

<p><b>Form 5500</b></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><b>Annual Return/Report of Employee Benefit Plan</b></p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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**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 (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan  a DFE (specify) \_\_\_\_\_

**B** This return/report is:  the first return/report  the final return/report

an amended return/report  a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . . ▶

**D** Check box if filing under:  Form 5558  automatic extension  the DFVC program

special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶

**Part II Basic Plan Information—enter all requested information**

<p><b>1a</b> Name of plan <u>PLANETARY SCIENCE INSTITUTE 403(B) DC AND TDA PLAN</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>001</u></p>
<p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>PLANETARY SCIENCE INSTITUTE</u></p> <p><u>1700 E. FT. LOWELL RD. #106</u> <u>TUCSON, AZ 85719</u></p>	<p><b>1c</b> Effective date of plan <u>12/05/1988</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>33-0175263</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>520-622-6300</u></p> <p><b>2d</b> Business code (see instructions) <u>541700</u></p>

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

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

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	07/30/2025	MAURIZIO BALISTRERI
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	171
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	152
	<b>6a(2)</b>	155
	<b>6b</b>	
	<b>6c</b>	19
	<b>6d</b>	174
	<b>6e</b>	1
	<b>6f</b>	175
	<b>6g(1)</b>	167
<b>6g(2)</b>	170	
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> 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)

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

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**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.

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**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 \_\_\_\_\_

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**SCHEDULE A  
(Form 5500)**

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security Administration  
Pension Benefit Guaranty Corporation

**Insurance Information**

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

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

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

OMB No. 1210-0110

**2024**

**This Form is Open to Public Inspection**

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

<b>A</b> Name of plan <b>PLANETARY SCIENCE INSTITUTE 403(B) DC AND TDA PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>PLANETARY SCIENCE INSTITUTE</b>	<b>D</b> Employer Identification Number (EIN) <b>33-0175263</b>

**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>(b)</b> EIN	<b>(c)</b> NAIC code	<b>(d)</b> Contract or identification number	<b>(e)</b> Approximate number of persons covered at end of policy or contract year	<b>Policy or contract year</b>	
				<b>(f)</b> From	<b>(g)</b> To
<b>13-1624203</b>	<b>69345</b>	<b>334577</b>	<b>171</b>	<b>01/01/2024</b>	<b>12/31/2024</b>

**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.

<b>(a)</b> Total amount of commissions paid <b>0</b>	<b>(b)</b> Total amount of fees paid <b>0</b>
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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>(b)</b> Amount of sales and base commissions paid	<b>Fees and other commissions paid</b>		<b>(e)</b> Organization code
	<b>(c)</b> Amount	<b>(d)</b> Purpose	

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

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

<b>Part II</b>	<b>Investment and Annuity Contract Information</b>	
	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.	
<b>4</b>	Current value of plan's interest under this contract in the general account at year end .....	4540826
<b>5</b>	Current value of plan's interest under this contract in separate accounts at year end.....	29858760
<b>6</b>	<b>Contracts With Allocated Funds:</b>	
<b>a</b>	State the basis of premium rates ▶	
<b>b</b>	Premiums paid to carrier .....	<b>6b</b>
<b>c</b>	Premiums due but unpaid at the end of the year .....	<b>6c</b>
<b>d</b>	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 ▶	<b>6d</b>
<b>e</b>	Type of contract: (1) <input type="checkbox"/> individual policies (2) <input type="checkbox"/> group deferred annuity (3) <input type="checkbox"/> other (specify) ▶	
<b>f</b>	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ <input type="checkbox"/>	
<b>7</b>	<b>Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)</b>	
<b>a</b>	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>b</b>	Balance at the end of the previous year .....	<b>7b</b> 4458036
<b>c</b>	(1) Contributions deposited during the year .....	<b>7c(1)</b> 145216
	(2) Dividends and credits.....	<b>7c(2)</b>
	(3) Interest credited during the year.....	<b>7c(3)</b> 188553
	(4) Transferred from separate account .....	<b>7c(4)</b> 153560
	(5) Other (specify below)..... ▶ OTHER ADDITIONS	<b>7c(5)</b> 22214
	(6) Total additions .....	<b>7c(6)</b> 509543
<b>d</b>	Total of balance and additions (add lines <b>7b</b> and <b>7c(6)</b> ) .....	<b>7d</b> 4967579
<b>e</b>	<b>Deductions:</b>	
	(1) Disbursed from fund to pay benefits or purchase annuities during year .....	<b>7e(1)</b> 79922
	(2) Administration charge made by carrier.....	<b>7e(2)</b>
	(3) Transferred to separate account .....	<b>7e(3)</b> 346831
	(4) Other (specify below)..... ▶	<b>7e(4)</b>
(5) Total deductions .....	<b>7e(5)</b> 426753	
<b>f</b>	Balance at the end of the current year (subtract line <b>7e(5)</b> from line <b>7d</b> ).....	<b>7f</b> 4540826

