

Form 5500

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

Complete all entries in accordance with the instructions to the Form 5500.

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: a multiemployer plan, a multiple-employer plan, a single-employer plan, a DFE, etc.
B This return/report is: the first return/report, the final return/report, an amended return/report, a short plan year return/report, etc.
C If the plan is a collectively-bargained plan, check here.
D Check box if filing under: Form 5558, automatic extension, special extension, the DFVC program, etc.
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: UNIVERSITY OF NEBRASKA FOUNDATION DEFINED CONTRIBUTION RETIREMENT PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 05/01/1963
2a Plan sponsor's name, mailing address, city or town, state or province, country, and ZIP or foreign postal code.
2b Employer Identification Number (EIN): 47-0379839
2c Plan Sponsor's telephone number: 402-458-1100
2d Business code (see instructions): 525990

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 of plan administrator, Date, Enter name of individual signing as plan administrator. Includes entries for TROY K. WILHELM on 07/29/2025.

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

Form 5500 (2024) v. 240311

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	413
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)	249
	6a(2)	261
	6b	
	6c	157
	6d	418
	6e	0
	6f	418
	6g(1)	407
	6g(2)	411
h	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:
2L 3D 2S

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

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 _____

<p>SCHEDULE A (Form 5500)</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p>Insurance Information</p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p>▶ File as an attachment to Form 5500.</p> <p>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</p>	<p>OMB No. 1210-0110</p> <hr/> <p>2024</p> <hr/> <p>This Form is Open to Public Inspection</p>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<p>A Name of plan UNIVERSITY OF NEBRASKA FOUNDATION DEFINED CONTRIBUTION RETIREMENT PLAN</p>	<p>B Three-digit plan number (PN) ▶</p>	<p>001</p>
<p>C Plan sponsor's name as shown on line 2a of Form 5500 UNIVERSITY OF NEBRASKA FOUNDATION</p>	<p>D Employer Identification Number (EIN) 47-0379839</p>	

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

1 Coverage Information:

(a) Name of insurance carrier
TIAA-CREF

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-1624203	69345	365321	195	01/01/2024	12/31/2024

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II	Investment and Annuity Contract Information	
	Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.	
4	Current value of plan's interest under this contract in the general account at year end	8801840
5	Current value of plan's interest under this contract in separate accounts at year end.....	25393177
6	Contracts With Allocated Funds:	
a	State the basis of premium rates ▶	
b	Premiums paid to carrier	6b
c	Premiums due but unpaid at the end of the year	6c
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d
e	Type of contract: (1) <input type="checkbox"/> individual policies (2) <input type="checkbox"/> group deferred annuity (3) <input type="checkbox"/> other (specify) ▶	
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ <input type="checkbox"/>	
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)	
a	Type of contract: (1) <input type="checkbox"/> deposit administration (2) <input type="checkbox"/> immediate participation guarantee (3) <input checked="" type="checkbox"/> guaranteed investment (4) <input type="checkbox"/> other ▶	
b	Balance at the end of the previous year	7b 9362792
c	(1) Contributions deposited during the year	7c(1) 70785
	(2) Dividends and credits.....	7c(2)
	(3) Interest credited during the year.....	7c(3) 365889
	(4) Transferred from separate account	7c(4) 1446610
	(5) Other (specify below)..... ▶ PLAN SERVICING CREDIT	7c(5) 1440
	(6) Total additions	7c(6) 1884724
d	Total of balance and additions (add lines 7b and 7c(6))	7d 11247516
e	Deductions:	
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1) 1281248
	(2) Administration charge made by carrier.....	7e(2)
	(3) Transferred to separate account	7e(3) 1162817
	(4) Other (specify below)..... ▶ FEES	7e(4) 1611
(5) Total deductions	7e(5) 2445676	
f	Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f 8801840

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan UNIVERSITY OF NEBRASKA FOUNDATION DEFINED CONTRIBUTION RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 UNIVERSITY OF NEBRASKA FOUNDATION	D Employer Identification Number (EIN) 47-0379839	

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

FIDELITY INVESTMENTS INST'L OPER CO

04-2647786

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

TIAA

13-1624203

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

TIAA-CREF INVESTMENT MANAGEMENT LLC

13-3586142

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

JPMORGAN

31-1192865

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

AMERICAN FUNDS

95-1411037

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

VANGUARD

23-1945930

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

GOLDMAN SACHS

13-4019460

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

JP MORGAN CHASE BANK N.A.

13-4994650

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

PIMCO

33-0629048

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

CARILLON

59-2385219

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

NUVEEN-TC

13-1624203

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

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

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

TIAA

13-1624203

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	40697	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

FIDELITY INVESTMENTS

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	1295	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)

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

a Name:	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/> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>UNIVERSITY OF NEBRASKA FOUNDATION DEFINED CONTRIBUTION RETIREMENT PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>UNIVERSITY OF NEBRASKA FOUNDATION</u>	D Employer Identification Number (EIN) <u>47-0379839</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	<u>TIAA REAL ESTATE</u>		
b Name of sponsor of entity listed in (a):	<u>TIAA-CREF</u>		
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)	
<u>13-1624203-004</u>	<u>P</u>	<u>1198345</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:			
b Name of sponsor of entity listed in (a):			
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan UNIVERSITY OF NEBRASKA FOUNDATION DEFINED CONTRIBUTION RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 UNIVERSITY OF NEBRASKA FOUNDATION	D Employer Identification Number (EIN) 47-0379839

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

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

	(a) Beginning of Year	(b) End of Year
Assets		
a Total noninterest-bearing cash	1a	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1)	
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	
(2) U.S. Government securities	1c(2)	
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other	1c(3)(B)	
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	
(6) Real estate (other than employer real property)	1c(6)	
(7) Loans (other than to participants)	1c(7)	
(8) Participant loans	1c(8)	
(9) Value of interest in common/collective trusts	1c(9)	
(10) Value of interest in pooled separate accounts	1c(10)	1198345
(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)	55014454
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	8801840
(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	57417323	65014639
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	57417323	65014639

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)	2299114	
(B) Participants.....	2a(1)(B)	1701049	
(C) Others (including rollovers).....	2a(1)(C)	545511	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		4545674
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	1073	
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	365889	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		366962
(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)	1079065	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1079065
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		-47915
(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)		6722396
c Other income	2c		7775
d Total income. Add all income amounts in column (b) and enter total	2d		12673957

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	4710215	
(2) To insurance carriers for the provision of benefits	2e(2)	324435	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		5034650
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	40696	
(3) Recordkeeping fees	2i(3)	1295	
(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)		41991
j Total expenses. Add all expense amounts in column (b) and enter total	2j		5076641

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		7597316
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: LUTZ & COMPANY

(2) EIN: 47-0625816

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>UNIVERSITY OF NEBRASKA FOUNDATION DEFINED CONTRIBUTION RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>UNIVERSITY OF NEBRASKA FOUNDATION</u>	D Employer Identification Number (EIN) <u>47-0379839</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): 13-1624203 04-2647786

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

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

3		52
---	--	----

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	0
b Enter the amount contributed by the employer to the plan for this plan year	6b	0
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	0

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 08 / 07 / 2017 (MM/DD/YYYY) and the Opinion Letter serial number J500954A.

**University of Nebraska Foundation Defined
Contribution Retirement Plan**

Financial Statements and Independent Auditors' Report

December 31, 2024 and 2023



University of Nebraska Foundation Defined Contribution Retirement Plan

Index

	Page
Independent Auditors' Report	1-2
Financial Statements	
Statements of Net Assets Available for Benefits	3
Statements of Changes in Net Assets Available for Benefits	4
Notes to Financial Statements	5-13
Supplementary Information	
Schedule of Assets (Held at End of Year) – Schedule H – Item 4i	14-17

Note: Schedules required by the Employee Retirement Income Security Act of 1974 that have not been included herein are not applicable.

