

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2023

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.

Part I Annual Report Identification Information

For calendar plan year 2023 or fiscal plan year beginning 09/01/2023 and ending 08/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan [] a DFE (specify)
B This return/report is: [] the first return/report [] the final return/report [] an amended return/report [] a short plan year return/report...
C If the plan is a collectively-bargained plan, check here... []
D Check box if filing under: [X] Form 5558 [] automatic extension [] the DFVC program [] special extension...
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 GRAND RAPIDS SYMPHONY SOCIETY RETIREMENT PLAN
1b Three-digit plan number (PN) 002
1c Effective date of plan 09/01/2002
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address... GRAND RAPIDS SYMPHONY SOCIETY
2b Employer Identification Number (EIN) 38-6005447
2c Plan Sponsor's telephone number 616-454-9451
2d Business code (see instructions) 711100

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.

Table with 4 columns: SIGN HERE, Signature, Date, and Name. Rows include plan administrator, employer/plan sponsor, and DFE.

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

Form 5500 (2023) v. 230707

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	117
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)	91
	6a(2)	92
	6b	0
	6c	23
	6d	115
	6e	1
	6f	116
	6g(1)	110
6g(2)	111	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2E 2F 2G 2J 2K 2T

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

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

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

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning **09/01/2023** and ending **08/31/2024**

A Name of plan GRAND RAPIDS SYMPHONY SOCIETY RETIREMENT PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 GRAND RAPIDS SYMPHONY SOCIETY	D Employer Identification Number (EIN) 38-6005447	

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

PRINCIPAL LIFE INSURANCE COMPANY

42-0127290

(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)

PRINCIPAL LIFE INSURANCE COMPANY

42-0127290

(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?
13 37 50 64	CONTRACT ADMINISTRATOR	80538	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

RAYMOND JAMES & ASSOCIATES, INC.

59-1237041

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 99	INVESTMENT ADVISORY	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	31849	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(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 <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
RAYMOND JAMES & ASSOCIATES, INC.	27 99	31849
(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.	
PRINCIPAL LIFE INSURANCE COMPANY 42-0127290	INVESTMENT ADVISORY PLAN	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 <hr/> 2023 <hr/> This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning **09/01/2023** and ending **08/31/2024**

A Name of plan GRAND RAPIDS SYMPHONY SOCIETY RETIREMENT PLAN	B Three-digit plan number (PN)	002
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 GRAND RAPIDS SYMPHONY SOCIETY	D Employer Identification Number (EIN) 38-6005447	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	MYWAYRTMT IDX 2065 FUND		
b Name of sponsor of entity listed in (a):	GREAT GRAY TRUST COMPANY		
c EIN-PN	38-4139859-636	d Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	85806		
a Name of MTIA, CCT, PSA, or 103-12 IE:	MYWAYRETIREMENT GLOBAL BOND R		
b Name of sponsor of entity listed in (a):	GREAT GRAY TRUST COMPANY		
c EIN-PN	38-7264531-694	d Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	2179		
a Name of MTIA, CCT, PSA, or 103-12 IE:	MYWAYRETIREMENT MULTI-SEC BD R		
b Name of sponsor of entity listed in (a):	GREAT GRAY TRUST COMPANY		
c EIN-PN	38-4139871-649	d Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	5233		
a Name of MTIA, CCT, PSA, or 103-12 IE:	MYWAYRETIREMENT CORE BOND R FD		
b Name of sponsor of entity listed in (a):	GREAT GRAY TRUST COMPANY		
c EIN-PN	38-4139867-645	d Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	489270		
a Name of MTIA, CCT, PSA, or 103-12 IE:	MYWAYRETIREMENT COMMODITIES R		
b Name of sponsor of entity listed in (a):	GREAT GRAY TRUST COMPANY		
c EIN-PN	38-7264532-695	d Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	2325		
a Name of MTIA, CCT, PSA, or 103-12 IE:	BLACKROCK MID CAP EQ IDX CL 1		
b Name of sponsor of entity listed in (a):	GREAT GRAY TRUST COMPANY		
c EIN-PN	20-3802327-003	d Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	34807		
a Name of MTIA, CCT, PSA, or 103-12 IE:	BLACKROCK U.S. TIPS INDEX CL 1		
b Name of sponsor of entity listed in (a):	GREAT GRAY TRUST COMPANY		
c EIN-PN	38-4116835-510	d Entity code	C
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	333081		

a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRETIREMENT EMERG MRKTS R		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-7264529-692	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 304875
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRETIREMENT INTL GROWTH R		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4139868-646	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 692
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRETIREMENT REAL ESTATE R		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-7264530-693	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 194203
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRETIREMENT MID CAP GRTH R		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4139870-648	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 347395
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRETIREMENT MID CAP VAL R		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-7264528-691	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 318363
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRETIREMENT LRG CAP GRTH R		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4139869-647	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 912789
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRETIREMENT LRG CAP VAL R		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-7264527-690	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 597618
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRETIREMENT INTERNATIONAL		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4126285-589	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1865
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRTMT IDX 2055 FUND		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4065302-386	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 376839
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRTMT IDX 2045 FUND		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST FUND		
c EIN-PN 38-4065301-385	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 428877

