

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

Part II	Basic Plan Information—enter all requested information
1a	Name of plan POPULATION REFERENCE BUREAU RETIREMENT PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 07/01/1962
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) POPULATION REFERENCE BUREAU 1111 19TH ST, NW SUITE 400 WASHINGTON, DC 20036
2b	Employer Identification Number (EIN) 53-0214030
2c	Plan Sponsor's telephone number 202-483-1100
2d	Business code (see instructions) 611000

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.	05/20/2025	IMMANUEL WOLFF
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name POPULATION REFERENCE BUREAU c Plan Name POPULATION REFERENCE BUREAU DC RETIREMENT PLAN	4b EIN 53-0214030 4d PN 001
5 Total number of participants at the beginning of the plan year	5 259
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) 50 6a(2) 66 6b 0 6c 182 6d 248 6e 0 6f 248 6g(1) 256 6g(2) 247 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2G 2L 2F 3D 2M

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan POPULATION REFERENCE BUREAU RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 POPULATION REFERENCE BUREAU	D Employer Identification Number (EIN) 53-0214030	

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

(a) Name of insurance carrier
TIAA-CREF

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-1624203	69345	315296	248	01/01/2023	12/31/2023

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4 Current value of plan's interest under this contract in the general account at year end	4	3944938
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	14311177

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier**6b****c** Premiums due but unpaid at the end of the year.....**6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.**6d**

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee(3) ☒ guaranteed investment (4) ☐ other ▶**b** Balance at the end of the previous year**7b**

1485421

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

56289

(2) Dividends and credits

7c(2)

(3) Interest credited during the year

7c(3)

142342

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

7c(4)

619256

(5) Other (specify below)

7c(5)

2512810

▶ PLAN SERVICE CREDIT/CONVERSION & PRE-2009 CARVE
TRANSFER IN

(6) Total additions.....

7c(6)

3330697

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

4816118

e Deductions:

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

7e(1)

232582

(2) Administration charge made by carrier

7e(2)

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

7e(3)

638582

(4) Other (specify below)

7e(4)

16

▶ PLAN FEES

(5) Total deductions.....

7e(5)

871180

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

3944938

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

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

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

A Name of plan POPULATION REFERENCE BUREAU RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 POPULATION REFERENCE BUREAU	D Employer Identification Number (EIN) 53-0214030

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	SC&H ATTEST SERVICES, P.C.	b EIN:	52-1743645
c Position:	AUDITOR		
d Address:	7900 WESTPARK DRIVE, SUITE A150 TYSON CORNER, VA 22102	e Telephone:	800-832-3008

Explanation: CHANGE IN AUDIT FIRM.

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2023 This Form is Open to Public Inspection.	
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023					
A Name of plan POPULATION REFERENCE BUREAU RETIREMENT PLAN				B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 POPULATION REFERENCE BUREAU				D Employer Identification Number (EIN) 53-0214030	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: TIAA REAL ESTATE					
b Name of sponsor of entity listed in (a): TIAA-CREF					
c EIN-PN 13-1624203-004		d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 783600		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		

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

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

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

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

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

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan POPULATION REFERENCE BUREAU RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 POPULATION REFERENCE BUREAU		
D Employer Identification Number (EIN) 53-0214030		

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

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	11472	12222
(2) Participant contributions	1b(2)	7547	18456
(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)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	344366	783600
(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)	7430794	13870097
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	1485421	3944938
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	9279600	18629313
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	9279600	18629313

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)	361669	
(B) Participants	2a(1)(B)	348646	
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		710315
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	142342	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		142342
(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)	6859	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		6859
(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)		-103454
(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)		2247900
c Other income	2c		5375
d Total income. Add all income amounts in column (b) and enter total	2d		3009337

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	3464194	
(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)		3464194
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)	1396	
(3) Recordkeeping fees.....	2i(3)	37	
(4) IQPA audit fees.....	2i(4)	175	
(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)		1608
j Total expenses. Add all expense amounts in column (b) and enter total	2j		3465802

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-456465
l Transfers of assets:			
(1) To this plan	2l(1)		9806178
(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: **APRIO LLP**

(2) EIN: **57-1157523**

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.)	☒	☐	1202876
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	☐	☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	☐	☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	☐	☒	
e Was this plan covered by a fidelity bond?	☒	☐	500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	☐	☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	☐	☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒	☐	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	☐	☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐	☒	
l Has the plan failed to provide any benefit when due under the plan?	☐	☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	☐	☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	☐	☐	

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan POPULATION REFERENCE BUREAU RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 POPULATION REFERENCE BUREAU		D Employer Identification Number (EIN) 53-0214030
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 13-1624203		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	14a	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

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

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

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

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

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation. _____

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

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

**POPULATION REFERENCE BUREAU RETIREMENT
PLAN (FORMERLY POPULATION REFERENCE
BUREAU DC RETIREMENT PLAN)**

FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

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Independent Auditor's Report

To the Plan Administrator
Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)
Washington, District of Columbia

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements

We were engaged to perform an audit of the financial statements of Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement 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 December 31, 2023, 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 Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)'s 2023 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 a qualified institution as of December 31, 2023 and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Disclaimer of Opinion on the 2023 Financial Statements

We do not express an opinion on the accompanying 2023 financial statements of Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan). Because of the significance of the matter described in the Basis for Disclaimer of Opinion on the 2023 Financial Statements section of our report, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the financial statements.

