No. 1210-0110</small> 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 <u>TABOR ACADEMY DEFINED CONTRIBUTION PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>TABOR ACADEMY</u>	D Employer Identification Number (EIN) <u>04-2103632</u>	

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

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

b Name of sponsor of entity listed in (a): TIAA-CREF

c EIN-PN <u>13-1624203-004</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1650203</u>
---------------------------------------	-------------------------------	--

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

b Name of sponsor of entity listed in (a): MUTUAL OF AMERICA

c EIN-PN <u>13-1614399-000</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>393483</u>
---------------------------------------	-------------------------------	---

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 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 TABOR ACADEMY DEFINED CONTRIBUTION PLAN	B Three-digit plan number (PN) ► 002
C Plan sponsor's name as shown on line 2a of Form 5500 TABOR ACADEMY	D Employer Identification Number (EIN) 04-2103632

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

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

	(a) Beginning of Year	(b) End of Year
Assets		
a Total noninterest-bearing cash	1a	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1)	
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	
(2) U.S. Government securities	1c(2)	
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other	1c(3)(B)	
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	
(6) Real estate (other than employer real property)	1c(6)	
(7) Loans (other than to participants)	1c(7)	
(8) Participant loans	1c(8)	140690
(9) Value of interest in common/collective trusts	1c(9)	
(10) Value of interest in pooled separate accounts	1c(10)	2035359
(11) Value of interest in master trust investment accounts	1c(11)	
(12) Value of interest in 103-12 investment entities	1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	49075919
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	10066298
(15) Other	1c(15)	10630
		154475
		2043686
		57586215
		10329497
		10884

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	61328896	70124757
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	61328896	70124757

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)	1371953	
(B) Participants	2a(1)(B)	1386404	
(C) Others (including rollovers)	2a(1)(C)	8418	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2)	2a(3)		2766775
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)	6705	
(F) Other	2b(1)(F)	434562	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		441267
(2) Dividends:			
(A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	926150	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C)	2b(2)(D)		926150
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		-198259
(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)		7412707
c Other income	2c		46398
d Total income. Add all income amounts in column (b) and enter total	2d		11395038

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2547716	
(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)		2547716
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		-326
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances.....	2i(1)		
(2) Contract administrator fees.....	2i(2)	51787	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		51787
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2599177

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		8795861
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **TONNESON & COMPANY, PC**

(2) EIN: **04-2943536**

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.)		X	
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.)		X	
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.)		X	
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.)		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
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?		X	
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?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
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.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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 <u>TABOR ACADEMY DEFINED CONTRIBUTION PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>TABOR ACADEMY</u>	D Employer Identification Number (EIN) <u>04-2103632</u>	

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): 82-2826183 04-2647786

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

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

3	
---	--

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....	6a	
b Enter the amount contributed by the employer to the plan for this plan year.....	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

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

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

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

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

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: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment)	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> 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. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

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

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

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

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	

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

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

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

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

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 08 / 07 / 2017 (MM/DD/YYYY) and the Opinion Letter serial number J600957A.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

**FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2024**

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TABOR ACADEMY DEFINED CONTRIBUTION PLAN

TABLE OF CONTENTS

	<u>Page</u>
INDEPENDENT AUDITOR'S REPORT	1 - 4
FINANCIAL STATEMENTS	
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS JUNE 30, 2024 AND 2023	5
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS YEAR ENDED JUNE 30, 2024	6
NOTES TO FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2024	7 - 17
SUPPLEMENTAL SCHEDULE	
SCHEDULE OF ASSETS (HELD AT END OF YEAR) JUNE 30, 2024	18 - 21

INDEPENDENT AUDITOR’S REPORT

The Plan Administrator
Tabor Academy Defined Contribution Plan
Marion, Massachusetts

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2024 Financial Statements

We have performed audit of the accompanying financial statements of Tabor Academy Defined Contribution Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statement of net assets available for benefits as of June 30, 2024, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2024 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from qualified institutions as of and for the year ended June 30, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2024 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor’s Responsibilities for the Audit of the 2024 Financial Statements section

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the 2024 financial statements referred to above related to assets held by and certified to by qualified institutions agree to, or is derived from, in all material respects, the information prepared and certified by institutions that management determined meets the requirements of ERISA Section 103(a)(3)(C).

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Basis for Opinion on the 2024 Financial Statements

We conducted our audit 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 2024 Financial Statements section of our report. We are required to be independent of Tabor Academy Defined Contribution Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2024 Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Tabor Academy Defined Contribution Plan's ability to continue as a going concern for one year after the date 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 2024 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2024 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, 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 Tabor Academy Defined Contribution 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 Tabor Academy Defined Contribution Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the 2024 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America. Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Other Matters

2024 Supplemental Schedule Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) as of June 30, 2024 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to 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 generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

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

Auditor's Report on the 2023 Financial Statements

The financial statements of Tabor Academy Defined Contribution Plan as of June 30, 2023, were audited by predecessor auditors. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by qualified institutions. Their report dated February 7, 2024 indicated that in their opinion (a) the amounts and disclosures in the 2023 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2023 financial statements related to assets held by and certified to by qualified institutions agrees to, or is derived from, in all material respects, the information prepared and certified by institutions that management determined meet the requirements of ERISA Section 103(a)(3)(C). Their report also indicated that the form and content of the 2023 supplemental schedule, other than the information in the 2023 supplemental schedule that agrees to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, and the information in the 2023 supplemental schedule related to assets held by and certified to by qualified institutions agrees to, or is derived from, in all material respects, the information prepared and certified by institutions that management determined meet the requirements of ERISA Section 103(a)(3)(C).

Emphasis of Matter - Adjustments to the 2023 Financial Statements

As more fully described in Note 12 to the financial statements, the Plan has adjusted its 2023 financial statements to correct an omission of one benefit payment. The predecessor auditors reported on the financial statements before the restatement.