a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRTMT IDX 2035 FUND		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4065300-384	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1296630
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRTMT IDX 2025 FUND		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4065299-382	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 523435
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRTMT IDX RETIREMENT RD		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4065298-382	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 670380
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRTMT IDX 2050 FUND		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4065307-391	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 202032
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRTMT IDX 2060 FUND		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4065297-381	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 77696
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRTMT IDX 2040 FUND		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4065295-379	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 355036
a Name of MTIA, CCT, PSA, or 103-12 IE: MYWAYRTMT IDX 2030 FUND		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 38-4065294-378	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4335413
a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK EQTY INDX FD CLASS 1		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 20-3802168-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1603453
a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK RUSS 2000 IDX CI R		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 20-3802587-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 213317
a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK EAFE EZ IDX CI R FD		
b Name of sponsor of entity listed in (a): GREAT GRAY TRUST COMPANY		
c EIN-PN 20-3802495-007	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 463801

a Name of MTIA, CCT, PSA, or 103-12 IE: **PRINCIPAL STABLE VALUE Z FUND**

b Name of sponsor of entity listed in (a): **PRINCIPAL GLOBAL INVESTORS TRUST CO**

c EIN-PN 93-6274328-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1219059
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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)
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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)
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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)
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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)
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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)
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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)
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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)
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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)
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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)
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**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 **09/01/2023** and ending **08/31/2024**

A Name of plan GRAND RAPIDS SYMPHONY SOCIETY RETIREMENT PLAN		B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 GRAND RAPIDS SYMPHONY SOCIETY		D Employer Identification Number (EIN) 38-6005447	

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)	1784
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	
(2) U.S. Government securities	1c(2)	
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other	1c(3)(B)	
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	
(6) Real estate (other than employer real property)	1c(6)	
(7) Loans (other than to participants)	1c(7)	
(8) Participant loans	1c(8)	7399
(9) Value of interest in common/collective trusts	1c(9)	10206233
(10) Value of interest in pooled separate accounts	1c(10)	
(11) Value of interest in master trust investment accounts	1c(11)	
(12) Value of interest in 103-12 investment entities	1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	
(15) Other	1c(15)	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	10215416	11537305
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	10215416	11537305

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)	159320	
(B) Participants	2a(1)(B)	397101	
(C) Others (including rollovers)	2a(1)(C)	46538	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		602959
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)	940	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		940
(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)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds	2b(4)(A)		
(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)		1807378
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		2411277

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1008215	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)	502	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1008717
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		133
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances.....	2i(1)		
(2) Contract administrator fees.....	2i(2)	80538	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		80538
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1089388

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1321889
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **ANDREWS HOOPER PAVLIK, PLC**

(2) EIN: **38-3133790**

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.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	35033
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	400000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.	<input type="checkbox"/>	<input type="checkbox"/>	

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

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

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

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

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

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 09/01/2023 and ending 08/31/2024

A Name of plan <u>GRAND RAPIDS SYMPHONY SOCIETY RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>GRAND RAPIDS SYMPHONY SOCIETY</u>	D Employer Identification Number (EIN) <u>38-6005447</u>	

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
---	---	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 42-0127290

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

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

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

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

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

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

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

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

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

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

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

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

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

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

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

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

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

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

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

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

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

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

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

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

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

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

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

Audited Financial Statements
and Other Supplementary Information

Grand Rapids Symphony Society
Retirement Plan

*Years Ended August 31, 2024 and 2023
with Report of Independent Auditors*



ANDREWS HOOPER PAVLIK PLC

Grand Rapids Symphony Society
Retirement Plan

Audited Financial Statements
and Other Supplementary Information

Years Ended August 31, 2024 and 2023

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Report of Independent Auditors

Finance Committee and Plan Sponsor
Grand Rapids Symphony Society Retirement Plan
Grand Rapids, Michigan

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

We have performed audits of the accompanying financial statements of the Grand Rapids Symphony Society 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 statements of net assets available for benefits as of August 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Grand Rapids Symphony Society Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, 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 and for the years ended August 31, 2024 and 2023, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

- The information in the financial statements referred to above related to the assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with U.S. GAAP, 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 the Grand Rapids Symphony Society 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 Financial Statements

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

individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Supplemental Schedules Required by ERISA

The supplemental schedule of delinquent participant contributions for the year ended August 31, 2024 and schedule of assets (held at end of year) as of August 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that

agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Andrews Hooper Faulstich PLC

Grand Rapids, Michigan
June 10, 2025

Grand Rapids Symphony Society
Retirement Plan

Statements of Net Assets Available for Benefits

	August 31	
	2024	2023
Assets		
Collective investment trusts, at fair value	\$ 10,275,510	\$ 9,045,262
Investment in fully benefit-responsive investment contract, at contract value	1,219,059	1,160,971
Total investments	11,494,569	10,206,233
Contributions receivable:		
Employer	2,197	1,784
Notes receivable from participants	40,539	7,399
Net assets available for benefits	\$ 11,537,305	\$ 10,215,416