Independent Auditor's Report (continued)

Basis for Disclaimer of Opinion on the 2023 Financial Statements

Because certain prior-year records were not available, we were unable to perform auditing procedures with respect to individual participant account balances accumulated from inception of the Plan or to satisfy ourselves as to the basis on which participants' equity is stated as of December 31, 2023, or the propriety of the distributions to participants who terminated and withdrew from the Plan during the year then ended. Accordingly, we were unable to apply auditing procedures sufficient to determine the extent to which the accompanying financial statements may have been affected by these conditions.

Responsibilities of Management for the 2023 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. 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 Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement 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 2023 Financial Statements

Our responsibility is to conduct an audit of Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)'s 2023 financial statements in accordance with auditing standards generally accepted in the United States of America and to issue an auditor's report. However, because of the matter described in the Basis for Disclaimer of Opinion on the 2023 Financial Statements section of our report, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on these financial statements.

We are required to be independent of Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan) and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit.

Independent Auditor's Report (continued)

Other Matter - 2023 Supplemental Schedules Required by ERISA

The supplemental Schedules of Assets (Held at End of Year) as of December 31, 2023 and Delinquent Participant Contributions for the year then ended are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion on the 2023 Financial Statements section of our report, it is inappropriate to, and we do not express an opinion on the supplemental schedules referred to above.

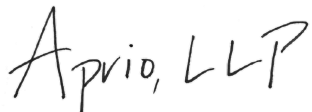
Other Matter - Auditor's Report on the 2022 Financial Statements

The financial statements of Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan) as of December 31, 2022, 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 a qualified institution. In addition, Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan) has not maintained sufficient accounting records and supporting documentation relating to certain annuity contracts and custodial accounts issued to current and former employees prior to January 1, 2009, and the predecessor auditor was unable to apply auditing procedures sufficient to determine the extent to which the 2022 financial statements may have been affected by these conditions. Their report dated October 11, 2023 indicated that because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion, and accordingly, they did not express an opinion on the 2022 financial statements and supplemental schedules.

Emphasis of Matter – Adjustments to 2022 Financial Statements

As more fully described in Note 13 to the financial statements, the Plan has adjusted its 2022 financial statements to remove the exclusion of certain contracts from Plan assets. The predecessor auditors reported on the financial statements before the restatement.

As part of our audit of the 2023 financial statements, we also audited the adjustments described in Note 13 that were applied to restate the Statement of Net Assets Available for Benefits as of December 31, 2022. In our opinion, such adjustments are appropriate and have been properly applied. We were not engaged to audit, review, or apply any procedures to the 2022 financial statements of the Plan other than with respect to the adjustments and, accordingly, we do not express an opinion or any form of assurance on the 2022 financial statements as a whole.



Rockville, Maryland
May 19, 2025

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Statements of Net Assets Available for Benefits

<i>December 31,</i>	2023	2022 (Restated)
Assets		
Investments, at fair value	\$ 17,302,508	\$ 12,949,132
Investments, at contract value	1,296,127	-
Receivables		
Participant contributions	18,456	7,547
Employer contributions	12,222	11,472
Total receivables	30,678	19,019
Net assets available for benefits	\$ 18,629,313	\$ 12,968,151

The accompanying Notes to Financial Statements are an integral part of these financial statements.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2023

Additions

Investment income	
Interest and dividends	\$ 168,817
Net appreciation in fair value of investments	2,284,158

Total investment income	2,452,975
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Contributions	
Participant	485,643
Employer	361,669

Total contributions	847,312
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Other income	5,372
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Total additions	3,305,659
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Deductions

Benefits paid to participants	3,607,467
Administrative expenses	351

Total deductions	3,607,818
-------------------------	------------------

Net decrease before transfer	(302,159)
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Transfer in from Population Reference Bureau Tax Deferred Annuity Plan	5,963,321
---	------------------

Net increase	5,661,162
---------------------	------------------

Net assets available for benefits

Beginning of plan year (Restated)	12,968,151
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End of plan year	\$ 18,629,313
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The accompanying Notes to Financial Statements are an integral part of these financial statements.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