INDEPENDENT AUDITORS' REPORT

Audit Committee
University of Nebraska Foundation Defined Contribution Retirement Plan
Lincoln, Nebraska

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

We were engaged to perform audits of the financial statements of University of Nebraska Foundation Defined Contribution Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institutions).

Management has obtained certifications from qualified institutions as of and for the years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Disclaimer of Opinion

We do not express an opinion on the accompanying financial statements of the Plan. Because of the significance of the matters described in the Basis for Disclaimer of Opinion section of our report, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the financial statements.

Basis for Disclaimer of Opinion

The Plan has not maintained sufficient accounting records and supporting documents relating to certain annuity contracts and custodial accounts issued to current and former employees prior to January 1, 2009. Accordingly, we were unable to apply auditing procedures sufficient to determine the extent to which the accompanying financial statements may have been affected by these conditions.

Further, as described in Note 2 to the financial statements, the Plan has excluded from investments in the accompanying statements of net assets available for benefits certain annuity contracts and custodial accounts issued to current and former employees prior to January 1, 2009, as permitted by the DOL's Field Assistance Bulletin No. 2009-02, *Annual Reporting Requirements for 403(b) Plans*. The investment income and distributions related to such accounts have also been excluded in the accompanying statements of changes in net assets available for benefits. The amount of these excluded annuity contracts and custodial accounts and the related income and distributions are not reasonably determinable. Accounting principles generally accepted in the United States of America (U.S. GAAP) require that these accounts and the related income and distributions be included in the accompanying financial statements.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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 Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or 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.

Auditors' Responsibilities for the Audit of the Financial Statements

Our responsibility is to conduct an audit of the Plan's financial statements in accordance with auditing standards generally accepted in the United States of America and to issue an auditors' report. However, because of the matters described in the Basis for Disclaimer of Opinion section of our report, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on these financial statements.

We are required to be independent of the Plan, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits.

Other Matter—Supplementary Information Required by ERISA

The supplementary information as of and for the year ended December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. Because of the significance of the matters described in the Basis for Disclaimer of Opinion section of our report, it is inappropriate to and we do not express an opinion on the supplementary information referred to above.

Lutz & Company, P.C.

July 22, 2025

University of Nebraska Foundation Defined Contribution Retirement Plan

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments		
Investments at Fair Value	\$ 62,607,969	\$ 54,342,867
Investments at Contract Value	2,406,670	3,074,456
Total Investments	65,014,639	57,417,323
NET ASSETS AVAILABLE FOR BENEFITS	\$ 65,014,639	\$ 57,417,323

See Notes to Financial Statements.

University of Nebraska Foundation Defined Contribution Retirement Plan

Statements of Changes in Net Assets Available for Benefits

Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
ADDITIONS TO NET ASSETS ATTRIBUTED TO		
Investment Income		
Net Appreciation in Fair Value of Investments	\$ 7,048,145	\$ 7,928,687
Interest and Dividends from Investments	1,080,138	742,361
Total Investment Income	8,128,283	8,671,048
Contributions		
Employer	2,299,114	2,095,359
Participant	1,701,049	1,585,160
Rollover	545,511	1,462,030
Total Contributions	4,545,674	5,142,549
Total Additions	12,673,957	13,813,597
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Benefits Paid Directly to Participants	5,034,651	6,011,666
Administrative Expenses	41,990	37,502
Total Deductions	5,076,641	6,049,168
NET INCREASE	7,597,316	7,764,429
Net Assets Available for Benefits, Beginning of Year	57,417,323	49,652,894
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	\$ 65,014,639	\$ 57,417,323

See Notes to Financial Statements.

University of Nebraska Foundation Defined Contribution Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

1. Plan Description

The following brief description of the University of Nebraska Foundation Defined Contribution Retirement Plan (the Plan) is provided for general informational purposes only. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan was established in May 1963 to provide retirement benefits for the employees of the University of Nebraska Foundation (the Foundation). The Plan is governed by the Plan committee, of which members are appointed by the Foundation's Chief Executive Officer (CEO) under authority granted by the Foundation's board of directors.

Prior to July 1, 2024, employees were immediately eligible to make pre-tax and designated after-tax Roth salary deferral contributions. Effective July 1, 2024, employees are eligible to make pre-tax and designated after-tax Roth salary deferral contributions on the first day of the month following employment commencement. Employees who have attained age 21 are eligible to receive matching contributions, with no service requirement.

Contributions

Participants may make voluntary pre-tax and designated after-tax Roth salary deferral contributions up to 100% of their annual eligible compensation, subject to the maximum dollar amounts allowable by law. Eligible participants are automatically enrolled with an initial 5.50% salary deferral contribution unless they elect otherwise. Effective January 1, 2025, eligible participants are automatically enrolled with an initial 5.50% salary deferral contribution on the first day of the second month following employment commencement unless they elect otherwise. Participants may also contribute amounts representing distributions from other qualified plans. All participants who are eligible to make deferral contributions who will attain age 50 before the close of the calendar year shall be eligible to make catch-up contributions, subject to the maximum dollar amounts allowable by law.

The Foundation makes a matching contribution equal to 10.0% of a participant's annual eligible compensation if the employee contributes a minimum of 5.5%, or 5.5% if the employee contributes a minimum of 3.5%. Effective January 1, 2012, the matching contribution for employees contributing a minimum of 3.5% was lowered to 5.5% from 6.5%. Employees participating at the 3.5% deferral level prior to January 1, 2012 continue to receive the 6.5% matching contribution. If a participant contributes less than 3.5%, the Foundation will not provide a matching contribution for that pay period.

University of Nebraska Foundation Defined Contribution Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

Participant Accounts

Each participant's account is credited or debited with the participant's contributions and allocations of (a) the Foundation's matching contributions, and (b) Plan earnings or losses. The Foundation's matching contribution is allocated among participants based upon each participant's elected salary deferral. Plan earnings or losses are allocated based on participant earnings of account balances. Investments are maintained in individual member accounts managed by TIAA-CREF (TIAA) and Fidelity Management Trust Company (Fidelity).

Vesting

Participants are immediately vested in their contributions and the Foundation's matching contribution plus actual earnings or losses thereon.

Payment of Benefits

Upon termination due to retirement, disability, or death, the participant or beneficiary may elect to receive either lump-sum, annuity, or installment payments equal to the value of the vested funds allocated to the participant's account. For termination of service due to other reasons, a participant may either receive the value of their vested interest in his or her account as a lump-sum distribution, as a "direct rollover" to an individual retirement account, or to another employer's tax qualified plan. The Plan requires distribution payments between \$1,000 and \$5,000 be directly rolled over to an individual retirement account designated by the plan administrator in the event the participant does not elect otherwise. Distributions under \$1,000 will be paid out to the participant in the event the participant does not elect a payout option. Participants may receive in-service distributions, as permitted in the Plan document. Effective July 1, 2024, participants may receive hardship distributions, as permitted in the Plan document. Benefit payments are recorded when paid.

2. Summary of Significant Accounting Policies

A summary of the significant accounting policies consistently applied in the preparation of the accompanying financial statements is set forth below.

Basis of Presentation

The accompanying financial statements have been prepared on the accrual basis and in conformity with accounting principles generally accepted in the United States of America.

Presentation of Participant-Directed Funds

The Plan's presentation of participant-directed investments is in accordance with the Financial Accounting Standards Board (FASB), Accounting Standards Codification (ASC) 962, *Plan Accounting – Defined Contribution Pension Plans*.