Grand Rapids Symphony Society
Retirement Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended August 31	
	2024	2023
Additions		
Investment income:		
Interest and dividend income	\$ 940	\$ 612
Net realized and unrealized appreciation in fair value of investments	1,807,378	756,994
Total investment income	1,808,318	757,606
Contributions:		
Participant	397,101	353,538
Employer	159,320	154,269
Rollovers	46,538	22,390
Total contributions	602,959	530,197
Total additions	2,411,277	1,287,803
Deductions		
Benefit payments to participants	1,008,850	586,366
Administrative expenses	80,538	70,969
Total deductions	1,089,388	657,335
Net change in net assets available for benefits	1,321,889	630,468
Net assets available for benefits as of beginning of year	10,215,416	9,584,948
Net assets available for benefits as of end of year	\$ 11,537,305	\$ 10,215,416

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

1. Description of the Plan and Significant Accounting Policies

The following description of the Grand Rapids Symphony Society Retirement Plan (Plan) provides only general information. Additional information about the plan agreement and the Plan's provisions is contained in the Summary Plan Description available from the plan sponsor.

General

The Plan is a defined contribution plan under Section 401 of the Internal Revenue Code (Code) that covers substantially all employees of Grand Rapids Symphony Society (Organization) who have provided one hour of service to the Organization. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Participant Accounts

Individual accounts are maintained for each Plan participant, with benefits limited to the amount of the accumulated balance of the participant's account. Allocations of employer contributions, income, expenses, gains, and losses to participants' accounts are based on compensation or account balances, as specified by the plan agreement.

Investment Options

Participants direct the investment of contributions into various investment options offered by the Plan. Organization contributions are automatically invested and subject to the same allocation percentages as the participant contributions.

Contributions

Participant contributions to the Plan are elective and are in the form of salary reductions not to exceed the maximum annual amount allowed by the Code. The Organization may elect to make contributions on behalf of eligible participants. The amount of these contributions is determined solely at the discretion of the Organization. All participants' account balances, which include Organization contributions, are fully vested. According to the plan agreement, if a forfeiture of participant balances occurs, it would reduce the Organization's contributions.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

1. Description of the Plan and Significant Accounting Policies (continued)

Payments of Benefits

Participants may withdraw amounts from the Plan only after the occurrence of a distributable event and filing an application for distribution. Distributable events include death, the attainment of age 59½, total and permanent disability, termination of employment, financial hardship, and termination of the Plan. Upon termination of service, participants may elect to receive either a lump-sum payment or periodic installments. Benefits are recorded when paid.

Notes Receivable from Participants and Hardship Withdrawals

The plan agreement allows participants to obtain loans based on their account balances. A loan may not exceed 50% of the participant's account balance or \$50,000, whichever is less. Loans bear interest at a rate commensurate with market rates for similar loans. Repayment terms of loans may not exceed ten years and are made by payroll deduction. The plan agreement also allows for participants to make hardship withdrawals of participant contributions, including rollovers, and earnings thereon held in the Plan, subject to certain requirements as defined in the plan agreement.

Administrative Expenses

Administrative expenses of the Plan are paid by either the Plan or the plan sponsor, as provided in the plan agreement. Expenses paid by the plan sponsor are excluded from these financial statements.

Termination of the Plan

Although it has not expressed intent to do so, the Organization has the right to terminate the Plan at any time. In the event the Plan is terminated, participant account balances are to be distributed to participants by the trustee of the Plan.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, results could differ from those estimates.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

1. Description of the Plan and Significant Accounting Policies (continued)

Basis of Accounting

The financial statements have been presented on the accrual basis of accounting in accordance with U.S. GAAP.

Valuation of Investments

The value of investments stated at fair value are determined by Principal Trust Company (Principal), using quoted market values as of the last business day of the Plan year.

The value of a portion of the collective investment trusts is based on the fair value of the underlying assets owned by the investment, which are generally based on observable inputs. The net asset value (NAV) per share is used as a practical expedient for determining the fair value of these investments.

One of the investments held by the Plan is the Principal Stable Value Z Fund, which is an insurance company product and has been identified as a fully benefit-responsive investment contract (FBRIC). This investment consists of the general assets of the contract issuer and earns guaranteed interest at rates determined by the issuer and are stated at contract value.

Purchases and sales of securities are recorded on a trade-date basis. Investment income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

The change between fair value and the cost of investments held is combined with realized gains and losses on sales of investments and reported in the statement of changes in net assets available for benefits as net realized and unrealized appreciation (depreciation) in the fair value of investments. Realized gains and losses on sales of investments represent the difference between the proceeds received and the original cost of investments sold.

Fair Value Measurements

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. The Plan utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. Based on the observability of the inputs used in the valuation techniques, the Plan is required to provide information according to the fair value hierarchy. The fair value hierarchy ranks the quality and reliability of the information used to determine fair values.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

1. Description of the Plan and Significant Accounting Policies (continued)

Fair Value Measurements (continued)

Financial assets and liabilities carried at fair value will be classified and disclosed in one of the following three categories:

- Level 1 – Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.
- Level 2 – Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 – Significant unobservable inputs that reflect a company’s own assumptions about the assumptions that market participants would use in pricing an asset or liability.