-
1. **Description of the Plan** The following description of the Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan) (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan covering substantially all employees of Population Reference Bureau (the "Organization") who were at least 21 years old, except for nonresident aliens and student employees. The Plan was amended effective April 1, 2023. Effective with the amendment, the age requirement to participate in the Plan was removed and employees who normally work less than 20 hours per week became excluded from participating in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Effective April 1, 2023, the Plan was amended to provide for the merger of Population Reference Bureau Tax Deferred Annuity Plan into the Plan with an effective merger date of March 31, 2023. As a result, all net assets of Population Reference Bureau Tax Deferred Annuity Plan became assets of the Plan effective with the merger. Additionally, effective with the merger, the Plan name was changed to Population Reference Bureau Retirement Plan.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

Contributions: Each year, participants may contribute up to 100 percent of pretax annual compensation, as defined in the Plan. Effective April 1, 2023, the Plan was amended to allow Roth contributions. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Prior to April 1, 2023, participants with more than 15 years of service could also make a qualified organization catch-up deferral contributions. Effective with the April 1, 2023 amendment, this provision was removed. Participants may also contribute amounts representing distributions from other qualified plans (rollovers). Prior to April 1, 2023, the Organization provided matching contributions to participants as follows: three percent of eligible compensation to participants that do not contribute to the Plan, six percent of eligible compensation to participants contributing more than one percent up to four percent of compensation, and nine percent of eligible compensation to participants contributing more than five percent up to six percent of compensation. Effective with the April 1, 2023 amendment, the fixed matching contribution was modified as follows: three percent of eligible compensation to participants contributing less than four percent including those participants that do not contribute to the Plan, six percent of eligible compensation to participants contributing at least four percent but less than six percent of compensation, and nine percent of eligible compensation over the Social Security wage base to participants contributing at least six percent of eligible compensation. Participants direct the investment of their contributions and Organization contributions into various investment options offered by the Plan. Contributions are subject to certain limitations.

Participant accounts: Each participant's account is credited with the participant's contributions, the Organization's matching contributions and Plan earnings. Participant accounts may also be charged with an allocation of certain administrative expenses. Investment earnings and losses are allocated based upon the investment performance of each investment in the participant's account. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Transfers between TIAA and CREF accounts: Participants are permitted to transfer funds from their Teachers Insurance and Annuity Association ("TIAA") and College Retirement Equities Fund ("CREF") accounts into their TIAA Traditional Annuity Accounts at any time. However, transfers out of the TIAA Traditional Non-Benefit Responsive Annuity Accounts into any TIAA or CREF account by an active participant can only be made through a Transfer Payout Annuity which provides for the transfer of funds in substantially equal installments over a period of ten years for Retirement Annuity ("RA") contracts and seven years for Retirement Choice ("RC") contracts.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

Vesting: Participants are vested immediately in all contributions, plus actual earnings thereon.

Payment of benefits: Benefits are payable upon retirement at age 65, disability, death, or termination of employment. Effective with the April 1, 2023 amendment, in-service withdrawals at age 59 1/2 are also permitted, subject to provisions described in the Plan document. Benefits are payable in lump sum, installments, annuity and ad-hoc payments. The balances of participants who choose a lifetime annuity income option are liquidated and used to purchase an annuity contract directly with TIAA. Lump sum distributions are available from the TIAA Traditional Non-Benefit Responsive Annuity Accounts that are also RC contracts within 120 days of termination, subject to a 2.5% surrender charge.

Notes receivable from participants: Effective with the April 1, 2023 amendment the Plan allowed participants to borrow from their accounts. Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of their vested account balance. Loan terms range from one to five years or up to ten years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at the Federal Reserve Board Bank Rate plus one percent. There was no participant loan activity and no outstanding loan balance as of and for the year then ended December 31, 2023.

Administrative expenses: A significant portion of the expenses of maintaining the Plan are paid by the Organization.

2. Significant accounting policies

Basis of accounting: The financial statements of the Plan are prepared under the accrual method of accounting.

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

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

Investment valuation and income recognition: Investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

Purchases and sales of investments 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 includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Contributions: Participant contributions and the related Organization matching contributions are recognized in the period the participant contribution is withheld from compensation.

Payment of benefits: Benefits are recorded when paid.

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

Subsequent events: The Plan has evaluated subsequent events for disclosure in these financial statements through May 19, 2025, which is the date the financial statements were available to be issued.

3. Certified information

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments held at December 31, 2023 and 2022, and net appreciation in fair value of investments and interest and dividend income for the year ended December 31, 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by Teachers Insurance and Annuity Association of America and College Retirement Equities Fund, the insurance companies of the Plan.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

4. Fair value measurements

The Plan reports its assets at fair value based on a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below:

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

Level 2. Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, and inputs that are derived from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

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

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

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

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

The fair value of the shares of mutual funds owned by the Plan is based on quoted net asset values on the last business day of the Plan year.