**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:

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

**10** Nonexperience-rated contracts:

<b>a</b>	Total premiums or subscription charges paid to carrier .....	<b>10a</b>	
<b>b</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. ....	<b>10b</b>	

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. ▶

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

<b>A</b> Name of plan <u>PLANETARY SCIENCE INSTITUTE 403(B) DC AND TDA PLAN</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>PLANETARY SCIENCE INSTITUTE</u>	<b>D</b> Employer Identification Number (EIN) <u>33-0175263</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<u>TIAA REAL ESTATE</u>	
<b>b</b> Name of sponsor of entity listed in (a):	<u>TIAA-CREF</u>	
<b>c</b> EIN-PN <u>13-1624203-004</u>	<b>d</b> Entity code <u>P</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>995990</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)





<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>PLANETARY SCIENCE INSTITUTE 403(B) DC AND TDA PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>PLANETARY SCIENCE INSTITUTE</b>	<b>D</b> Employer Identification Number (EIN) <b>33-0175263</b>

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

		(a) Beginning of Year	(b) End of Year
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>		
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	48673	57504
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	21993	25820
<b>(3)</b> Other .....	<b>1b(3)</b>		
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>		
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	50865	39246
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>		
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	873262	995990
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	23530094	28862770
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....	<b>1c(14)</b>	4458035	4540826
<b>(15)</b> Other.....	<b>1c(15)</b>		

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	28982922	34522156
<b>Liabilities</b>			
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		
<b>Net Assets</b>			
l Net assets (subtract line 1k from line 1f).....	1l	28982922	34522156

**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
<b>a Contributions:</b>			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	1180617	
(B) Participants.....	2a(1)(B)	535488	
(C) Others (including rollovers).....	2a(1)(C)	226650	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		1942755
<b>b Earnings on investments:</b>			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	2836	
(F) Other.....	2b(1)(F)	188553	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		191389
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		
(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 .....	<b>2b(6)</b>		
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		-35854
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		4047293
<b>c</b> Other income .....	<b>2c</b>		14884
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		6160467

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	599599	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other .....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		599599
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		21513
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>		
(3) Recordkeeping fees .....	<b>2i(3)</b>		
(4) IQPA audit fees .....	<b>2i(4)</b>		
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>		
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>		
(7) Actuarial fees .....	<b>2i(7)</b>		
(8) Legal fees .....	<b>2i(8)</b>		
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>	121	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		121
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		621233

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		5539234
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**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: **KEEGAN LINSKOTT & ASSOCIATES, PC**

(2) EIN: **86-0750225**

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

**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.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 \_\_\_\_\_.



Keegan Linscott & Associates, PC

Certified Public Accountants

Certified Fraud Examiners

Certified Insolvency & Restructuring Advisors

**PLANETARY SCIENCE INSTITUTE 403(B) DC AND TDA PLAN**

**FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE  
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2024**

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## INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator and the Participants of the Plan  
Planetary Science Institute 403(b) DC and TDA Plan

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

We have performed audits of the financial statements of Planetary Science Institute 403(b) DC and TDA 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 statement of changes in net assets available for benefits for the year ended December 31, 2024, 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 Teachers Insurance and Annuity Association of America ("TIAA") and College Retirement Equity Fund ("CREF") qualified institutions as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

### Opinion

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

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

### **Basis for Opinion**

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

### **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of 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.

### **Auditor's Responsibilities for the Audit of the Financial Statements**

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

**Other Matter—Supplemental Schedule Required by ERISA**

The supplemental schedule of Form 5500, Schedule H, Line 4(i), Schedule of Assets (Held at End of Year) as of 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. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Tucson, Arizona  
July 29, 2025

FINANCIAL STATEMENTS

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS  
AS OF DECEMBER 31,

	2024	2023
<b>Assets</b>		
Participant directed investments		
Investments at fair value	\$ 32,969,124	\$ 27,286,337
Fully benefit-responsive investment contract at contract value	1,430,462	1,575,054
Total participant directed investments	34,399,586	28,861,391
Receivables		
Notes receivable from participants	39,246	50,865
Participant contributions receivable	25,820	21,993
Employer contributions receivable	57,504	48,673
Total receivables	122,570	121,531
Total assets	34,522,156	28,982,922
Net assets available for benefits	\$ 34,522,156	\$ 28,982,922