University of Nebraska Foundation Defined Contribution Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

Excluded Contracts and Accounts

The Plan has elected to exclude certain contracts and accounts from Plan assets in accordance with Department of Labor Field Assistance Bulletin 2009-02 due to the fact that:

- The contract or account was issued to a current or former employee before January 1, 2009;
- The Foundation ceased to have any obligation to make contributions (including employee salary reduction contributions), and in fact stopped making contributions to the contract or account before January 1, 2009;
- All rights under the contract or account are legally enforceable against the insurer or custodian by the individual owner of the contract or account without any involvement by the Foundation;
- The individual owner of the contract is fully vested in the contract or account.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments, except for fully benefit-responsive investment contracts, are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between participants at the measurement date. The Foundation determines the Plan's valuation policies utilizing information provided by the investment advisors and custodians. See Note 4 for further discussion of fair value measurements.

Fully benefit-responsive investment contracts are reported at contract value. Contract value is the relevant measurement attributable for that portion of the net assets available for benefits of a defined-contribution plan attributable to a fully benefit responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The Foundation has determined that the TIAA Stable Value Annuity is fully benefit-responsive. The Foundation has also determined the TIAA Traditional Annuity contains both fully benefit-responsive contracts and contracts that are not fully benefit-responsive.

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

Expenses

Plan expenses are paid by the Plan, except investment advisory fees, audit fees, and legal fees that are generally paid by the Foundation. All administrative expenses paid by the Plan are reflected in the Plan's financial statements.

University of Nebraska Foundation Defined Contribution Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

Risks and Uncertainties

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

Subsequent Events

Subsequent events are events or transactions that occur after the statement of net assets available for benefits date, but before the financial statements are available to be issued and may require potential recognition or disclosure in the financial statements. Management has considered such events or transactions through July 22, 2025. See the "Contributions" section of Note 1 for a description of a subsequent event.

3. Information Certified by TIAA and Fidelity

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the plan administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by TIAA and Fidelity, except for comparing such information certified by the custodians to information included in the Plan's financial statements and supplementary information.

The following table presents the value of participant-directed Plan assets that were certified by TIAA and Fidelity at December 31:

	<u>2024</u>	<u>2023</u>
Investments at Fair Value	\$ 62,607,969	\$ 54,342,867
Investments at Contract Value	2,406,670	3,074,456
	<u>\$ 65,014,639</u>	<u>\$ 57,417,323</u>

TIAA and Fidelity also certified to the completeness and accuracy of the following related to the aforementioned investments for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Net Appreciation in Fair Value of Investments	\$ 7,048,145	\$ 7,928,687
Interest and Dividends from Investments	1,080,138	742,361
Total Investment Income	<u>\$ 8,128,283</u>	<u>\$ 8,671,048</u>

University of Nebraska Foundation Defined Contribution Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

4. Fair Value Measurements

FASB ASC 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

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

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

Mutual Funds: Valued at the daily closing price as reported by the funds. Funds held by the Plan are open-end funds that are registered with the Securities and Exchange Commission. These funds are required to publish their net asset value (NAV) and to transact at that price. Funds held by the Plan are deemed to be actively traded.

Pooled Separate Account: The pooled separate account invests in real properties and real estate-related investments. The value is principally derived from the NAV of the underlying real estate holdings or other real estate-related investments. Real estate holdings are valued principally using external appraisals, which are estimates of property values based on a professional's opinion. The account sometimes holds securities as well. These are generally priced using values obtained from independent pricing sources.

University of Nebraska Foundation Defined Contribution Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

Unallocated Insurance Contracts: Valued at the amount participants would receive if they were to withdraw or transfer funds with the Plan prior to maturity. These contracts are not fully-benefit responsive. The fair value represents discontinuation value or contract value less a withdrawal fee. The contracts have no unfunded commitments (see Note 5).

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while 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.

The following table presents by level, within the fair value hierarchy, the Plan’s investments at fair value as of December 31, 2024:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual Funds	\$ 55,014,454	\$ -	\$ -	\$ 55,014,454
Pooled Separate Account	-	1,198,345	-	1,198,345
Unallocated Insurance Contracts	-	-	6,395,170	6,395,170
Total Investments at Fair Value	<u>\$ 55,014,454</u>	<u>\$ 1,198,345</u>	<u>\$ 6,395,170</u>	<u>\$ 62,607,969</u>

The following table presents by level a summary of changes in the Plan’s Level 3 inputs for the year ended December 31, 2024:

	Non-Benefit Responsive Unallocated Insurance Contracts
Balance, Beginning of Year	\$ 6,288,336
Purchases	286,688
Investment Income	278,059
Sales	(457,913)
Balance, End of Year	<u>\$ 6,395,170</u>

University of Nebraska Foundation Defined Contribution Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

The following table presents the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments and the significant unobservable inputs and the ranges of value for those inputs for the year ended December 31, 2024:

Instrument	Fair Value	Valuation Technique	Significant Unobservable Inputs	Range
Unallocated Insurance Contracts	\$ 6,395,170	Discounted Cash Flow Theoretical Transfer (Exit Value)	Risk-Adjusted Discount Rate Applied	RA - 3.65% - 6.50% GRA - 3.65% - 6.50% RC - 3.90% - 6.75%

The following table presents by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2023:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual Funds	\$ 46,881,164	\$ -	\$ -	\$ 46,881,164
Pooled Separate Account	-	1,173,367	-	1,173,367
Unallocated Insurance Contracts	-	-	6,288,336	6,288,336
Total Investments at Fair Value	<u>\$ 46,881,164</u>	<u>\$ 1,173,367</u>	<u>\$ 6,288,336</u>	<u>\$ 54,342,867</u>

The following table presents by level a summary of changes in the Plan's Level 3 inputs for the year ended December 31, 2023:

	<u>Non-Benefit Responsive Unallocated Insurance Contracts</u>
Balance, Beginning of Year	\$ 6,063,460
Purchases	193,760
Investment Income	283,318
Sales	(252,202)
Balance, End of Year	<u>\$ 6,288,336</u>

University of Nebraska Foundation Defined Contribution Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

The following table presents the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments and the significant unobservable inputs and the ranges of value for those inputs for the year ended December 31, 2023:

Instrument	Fair Value	Valuation Technique	Significant Unobservable Inputs	Range
Unallocated Insurance Contracts	\$ 6,288,336	Discounted Cash Flow Theoretical Transfer (Exit Value)	Risk-Adjusted Discount Rate Applied	RA - 4.00% - 6.75% GRA - 4.00% - 6.75% RC - 4.25% - 7.00%

The following table summarizes the Level 2 investments measured at fair value based on the NAV per share at December 31, 2024 and 2023, respectively:

December 31, 2024	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Pooled Separate Account	\$ 1,198,345	None	Quarterly	1 Day

December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Pooled Separate Account	\$ 1,173,367	None	Quarterly	1 Day

5. Investment Contracts with TIAA

The Plan has entered into investment contracts with TIAA. TIAA maintains the contributions in mutual funds, a pooled separate account and unallocated insurance contracts. The accounts are credited with earnings on the underlying investments and charged for Plan withdrawals and administrative expenses charged by TIAA.

The mutual funds, pooled separate account and the non-fully benefit-responsive investment contracts, as reported to the Plan by TIAA, are included in the financial statements at fair value. The contracts that are fully benefit-responsive are included in the financial statements at contract value.

As a portion of the unallocated insurance contracts are fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the investment contract. Contract value, as reported to the Plan by TIAA, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

University of Nebraska Foundation Defined Contribution Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

The Plan's ability to receive amounts due in accordance with fully benefit-responsive contracts is dependent on the third-party issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic developments. No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuers and that also would limit the ability of the Plan to transact at contract value with the participants.