The unit values of the CREF variable annuities and the pooled separate account are reported based on quoted market values listed by NASDAQ on the last day of the Plan year.

The TIAA Traditional Non-Benefit Responsive Annuity Accounts are reported at contract value, which approximates fair value. The contract value equals the accumulated cash contributions and interest credited to the contract less any withdrawals. Contract value is deemed to approximate fair value based on observation of recent participant investments at contract value and by comparison of historical and current yields of highly rated corporate bonds to historical and current crediting interest rates of the contracts, taking into consideration the liquidity restrictions applicable to the contracts. See further discussion in Note 5. In determining the reasonableness of the valuation methodology, the Plan administrator evaluated a variety of factors including existing contracts, economic conditions and TIAA's overall credit rating.

The fair value of the TIAA Access variable annuities is based on the net asset value ("NAV") on the last business day of the Plan year provided by the entity holding the accounts. The NAV is used as a practical expedient to estimate fair value and is determined by TIAA based on the fair value of the underlying assets in the accounts, less liabilities.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

The fair value of assets is as follows:

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Non-benefit responsive insurance annuity accounts	\$ -	\$ -	\$2,648,810	\$ 2,648,810
CREF variable annuities	10,019,903	-	-	10,019,903
Pooled separate account	783,600	-	-	783,600
Mutual funds	342,521	-	-	342,521
Total assets within the fair value hierarchy	\$ 11,146,024	\$ -	\$2,648,810	13,794,834
Investments measured at net asset value ^(a)				3,507,674
Total assets at fair value				\$ 17,302,508

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

Assets at Fair Value as of December 31, 2022 (Restated)				
	Level 1	Level 2	Level 3	Total
Non-benefit responsive insurance annuity accounts	\$ -	\$ -	\$2,647,707	\$ 2,647,707
CREF variable annuities	7,046,092	-	-	7,046,092
Pooled separate account	681,164	-	-	681,164
Total assets within the fair value hierarchy	\$ 7,727,256	\$ -	\$2,647,707	10,374,963
Investments measured at net asset value ^(a)				2,574,169
Total assets at fair value				\$ 12,949,132

(a) In accordance with ASC 820, certain investments that were measured at net asset value per share (or its equivalent) as of December 31, 2023 and 2022 have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

The fixed income annuities seek strong risk-adjusted total returns. International and U.S. equity annuities seek a favorable long-term total return, mainly through capital appreciation and investment income. Target date annuities seek a high total return over time through a combination of capital appreciation and income with an allocation strategy designed to meet retirement needs at a specified date.

Investments in all TIAA Access variable annuities can be redeemed immediately at the current net asset value based on the fair value of the underlying assets. There are no withdrawal limits, redemption frequency limits or redemption notice periods. There were no unfunded commitments for these investments as of December 31, 2023 and 2022.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

The following table presents changes in assets classified in Level 3 of the fair value hierarchy during the year ended December 31, 2023, attributed to the following:

	Level 3 Assets		
	TIAA non- benefit responsive traditional insurance annuity account (RA)	TIAA non- benefit responsive - traditional insurance annuity account (RC)	Total
Purchases	\$ 750,256	\$ 11,998	\$ 762,254
Issuances	-	-	-
Transfers into Level 3	-	-	-
Transfers out of Level 3	-	-	-

The following table represents the Plan's level 3 financial instruments, the valuation techniques used to measure the fair value of those instruments, and the significant unobservable inputs and the ranges of values for those inputs.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

Instrument	Fair Value 12/31/2023	Fair Value 12/31/2022 (Restated)	Principal Valuation Technique	Significant Unobservable Inputs	Range of Significant Input Values
TIAA non-benefit responsive - traditional insurance annuity account (RA)	\$ 2,636,818	\$ 2,647,707	Discounted Cash Flow	Risk-adjusted discount rate applied	4.00%-6.50%
TIAA non-benefit responsive - traditional insurance annuity account (RC)	\$ 11,992	\$ -	Discounted Cash Flow	Risk-adjusted discount rate applied	6.25%-6.75%

5. Insurance annuity contracts

The Plan participates in the TIAA Traditional Annuity, an investment contract with TIAA. The contract is segregated into non-benefit and fully benefit responsive categories. TIAA commingles the assets of the contract with other assets in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. Contract value, as reported to the Plan by TIAA, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Each premium allocated to the investment contract buys a guaranteed minimum amount of lifetime income, based on the rate schedule in effect at the time the premium is credited. Participants may ordinarily direct withdrawals or transfer all or a portion of their investment at contract value. The contract has no maturity date and there is no market value adjustment upon discontinuance.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

There are no reserves against contract value for credit risk of the contract issuer or otherwise. A portion of the annuity contract is non-benefit responsive as it requires withdrawals in the form of a lifetime payout annuity or in periodic installments. The Retirement Annuity (RA) contracts require installments over a ten-year period. The Retirement Choice (RC) contracts require installments over a seven-year period. However, terminated participants may request a lump sum distribution within 120 days of termination, subject to a 2.5% surrender charge. When a participant's accumulation in the TIAA Traditional Annuity is converted to a lifetime payout annuity, the present value of the stream of payments is equal to the accumulated balance, and the entire amount is recorded as a purchase of annuity contract in the Statement of Changes in Net Assets Available for Benefits. There were no such conversions for the year ended December 31, 2023.