The valuation methodologies used for assets measured at fair value were determined based on quoted market prices and other inputs that were corroborated by observable market data provided by the investment managers and there have been no changes in the methodologies used as of August 31, 2024 and 2023.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Subsequent Events

Plan management has evaluated subsequent events for potential recognition or disclosure in the financial statements through June 10, 2025, which is the date the financial statements were available to be issued.

2. Federal Income Taxes

The Plan received an opinion letter from the Internal Revenue Service dated August 23, 2023, stating that the Plan is qualified under Section 401 of the Code. The Plan is required to operate in conformity with the Code to maintain its qualification. Therefore, there is no provision for income taxes in the Plan’s financial statements.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

2. Federal Income Taxes (continued)

Generally, tax years 2021 through the current year remain open to examination. The plan administrator does not believe that the results from any examination of these open years would have a material adverse effect on the Plan.

3. Information Certified by the Trustee (Unaudited)

Principal, the trustee of the Plan, held investment assets and notes receivable from participants and executes related transactions therein as of and for the years ended August 31, 2024 and 2023, and substantially all information pertaining to the Plan's investments included in the financial statements has been certified by them. This certified investment information has not been audited by independent accountants.

4. Fair Value Measurements

As of August 31, 2024, there were no Plan investments valued using Level 1, 2, or 3 inputs because all investments were held in collective investment trusts measured at NAV. The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of August 31, 2023:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Collective investment trusts	\$ 1,646,611	\$ 634,110	\$ -	\$ 2,280,728
Total investments at fair value	<u>\$ 1,646,611</u>	<u>\$ 634,110</u>	<u>\$ -</u>	<u>2,280,728</u>
Collective investment trusts measured at NAV				<u>6,764,534</u>
Total investments				<u>\$ 9,045,262</u>

5. Investment in Collective Investment Trusts

Collective investment trusts are accounts maintained by an investment or insurance company that are used for the collective investment of plan funds from multiple employee benefit plans. Pooling plan funds of all plan sponsors who want to invest in the collective investment trust provides greater buying power.

As of August 31, 2024, the Plan held no collective investment trusts that are valued at a fair value and 27 with a NAV of \$10,275,510. As of August 31, 2023, the Plan held 5 collective investment trusts that are valued at a fair value of \$2,280,728 and 22 with a NAV of \$6,764,534.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

5. Investment in Collective Investment Trusts (continued)

Principal maintains plan contributions in individual accounts which are subsequently invested in one underlying mutual fund traded on an established market. The individual accounts are valued daily using publicly available quoted market prices, and participants bear the investment risks. The redemption frequency and redemption notice period are both on a daily basis. Participants may generally transfer units out of the collective investment trust at any time.

As described in Note 1, the NAV is the relevant measurement attribute to a portion of the collective investment trusts included in net assets available for benefits. NAV, as reported to the Plan by Principal, represents the principal invested plus investment gain or loss.

6. Investment Contract with Insurance Company

The Plan held a FBRIC with Principal, the Plan custodian, with a contract value of \$1,219,059 as of August 31, 2024 and \$1,160,971 as of August 31, 2023. The Plan custodian maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuers are contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. Interest is allocated to the fund daily based on the value of units outstanding for each class of contracts and are reinvested into the fund.

The FBRIC is 100% invested in another FBRIC, which invests in conventional, synthetic, and separate account investment contracts issued by life insurance companies, banks, and other financial institutions. Characteristics of these contracts allow for their principal value to remain stable regardless of the volatility of the financial markets.

Withdrawals, other than for benefit payments and participant transfers to noncompeting options, require a 12-month advance written notice. Included in this advance written notice requirement are full or partial withdrawals of assets invested in the FBRIC resulting from management directed actions. Such management directed actions include, but are not limited to: (1) reallocation of investments, (2) plan sponsor layoffs/termination of groups of employees, (3) disposing of or selling a component of the plan sponsor's business which involves the transfer or termination of employees, (4) terminating the FBRIC as an investment option of the Plan, and (5) terminating the Plan.

7. Transactions with Parties-in-Interest

Plan investments include accounts that are managed by the trustee, Principal, with balances totaling \$1,219,059 as of August 31, 2024 and \$1,160,971 as of August 31, 2023.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

7. Transactions with Parties-in-Interest (continued)

Additionally, the Plan holds notes receivable from participants totaling \$40,539 as of August 31, 2024 and \$7,399 as of August 31, 2023.

The Plan paid administrative fees to the trustee, Principal, of \$80,538 during the year ended August 31, 2024 and \$70,969 during the year ended August 31, 2023.