6. Tax Status

The Plan is designed to qualify under Section 403(b) of the Internal Revenue Code (the Code) and is therefore exempt from federal income taxation. Plan management believes the Plan is currently designed and operated in compliance with the applicable requirements of the Code. Therefore, no provision for income tax has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the applicable taxing authority. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

7. Plan Termination

Although it has not expressed any intent to do so, the Foundation has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. Distributions to participants of the account balances would be made as soon as practicable after the termination date.

8. Related Party Transactions

Certain Plan investments are unallocated insurance contracts, a pooled separate account and mutual funds managed by TIAA and Fidelity. TIAA and Fidelity are the custodians of the Plan, and therefore, these transactions qualify as party-in-interest transactions.

SUPPLEMENTARY INFORMATION

University of Nebraska Foundation Defined Contribution Retirement Plan

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

Year Ended December 31, 2024

Employer Identification Number 47-0379839
Plan Number 001

	<u>Description of Investment</u>	<u>Cost</u>	<u>Current Value</u>
<u>TIAA-CREF AND FIDELITY MANAGEMENT TRUST COMPANY</u>			
* TIAA Traditional Annuity - Non Benefit Responsive	Unallocated Insurance Contract	**	\$ 5,687,840
* TIAA Traditional Annuity - Benefit Responsive	Unallocated Insurance Contract	**	1,569,792
* TIAA Stable Value Annuity	Unallocated Insurance Contract	**	836,877
* TIAA Traditional Annuity - Non Benefit Responsive 2	Unallocated Insurance Contract	**	707,330
* TIAA Traditional Annuity - Benefit Responsive 2	Unallocated Insurance Contract	**	1
* TIAA Real Estate	Pooled Separate Account	**	1,198,345
* CREF Stock R2	Mutual Fund	**	8,346,751
* CREF Growth R2	Mutual Fund	**	5,953,026
* CREF Equity Index R2	Mutual Fund	**	3,036,786
* CREF Global Equities R2	Mutual Fund	**	3,015,378
Vanguard Equity Income Adm	Mutual Fund	**	2,236,373
JPMorgan SmartRet BI 2020 R6	Mutual Fund	**	2,221,231
Nuveen S&P 500 Index R6	Mutual Fund	**	2,126,190
JPMorgan SmartRet BI 2035 R6	Mutual Fund	**	2,114,361
JPMorgan SmartRet BI 2050 R6	Mutual Fund	**	2,074,239
JPMorgan SmartRet BI 2040 R6	Mutual Fund	**	1,885,018
JPMorgan SmartRet BI 2045 R6	Mutual Fund	**	1,660,166
American Fd New Perspective R6	Mutual Fund	**	1,510,790
American EuroPac Growth R6	Mutual Fund	**	1,425,002
JPMorgan Large Cap Growth R6	Mutual Fund	**	1,213,533
JPMorgan SmartRet BI 2030 R6	Mutual Fund	**	1,094,804
JPMorgan SmartRet BI 2055 R6	Mutual Fund	**	881,811
Vanguard Explorer Adm	Mutual Fund	**	831,753
Vanguard Mid-Cap Idx Adm	Mutual Fund	**	780,922
* FID FREEDOM 2040 K	Mutual Fund	**	778,300
* FID 500 INDEX	Mutual Fund	**	632,763
PIMCO Income Fd Institutional	Mutual Fund	**	596,307
JPMorgan SmartRet BI 2025 R6	Mutual Fund	**	583,817
Nuveen Small Cap Bld Idx R6	Mutual Fund	**	554,901
Vanguard Mid-Cap Value Idx Adm	Mutual Fund	**	532,581
JPMorgan Core Plus Bond Fd R6	Mutual Fund	**	499,184
Goldman Sachs EmMrk EqIns Inst	Mutual Fund	**	496,678
* CREF Core Bond R2	Mutual Fund	**	405,902
* TIAA Access Nuv Intl Equity T2	Mutual Fund	**	387,746

University of Nebraska Foundation Defined Contribution Retirement Plan

Schedule of Assets (Held at End of Year) – Schedule H – Item 4i (Continued)

Year Ended December 31, 2024

	<u>Description of Investment</u>	<u>Cost</u>	<u>Current Value</u>
* FID FREEDOM 2030 K	Mutual Fund	**	\$ 370,419
* FID FREEDOM 2050 K	Mutual Fund	**	367,121
* CREF Money Market R2	Mutual Fund	**	362,591
* CREF Social Choice R2	Mutual Fund	**	343,837
JPMorgan SmRet Blend 2060 R6	Mutual Fund	**	310,001
* TIAA Access Nuv LifCyc 2030 T2	Mutual Fund	**	268,513
* CREF Inflation-Linked Bond R2	Mutual Fund	**	264,339
* TIAA Access Nuv Lrg Cap Val T2	Mutual Fund	**	252,012
Carillon Eagle Mid Cap Grw R6	Mutual Fund	**	247,996
* FID SEL SEMICONDUCT	Mutual Fund	**	221,137
Undiscovered Mgrs Behav Val R6	Mutual Fund	**	217,536
* TIAA Access Nuv LifCyc 2050 T2	Mutual Fund	**	214,460
* FID FREEDOM 2045 K	Mutual Fund	**	212,004
* TIAA Access Nuv Qt Sm Cp Eq T2	Mutual Fund	**	171,876
* TIAA Access Nuv Mid Cap Val T2	Mutual Fund	**	170,060
* TIAA Access Nuv LifCyc 2040 T2	Mutual Fund	**	168,204
* TIAA Access Nuv LifCyc 2035 T2	Mutual Fund	**	154,519
* TIAA Access Nuv Core Equity T2	Mutual Fund	**	123,124
* TIAA Access Nuv Sm Cp Bl Ix T2	Mutual Fund	**	121,847
* FID OTC PORTFOLIO	Mutual Fund	**	118,001
* FID BLUE CHIP GR	Mutual Fund	**	112,721
* TIAA Access Nuv REstSecSel T2	Mutual Fund	**	107,111
* FID CONTRAFUND	Mutual Fund	**	106,249
* FID NASDAQ COMP INDX	Mutual Fund	**	89,714
* TIAA Access Nuv Equity Idx T2	Mutual Fund	**	89,478
* FID FREEDOM 2025 K	Mutual Fund	**	85,880
* FID TOTAL MKT IDX	Mutual Fund	**	85,302
* TIAA Access Nuv Lrg Cap Gr T2	Mutual Fund	**	85,241
* FID FREEDOM INC K	Mutual Fund	**	84,932
* FID BALANCED	Mutual Fund	**	80,033
* FID EMRG MKTS IDX	Mutual Fund	**	76,297
* FID STK SEL SM CAP	Mutual Fund	**	71,543
* FID INTL INDEX	Mutual Fund	**	64,655
* FID SMALL CAP VALUE	Mutual Fund	**	60,925
* FID FREEDOM 2060 K	Mutual Fund	**	55,160
* FID FREEDOM 2035 K	Mutual Fund	**	54,840
* JPMorgan SmartRet Bl Inc R6	Mutual Fund	**	53,527
* FID FREEDOM 2055 K	Mutual Fund	**	52,189
* TIAA Access Nuv LgCp Res Eq T2	Mutual Fund	**	50,679
* FID EMERGING MKTS	Mutual Fund	**	44,618
* FID DIVERSIFD INTL	Mutual Fund	**	44,264
* TIAA Access Nuv Mid Cap Grw T2	Mutual Fund	**	43,612

University of Nebraska Foundation Defined Contribution Retirement Plan

Schedule of Assets (Held at End of Year) – Schedule H – Item 4i (Continued)