As part of our audit of the 2024 financial statements, we also audited the adjustments to the 2023 financial statements described in Note 12 that were applied to restate the 2023 financial statements. In our opinion, such adjustments are appropriate and have been properly applied. We were not engaged to audit, review or apply procedures to Tabor Academy Defined Contribution Plan's 2023 financial statements other than with respect to the adjustments and, accordingly, we do not express an opinion or any other form of assurance on the 2023 financial statements as a whole.

Tonnerson & Company, PC

Wakefield, Massachusetts
April 10, 2025

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TABOR ACADEMY DEFINED CONTRIBUTION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

JUNE 30, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
INVESTMENTS:		
Investments, at fair value	\$ 65,544,883	\$ 56,699,969
Fully benefit responsive investment contracts, at contract value	<u>4,425,399</u>	<u>4,488,237</u>
	<u>69,970,282</u>	<u>61,188,206</u>
RECEIVABLES:		
Notes receivable from participants	154,475	140,690
Employee contributions receivable	54,008	54,511
Employer contributions receivable	<u>52,421</u>	<u>51,598</u>
	<u>260,904</u>	<u>246,799</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 70,231,186</u></u>	<u><u>\$ 61,435,005</u></u>

See Notes to Financial Statements.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEAR ENDED JUNE 30, 2024

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

Investment income:

Realized and unrealized appreciation in fair value of investments	\$ 7,214,654
Interest and dividend income	<u>1,361,356</u>
Total investment income	<u>8,576,010</u>

Interest income on notes receivable from participants

6,705

Contributions:

Employee deferrals	1,281,691
Employee Roth	104,210
Employer match	1,372,776
Employee rollover	<u>8,418</u>
Total contributions	<u>2,767,095</u>

Other income:

Revenue sharing income	<u>45,548</u>
Total additions	<u>11,395,358</u>

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

Benefits paid to participants	2,431,146
Administrative expenses	<u>51,787</u>
Total deductions	<u>2,482,933</u>

NET INCREASE

8,912,425

**NET ASSETS AVAILABLE FOR BENEFITS,
BEGINNING OF YEAR, AS ORIGINALLY REPORTED**

61,435,005

PRIOR PERIOD ADJUSTMENT:

Correction of benefits paid to participants	<u>(116,244)</u>
---	------------------

**NET ASSETS AVAILABLE FOR BENEFITS,
BEGINNING OF YEAR, AS RESTATED**

61,318,761

NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR

\$ 70,231,186

See Notes to Financial Statements.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

JUNE 30, 2024 AND 2023

Note 1 - Description of the Plan

The following brief description of Tabor Academy Defined Contribution Plan (the Plan) is provided for general information purposes only. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General - The Tabor Academy Defined Contribution Plan (the Plan), established on July 1, 1992, is a defined contribution plan subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). All employees of Tabor Academy (the Academy), except student employees, are eligible to participate in the Plan on the first day of employment with the Academy. The Academy is the plan sponsor and the plan administrator. Teachers Insurance and Annuity Association of America ("TIAA") and College Retirement Equity fund ("CREF") serve as recordkeepers of the Plan and maintain individual participant account records and advise the Plan on other matters related to the operations of the Plan. Effective July 14, 2023, TIAA Trust, N.A. became the directed trustee and custodian. Prior to July 14, 2023, TIAA, FSB acted as the directed trustee and custodian. Fidelity Management Trust Company ("Fidelity") and Mutual of America ("MoA") also serve as recordkeepers and custodians of the certain assets of the Plan. Ameriprise served as recordkeeper and custodian of certain assets of the Plan during the period of July 1, 2022 and December 19, 2022.

Contributions - Participants may elect to defer up to 100% of pretax eligible compensation as contributions to the Plan up to the maximum permitted by the Internal Revenue Code. Participants who have attained the age of 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also make rollover contributions representing distributions from other qualified plans. Participants may designate a portion of their elective deferrals as Roth contributions. In addition to pretax and Roth contributions, participants hired on or after July 1, 1992 who have attained the age of 21 are required to make a 2% mandatory pre-tax contribution as a condition of employment. Interns, summer camp counselors, and part-time employees who have not completed 1 year of service, as defined in the plan, are excluded from the mandatory pre-tax contributions.

Each year, the Academy makes nonelective employer contributions to the Plan. To be eligible for the nonelective employer contributions, the employees must have attained age of 21. Part-time employees who have completed 1 year of service, as defined as 1,000 hours of service during a twelve-month period, are also eligible for the nonelective employer contributions. All eligible employees hired prior to July 1, 2019, the Academy is required to make nonelective employer contribution equal to 7% to 12% of participant's eligible compensation. The Academy's nonelective contribution is based on the participant's year of service as follow.

Years of Service

Contribution Percentage

Less than or equal to 4 years	7%
Greater than 4 years but less than or equal to 9 years	8%
Greater than 9 years but less than or equal to 14 years	9%
Greater than 14 years	12%

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024 **JUNE 30, 2024 AND 2023**

Note 1 - Description of the Plan (Continued)

Contributions (Continued) - All eligible employees hired on or after July 1, 2019 will be subject to the same years of service requirements and receive the same nonelective contribution percentages, but will be capped out after 9 years of service at 10%. Per the Plan document, a year of service is defined as 1,000 hours.

All contributions are subject to certain limitations imposed by the Plan and the Code.

Participant Accounts - Each participant account is credited with (a) the participant's elective and mandatory contributions, (b) employer nonelective contributions, (c) plan earnings, and (d) plan expenses. Allocations of plan earnings and plan expenses are based on account balances, as defined. Allocations of the nonelective employer contributions are based on participant compensation. The benefit, to which a participant is entitled, is the benefit that can be provided from the participant's vested account.

Vesting - Participants are immediately vested in their deferral, rollover and employer contributions, and actual earnings thereon.