8. Risks and Uncertainties

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

9. Reconciliation to Form 5500

The following table reconciles elements of the Form 5500, Schedule H to the financial statements for the year ended August 31, 2024:

Net assets available for benefits between the financial statements and Schedule H of Form 5500	
Net assets available for benefits per schedule H	\$ 11,535,108
Employer contributions receivable	2,197
Net assets available for benefits per financial statements	<u>\$ 11,537,305</u>
 Differences in the change in net assets available for benefits between the financial statements and Schedule H of Form 5500	
Change in net assets available for benefits per Schedule H	\$ 1,319,692
Employer contributions	2,197
Change in net assets available for benefits per financial statements	<u>\$ 1,321,889</u>

Other Supplementary Information

Grand Rapids Symphony Society
Retirement Plan

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

For the Year Ended August 31, 2024

Participant	Total that Constitute Nonexempt Prohibited Transactions			Corrected Under
Check here if Late Participant Loan Repayments are included <input checked="" type="checkbox"/>	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	VFCP and PTE 2002-51
\$ 35,033	\$ 16,123	\$ 18,910	\$ -	\$ -

EIN: 38-6005447
Plan number: 002

Grand Rapids Symphony Society
Retirement Plan

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

August 31, 2024

(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
	Collective investment trusts			
	American Century Inv. Mgmt.	MyWayRetirement Mid Cap Value R Fund	N/A	\$ 318,363
	BlackRock Advisors, LLC	BlackRock EAFE Equity Index Fund Class R	N/A	463,801
	BlackRock Advisors, LLC	BlackRock Equity Index Fund Class 1	N/A	1,603,453
	BlackRock Advisors, LLC	BlackRock Mid Cap Equity Index Class 1	N/A	34,807
	BlackRock Advisors, LLC	BlackRock Russell 2000 Index Fund Class R	N/A	213,317
	BlackRock Advisors, LLC	BlackRock U.S. TIPS Index Class 1	N/A	333,081
	BlackRock Advisors, LLC	MyWayRetirement Emerging Markets R Fund	N/A	304,875
	ClearBridge Investments	MyWayRetirement Index International Growth R Fund	N/A	692
	Columbia Management Advisors	MyWayRetirement International Value R Fund	N/A	1,865
	DF Dent & Company, Inc.	MyWayRetirement Mid Cap Growth R Fund	N/A	347,395
	Diamond Hill Capital Mgmt Inc.	MyWayRetirement Large Cap Value R Fund	N/A	597,618
	Fidelity Management & Research	MyWayRetirement Core Bond R Fund	N/A	489,270
	Great Gray Trust Company	MyWayRetirement Index 2025 Fund	N/A	523,435
	Great Gray Trust Company	MyWayRetirement Index 2030 Fund	N/A	433,513
	Great Gray Trust Company	MyWayRetirement Index 2035 Fund	N/A	1,296,630
	Great Gray Trust Company	MyWayRetirement Index 2040 Fund	N/A	355,036
	Great Gray Trust Company	MyWayRetirement Index 2045 Fund	N/A	428,877
	Great Gray Trust Company	MyWayRetirement Index 2050 Fund	N/A	202,032
	Great Gray Trust Company	MyWayRetirement Index 2055 Fund	N/A	376,839
	Great Gray Trust Company	MyWayRetirement Index 2060 Fund	N/A	77,696
	Great Gray Trust Company	MyWayRetirement Index 2065 Fund	N/A	85,806
	Great Gray Trust Company	MyWayRetirement Index Retirement Fund	N/A	670,380
	MFS Investment Management	MyWayRetirement Global Bond R Fund	N/A	2,179
	MFS Investment Management	MyWayRetirement Large Cap Growth R Fund	N/A	912,789
	PGIM Investments, LLC	MyWayRetirement Multi-Sector Bd R Fund	N/A	5,233
	PGIM Investments, LLC	MyWayRetirement Real Estate R Fund	N/A	194,203
	Wilmington Trust	MyWayRetirement Commodities R Fund	N/A	2,325
				10,275,510
	Fully benefit-responsive investment contract			
*	Principal Global Investors	Principal Stable Value Z Fund	N/A	1,219,059
	Notes receivable from participants			
*	Participant loans	Mature in approximately 1-3 years, 5.75%-9.50% interest rate	-0-	40,539
				\$ 11,535,108

* Represents a party-in-interest to the Plan.

N/A - Not applicable - Cost information is not required with respect to participant or beneficiary-directed transactions under an individual account plan.

EIN: 38-6005447

Plan number: 002

Audited Financial Statements
and Other Supplementary Information

Grand Rapids Symphony Society
Retirement Plan

*Years Ended August 31, 2024 and 2023
with Report of Independent Auditors*



ANDREWS HOOPER PAVLIK PLC

Grand Rapids Symphony Society
Retirement Plan

Audited Financial Statements
and Other Supplementary Information

Years Ended August 31, 2024 and 2023

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Report of Independent Auditors

Finance Committee and Plan Sponsor
Grand Rapids Symphony Society Retirement Plan
Grand Rapids, Michigan

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

We have performed audits of the accompanying financial statements of the Grand Rapids Symphony Society 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 statements of net assets available for benefits as of August 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Grand Rapids Symphony Society Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, 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 and for the years ended August 31, 2024 and 2023, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

- The information in the financial statements referred to above related to the assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with U.S. GAAP, 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 the Grand Rapids Symphony Society 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 Financial Statements

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

individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Supplemental Schedules Required by ERISA

The supplemental schedule of delinquent participant contributions for the year ended August 31, 2024 and schedule of assets (held at end of year) as of August 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that

agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Andrews Hooper Faulstich PLC