Year Ended December 31, 2024

	<u>Description of Investment</u>	<u>Cost</u>	<u>Current Value</u>
* FID ENV ALT ENERGY	Mutual Fund	**	\$ 41,244
* FID SM CAP DISCOVERY	Mutual Fund	**	39,965
* FID INTL SMALL CAP	Mutual Fund	**	36,153
* FID SMALL CAP GROWTH	Mutual Fund	**	34,169
* FID SEL DEFENSE	Mutual Fund	**	32,426
* FID FREEDOM 2015 K	Mutual Fund	**	31,783
* FID LOW PRICED STK	Mutual Fund	**	28,669
* FID VALUE DISCOV	Mutual Fund	**	27,923
* FID CAPITAL & INCOME	Mutual Fund	**	26,823
* TIAA Access Nuv LifCyc 2045 T2	Mutual Fund	**	26,218
* FID REAL ESTATE IDX	Mutual Fund	**	23,025
* FID CHINA REGION	Mutual Fund	**	22,974
* FID MULTI ASSET IDX	Mutual Fund	**	22,665
* FID FREEDOM 2020 K	Mutual Fund	**	22,546
* FID INFL PR BD IDX	Mutual Fund	**	22,538
* FID SEL TECHNOLOGY	Mutual Fund	**	20,010
* FID MID CAP IDX	Mutual Fund	**	18,207
* FID HIGH INCOME	Mutual Fund	**	18,090
* FID VALUE	Mutual Fund	**	17,403
* FID INTL GROWTH	Mutual Fund	**	16,881
* TIAA Access Nuv LifCyc 2025 T2	Mutual Fund	**	16,364
* FID BLUE CHIP VALUE	Mutual Fund	**	16,322
* FID US BOND IDX	Mutual Fund	**	15,781
* TIAA Access Nuv Core Pl Bd T2	Mutual Fund	**	15,164
* FID FDM IDX 2045 IPR	Mutual Fund	**	14,544
* FID SEL BIOTECH	Mutual Fund	**	13,458
* FID SEL HEALTHCARE	Mutual Fund	**	12,888
* FID EXTD MKT IDX	Mutual Fund	**	12,885
* FID ST TR BD IDX	Mutual Fund	**	11,496
* FID INTL SM CAP OPP	Mutual Fund	**	11,435
* FID GROWTH STRAT	Mutual Fund	**	9,917
* FID TOTAL BOND	Mutual Fund	**	9,734
* FID MID CAP VALUE	Mutual Fund	**	9,448
* FID SEL MED TECH&DV	Mutual Fund	**	9,346
* FID WORLDWIDE	Mutual Fund	**	9,184
* FID FIDELITY FUND	Mutual Fund	**	9,075
* FID INTM TR BD IDX	Mutual Fund	**	9,041
* FID OVERSEAS	Mutual Fund	**	8,762
* FID FOCUSED STOCK	Mutual Fund	**	8,334
* FID INTL VALUE	Mutual Fund	**	7,823
* FID MID CAP STOCK	Mutual Fund	**	7,696
* FID SEL ENT TECH SVC	Mutual Fund	**	6,108

University of Nebraska Foundation Defined Contribution Retirement Plan

Schedule of Assets (Held at End of Year) – Schedule H – Item 4i (Continued)

Year Ended December 31, 2024

	<u>Description of Investment</u>	<u>Cost</u>	<u>Current Value</u>
* FID PURITAN	Mutual Fund	** \$	5,711
* FID INTL DISCOVERY	Mutual Fund	**	5,655
* FID EQUITY INC	Mutual Fund	**	5,551
* FID FDM IDX 2050 IPR	Mutual Fund	**	5,545
* FID FDM IDX 2055 IPR	Mutual Fund	**	5,498
* FID EQ DIV INCOME	Mutual Fund	**	5,328
* FID TOTAL INTL EQ	Mutual Fund	**	4,465
* FID SEL GOLD	Mutual Fund	**	4,167
* FID SEL TEC HARDWARE	Mutual Fund	**	4,002
* FID SEL COMM SERV	Mutual Fund	**	3,856
* FID INTL REAL ESTATE	Mutual Fund	**	3,802
* FID SEL WIRELESS	Mutual Fund	**	3,777
* FID SEL RETAILING	Mutual Fund	**	3,541
* FID SEL LEISURE	Mutual Fund	**	3,504
* FID SEL CONSTR/HOUSE	Mutual Fund	**	2,978
* FID SEL TRANSPORT	Mutual Fund	**	2,691
* FID FDM IDX 2060 IPR	Mutual Fund	**	2,627
* FID SEL BROKERAGE	Mutual Fund	**	2,591
* FID SM CAP IDX	Mutual Fund	**	2,172
* FID SEL BANKING	Mutual Fund	**	1,542
* FID REAL ESTATE INVS	Mutual Fund	**	1,303
* FID SEL CONS STAPLES	Mutual Fund	**	1,250
* FID EMERG MKTS DISC	Mutual Fund	**	1,237
* FID CAPITAL APPREC	Mutual Fund	**	1,023
* FID MAGELLAN	Mutual Fund	**	967
* FID FREEDOM 2010 K	Mutual Fund	**	231
* FID STRATEGIC INCOME	Mutual Fund	**	43
Total Investment Assets			\$ 65,014,639

*Indicates party-in-interest

**Cost information is not required for participant-directed investments.

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University of Nebraska Foundation Defined Contribution Retirement Plan

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

Year Ended December 31, 2024

Employer Identification Number 47-0379839
Plan Number 001

	<u>Description of Investment</u>	<u>Cost</u>	<u>Current Value</u>
<u>TIAA-CREF AND FIDELITY MANAGEMENT TRUST COMPANY</u>			
* TIAA Traditional Annuity - Non Benefit Responsive	Unallocated Insurance Contract	**	\$ 5,687,840
* TIAA Traditional Annuity - Benefit Responsive	Unallocated Insurance Contract	**	1,569,792
* TIAA Stable Value Annuity	Unallocated Insurance Contract	**	836,877
* TIAA Traditional Annuity - Non Benefit Responsive 2	Unallocated Insurance Contract	**	707,330
* TIAA Traditional Annuity - Benefit Responsive 2	Unallocated Insurance Contract	**	1
* TIAA Real Estate	Pooled Separate Account	**	1,198,345
* CREF Stock R2	Mutual Fund	**	8,346,751
* CREF Growth R2	Mutual Fund	**	5,953,026
* CREF Equity Index R2	Mutual Fund	**	3,036,786
* CREF Global Equities R2	Mutual Fund	**	3,015,378
Vanguard Equity Income Adm	Mutual Fund	**	2,236,373
JPMorgan SmartRet BI 2020 R6	Mutual Fund	**	2,221,231
Nuveen S&P 500 Index R6	Mutual Fund	**	2,126,190
JPMorgan SmartRet BI 2035 R6	Mutual Fund	**	2,114,361
JPMorgan SmartRet BI 2050 R6	Mutual Fund	**	2,074,239
JPMorgan SmartRet BI 2040 R6	Mutual Fund	**	1,885,018
JPMorgan SmartRet BI 2045 R6	Mutual Fund	**	1,660,166
American Fd New Perspective R6	Mutual Fund	**	1,510,790
American EuroPac Growth R6	Mutual Fund	**	1,425,002
JPMorgan Large Cap Growth R6	Mutual Fund	**	1,213,533
JPMorgan SmartRet BI 2030 R6	Mutual Fund	**	1,094,804
JPMorgan SmartRet BI 2055 R6	Mutual Fund	**	881,811
Vanguard Explorer Adm	Mutual Fund	**	831,753
Vanguard Mid-Cap Idx Adm	Mutual Fund	**	780,922
* FID FREEDOM 2040 K	Mutual Fund	**	778,300
* FID 500 INDEX	Mutual Fund	**	632,763
PIMCO Income Fd Institutional	Mutual Fund	**	596,307
JPMorgan SmartRet BI 2025 R6	Mutual Fund	**	583,817
Nuveen Small Cap Bld Idx R6	Mutual Fund	**	554,901
Vanguard Mid-Cap Value Idx Adm	Mutual Fund	**	532,581
JPMorgan Core Plus Bond Fd R6	Mutual Fund	**	499,184
Goldman Sachs EmMrk EqIns Inst	Mutual Fund	**	496,678
* CREF Core Bond R2	Mutual Fund	**	405,902
* TIAA Access Nuv Intl Equity T2	Mutual Fund	**	387,746