Investment Options - Upon enrollment in the Plan, and at any time during the plan year, a participant may direct their elective and mandatory contributions, as well as the employer contributions, in one percent increments to various investment options comprised of mutual funds, pooled separate accounts, a self-directed brokerage account, variable annuity accounts, and investment and annuity contracts that are held at TIAA and CREF. Participants may continue to hold investments at Mutual of America and Fidelity, but contributions are not permitted to these accounts. Participants may reallocate their funds or redirect new contributions on a daily basis among any of the offered funds.

Revenue Sharing Income - A revenue sharing agreement is in place whereby certain revenue generated by the Plan's investments is credited to an unallocated account. These amounts are used for the benefit of the Plan to pay administrative expenses or to allocate to participants. During 2024, no revenue sharing income was used to pay administrative expenses or allocated to participants. Unallocated amount totaled to \$63,767 and \$20,354 at June 30, 2024 and 2023, respectively. For the year ended June 30, 2024, the revenue sharing income totaled to \$45,548.

Notes Receivable from Participants - Participant loans (notes receivable from participants) are issued by TIAA and CREF. Participants may borrow from their accounts a minimum of \$1,000 up to the lesser of \$50,000 or 50% of their vested account balance. The notes are secured by the balance in the participant's account and bear interest at a reasonable rate. Principal and interest are paid at least quarterly. Generally, notes must be repaid within five years unless being used to purchase a primary residence. Participants may have two notes outstanding at a time. No allowance for credit losses has been recorded as of June 30, 2024 and 2023.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024 **JUNE 30, 2024 AND 2023**

Note 1 - Description of the Plan (Continued)

Plan Loans - Prior to December 3, 2021, plan loans were issued directly from funds owned by TIAA and not directly from a participant's account. Participants were required to reserve 110% of the outstanding loan amount as collateral in certain investments established by TIAA. The participant could borrow a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance, at a commercially reasonable interest rate under the terms of the funding vehicle. Loans were generally repaid within five years or up to ten years for the purchase of a primary residence. Principal and interest payments were made subject to the terms of the loan agreement and paid ratably by the participant to TIAA. Effective December 3, 2021, TIAA discontinued issuing any new plan loans.

Payment of Benefits - Upon retirement, disability, death or termination of service, participants or beneficiaries are entitled to a distribution equal to the total value of the participant's vested account. A participant or beneficiary may elect to receive the value of his or her vested account in a lump-sum cash payment, installments, or an annuity option that is available under the applicable funding vehicle. Terminated participants account balances less than \$5,000, can be automatically distributed by the plan administrator without the participant's consent, if the participant does not elect to have such distribution paid directly to an eligible retirement plan specified by the participant in a direct rollover or to receive the distribution directly. Participants may withdraw from their vested accounts upon certain hardship situations as defined in the Plan or upon attainment of age 59 1/2.

Plan Amendment and Termination - The Plan may be amended at any time by the Board of Trustees, provided that no such amendment may deprive participants of their vested benefits. Although it has not expressed any intent to do so, the plan sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, all participants will remain 100% vested in their accounts.

Administrative Expenses - Generally, the Plan Sponsor pays administrative expenses relating to the Plan except for management fees and operating expenses which are borne by the participants. Certain operating expenses amounting to \$51,787 for the year ended June 30, 2024 are separately reflected and paid by the participants directly to TIAA and CREF, Fidelity, and MoA. Management fees and operating expenses charged to the Plan for Fidelity, MoA, and TIAA and CREF investments are deducted from income earned daily and are not separately reflected. Accordingly, management fees and operating expenses are reflected as reduction to net appreciation in the fair value of investments. Management fees and operating expenses amounted to \$189,799 for the year ended June 30, 2024.

Note 2 - Summary of Significant Accounting Policies

Basis of Accounting - The financial statements of the Plan are prepared under the accrual method of accounting in conformity with U.S. generally accepted accounting principles.

Estimates - The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures in the financial statements. Actual results may differ from those estimates.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

JUNE 30, 2024 AND 2023

Note 2 - Summary of Significant Accounting Policies (Continued)

Investment Valuation and Income Recognition - Investments are reported at fair value in these financial statements, except for fully benefit-responsive investments contract which are reported at contract value. Fair value is measured in accordance with generally accepted accounting principles as more fully described in Note 4. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/depreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

The Plan has fully benefit responsive and non-benefit responsive investment contracts with TIAA and a non-benefit responsive investment contract with MoA. Non-benefit responsive contracts are recorded at fair value due to the restrictions on withdrawals from the contract.

Fully benefit responsive contracts held by a defined-contribution plan are reported at contract value. Contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined-contribution plan attributable to fully benefit responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the plan.

Unit Values - Individual participant accounts for the pooled separate accounts are maintained on a unit value basis. Participants do not have beneficial ownership in the specific underlying securities or other assets in the trust, but do have an interest therein represented by units which are valued daily. The trust earns interest which is automatically reinvested in additional units. Generally contributions to and withdrawals from the trust are converted to units by dividing the amount of such transactions by the unit values as last determined and the participants' accounts are charged or credited with the number of units properly attributable to each participant.

Notes Receivable from Participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes receivable are reclassified as distributions in accordance with the terms of the plan document.

Payment of Benefits - Benefits are recorded when paid.

Subsequent Events - The date to which events occurring after June 30, 2024 have been evaluated for possible adjustment to the financial statements or disclosure is the date of the Independent Auditors' Report which is the date the financial statements were available to be issued.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024 **JUNE 30, 2024 AND 2023**

Note 3 - Information Certified by the Qualified Institutions

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments, at fair value, fully benefit responsive contracts, at contract value, and notes receivable from participants held at June 30, 2024 and 2023, and realized and unrealized appreciation in fair value of investments, interest and dividends income, and interest income on notes receivable from participants for the year ended June 30, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Mutual of America Life Insurance Company, and Fidelity Management Trust Company (custodians of the Plan), TIAA and CREF (insurance carriers of the Plan), TIAA on behalf of TIAA Trust, N.A. (custodian and trustee of the Plan for the period of July 14, 2023 to June 30, 2024) and TIAA, FSB (custodian and trustee of the Plan for the period of July 1, 2022 to July 13, 2023), and Ameriprise Trust Company (custodian of the Plan for the period of July 1, 2022 to June 30, 2023).