The Plan also participates in a traditional benefit responsive contract with TIAA via a fixed rate group annuity contract, the TIAA Stable Value contract. TIAA commingles the assets of the contract with other assets in a non-unitized separate account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. TIAA is contractually obligated to repay the principal and specified interest rate that is guaranteed to the Plan. Contract value, as reported to the Plan by TIAA, represents accumulated cash contributions, interest credited, and transfers, if any, less any withdrawals and transfers, if any. Participants may ordinarily direct withdrawals or transfer all or portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. Plan sponsors choosing to terminate a Plan's investment in the TIAA Stable Value contract will receive contract value in, at most, two years. If the two year payout applies, a discontinuance fee will be assessed which has the effect of reducing the interest credited during the two year period by, at most, seventy-five basis points.

6. Risks and uncertainties

The Plan provides for investments in various securities that are exposed to risks, such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in future statements of net assets available for benefits.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

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- | | |
|--|--|
| 7. Plan termination | Although it has not expressed any intent to do so, the Organization has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. |
| 8. Tax status | <p>The Plan is a volume submitter plan of TIAA which received an opinion letter on August 7, 2017, in which the Internal Revenue Service ("IRS") stated that the form of the plan document was acceptable under the applicable requirements of the Internal Revenue Code ("IRC"). The Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.</p> <p>Subsequent to December 31, 2021, it was discovered that the Plan document had a duplicate reference regarding its three percent matching contribution which created an ambiguity with Plan terms. Management of the Organization and ERISA counsel confirmed that the duplication was an unintentional and immaterial error, and corrected via a retroactive amendment to the Plan consistent with applicable law.</p> <p>Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.</p> |
| 9. Party-in-interest transactions | Certain Plan investments are managed by affiliates of TIAA and CREF. TIAA and CREF are the insurance companies and recordkeepers as defined by the Plan. These transactions qualify as exempt party-in-interest transactions. |

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

Effective July 1, 2023, the Organization maintains a service agreement with TIAA that provides for a "Revenue Credit Account" for the Plan. Under the agreement, any revenue earned by TIAA on the investments in the Plan in excess of TIAA's revenue requirement will be deposited into the Revenue Credit Account. These amounts are to be used to pay direct, reasonable and necessary expenses of the Plan or may be allocated to participant accounts as a revenue credit. During the year ended December 31, 2023, the Plan received \$5,372 under this agreement, which is reported as other income in the Statement of Changes in Net Assets Available for Benefits. During the year ended December 31, 2023, no amounts were used to pay Plan expenses or allocated to Plan participants. The transactions qualify as exempt party-in-interest transactions. The balance in the account at December 31, 2023 was \$5,445.

During 2010 through 2021, the Organization failed to remit to the insurance companies certain employee contributions totaling \$1,202,876 within the period prescribed by Department of Labor regulations. The Organization made corrective contributions to the Plan in 2023 to compensate affected participants for lost earnings on the delinquent remittances. These delinquent remittances are considered nonexempt party-in-interest transactions.

- 10. Reconciliation to Form 5500** The following is a reconciliation of amounts in the financial statements to Form 5500 as of December 31, 2023 and 2022 and for the year ended December 31, 2023:

	2023	2022 (Restated)
Net assets available for benefits per the financial statements	\$ 18,629,313	\$ 12,968,151
Participant contributions receivable	(18,456)	-
Employer contributions receivable	(12,222)	-
Restatement difference	-	(3,688,551)
Total net assets per Form 5500	\$ 18,598,635	\$ 9,279,600

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

Total net decrease before transfer per the financial statements	\$ (302,159)
Participant contributions receivable - 2023	(18,456)
Employer contributions receivable - 2023	(12,222)
Classification difference - merger	(153,048)
Classification difference - other	(1,258)

Total net income (loss) per Form 5500	\$ (487,143)
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Total transfers of assets per the financial statements	\$ 5,963,321
Classification difference - restatement	3,688,551
Classification difference - merger	153,048
Classification difference - other	1,258

Total transfers of assets per Form 5500	\$ 9,806,178
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11. Insufficient accounting records and supporting documents

The Plan is a collection of individual contracts with respect to which participants can engage in a range of investment actions without the consent or involvement of the Organization. Each Plan participant maintains his or her own personal contract relationship with the vendor, TIAA. Following adoption of new 403(b) regulations in January 2007 (which became effective for the year ended December 31, 2009), the Organization undertook action to obtain prior year Plan account records. TIAA provided historical plan-level reports effective with the Plan year beginning January 1, 2009. Various accounting records related to the Plan's annuity contracts and custodial accounts issued to current and former employees prior to January 1, 2009 were not maintained by the Plan. Accordingly, the Plan is unable to provide sufficient accounting records and supporting documents related to annuity and custodial accounts issued to current and former employees prior to January 1, 2009.