University of Nebraska Foundation Defined Contribution Retirement Plan

Schedule of Assets (Held at End of Year) – Schedule H – Item 4i (Continued)

Year Ended December 31, 2024

	<u>Description of Investment</u>	<u>Cost</u>	<u>Current Value</u>
* FID FREEDOM 2030 K	Mutual Fund	**	\$ 370,419
* FID FREEDOM 2050 K	Mutual Fund	**	367,121
* CREF Money Market R2	Mutual Fund	**	362,591
* CREF Social Choice R2	Mutual Fund	**	343,837
JPMorgan SmRet Blend 2060 R6	Mutual Fund	**	310,001
* TIAA Access Nuv LifCyc 2030 T2	Mutual Fund	**	268,513
* CREF Inflation-Linked Bond R2	Mutual Fund	**	264,339
* TIAA Access Nuv Lrg Cap Val T2	Mutual Fund	**	252,012
Carillon Eagle Mid Cap Grw R6	Mutual Fund	**	247,996
* FID SEL SEMICONDUCT	Mutual Fund	**	221,137
Undiscovered Mgrs Behav Val R6	Mutual Fund	**	217,536
* TIAA Access Nuv LifCyc 2050 T2	Mutual Fund	**	214,460
* FID FREEDOM 2045 K	Mutual Fund	**	212,004
* TIAA Access Nuv Qt Sm Cp Eq T2	Mutual Fund	**	171,876
* TIAA Access Nuv Mid Cap Val T2	Mutual Fund	**	170,060
* TIAA Access Nuv LifCyc 2040 T2	Mutual Fund	**	168,204
* TIAA Access Nuv LifCyc 2035 T2	Mutual Fund	**	154,519
* TIAA Access Nuv Core Equity T2	Mutual Fund	**	123,124
* TIAA Access Nuv Sm Cp Bl lx T2	Mutual Fund	**	121,847
* FID OTC PORTFOLIO	Mutual Fund	**	118,001
* FID BLUE CHIP GR	Mutual Fund	**	112,721
* TIAA Access Nuv REstSecSel T2	Mutual Fund	**	107,111
* FID CONTRAFUND	Mutual Fund	**	106,249
* FID NASDAQ COMP INDX	Mutual Fund	**	89,714
* TIAA Access Nuv Equity Idx T2	Mutual Fund	**	89,478
* FID FREEDOM 2025 K	Mutual Fund	**	85,880
* FID TOTAL MKT IDX	Mutual Fund	**	85,302
* TIAA Access Nuv Lrg Cap Gr T2	Mutual Fund	**	85,241
* FID FREEDOM INC K	Mutual Fund	**	84,932
* FID BALANCED	Mutual Fund	**	80,033
* FID EMRG MKTS IDX	Mutual Fund	**	76,297
* FID STK SEL SM CAP	Mutual Fund	**	71,543
* FID INTL INDEX	Mutual Fund	**	64,655
* FID SMALL CAP VALUE	Mutual Fund	**	60,925
* FID FREEDOM 2060 K	Mutual Fund	**	55,160
* FID FREEDOM 2035 K	Mutual Fund	**	54,840
* JPMorgan SmartRet Bl Inc R6	Mutual Fund	**	53,527
* FID FREEDOM 2055 K	Mutual Fund	**	52,189
* TIAA Access Nuv LgCp Res Eq T2	Mutual Fund	**	50,679
* FID EMERGING MKTS	Mutual Fund	**	44,618
* FID DIVERSIFD INTL	Mutual Fund	**	44,264
* TIAA Access Nuv Mid Cap Grw T2	Mutual Fund	**	43,612

University of Nebraska Foundation Defined Contribution Retirement Plan

Schedule of Assets (Held at End of Year) – Schedule H – Item 4i (Continued)

Year Ended December 31, 2024

	<u>Description of Investment</u>	<u>Cost</u>	<u>Current Value</u>
* FID ENV ALT ENERGY	Mutual Fund	** \$	41,244
* FID SM CAP DISCOVERY	Mutual Fund	**	39,965
* FID INTL SMALL CAP	Mutual Fund	**	36,153
* FID SMALL CAP GROWTH	Mutual Fund	**	34,169
* FID SEL DEFENSE	Mutual Fund	**	32,426
* FID FREEDOM 2015 K	Mutual Fund	**	31,783
* FID LOW PRICED STK	Mutual Fund	**	28,669
* FID VALUE DISCOV	Mutual Fund	**	27,923
* FID CAPITAL & INCOME	Mutual Fund	**	26,823
* TIAA Access Nuv LifCyc 2045 T2	Mutual Fund	**	26,218
* FID REAL ESTATE IDX	Mutual Fund	**	23,025
* FID CHINA REGION	Mutual Fund	**	22,974
* FID MULTI ASSET IDX	Mutual Fund	**	22,665
* FID FREEDOM 2020 K	Mutual Fund	**	22,546
* FID INFL PR BD IDX	Mutual Fund	**	22,538
* FID SEL TECHNOLOGY	Mutual Fund	**	20,010
* FID MID CAP IDX	Mutual Fund	**	18,207
* FID HIGH INCOME	Mutual Fund	**	18,090
* FID VALUE	Mutual Fund	**	17,403
* FID INTL GROWTH	Mutual Fund	**	16,881
* TIAA Access Nuv LifCyc 2025 T2	Mutual Fund	**	16,364
* FID BLUE CHIP VALUE	Mutual Fund	**	16,322
* FID US BOND IDX	Mutual Fund	**	15,781
* TIAA Access Nuv Core Pl Bd T2	Mutual Fund	**	15,164
* FID FDM IDX 2045 IPR	Mutual Fund	**	14,544
* FID SEL BIOTECH	Mutual Fund	**	13,458
* FID SEL HEALTHCARE	Mutual Fund	**	12,888
* FID EXTD MKT IDX	Mutual Fund	**	12,885
* FID ST TR BD IDX	Mutual Fund	**	11,496
* FID INTL SM CAP OPP	Mutual Fund	**	11,435
* FID GROWTH STRAT	Mutual Fund	**	9,917
* FID TOTAL BOND	Mutual Fund	**	9,734
* FID MID CAP VALUE	Mutual Fund	**	9,448
* FID SEL MED TECH&DV	Mutual Fund	**	9,346
* FID WORLDWIDE	Mutual Fund	**	9,184
* FID FIDELITY FUND	Mutual Fund	**	9,075
* FID INTM TR BD IDX	Mutual Fund	**	9,041
* FID OVERSEAS	Mutual Fund	**	8,762
* FID FOCUSED STOCK	Mutual Fund	**	8,334
* FID INTL VALUE	Mutual Fund	**	7,823
* FID MID CAP STOCK	Mutual Fund	**	7,696
* FID SEL ENT TECH SVC	Mutual Fund	**	6,108

University of Nebraska Foundation Defined Contribution Retirement Plan

Schedule of Assets (Held at End of Year) – Schedule H – Item 4i (Continued)