Grand Rapids, Michigan
June 10, 2025

Grand Rapids Symphony Society
Retirement Plan

Statements of Net Assets Available for Benefits

	August 31	
	2024	2023
Assets		
Collective investment trusts, at fair value	\$ 10,275,510	\$ 9,045,262
Investment in fully benefit-responsive investment contract, at contract value	1,219,059	1,160,971
Total investments	11,494,569	10,206,233
 Contributions receivable:		
Employer	2,197	1,784
 Notes receivable from participants	40,539	7,399
Net assets available for benefits	\$ 11,537,305	\$ 10,215,416

Grand Rapids Symphony Society
Retirement Plan

Statements of Changes in Net Assets Available for Benefits

	Year Ended August 31	
	2024	2023
Additions		
Investment income:		
Interest and dividend income	\$ 940	\$ 612
Net realized and unrealized appreciation in fair value of investments	1,807,378	756,994
Total investment income	1,808,318	757,606
Contributions:		
Participant	397,101	353,538
Employer	159,320	154,269
Rollovers	46,538	22,390
Total contributions	602,959	530,197
Total additions	2,411,277	1,287,803
Deductions		
Benefit payments to participants	1,008,850	586,366
Administrative expenses	80,538	70,969
Total deductions	1,089,388	657,335
Net change in net assets available for benefits	1,321,889	630,468
Net assets available for benefits as of beginning of year	10,215,416	9,584,948
Net assets available for benefits as of end of year	\$ 11,537,305	\$ 10,215,416

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

1. Description of the Plan and Significant Accounting Policies

The following description of the Grand Rapids Symphony Society Retirement Plan (Plan) provides only general information. Additional information about the plan agreement and the Plan's provisions is contained in the Summary Plan Description available from the plan sponsor.

General

The Plan is a defined contribution plan under Section 401 of the Internal Revenue Code (Code) that covers substantially all employees of Grand Rapids Symphony Society (Organization) who have provided one hour of service to the Organization. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Participant Accounts

Individual accounts are maintained for each Plan participant, with benefits limited to the amount of the accumulated balance of the participant's account. Allocations of employer contributions, income, expenses, gains, and losses to participants' accounts are based on compensation or account balances, as specified by the plan agreement.

Investment Options

Participants direct the investment of contributions into various investment options offered by the Plan. Organization contributions are automatically invested and subject to the same allocation percentages as the participant contributions.

Contributions

Participant contributions to the Plan are elective and are in the form of salary reductions not to exceed the maximum annual amount allowed by the Code. The Organization may elect to make contributions on behalf of eligible participants. The amount of these contributions is determined solely at the discretion of the Organization. All participants' account balances, which include Organization contributions, are fully vested. According to the plan agreement, if a forfeiture of participant balances occurs, it would reduce the Organization's contributions.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

1. Description of the Plan and Significant Accounting Policies (continued)

Payments of Benefits

Participants may withdraw amounts from the Plan only after the occurrence of a distributable event and filing an application for distribution. Distributable events include death, the attainment of age 59½, total and permanent disability, termination of employment, financial hardship, and termination of the Plan. Upon termination of service, participants may elect to receive either a lump-sum payment or periodic installments. Benefits are recorded when paid.

Notes Receivable from Participants and Hardship Withdrawals

The plan agreement allows participants to obtain loans based on their account balances. A loan may not exceed 50% of the participant's account balance or \$50,000, whichever is less. Loans bear interest at a rate commensurate with market rates for similar loans. Repayment terms of loans may not exceed ten years and are made by payroll deduction. The plan agreement also allows for participants to make hardship withdrawals of participant contributions, including rollovers, and earnings thereon held in the Plan, subject to certain requirements as defined in the plan agreement.

Administrative Expenses

Administrative expenses of the Plan are paid by either the Plan or the plan sponsor, as provided in the plan agreement. Expenses paid by the plan sponsor are excluded from these financial statements.

Termination of the Plan

Although it has not expressed intent to do so, the Organization has the right to terminate the Plan at any time. In the event the Plan is terminated, participant account balances are to be distributed to participants by the trustee of the Plan.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, results could differ from those estimates.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

1. Description of the Plan and Significant Accounting Policies (continued)

Basis of Accounting

The financial statements have been presented on the accrual basis of accounting in accordance with U.S. GAAP.

Valuation of Investments

The value of investments stated at fair value are determined by Principal Trust Company (Principal), using quoted market values as of the last business day of the Plan year.

The value of a portion of the collective investment trusts is based on the fair value of the underlying assets owned by the investment, which are generally based on observable inputs. The net asset value (NAV) per share is used as a practical expedient for determining the fair value of these investments.

One of the investments held by the Plan is the Principal Stable Value Z Fund, which is an insurance company product and has been identified as a fully benefit-responsive investment contract (FBRIC). This investment consists of the general assets of the contract issuer and earns guaranteed interest at rates determined by the issuer and are stated at contract value.

Purchases and sales of securities are recorded on a trade-date basis. Investment income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

The change between fair value and the cost of investments held is combined with realized gains and losses on sales of investments and reported in the statement of changes in net assets available for benefits as net realized and unrealized appreciation (depreciation) in the fair value of investments. Realized gains and losses on sales of investments represent the difference between the proceeds received and the original cost of investments sold.