12. Subsequent amendment

The Plan was amended effective October 1, 2024 to remove the exclusion of employees who normally work less than 20 hours per week from participating in the Plan.

Population Reference Bureau Retirement Plan (formerly Population Reference Bureau DC Retirement Plan)

Notes to Financial Statements

- 13. Restatement of prior year** The Department of Labor ("DOL") released Field Assistance Bulletin No. 2009-02, Annual Reporting Requirements for 403(b) Plans (FAB 2009-02) in 2009. If FAB 2009-02 is implemented, the DOL has indicated that they will not reject Form 5500s from which contracts are excluded as long as certain conditions are met. The Plan administrator has determined that certain of their contracts meet the criteria of FAB 2009-02, and thus has historically excluded these TIAA and CREF contracts from the financial statements and Form 5500. For year ended December 31, 2023, the Plan administrator elected to no longer exclude these contracts and therefore restated the Statement of Net Assets Available for Benefits for the year ended December 31, 2022 to have consistent presentation. The 2022 financial statement has been restated to add back the previously excluded contracts. The effect of this restatement is as follows:

	Previously Reported	Adjustment	Restated
Statement of Net Assets Available for Benefits as of December 31, 2022:			
Investments, at fair value	\$ 9,260,581	\$ 3,688,551	\$ 12,949,132
Participant contributions receivable	7,547	-	7,547
Organization contributions receivable	11,472	-	11,472
Net assets available for benefits	\$ 9,279,600	\$ 3,688,551	\$ 12,968,151

**Population Reference Bureau Retirement Plan
(formerly Population Reference Bureau DC Retirement Plan)**

EIN: 53-0214030

Plan: 001

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value		(d) Cost	(e) Current Value
*	<u>Teachers Insurance and Annuity Association and College Retirement Equities Fund:</u>				
*	TIAA Traditional Non Benefit Responsive	Insurance Annuity Contract	NR	\$	2,636,818
*	TIAA Traditional Benefit Responsive 2	Insurance Annuity Contract	NR		42,946
*	TIAA Traditional Non Benefit Responsive 2	Insurance Annuity Contract	NR		11,992
*	TIAA Traditional Benefit Responsive	Insurance Annuity Contract	NR		1,252,887
*	TIAA Real Estate	Pooled Separate Account	NR		783,600
*	CREF Stock	CREF Variable Annuity	NR		2,532,725
*	CREF Money Market	CREF Variable Annuity	NR		315,422
*	CREF Social Choice	CREF Variable Annuity	NR		2,733,306
*	CREF Global Equities	CREF Variable Annuity	NR		1,143,668
*	CREF Growth	CREF Variable Annuity	NR		1,099,997
*	CREF Equity Index	CREF Variable Annuity	NR		1,460,821
*	CREF Inflation-Linked Bond	CREF Variable Annuity	NR		305,402
*	CREF Core Bond	CREF Variable Annuity	NR		412,419
*	CREF Stock	CREF Variable Annuity	NR		7,038
*	CREF Social Choice	CREF Variable Annuity	NR		9,105
*	TIAA Access TIAA-CREF Bond Plus	TIAA Variable Annuity	NR		107,691
*	TIAA Access TIAA-CREF Bond	TIAA Variable Annuity	NR		19,411
*	TIAA Access TIAA-CREF Equity Index	TIAA Variable Annuity	NR		62,949
*	TIAA Access TIAA-CREF Growth & Income	TIAA Variable Annuity	NR		70,184
*	TIAA Access TIAA-CREF International Equity	TIAA Variable Annuity	NR		418,856
*	TIAA Access TIAA-CREF Lifecycle Retirement Income	TIAA Variable Annuity	NR		683
*	TIAA Access TIAA-CREF Large-Cap Growth	TIAA Variable Annuity	NR		225,158
*	TIAA Access TIAA-CREF Large-Cap Value	TIAA Variable Annuity	NR		233,062
*	TIAA Access TIAA-CREF Lifecycle 2010	TIAA Variable Annuity	NR		820
*	TIAA Access TIAA-CREF Lifecycle 2020	TIAA Variable Annuity	NR		53,154
*	TIAA Access TIAA-CREF Lifecycle 2025	TIAA Variable Annuity	NR		32,729
*	TIAA Access TIAA-CREF Lifecycle 2030	TIAA Variable Annuity	NR		10,521
*	TIAA Access TIAA-CREF Lifecycle 2035	TIAA Variable Annuity	NR		106,997
*	TIAA Access TIAA-CREF Lifecycle 2040	TIAA Variable Annuity	NR		142,978

Refer to accompanying Independent Auditor's Report.