Year Ended December 31, 2024

	<u>Description of Investment</u>	<u>Cost</u>	<u>Current Value</u>
* FID PURITAN	Mutual Fund	** \$	5,711
* FID INTL DISCOVERY	Mutual Fund	**	5,655
* FID EQUITY INC	Mutual Fund	**	5,551
* FID FDM IDX 2050 IPR	Mutual Fund	**	5,545
* FID FDM IDX 2055 IPR	Mutual Fund	**	5,498
* FID EQ DIV INCOME	Mutual Fund	**	5,328
* FID TOTAL INTL EQ	Mutual Fund	**	4,465
* FID SEL GOLD	Mutual Fund	**	4,167
* FID SEL TEC HARDWARE	Mutual Fund	**	4,002
* FID SEL COMM SERV	Mutual Fund	**	3,856
* FID INTL REAL ESTATE	Mutual Fund	**	3,802
* FID SEL WIRELESS	Mutual Fund	**	3,777
* FID SEL RETAILING	Mutual Fund	**	3,541
* FID SEL LEISURE	Mutual Fund	**	3,504
* FID SEL CONSTR/HOUSE	Mutual Fund	**	2,978
* FID SEL TRANSPORT	Mutual Fund	**	2,691
* FID FDM IDX 2060 IPR	Mutual Fund	**	2,627
* FID SEL BROKERAGE	Mutual Fund	**	2,591
* FID SM CAP IDX	Mutual Fund	**	2,172
* FID SEL BANKING	Mutual Fund	**	1,542
* FID REAL ESTATE INVS	Mutual Fund	**	1,303
* FID SEL CONS STAPLES	Mutual Fund	**	1,250
* FID EMERG MKTS DISC	Mutual Fund	**	1,237
* FID CAPITAL APPREC	Mutual Fund	**	1,023
* FID MAGELLAN	Mutual Fund	**	967
* FID FREEDOM 2010 K	Mutual Fund	**	231
* FID STRATEGIC INCOME	Mutual Fund	**	43
Total Investment Assets			\$ 65,014,639

*Indicates party-in-interest

**Cost information is not required for participant-directed investments.

SCHEDULE C SUPPLEMENTAL REPORT

This report includes fee-related information recordkept by Fidelity Investments for the plan, as well as information made available to Fidelity through Morningstar, Inc., an independent investments research company, and certain other sources, which has not been independently verified by Fidelity. The notes section of this report may or may not be applicable to your plan. In some cases, you may also need to reference the Auditor's Guide for more detail. Please log into PSW to access the Auditor's Guide and related documents that can assist you and/or your auditors in facilitating your employee benefit plan audit.

PART I, LINE 1 - INFORMATION ON PERSONS EXCLUDED FROM THE REST OF PART I BECAUSE THEY RECEIVED ONLY ELIGIBLE INDIRECT FEES.

- If there are non-Fidelity funds in the plan and all information is available in the eligible indirect compensation disclosure at the end of this report, check "yes" and in part I, line 1(b) enter Fidelity Investments Institutional Operations Company LLC - 04-2647786.
- If all information is not available, you may need to contact the applicable fund family for additional information and disclose the name and EIN of the entity providing the disclosure in part I, line 1(b).

PART I, LINE 2 - INFORMATION ON SERVICE PROVIDERS RECEIVING DIRECT FEES

SERVICE PROVIDER NAME <i>Part I, Line 2(a)</i>	EIN/ADDRESS *1 <i>Part I, Line 2(a)</i>	SERVICE CODE <i>Part I, Line 2(b)</i>	RELATIONSHIP TO ER, EE, ORG OR PERSON OF INTEREST <i>Part I, Line 2(c)</i>	DIRECT COMP PAID BY PLAN Part I, Line 2(d)
FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	04-2647786	64 65	RECORDKEEPER	\$1,295

SCHEDULE C SUPPLEMENTAL REPORT

PART I, LINE 3 - INFORMATION ON SERVICE PROVIDERS RECEIVING INDIRECT FEES

SERVICE PROVIDER NAME <i>Part I, Line 3(a)</i>	SERVICE CODE <i>Part I, Line 2(b)</i>	AMOUNT OF INDIRECT COMPENSATION <i>Part I, Line 3(c)</i>	NAME OF SOURCE OF INDIRECT COMPENSATION <i>Part I, Line 3(d)</i>	EIN/ADDRESS OF SOURCE OF INDIRECT COMPENSATION *1 <i>Part I, Line 3(d)</i>	DESCRIPTION OF INDIRECT COMPENSATION (ANNUALIZED FORMULA) <i>Part I, Line 3(e)</i>
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*****There are no reportable indirect fees*****

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0003	FID FIDELITY FUND - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FFIDX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.42%
0004	FID PURITAN - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FPURX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.47%
0007	FID SEL TEC HARDWARE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FDCPX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.68%
0008	FID SEL SEMICONDUCT - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSELX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.64%
0009	FID SEL CONS STAPLES - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FDFAX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.67%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0021	FID MAGELLAN - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FMAGX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.46%
0022	FID CONTRAFUND - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FCNTX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.39%
0023	FID EQUITY INC - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FEQIX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.53%
0038	FID CAPITAL & INCOME - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FAGIX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.65%
0039	FID VALUE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FDVLX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.80%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0041	FID SEL GOLD - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSAGX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.68%
0042	FID SEL BIOTECH - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FBIOX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.65%
0046	FID SEL RETAILING - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSRPX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.66%
0062	FID SEL LEISURE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FDLSX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.68%
0063	FID SEL HEALTHCARE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSPHX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.65%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0064	FID SEL TECHNOLOGY - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSPTX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.64%
0067	FID SEL DEFENSE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSDAX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.67%
0068	FID SEL BROKERAGE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSLBX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.69%
0093	FID OTC PORTFOLIO - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FOCPX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.73%
0094	FID OVERSEAS - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FOSFX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.67%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0303	FID REAL ESTATE INVS - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FRESX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.64%
0304	FID BALANCED - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FBALX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.46%
0305	FID INTL DISCOVERY - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FIGRX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.57%
0307	FID CAPITAL APPREC - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FDCAx	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.56%
0312	FID BLUE CHIP GR - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FBGRX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.47%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0316	FID LOW PRICED STK - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FLPSX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.88%
0318	FID WORLDWIDE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FWWFX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.68%
0319	FID EQ DIV INCOME - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FEQTX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.54%
0322	FID EMERGING MKTS - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FEMKX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.84%
0324	FID GROWTH STRAT - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FDEGX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.69%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0325	FID DIVERSIFD INTL - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FDIVX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.58%
0333	FID FOCUSED STOCK - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FTQGX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.61%
0336	FID STK SEL SM CAP - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FDSCX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.87%
0337	FID MID CAP STOCK - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FMCSX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.78%
0349	FID LATIN AMERICA - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FLATX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.88%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0352	FID CHINA REGION - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FHKCX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.87%
0353	FID SEL ENT TECH SVC - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FBSOX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.67%
0354	FID SEL MED TECH&DV - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSMEX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.65%
0355	FID MULTI ASSET IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FFNOX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.10%
0384	FID SM CAP DISCOVERY - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSCRX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	1.02%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0455	FID HIGH INCOME - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	SPHIX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.67%
0458	FID GOVT MMKT - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	SPAXX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.25%
0503	FID SEL COMM SERV - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FBMPX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.68%
0507	FID SEL BANKING - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSRBX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.69%
0511	FID SEL CONSTR/HOUSE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSHOX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.69%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0512	FID SEL TRANSPORT - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSRFX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.69%
0516	FID ENV ALT ENERGY - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSLEX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.69%
0762	FID MID CAP VALUE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSMVX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.85%
0818	FID INTL SMALL CAP - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FISMX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.97%
0820	FID TOTAL BOND - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FTBFX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.28%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
0832	FID VALUE DISCOV - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FVDFX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.60%
0963	FID SEL WIRELESS - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FWRLX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.69%
1271	FID BLUE CHIP VALUE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FBCVX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.80%
1282	FID NASDAQ COMP INDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FNCMX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.29%
1368	FID INTL REAL ESTATE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FIREX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.83%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
1388	FID SMALL CAP GROWTH - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FCPGX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.93%
1389	FID SMALL CAP VALUE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FCPVX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.97%
1504	FID INTL SM CAP OPP - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSCOX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.90%
1597	FID INTL VALUE - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FIVLX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.84%
1978	FID TOTAL INTL EQ - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FTIEX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.86%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
1979	FID INTL GROWTH - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FIGFX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.85%
2326	FID US BOND IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FXNAX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.02%
2328	FID 500 INDEX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FXAIX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.01%
2344	FID EMRG MKTS IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FPADX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.07%
2352	FID MID CAP IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSMDX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.02%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
2355	FID REAL ESTATE IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSRNX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.07%
2358	FID SM CAP IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSSNX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.02%
2361	FID TOTAL MKT IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSKAX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.01%
2363	FID INTL INDEX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSPSX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.03%
2365	FID EXTD MKT IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSMAX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.03%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
2369	FID TOTAL EMERG MKTS - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FTEMX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.94%
2374	FID EMERG MKTS DISC - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FEDDX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.91%
2418	FID INFL PR BD IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FIPDX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.05%
2773	FID FDM IDX 2045 IPR - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FFOLX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.08%
2774	FID FDM IDX 2050 IPR - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FFOPX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.08%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
2775	FID FDM IDX 2055 IPR - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FFLDX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.08%
2776	FID FDM IDX 2060 IPR - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FFLEX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.08%
3019	FID FREEDOM INC K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FNSHX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.42%
3020	FID FREEDOM 2005 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSNJX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.42%
3021	FID FREEDOM 2010 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSNKX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.42%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
3022	FID FREEDOM 2015 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSNLX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.45%
3023	FID FREEDOM 2020 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSNOX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.49%
3024	FID FREEDOM 2025 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSNPX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.52%
3025	FID FREEDOM 2030 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSNQX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.56%
3026	FID FREEDOM 2035 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSNUX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.59%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
3027	FID FREEDOM 2040 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSNVX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.63%
3028	FID FREEDOM 2045 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FSNZX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.64%
3029	FID FREEDOM 2050 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FNSBX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.64%
3030	FID FREEDOM 2055 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FNSDX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.64%
3031	FID FREEDOM 2060 K - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FNSFX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.64%