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS  
FOR THE YEAR ENDED DECEMBER 31, 2024

<b>Additions</b>	
Contributions	
Employer	\$ 1,180,617
Participants	535,488
Rollovers	<u>226,650</u>
Total contributions	1,942,755
Investment income	
Net appreciation in fair value of investments	4,156,706
Net income of fully benefit-responsive investment contract	<u>58,170</u>
Total investment income	4,214,876
Interest income on notes receivable from participants	<u>2,836</u>
Total additions	<u>6,160,467</u>
<b>Deductions</b>	
Benefits paid to participants	621,112
Administrative expenses	<u>121</u>
Total deductions	<u>621,233</u>
Net increase in net assets	5,539,234
Net assets available for benefits, beginning of year	<u>28,982,922</u>
Net assets available for benefits, end of year	<u><u>\$ 34,522,156</u></u>

## NOTES TO FINANCIAL STATEMENTS

### 1. Description of the Plan

The following description of the Planetary Science Institute 403(b) DC and TDA Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a complete description of the Plan's provisions, a copy of which is available from Planetary Science Institute (the "Plan Sponsor").

#### *General*

The Plan, established effective December 5, 1988 (restated January 1, 2020, amended August 5, 2020), is a 403(b) defined contribution plan that covers all employees of Planetary Science Institute except as noted by the Plan document. Employees are eligible for participation in the Plan on their date of hire. Each eligible employee wishing to participate in the Plan must elect to authorize wage deferral contributions by payroll deduction. Additionally, employees, excluding non-resident aliens and employees that normally work less than 20 hours per week, are eligible for employer nonelective contributions upon completion of two years of service (including applicable service time from a predecessor employer) and attaining the age of 21 or older regardless if the employees elect to make contributions into the Plan. An employee will be credited with a year of service upon completion of 1,000 hours of service per period. The Plan allows for participant contributions, employer nonelective and employee rollover contributions. The Plan is subject to the provisions of ERISA.

#### *Contributions*

Each year, participants may contribute pre-tax and Roth contributions up to the maximum limits established by the Internal Revenue Service ("IRS"). Participants who have attained the age of 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans ("rollover"). The employer will make non-elective contributions to each eligible participant equal to 14% of participants' respective compensation. Participants control the allocation of their investments based on various investment options offered by the Plan. Contributions from participants and non-elective contributions are recorded in the year in which participant compensation is earned.

#### *Participant Accounts*

Each participant's account is credited with the participant's contributions and allocation of the employer nonelective contribution and related earnings. Participant accounts are charged with an allocation of the administrative expenses, depending on the nature of the expense paid for by the Plan. Allocations are based on participant earnings, account balances or specific participant transactions or as an equal dollar amount based on the number of participants in the Plan, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participants' vested account.

#### *Vesting*

Participants are vested immediately in their contributions, rollovers, employer nonelective contributions and related earnings.

#### *Plan Loans*

Plan loans are issued as separate contracts by TIAA as contemplated under IRC section 72(p)(5) and do not represent Plan assets. Participants may borrow a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of the participant's nonforfeitable account balance. Plan loans from a TIAA Annuity are further limited to certain provisions as defined by the Plan document. Loans are collateralized using a participant's TIAA traditional account balance in an amount equal to 110% of the outstanding loan balance. Principal and interest is paid ratably by the participant to TIAA and credited to the participant's account in accordance with their investment arrangement and loan documentation. Each payment will reduce amounts collateralized by the borrowing participant's TIAA traditional account balance.

## NOTES TO FINANCIAL STATEMENTS

### Description of the Plan (continued)

#### *Plan Loans (continued)*

Effective January 1, 2022, TIAA no longer issues collateralized loans. Plan loan balances outstanding from participants to TIAA were \$95,006 and \$93,149, as of December 31, 2024 and 2023, respectively.

#### *Notes Receivable from Participants*

Participants may borrow from their account a minimum of \$1,000 up to a maximum of the lesser of \$50,000 or 50% of the participant's vested account balance. Participant loans bear interest at fixed rates at the time of issuance at prime rate plus 1% and are repaid by the participant directly to TIAA. Participant loans are secured by the balance of the participant's accounts.