Population Reference Bureau Retirement Plan
(formerly Population Reference Bureau DC Retirement Plan)

EIN: 53-0214030

Plan: 001

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

December 31, 2023

(a)	(b) Identity of Issue, Borrower Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
*	TIAA Access TIAA-CREF Lifecycle 2045	TIAA Variable Annuity	NR	218,478
*	TIAA Access TIAA-CREF Lifecycle 2050	TIAA Variable Annuity	NR	199,738
*	TIAA Access TIAA-CREF Mid-Cap Growth	TIAA Variable Annuity	NR	99,911
*	TIAA Access TIAA-CREF Mid-Cap Value	TIAA Variable Annuity	NR	136,795
*	TIAA Access TIAA-CREF Money Market	TIAA Variable Annuity	NR	41,422
*	TIAA Access TIAA-CREF Real Estate Securities	TIAA Variable Annuity	NR	76,514
*	TIAA Access TIAA-CREF Small-Cap Blend Index	TIAA Variable Annuity	NR	174,067
*	TIAA Access TIAA-CREF Small-Cap Equity	TIAA Variable Annuity	NR	169,347
*	TIAA Access TIAA-CREF Social Choice Equity	TIAA Variable Annuity	NR	193,457
*	TIAA Access TIAA-CREF S&P 500 Index Fund	TIAA Variable Annuity	NR	674,625
*	TIAA Access TIAA-CREF Lifecycle 2060	TIAA Variable Annuity	NR	2
*	TIAA Access TIAA-CREF Lifecycle 2055	TIAA Variable Annuity	NR	38,125
	Vanguard Inflation-Protected Securities	Mutual Fund	NR	2,435
	AB Large Cap Growth	Mutual Fund	NR	14,651
	iShares Developed Real Estate Index	Mutual Fund	NR	4,903
	Calvert US Large Cap Core Responsible Index	Mutual Fund	NR	1,000
	MFS International Diversification	Mutual Fund	NR	5,381
	BlackRock Total Return	Mutual Fund	NR	3,952
	Putnam Large Cap Value	Mutual Fund	NR	9,221
	PIMCO Income	Mutual Fund	NR	4,034
	PIMCO RAE US Small	Mutual Fund	NR	5,741
	AB Small Cap Growth	Mutual Fund	NR	2,040
	State Street Aggregate Bond	Mutual Fund	NR	20,628
	State Street Global All Cap Equity ex-U.S. Index	Mutual Fund	NR	75,479
	State Street Small/Mid Cap Equity Index	Mutual Fund	NR	10,294
	State Street Equity 500 Index	Mutual Fund	NR	178,485
	Schwab Treasury Inflation Protected Securities Index	Mutual Fund	NR	4,277
*	TIAA Stable Value	Stable Value Fund	NR	294
Total				\$ 18,598,635

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

NR - Not required for participant directed funds.

Refer to accompanying Independent Auditor's Report.

**Population Reference Bureau Retirement Plan (formerly Population Reference
Bureau DC Retirement Plan)**

EIN: 53-0214030

Plan: 001

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

Year Ended December 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are included: ☐	Contributions Not Corrected	Contributions Corrected Outside VFCP*	Contributions Pending Correction in VFCP	

Various 2021	\$ -	\$ -	\$ -	\$ 135,254
Various 2020	-	-	-	122,606
Various 2019	-	-	-	110,617
Various 2018	-	-	-	106,921
Various 2017	-	-	-	113,770
Various 2016	-	-	-	106,290
Various 2015	-	-	-	100,795
Various 2014	-	-	-	80,074
Various 2013	-	-	-	92,923
Various 2012	-	-	-	74,363
Various 2011	-	-	-	83,097
Various 2010	-	-	-	76,166

Refer to accompanying Independent Auditor's Report.