SCHEDULE C SUPPLEMENTAL REPORT

ELIGIBLE INDIRECT COMPENSATION DISCLOSURE FOR COMPLETION OF PART I, LINE 1(a) AND PART I, LINE 2(f)

FUND CODE	NAME OF SOURCE OF INDIRECT COMPENSATION	TICKER	PARTY OR PARTIES RECEIVING INDIRECT COMPENSATION	SERVICES PROVIDED OR PURPOSE OF PAYMENT FOR INDIRECT COMPENSATION	AMOUNT, ESTIMATE OF FORMULA USED TO CALCULATE INDIRECT COMPENSATION (ANNUALIZED FORMULA)
3045	FID INTM TR BD IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FUAMX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.03%
3049	FID ST TR BD IDX - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FUMBX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.03%
3082	FID STRATEGIC INCOME - FIDELITY MANAGEMENT & RESEARCH COMPANY LLC	FADMX	FIDELITY INVESTMENTS INSTITUTIONAL OPERATIONS COMPANY, LLC.	FUND MANAGEMENT	0.65%

SCHEDULE C SUPPLEMENTAL REPORT

*1 If EIN is provided, Address will not be provided. If EIN is not available and Address is available, the Address will be displayed. If neither EIN nor Address is available "See Note *2" will be displayed.

*2 Disclosures in this report are intended to satisfy the alternative reporting option. If complete information for non-Fidelity funds and/or other third party service providers related to compensation is not available, more information for the annual operating expenses of the fund may be found in the Fee Table of the Fund Summary section of each prospectus and/or statement of additional information. In addition, information about the services provided and the identity of the entities performing services with respect to each fund may be found in the Fund Services section of each prospectus. If the compensation being reported relates to a Fidelity fund, more information for the annual operating expenses of the fund may be found in the Fee section of one or more of the following sources: investment management agreement, trust agreement, collective trust participation agreement, commingled pool participation agreement, mutual fund prospectus, statement of additional information, the fund's investment manager or annuity provider.

*3 For Self-Directed Brokerage Investments, each fund family may offer an indirect support fee paid to Fidelity Investments. Each indirect support fee paid by a fund may differ depending on the form of investment. Please contact your Fidelity representative to receive information on indirect support fees for your Self-Directed Brokerage Investments.

*4 Net Expense Ratio is displayed.

*5 Gross Expense Ratio is displayed.

*6 Disclosures in this report are intended to satisfy the alternative reporting option. If complete information for this Fund is not available, the fee information for the annual operating expenses and/or information about the services provided and identity of the entities performing the services can be found in the Fee section of one or more of the following sources: investment management agreement, trust agreement, collective trust participation agreement, commingled pool participation agreement, mutual fund prospectus, the fund's investment manager or annuity provider.

Additional Information:

Fidelity may have provided non-monetary compensation, such as meals or business entertainment, to associates or service providers during the plan year for which this data is being reported. If you believe there are associates or plan service providers who have received total non-monetary compensation, from all sources of \$5,000 or more, that are not reflected on this report, you may contact your Fidelity representative and ask for a detailed summary of non-monetary compensation provided during the plan year. For additional information, please refer to the Auditor's Guide.

Fidelity utilizes omnibus accounts at unaffiliated banks to facilitate transactions for the defined contribution plans it services as set forth in your trust or service agreement or letter of authorization. If markets permit, omnibus account balances are invested in short-term investments that generally earn a rate approximating the Target Federal Funds Rate and/or money market rates. These earnings are called "float" and are considered eligible indirect compensation for purposes of Schedule C. Fidelity uses these earnings to pay bank fees and make other required adjustments and generally retains any float earnings that exceed such fees and adjustments. Fidelity is responsible for paying bank fees to the extent they exceed float earnings.

Since the amount of float generated depends on the length of time that assets are held in the omnibus accounts, Fidelity adheres to the following specific time frames within which cash pending investment or distribution is held:

SCHEDULE C SUPPLEMENTAL REPORT

- If contributions are received by Fidelity in good order before the close of trading, Fidelity executes transactions in the investment options as of that day's closing price (the "transaction date" or "T"). Settlement of trades for most investment options occurs on the following business day ("T+1") or, in the case of certain securities including company stock, on T+2 (prior to September 5, 2017 the settlement period for certain securities including company stock was T+3).
- Exchange requests received by Fidelity in good order before the close of trading are processed in that day's nightly cycle. If investment options have identical settlement rules, exchanges between them generate no overnight balances, as money is received from one investment option and conveyed to another investment option on the same business day. If investment options have different settlement rules, balances attributable to exchanges may remain in the omnibus account for a few days if FMTC serves as trustee of the plan.
- Disbursement requests received in good order before the close of trading are processed in that day's nightly cycle, and reflected as debits from participant accounts as of that date ("T"). Proceeds attributable to disbursements are received from investment options or from the unaffiliated Plan trustee based on the settlement period for the investment options. Disbursements are made to participants on T+2 either through electronic funds transfers or by mailing a check. Disbursement proceeds distributed by check remain in the omnibus account until the check is presented for payment.