Note 4 - Fair Value Measurements

Fair value is defined under U.S. generally accepted accounting principles as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. The Plan is required to maximize the use of observable inputs, minimize the use of unobservable inputs, and disclose in the form of an outlined hierarchy the details of such fair value measurements. The hierarchy of valuation techniques is based on whether the inputs to fair value measurement are considered to be observable or unobservable in a marketplace. Observable inputs reflect market data obtained from independent sources, while unobservable inputs reflect the Plan's market assumptions. The hierarchy requires the use of observable market data. When available, these inputs have created the following fair value hierarchy:

Level 1 - Quoted prices in active markets for identical assets or liabilities.

Level 2 - Observable inputs other than those included in Level 1. For example, quoted prices for similar assets in active markets or quoted prices for identical assets in inactive markets.

Level 3 - Unobservable inputs reflecting management's own assumptions about the inputs used in estimating the value of the assets.

Following is a description of the Plan's valuation methodologies for assets measured at fair value. There have been no changes in the methodologies used at June 30, 2024 and 2023.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

JUNE 30, 2024 AND 2023

Note 4 - Fair Value Measurements (Continued)

Variable Annuities

The accounts invest principally in equity securities, fixed-income instruments, and short-term investments in accordance with each portfolio's investment objectives. Account investments are primarily valued using market quotations or prices obtained from independent pricing sources. The unit values of each account are determined daily, and each fund determines its share price or net asset value ("NAV") as reported on NASDAQ or on the issuers' website. Investments in variable annuities are classified within Level 1 of the valuation hierarchy. There is a lock up period, of 90 days if a purchase, sale or repurchase within that account is made within a 60-day period, other than for the CREF money market account.

Mutual Funds

These investments are public investment vehicles valued using the NAV provided by the administrator of the fund and calculated at the close of business on the NYSE. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding. Investments in mutual funds are classified within Level 1 of the valuation hierarchy.

Self-Directed Brokerage Account

This account include money market fund and mutual funds, which are valued at closing price reported in the active market in which the securities are traded.

Pooled Separate Accounts

The participants units held in pooled separate account, TIAA Real Estate, are based on their net asset values, as reported on NASDAQ. The value is principally derived from the market value of the underlying real estate holdings or other real estate-related investments. Investments in TIAA Real Estate are classified within level 1 of the valuation hierarchy. Transfers out of the TIAA Real Estate account are limited to one per calendar quarter.

The fair values of participants units held in the other pooled separate accounts are based on their net asset values (NAV), as reported by the investment manager of the fund. The unit values of each account are determined daily. The value is principally derived from the fair value of the underlying investments. Investment in the pooled separate account are classified within Level 1 of the valuation hierarchy.

Interest Accumulation Account

The interest accumulation account is a non benefit-responsive general account with MoA that provides a minimum guaranteed interest rate. This is reported at contract value, which approximates fair value. Contract value represents the accumulation of contributions made under the contract, plus interest, less funds used to pay benefits and administrative expenses of the contract. Participant transactions (purchases and sales) may occur daily. The minimum guaranteed interest rate is 2.85% at June 30, 2024. Investments in the interest accumulation account is classified within Level 2 of the valuation hierarchy.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

JUNE 30, 2024 AND 2023

Note 4 - Fair Value Measurements (Continued)

Investment and Annuity Contracts

The TIAA Traditional Annuity - Non-Benefit-Responsive is a fixed annuity contract fully and unconditionally guaranteed by TIAA. The Traditional Annuity is offered through a variety of contract types, including Retirement Annuities (RA) and Retirement Choice (RC). Investments in the TIAA Traditional Annuity - Non-Benefit-Responsive are classified within Level 3 of the valuation hierarchy.

The following tables present the financial instruments carried at fair value, by caption on the Statements of Net Assets Available for Benefits and by the valuation hierarchy (as previously described) as of June 30, 2024 and 2023:

<u>June 30, 2024</u>	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Variable annuity accounts	\$ 22,517,431	\$ 22,517,431	\$	\$
Mutual funds	35,068,784	35,068,784		
Pooled separate accounts	2,043,686	2,043,686		
Self-directed brokerage account	5,537	5,537		
Interest accumulation account	5,347		5,347	
Investment and annuity contracts	<u>5,904,098</u>			<u>5,904,098</u>
Total investments, at fair value	<u>\$ 65,544,883</u>	<u>\$ 59,635,438</u>	<u>\$ 5,347</u>	<u>\$ 5,904,098</u>
<u>June 30, 2023</u>	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Variable annuity accounts	\$ 19,707,026	\$ 19,707,026	\$	\$
Mutual funds	29,368,893	29,368,893		
Pooled separate accounts	2,035,359	2,035,359		
Interest accumulation account	10,630		10,630	
Investment and annuity contracts	<u>5,578,061</u>			<u>5,578,061</u>
Total investments, at fair value	<u>\$ 56,699,969</u>	<u>\$ 51,111,278</u>	<u>\$ 10,630</u>	<u>\$ 5,578,061</u>

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

JUNE 30, 2024 AND 2023

Note 4 - Fair Value Measurements (Continued)

Activity within the investment and annuity contracts, Level 3, for the year ended June 30, 2024 is as follows:

Balance, beginning of year	\$ 5,578,061
Investment income	266,535
Purchases	66,017
Sales	(237,824)
Participant transfers in	331,890
Participant transfers out	<u>(100,581)</u>
Balance, end of year	\$ <u>5,904,098</u>

The following tables represent the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the ranges of values for those inputs as of June 30, 2024 and 2023:

June 30, 2024

<u>Investment</u>	<u>Fair Value at 6/30/2024</u>	<u>Principal Valuation Technique</u>	<u>Unobservable Inputs</u>	<u>Range of Significant Input Values</u>
TIAA Traditional Annuity	\$ 5,904,098	Discounted Cash Flow transfer (exit value)	Risk-adjusted discount rate applied	RA - 3.65% - 6.50% RC - 3.80% - 6.75%

June 30, 2023

<u>Investment</u>	<u>Fair Value at 6/30/2023</u>	<u>Principal Valuation Technique</u>	<u>Unobservable Inputs</u>	<u>Range of Significant Input Values</u>
TIAA Traditional Annuity	\$ 5,578,061	Discounted Cash Flow transfer (exit value)	Risk-adjusted discount rate applied	RC - 3.95% - 6.50%

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024 **JUNE 30, 2024 AND 2023**

Note 5 - Fully Benefit-Responsive Investment Contracts

The Plan has investments in the TIAA Traditional Supplemental Retirement Annuities (“SRA”) and Group Supplemental Retirement Annuity (“GSRA”) which are fully benefit responsive investment contracts. These investments are guaranteed annuity accounts backed by the claims-paying ability of TIAA. They guarantee the principal and contractually specified minimum interest rate, plus the opportunity for additional amounts in excess of the guaranteed rate. The additional amounts are declared on a year-by-year basis by the TIAA Board of Trustees. TIAA maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on the net investment earnings rate of certain TIAA assets, accounting for targets for expenses, risks, and contract liquidity. Such interest rates are reviewed monthly for funds deposited during the year and then set at year end for each vintage.

Certain conditions may limit the ability of the Plan to transact at contract value with TIAA. Such circumstances include but are not limited to market value adjustments, surrender charges, plan termination, plan merger and certain other employer-initiated events. The Plan administrator does not believe that the occurrence of such events that would limit the Plan’s ability to transact at contract value with Plan participants is probable. The contract does not permit the insurance company to terminate the agreement prior to the scheduled maturity date. Because the SRA and GSRA contracts are fully benefit responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. The guaranteed interest rate is 3% for the Plan years ended June 30, 2024 and 2023. Investment in TIAA Traditional fully benefit responsive investment contracts amounted to \$4,425,399 and \$4,488,237 at June 30, 2024 and 2023, respectively.

Note 6 - Notes Receivable from Participants

As of June 30, 2024, notes receivable from participants bear interest at rates ranging from 4.25% to 9.50%, with maturity dates ranging through March 2029. As of June 30, 2023, notes receivable from participants bear interest at rates ranging from 4.25% to 9.25%, with maturity dates ranging through May 2028.

Note 7 - Plan Loans

Plan loans issued prior to December 3, 2021 were issued directly from funds provided by TIAA and were not deducted from the participant’s accounts. Accordingly, participant loans are not shown separately on the statements of net assets available for benefits as a loan receivable. At June 30, 2024 and 2023, plan loans to participants amounted to \$16,425 and \$48,510, respectively. Each loan is secured by the participant’s balance in the TIAA Traditional Annuity. Each participant’s balance in the TIAA Traditional Annuity must be at least 110% of the outstanding loan balance for the life of the loan. As of June 30, 2023, interest rates ranged from 4.03% to 6.84%, with maturity dates through November 2023.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024 **JUNE 30, 2024 AND 2023**

Note 7 - Plan Loans (Continued)

Loans in default at June 30, 2024 and 2023 totaled \$16,425 and \$48,035, respectively. These balances represent situations where the participant has defaulted on the terms of the loan agreement but has not yet incurred a distributable event. Therefore, the investments securing these loans remain Plan assets until a distributable event occurs and TIAA may act on the collateral.

Note 8 - Related Party Transactions

Certain plan investments are shares of mutual funds, pooled separate accounts, variable annuity accounts, investment and annuity contracts, and an interest accumulation account managed by either TIAA and CREF, insurance carriers, or Fidelity and MoA, the custodians of the Plan. Plan loans were issued directly from funds owned by TIAA. Accordingly, certain transactions qualify as party-in-interest transactions. The Plan sponsor elects to pay certain other administrative expenses of the Plan. Administrative expenses paid by plan participants to Fidelity, MoA, and TIAA and CREF amounted to \$51,787 for the year ended June 30, 2024. Investment management services and record keeping fees of \$189,799 have been paid to TIAA and CREF and recorded as a reduction of net appreciate in fair value of investments. Notes receivable from participants also qualify as party-in-interest transactions.

Note 9 - Tax Status

On July 1, 2019, the Plan was restated to utilize TIAA ERISA 403(b) Volume Submitter Plan document. The volume submitter plan being utilized obtained its latest opinion letter on August 7, 2017 in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. Since that date, the Plan has been amended. The Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code and that the Plan was qualified as of the financial statement date. Therefore, no provision for income tax has been included in the Plan's financial statements.

In determining the recognition of uncertain tax positions, the Plan applies a more-likely-than-not recognition threshold and determines the measurement of uncertain tax positions considering the amounts and probabilities of the outcomes that could be realized upon ultimate settlement with taxing authorities. As of June 30, 2024, the Plan has no uncertain tax positions that qualify for either recognition or disclosure in the financial statements. The Plan is generally subject to potential examination by taxing jurisdictions for the three prior years. Currently, there are no tax audits in progress for any tax years.