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

Name of Plan:

► Population Reference Bureau Retirement Plan

Employer Identification Number: ► 53-0214030

For plan year (beginning/ending): ► 1/1/2023 to 12/31/2023

Plan number: ► 001

(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		\$ 1,252,887.61
*	College Retirement Equities Fund variable annuities	TIAA Traditional Non Benefit Responsive		\$ 2,636,818.47
*	College Retirement Equities Fund variable annuities	TIAA Traditional Benefit Responsive 2		\$ 42,945.69
*	College Retirement Equities Fund variable annuities	TIAA Traditional Non Benefit Responsive 2		\$ 11,991.69
*	College Retirement Equities Fund variable annuities	TIAA Stable Value		\$ 294.40
*	College Retirement Equities Fund variable annuities	CREF Stock R1		\$ 2,532,725.23
*	College Retirement Equities Fund variable annuities	CREF Money Market R1		\$ 315,421.87
*	College Retirement Equities Fund variable annuities	CREF Social Choice R1		\$ 2,733,306.07
*	College Retirement Equities Fund variable annuities	CREF Global Equities R1		\$ 1,143,668.52
*	College Retirement Equities Fund variable annuities	CREF Growth R1		\$ 1,099,996.86
*	College Retirement Equities Fund variable annuities	CREF Equity Index R1		\$ 1,460,821.25
*	College Retirement Equities Fund variable annuities	CREF Inflation-Linked Bond R1		\$ 305,402.03
*	College Retirement Equities Fund variable annuities	TIAA Real Estate		\$ 783,600.13
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Bond Plus T4		\$ 107,690.87
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Bond T4		\$ 19,410.86
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Equity Idx T4		\$ 62,949.13
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Grw & Inc T4		\$ 70,184.26
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Intl Equity T4		\$ 418,856.27
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LfCyc Rt Inc T4		\$ 682.62
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Lrg Cap Gr T4		\$ 225,158.14
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Lrg Cap Val T4		\$ 233,061.99
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LifCyc 2010 T4		\$ 819.55
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LifCyc 2020 T4		\$ 53,153.61
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LifCyc 2025 T4		\$ 32,728.76
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LifCyc 2030 T4		\$ 10,520.61
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LifCyc 2035 T4		\$ 106,996.53
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LifCyc 2040 T4		\$ 142,978.41
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LifCyc 2045 T4		\$ 218,477.96
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LifCyc 2050 T4		\$ 199,738.18
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Mid Cap Grw T4		\$ 99,910.54
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Mid Cap Val T4		\$ 136,795.51
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Money Mkt T4		\$ 41,422.13
*	College Retirement Equities Fund variable annuities	TIAA Access T-C RI Est Sec T4		\$ 76,514.38
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Sm Cp Bl lx T4		\$ 174,066.63
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Sml Cap Eq T4		\$ 169,347.19
*	College Retirement Equities Fund variable annuities	TIAA Access T-C Socl Chc Eq T4		\$ 193,457.23
*	College Retirement Equities Fund variable annuities	CREF Core Bond R1		\$ 412,418.63
	College Retirement Equities Fund variable annuities	Vanguard Infl Protect Sec Adm		\$ 2,435.02
*	College Retirement Equities Fund variable annuities	TIAA Access T-C S&P 500 Idx T4		\$ 674,625.06
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LifCyc 2060 T4		\$ 2.07
	College Retirement Equities Fund variable annuities	AB Large Cap Growth Fund Z		\$ 14,650.94
	College Retirement Equities Fund variable annuities	iShares Developd Real Est lx K		\$ 4,903.05
	College Retirement Equities Fund variable annuities	CalvertUSLargeCapCoreRespldxR6		\$ 1,000.35
	College Retirement Equities Fund variable annuities	MFS Intl Diversification CI R6		\$ 5,380.52
	College Retirement Equities Fund variable annuities	BlackRock Total Return K		\$ 3,951.44
	College Retirement Equities Fund variable annuities	Putnam Large Cap Value Fund R6		\$ 9,221.16
	College Retirement Equities Fund variable annuities	PIMCO Income Fd Institutional		\$ 4,033.94
	College Retirement Equities Fund variable annuities	PIMCO RAE US Small Instl Class		\$ 5,740.96
*	College Retirement Equities Fund variable annuities	CREF Stock R4		\$ 7,037.57
*	College Retirement Equities Fund variable annuities	CREF Social Choice R4		\$ 9,105.00
	College Retirement Equities Fund variable annuities	AllianceBernstein Sm Cap Gr Z		\$ 2,040.13
*	College Retirement Equities Fund variable annuities	TIAA Access T-C LifCyc 2055 T4		\$ 38,125.49
	College Retirement Equities Fund variable annuities	State Street Aggrgte Bnd Idx K		\$ 20,628.37
	College Retirement Equities Fund variable annuities	State Street Cap Eq ExUS Idx K		\$ 75,479.21
	College Retirement Equities Fund variable annuities	State Street Sm Md Cp Eq Idx K		\$ 10,293.63
	College Retirement Equities Fund variable annuities	State Street Equity 500 Indx K		\$ 178,484.93
	College Retirement Equities Fund variable annuities	Schwab Treas Bond Prot Sec Idx		\$ 4,276.78
	Grand Total			\$ 18,598,635