Fair Value Measurements

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. The Plan utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs. Based on the observability of the inputs used in the valuation techniques, the Plan is required to provide information according to the fair value hierarchy. The fair value hierarchy ranks the quality and reliability of the information used to determine fair values.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

1. Description of the Plan and Significant Accounting Policies (continued)

Fair Value Measurements (continued)

Financial assets and liabilities carried at fair value will be classified and disclosed in one of the following three categories:

- Level 1 – Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.
- Level 2 – Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 – Significant unobservable inputs that reflect a company’s own assumptions about the assumptions that market participants would use in pricing an asset or liability.

The valuation methodologies used for assets measured at fair value were determined based on quoted market prices and other inputs that were corroborated by observable market data provided by the investment managers and there have been no changes in the methodologies used as of August 31, 2024 and 2023.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Subsequent Events

Plan management has evaluated subsequent events for potential recognition or disclosure in the financial statements through June 10, 2025, which is the date the financial statements were available to be issued.

2. Federal Income Taxes

The Plan received an opinion letter from the Internal Revenue Service dated August 23, 2023, stating that the Plan is qualified under Section 401 of the Code. The Plan is required to operate in conformity with the Code to maintain its qualification. Therefore, there is no provision for income taxes in the Plan’s financial statements.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

2. Federal Income Taxes (continued)

Generally, tax years 2021 through the current year remain open to examination. The plan administrator does not believe that the results from any examination of these open years would have a material adverse effect on the Plan.

3. Information Certified by the Trustee (Unaudited)

Principal, the trustee of the Plan, held investment assets and notes receivable from participants and executes related transactions therein as of and for the years ended August 31, 2024 and 2023, and substantially all information pertaining to the Plan's investments included in the financial statements has been certified by them. This certified investment information has not been audited by independent accountants.

4. Fair Value Measurements

As of August 31, 2024, there were no Plan investments valued using Level 1, 2, or 3 inputs because all investments were held in collective investment trusts measured at NAV. The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of August 31, 2023:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Collective investment trusts	\$ 1,646,611	\$ 634,110	\$ -	\$ 2,280,728
Total investments at fair value	<u>\$ 1,646,611</u>	<u>\$ 634,110</u>	<u>\$ -</u>	<u>2,280,728</u>
Collective investment trusts measured at NAV				<u>6,764,534</u>
Total investments				<u>\$ 9,045,262</u>

5. Investment in Collective Investment Trusts

Collective investment trusts are accounts maintained by an investment or insurance company that are used for the collective investment of plan funds from multiple employee benefit plans. Pooling plan funds of all plan sponsors who want to invest in the collective investment trust provides greater buying power.

As of August 31, 2024, the Plan held no collective investment trusts that are valued at a fair value and 27 with a NAV of \$10,275,510. As of August 31, 2023, the Plan held 5 collective investment trusts that are valued at a fair value of \$2,280,728 and 22 with a NAV of \$6,764,534.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

5. Investment in Collective Investment Trusts (continued)

Principal maintains plan contributions in individual accounts which are subsequently invested in one underlying mutual fund traded on an established market. The individual accounts are valued daily using publicly available quoted market prices, and participants bear the investment risks. The redemption frequency and redemption notice period are both on a daily basis. Participants may generally transfer units out of the collective investment trust at any time.

As described in Note 1, the NAV is the relevant measurement attribute to a portion of the collective investment trusts included in net assets available for benefits. NAV, as reported to the Plan by Principal, represents the principal invested plus investment gain or loss.

6. Investment Contract with Insurance Company

The Plan held a FBRIC with Principal, the Plan custodian, with a contract value of \$1,219,059 as of August 31, 2024 and \$1,160,971 as of August 31, 2023. The Plan custodian maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuers are contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. Interest is allocated to the fund daily based on the value of units outstanding for each class of contracts and are reinvested into the fund.

The FBRIC is 100% invested in another FBRIC, which invests in conventional, synthetic, and separate account investment contracts issued by life insurance companies, banks, and other financial institutions. Characteristics of these contracts allow for their principal value to remain stable regardless of the volatility of the financial markets.

Withdrawals, other than for benefit payments and participant transfers to noncompeting options, require a 12-month advance written notice. Included in this advance written notice requirement are full or partial withdrawals of assets invested in the FBRIC resulting from management directed actions. Such management directed actions include, but are not limited to: (1) reallocation of investments, (2) plan sponsor layoffs/termination of groups of employees, (3) disposing of or selling a component of the plan sponsor's business which involves the transfer or termination of employees, (4) terminating the FBRIC as an investment option of the Plan, and (5) terminating the Plan.

7. Transactions with Parties-in-Interest

Plan investments include accounts that are managed by the trustee, Principal, with balances totaling \$1,219,059 as of August 31, 2024 and \$1,160,971 as of August 31, 2023.