Note 10 - 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. Market risks include global events which could impact the value of investment securities, such as pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024 JUNE 30, 2024 AND 2023

Note 11 - Reconciliation of Financial Statements to Schedule H of Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements as of June 30, 2024 and 2023 to Schedule H of Form 5500:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 70,231,186	\$ 61,435,005
Employee contributions receivable at June 30, 2024	(54,008)	-
Employer contributions receivable at June 30, 2024	(52,421)	-
Employee contributions receivable at June 30, 2023	-	(54,511)
Employer contributions receivable at June 30, 2023	-	(51,598)
	<u>70,124,757</u>	<u>61,328,896</u>
Net assets available for benefits per Schedule H of Form 5500	\$ <u>70,124,757</u>	\$ <u>61,328,896</u>

The following is a reconciliation of net increase in net assets available for benefits per the financial statements for the year ended June 30, 2024 to Schedule H of Form 5500:

Net increase per the financial statements	\$ 8,912,425
Add: Employee contributions receivable at June 30, 2023	54,511
Add: Employer contributions receivable at June 30, 2023	51,598
Less: Employee contributions receivable at June 30, 2024	(54,008)
Less: Employer contributions receivable at June 30, 2024	(52,421)
Less: Amounts allocated to withdrawing participant at June 30, 2023	(116,244)
	<u>8,795,861</u>
Net increase per Schedule H of Form 5500	\$ <u>8,795,861</u>

Note 12 - Correction of Error

During the plan year ended June 30, 2024, it was discovered that a benefit payment to participants during the year ended June 30, 2023 in the amount of \$116,244 was not recorded. Accordingly, an adjustment has been made to decrease the net assets available for benefit as of June 30, 2023 in the amount of \$116,244.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN
EIN #04-2103632 PLAN NO. 002

SCHEDULE H, PART IV(4)(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

June 30, 2024

(a)	(b) Identity of <u>Issuer/Borrower</u>	(c) Description of Investment <u>including Interest Rate</u>	Maturity <u>Date</u>	(d) <u>Cost</u>	(e) Current <u>Value</u>
<u>Variable Annuity Accounts:</u>					
*	CREF	Stock R1	N/A	**	\$ 8,592,075
*	CREF	Global Equities R1	N/A	**	2,383,419
*	CREF	Growth R1	N/A	**	1,659,613
*	CREF	Stock R1	N/A	**	1,113,503
*	CREF	Social Choice R1	N/A	**	1,051,216
*	TIAA	Access Nuveen International Equity T4	N/A	**	918,130
*	CREF	Core Bond R1	N/A	**	895,991
*	CREF	Equity Index R1	N/A	**	788,387
*	TIAA	Access Nuveen Quant Small Cap Equity T4	N/A	**	716,859
*	CREF	Money Market R1	N/A	**	665,463
*	TIAA	Access Nuveen Large Cap Value T4	N/A	**	575,803
*	TIAA	Access Nuveen Mid Cap Value T4	N/A	**	543,663
*	TIAA	Access Nuveen LifeCycle 2015 T4	N/A	**	414,146
*	CREF	Inflation-Linked Bond R1	N/A	**	350,486
*	TIAA	Access Nuveen Small Cap Blend Index T4	N/A	**	331,938
*	TIAA	Access Nuveen Real Estate Securities Select T4	N/A	**	275,713
*	TIAA	Access Nuveen LifeCycle 2040 T4	N/A	**	238,964
*	TIAA	Access Nuveen LifeCycle 2025 T4	N/A	**	207,915
*	TIAA	Access Nuveen Equity Idx T4	N/A	**	162,049
*	TIAA	Access Nuveen Core Equity T4	N/A	**	127,225
*	TIAA	Access Nuveen Large Cap Growth T4	N/A	**	116,530
*	TIAA	Access Nuveen Mid Cap Growth T4	N/A	**	87,267
*	TIAA	Access Nuveen Large Cap Responsible Equity T4	N/A	**	79,448
*	TIAA	Access Nuveen Core Pl Bd T4	N/A	**	67,413
*	TIAA	Access Nuveen LifeCycle 2050 T4	N/A	**	66,604
*	TIAA	Access Nuveen LifeCycle 2030 T4	N/A	**	37,766
*	TIAA	Access Nuveen LifeCycle 2035 T4	N/A	**	34,836
*	TIAA	Access Nuveen LifeCycle 2045 T4	N/A	**	15,009
					22,517,431

See Independent Auditor's Report.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN
EIN #04-2103632 PLAN NO. 002

SCHEDULE H, PART IV(4)(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

June 30, 2024

(a)	(b) Identity of <u>Issuer/Borrower</u>	(c) Description of Investment <u>including Interest Rate</u>	Maturity <u>Date</u>	(d) <u>Cost</u>	(e) Current <u>Value</u>
	<u>Mutual Funds:</u>				
	Vanguard	Target Retirement 2035	N/A	**	\$ 5,559,454
	Vanguard	Target Retirement 2030	N/A	**	4,055,011
	Vanguard	Total Stock Market Index Admiral	N/A	**	2,899,162
	Putnam	Large Cap Value Fund R6	N/A	**	1,919,709
	Vanguard	Total International Stock Index Admiral	N/A	**	1,826,682
	Vanguard	Target Retirement 2040	N/A	**	1,767,755
	Vanguard	Target Retirement 2045	N/A	**	1,564,122
	Vanguard	Target Retirement 2050	N/A	**	1,532,738
	Touchstone	Small Company Y	N/A	**	1,478,328
	T. Rowe Price	All-Cap Opportunities I	N/A	**	1,237,472
	Vanguard	Target Retirement 2055	N/A	**	1,169,749
	Vanguard	Target Retirement Income	N/A	**	1,160,043
*	Fidelity	Contrafund	N/A	**	916,952
	Vanguard	Target Retirement 2025	N/A	**	810,309
	Vanguard	Target Retirement 2060	N/A	**	711,677
	Vanguard	Target Retirement 2020	N/A	**	703,328
	Vanguard	Total Bond Market Index Admiral	N/A	**	677,894
*	Fidelity	Growth Company	N/A	**	625,861
	Nuveen	Large Cap Responsible Equity R6	N/A	**	582,339
*	Fidelity	Blue Chip Growth	N/A	**	546,112
	Vanguard	Federal Money Market Investment	N/A	**	465,939
	DFA	Emerging Market Core Equity Portfolio I	N/A	**	410,568
	American	EuroPacific Growth R6	N/A	**	398,967
*	Fidelity	Fidelity Fund	N/A	**	336,050
*	Fidelity	Magellan	N/A	**	307,825
*	Fidelity	Equity Income	N/A	**	252,005
*	Fidelity	Low Priced Stock	N/A	**	239,030
*	Fidelity	Small Cap Stock	N/A	**	168,586
*	Fidelity	International Growth	N/A	**	161,328
	Vanguard	Inflation-Protected Securities Admiral	N/A	**	157,578

See Independent Auditor's Report.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN
EIN #04-2103632 PLAN NO. 002

SCHEDULE H, PART IV(4)(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

June 30, 2024

(a)	(b) Identity of <u>Issuer/Borrower</u>	(c) Description of Investment <u>including Interest Rate</u>	Maturity <u>Date</u>	(d) <u>Cost</u>	(e) Current <u>Value</u>
*	Fidelity	Freedom 2030 K	N/A	**	\$ 88,673
	Vanguard	Target Retirement 2065	N/A	**	72,501
*	Fidelity	Government Cash Reserve	N/A	**	59,205
*	Fidelity	Freedom 2035 K	N/A	**	52,863
*	Fidelity	Government Money Market	N/A	**	42,433
*	Fidelity	Freedom 2025 K	N/A	**	34,261
*	Fidelity	Total Bond	N/A	**	21,228
*	Fidelity	Investment Grade Bond	N/A	**	20,244
*	Fidelity	500 Index	N/A	**	8,063
	Vanguard	Target Retirement 2070	N/A	**	4,123
*	Fidelity	Financials	N/A	**	3,397
*	Fidelity	Balanced	N/A	**	3,267
*	Fidelity	Mid Cap Stock	N/A	**	3,250
*	Fidelity	Select Healthcare	N/A	**	3,244
*	Fidelity	Small Cap Discovery	N/A	**	2,730
*	Fidelity	Select Biotech	N/A	**	2,463
*	Fidelity	Capital & Income	N/A	**	2,397
*	Fidelity	High Income	N/A	**	1,869
					<u>35,068,784</u>
	<u>Pooled Separate Accounts:</u>				
*	TIAA	Real Estate	N/A	**	1,650,203
*	Mutual of America	All America Fund	N/A	**	126,535
	DWS	Capital Growth VIP	N/A	**	119,324
	Fidelity	VIP Contrafund Portfolio	N/A	**	38,750
*	Mutual of America	Equity Index Fund	N/A	**	34,253
*	Mutual of America	Money Market Fund	N/A	**	25,563
*	Mutual of America	Mid-Term Bond Fund	N/A	**	24,690
*	Mutual of America	Core Bond Fund	N/A	**	24,368
					<u>2,043,686</u>

See Independent Auditor's Report.

TABOR ACADEMY DEFINED CONTRIBUTION PLAN
EIN #04-2103632 PLAN NO. 002

SCHEDULE H, PART IV(4)(i) - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

June 30, 2024

(a)	(b) Identity of <u>Issuer/Borrower</u>	(c) Description of Investment <u>including Interest Rate</u>	Maturity <u>Date</u>	(d) <u>Cost</u>	(e) Current <u>Value</u>
<u>Interest Accumulation Account:</u>					
*	Mutual of America	Interest accumulation account	N/A	**	\$ <u>5,347</u>
<u>Self-Directed Brokerage Account:</u>					
*	TIAA-CREF	Self Directed Account	N/A	**	<u>5,537</u>
<u>Investment and Annuity Contracts:</u>					
*	TIAA	Traditional Annuity - Benefit Responsive	N/A	**	4,408,974
*	TIAA	Traditional Annuity - Non Benefit Responsive	N/A	**	4,420,975
*	TIAA	Traditional Annuity - Non Benefit Responsive 2	N/A	**	1,483,123
*	TIAA	Plan Loan Default Fund - Benefit Responsive	N/A	**	<u>16,425</u>
					<u>10,329,497</u>
					\$ <u>69,970,282</u>
*	Notes receivable from participants	Installment loans with interest rates ranging from 4.25% to 9.50% and maturing through March 15, 2029	Various	\$ <u>0</u>	\$ <u>154,475</u>

See Independent Auditor's Report.

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

Name of Plan:

► Tabor Academy Defined Contribution Plan

Employer Identification Number: ► 04-2103632

For plan year (beginning/ending): ► 7/1/2023 to 6/30/2024

Plan number: ► 002

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	College Retirement Equities Fund variable annuities	TIAA Traditional Benefit Responsive		\$ 4,408,973.29
*	College Retirement Equities Fund variable annuities	TIAA Traditional Non Benefit Responsive		\$ 4,420,975.47
*	College Retirement Equities Fund variable annuities	TIAA Traditional Non Benefit Responsive 2		\$ 1,483,122.55
*	College Retirement Equities Fund variable annuities	Plan Loan Default Fund		\$ 16,425.33
*	College Retirement Equities Fund variable annuities	CREF Stock R1		\$ 8,592,075.32
*	College Retirement Equities Fund variable annuities	CREF Money Market R1		\$ 665,463.48
*	College Retirement Equities Fund variable annuities	CREF Social Choice R1		\$ 1,051,216.15
*	College Retirement Equities Fund variable annuities	CREF Global Equities R1		\$ 2,383,418.73
*	College Retirement Equities Fund variable annuities	CREF Growth R1		\$ 1,659,613.53
*	College Retirement Equities Fund variable annuities	CREF Equity Index R1		\$ 788,386.58
*	College Retirement Equities Fund variable annuities	CREF Inflation-Linked Bond R1		\$ 350,486.38
*	College Retirement Equities Fund variable annuities	TIAA Real Estate		\$ 1,650,202.60
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Core Pl Bd T4		\$ 67,413.06
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Equity Idx T4		\$ 162,049.52
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Core Equity T4		\$ 127,225.55
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Intl Equity T4		\$ 918,129.73
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Lrg Cap Gr T4		\$ 116,530.20
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Lrg Cap Val T4		\$ 575,803.42
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2015 T4		\$ 414,145.75
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2025 T4		\$ 207,914.96
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2030 T4		\$ 37,765.87
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2035 T4		\$ 34,835.64
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2040 T4		\$ 238,964.41
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2045 T4		\$ 15,009.03
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LfCyc 2050 T4		\$ 66,603.64
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Mid Cap Grw T4		\$ 87,267.02
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Mid Cap Val T4		\$ 543,663.17
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv RIEstSecSel T4		\$ 275,712.70
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Sm Cp Blx T4		\$ 331,938.09
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Qt Sm Cp Eq T4		\$ 716,859.30
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LgCp Res Eq T4		\$ 79,447.93
*	College Retirement Equities Fund variable annuities	CREF Core Bond R1		\$ 895,991.34
	College Retirement Equities Fund variable annuities	Nuveen Large Cap Resp Eq R6		\$ 582,339.27
	College Retirement Equities Fund variable annuities	American EuroPac Growth R6		\$ 398,966.76
	College Retirement Equities Fund variable annuities	DFA Emerging Mark CorEqPort I		\$ 410,567.88
	College Retirement Equities Fund variable annuities	Touchstone Small Company Y		\$ 1,478,327.64
	College Retirement Equities Fund variable annuities	Vanguard Federal Money Mkt Inv		\$ 465,938.70
	College Retirement Equities Fund variable annuities	Vanguard Infl Protect Sec Adm		\$ 157,578.00
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2020		\$ 703,327.89
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2025		\$ 810,308.72
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2030		\$ 4,055,010.89
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2035		\$ 5,559,453.74
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2040		\$ 1,767,754.59
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2045		\$ 1,564,121.62
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2050		\$ 1,532,738.22
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2055		\$ 1,169,748.69
	College Retirement Equities Fund variable annuities	Vanguard Target Retire Income		\$ 1,160,043.05
	College Retirement Equities Fund variable annuities	Vanguard Tl Bd Mkt Idx Adm		\$ 677,893.94
	College Retirement Equities Fund variable annuities	Putnam Large Cap Value Fund R6		\$ 1,919,709.22
	College Retirement Equities Fund variable annuities	Vanguard Tl Intl Stk Idx Adm		\$ 1,826,681.67
	College Retirement Equities Fund variable annuities	Vanguard Tl Stk Mkt Idx Adm		\$ 2,899,162.07
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2060		\$ 711,676.80
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2065		\$ 72,501.40
	College Retirement Equities Fund variable annuities	TRowePrice All-Cap Opport I		\$ 1,237,471.54
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2070		\$ 4,123.41
*	College Retirement Equities Fund variable annuities	CREF Stock R4		\$ 1,113,502.95
*	College Retirement Equities Fund variable annuities	TIAA-CREF Self Directed Acct		\$ 5,537.23
		Participant Loan Fund		\$ 154,475.34
	TIAA Total			\$ 65,822,591
*	Fidelity Investments	FID FIDELITY FUND		\$ 336,050.05
*	Fidelity Investments	FID MAGELLAN		\$ 307,824.61
*	Fidelity Investments	FID CONTRAFUND		\$ 916,952.21
*	Fidelity Investments	FID EQUITY INC		\$ 252,005.20
*	Fidelity Investments	FID GROWTH COMPANY		\$ 625,860.82
*	Fidelity Investments	FID INVST GR BD		\$ 20,243.98
*	Fidelity Investments	FID CAPITAL & INCOME		\$ 2,397.51
*	Fidelity Investments	FID SEL BIOTECH		\$ 2,462.87
*	Fidelity Investments	FID GOV CASH RESERVE		\$ 59,204.51
*	Fidelity Investments	FID SEL HEALTHCARE		\$ 3,244.42
*	Fidelity Investments	FIDELITY FINANCIALS		\$ 3,397.04
*	Fidelity Investments	FID BALANCED		\$ 3,267.27
*	Fidelity Investments	FID BLUE CHIP GR		\$ 546,111.72
*	Fidelity Investments	FID LOW PRICED STK		\$ 239,029.79
*	Fidelity Investments	FID MID CAP STOCK		\$ 3,249.59
*	Fidelity Investments	FID SMALL CAP STOCK		\$ 168,585.51
*	Fidelity Investments	FID SM CAP DISCOVERY		\$ 2,729.83
*	Fidelity Investments	FID HIGH INCOME		\$ 1,869.03
*	Fidelity Investments	FID GOVT MMKT		\$ 42,433.58
*	Fidelity Investments	FID TOTAL BOND		\$ 21,228.02
*	Fidelity Investments	FID INTL GROWTH		\$ 161,328.21
*	Fidelity Investments	FID 500 INDEX		\$ 8,063.34
*	Fidelity Investments	FID FREEDOM 2025 K		\$ 34,261.43
*	Fidelity Investments	FID FREEDOM 2030 K		\$ 88,672.60
*	Fidelity Investments	FID FREEDOM 2035 K		\$ 52,862.83
	Fidelity Investments Total			\$3,903,335.97
*	Mutual of America	Mutual of America Interest Accumulation Account Employee		\$ 5,346.62
	Mutual of America	DWS Capital Growth VIP Employee		\$ 119,323.93
	Mutual of America	Fidelity VIP Contrafund Portfolio Employee		\$ 38,749.79
*	Mutual of America	Mutual of America All America Fund Employee		\$ 126,535.00
*	Mutual of America	Mutual of America Equity Index Fund Employee		\$ 34,253.44
*	Mutual of America	Mutual of America Bond Fund Employee		\$ 24,367.73
*	Mutual of America	Mutual of America Mid-Term Bond Fund Employee		\$ 24,690.06
*	Mutual of America	Mutual of America Money Market Fund Employee		\$ 25,563.24
	Mutual of America Total			\$ 398,829.81
	Grand Total			\$ 70,124,757