Grand Rapids Symphony Society
Retirement Plan

Notes to Financial Statements

August 31, 2024

7. Transactions with Parties-in-Interest (continued)

Additionally, the Plan holds notes receivable from participants totaling \$40,539 as of August 31, 2024 and \$7,399 as of August 31, 2023.

The Plan paid administrative fees to the trustee, Principal, of \$80,538 during the year ended August 31, 2024 and \$70,969 during the year ended August 31, 2023.

8. Risks and Uncertainties

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

9. Reconciliation to Form 5500

The following table reconciles elements of the Form 5500, Schedule H to the financial statements for the year ended August 31, 2024:

Net assets available for benefits between the financial statements and Schedule H of Form 5500	
Net assets available for benefits per schedule H	\$ 11,535,108
Employer contributions receivable	<u>2,197</u>
Net assets available for benefits per financial statements	<u>\$ 11,537,305</u>
Differences in the change in net assets available for benefits between the financial statements and Schedule H of Form 5500	
Change in net assets available for benefits per Schedule H	\$ 1,319,692
Employer contributions	<u>2,197</u>
Change in net assets available for benefits per financial statements	<u>\$ 1,321,889</u>

Other Supplementary Information

Grand Rapids Symphony Society
Retirement Plan

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

For the Year Ended August 31, 2024

Participant	Total that Constitute Nonexempt Prohibited Transactions			Corrected Under
Check here if Late Participant Loan Repayments are included <input checked="" type="checkbox"/>	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	VFCP and PTE 2002-51
\$ 35,033	\$ 16,123	\$ 18,910	\$ -	\$ -

EIN: 38-6005447
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Grand Rapids Symphony Society
Retirement Plan

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

August 31, 2024

(a)	(b)	(c)	(d)	(e)
Borrower, Lessor, or Similar Party	Identity of Issue,	Description of Investment Including Maturity Date, Rate of	Cost	Current Value
	Borrower, Lessor, or Similar Party	Interest, Collateral, Par, or Maturity Value		
	Collective investment trusts			
	American Century Inv. Mgmt.	MyWayRetirement Mid Cap Value R Fund	N/A	\$ 318,363
	BlackRock Advisors, LLC	BlackRock EAFE Equity Index Fund Class R	N/A	463,801
	BlackRock Advisors, LLC	BlackRock Equity Index Fund Class 1	N/A	1,603,453
	BlackRock Advisors, LLC	BlackRock Mid Cap Equity Index Class 1	N/A	34,807
	BlackRock Advisors, LLC	BlackRock Russell 2000 Index Fund Class R	N/A	213,317
	BlackRock Advisors, LLC	BlackRock U.S. TIPS Index Class 1	N/A	333,081
	BlackRock Advisors, LLC	MyWayRetirement Emerging Markets R Fund	N/A	304,875
	ClearBridge Investments	MyWayRetirement Index International Growth R Fund	N/A	692
	Columbia Management Advisors	MyWayRetirement International Value R Fund	N/A	1,865
	DF Dent & Company, Inc.	MyWayRetirement Mid Cap Growth R Fund	N/A	347,395
	Diamond Hill Capital Mgmt Inc.	MyWayRetirement Large Cap Value R Fund	N/A	597,618
	Fidelity Management & Research	MyWayRetirement Core Bond R Fund	N/A	489,270
	Great Gray Trust Company	MyWayRetirement Index 2025 Fund	N/A	523,435
	Great Gray Trust Company	MyWayRetirement Index 2030 Fund	N/A	433,513
	Great Gray Trust Company	MyWayRetirement Index 2035 Fund	N/A	1,296,630
	Great Gray Trust Company	MyWayRetirement Index 2040 Fund	N/A	355,036
	Great Gray Trust Company	MyWayRetirement Index 2045 Fund	N/A	428,877
	Great Gray Trust Company	MyWayRetirement Index 2050 Fund	N/A	202,032
	Great Gray Trust Company	MyWayRetirement Index 2055 Fund	N/A	376,839
	Great Gray Trust Company	MyWayRetirement Index 2060 Fund	N/A	77,696
	Great Gray Trust Company	MyWayRetirement Index 2065 Fund	N/A	85,806
	Great Gray Trust Company	MyWayRetirement Index Retirement Fund	N/A	670,380
	MFS Investment Management	MyWayRetirement Global Bond R Fund	N/A	2,179
	MFS Investment Management	MyWayRetirement Large Cap Growth R Fund	N/A	912,789
	PGIM Investments, LLC	MyWayRetirement Multi-Sector Bd R Fund	N/A	5,233
	PGIM Investments, LLC	MyWayRetirement Real Estate R Fund	N/A	194,203
	Wilmington Trust	MyWayRetirement Commodities R Fund	N/A	2,325
				10,275,510
	Fully benefit-responsive investment contract			
*	Principal Global Investors	Principal Stable Value Z Fund	N/A	1,219,059
	Notes receivable from participants			
*	Participant loans	Mature in approximately 1-3 years, 5.75%-9.50% interest rate	-0-	40,539
				\$ 11,535,108

* Represents a party-in-interest to the Plan.

N/A - Not applicable - Cost information is not required with respect to participant or beneficiary-directed transactions under an individual account plan.

EIN: 38-6005447

Plan number: 002