#### *Benefit Payments*

Upon termination of service a participant may elect to receive a lump-sum amount equal to the value of the participant's vested account balance. If a participant's account balance exceeds \$5,000 a participant may elect to receive their benefit payments in installments over a period not to exceed the participant's or beneficiaries assumed life expectancy, annuity contract that the vendor provides or purchases with the participant's vested account balance, ad-hoc or defer benefit payments until April 1<sup>st</sup> following the year in which the participant reaches age 72 (70 ½ if age reached before January 1, 2020, age 73 for persons born in 1951 to 1959 and age 75 for persons born in 1960 and after). In addition, a participant is generally eligible for an in-service distribution once they have reached the age 59 ½, incur a disability as defined by the Plan or qualify for a hardship withdrawal as outlined in the Plan document or have been a participant in the Plan for at least 60 months. Participants may also withdraw amounts from their rollover accounts any time before severance. Benefit payments to participants are recorded when paid.

#### *Plan Termination*

Although it has not expressed any intent to do so, the Plan Sponsor has the right under the Plan to terminate the Plan at any time subject to the provisions of ERISA.

## 2. Summary of Significant Accounting Policies

#### *Basis of Accounting*

The financial statements of the Plan are prepared on the accrual basis of accounting in accordance with U.S. GAAP.

#### *Use of Estimates*

The preparation of financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

#### *Investment Valuation and Income Recognition*

Investments of the Plan are reported at fair value, with the exception of fully benefit-responsive investment contracts, which are reported at contract value as contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair values of the Plan's insurance company general annuity contracts have been estimated using the net asset value per share practical expedient.

## NOTES TO FINANCIAL STATEMENTS

**Summary of Significant Accounting Policies (continued)*****Investment Valuation and Income Recognition (continued)***

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

***Administrative Expenses***

The Plan does not incur or pay any direct expense for the administration of the Plan. Certain expenses for maintaining the Plan are paid directly by the Plan Sponsor and are excluded from the financial statements. Fees related to the administration of notes receivable from participants are paid by participants and are charged directly to the participant's account and included in administrative expenses.

***Revenue Credit Account***

Revenue credits generally represent the return of excess revenue generated by the plan based upon the terms of the recordkeeping services agreement with TIAA. Revenue credits, if any, are deposited to the plan's revenue credit account and may be used to pay reasonable and necessary plan expenses and can also be allocated to participants as a plan servicing credit. There were no plan expenses paid for or allocations to participants out of the revenue credit account for the year ended December 31, 2024. As of December 31, 2024 and 2023, the revenue credit account totaled \$14,998 and \$0, respectively.

***Risks and Uncertainties***

The Plan provides for investments in annuity contracts. These investments are exposed to various risks, such as interest rate, credit and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

**3. Information Certified and Provided by TIAA and CREF**

The following is a summary of the Plan's asset information as of and for the years ended December 31, 2024 and 2023, included throughout the Plan's financial statements and supplemental schedule, that were prepared by, or derived from, information provided by the custodians, TIAA and CREF, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the custodians that information provided to the Plan Administrator by the custodians related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information which appears throughout the financial statements and supplemental schedule related to the following assets:

	2024	2023
Annuity contracts		
Registered investment companies	\$ 28,862,770	\$ 23,530,094
Pooled separate account	995,990	873,262
Fully benefit-responsive investment contract	1,430,462	1,575,054
Insurance company general contracts	3,110,364	2,882,981
	<u>\$ 34,399,586</u>	<u>\$ 28,861,391</u>

## NOTES TO FINANCIAL STATEMENTS

### Information Certified and Provided by TIAA and CREF (continued)

TIAA and CREF also certified to the completeness and accuracy of \$4,214,876 of net investment income related to the aforementioned Plan assets for the year ended December 31, 2024.

#### 4. Fair Value Measurements

U.S. GAAP provides a framework for measuring fair value of financial assets and liabilities on a recurring basis. The 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 measurement) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

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

Level 2 Inputs to the valuation methodology include:

- 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.

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

*Registered investment companies (TIAA Access and CREF Accounts):* TIAA Access subaccount unit values are calculated daily. The underlying investments are generally valued using market quotations obtained from independent pricing services. The CREF Accounts invest principally in equity securities, fixed-income instruments and short-term investments in accordance with each portfolio's investment objectives. Account investments are primarily valued using market quotations or prices obtained from independent pricing sources who may employ various pricing methods to value the investments including matrix pricing. CREF Money Market Account holdings are generally valued at amortized cost. Each account determines its unit value each day.

## NOTES TO FINANCIAL STATEMENTS

**Fair Value Measurements (continued)**

*Pooled separate account (TIAA Real Estate):* Value is principally derived from the market value 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. TIAA Real Estate sometimes holds securities as well. These are generally priced using quoted prices in active markets or values obtained from independent pricing sources.

The Plan's registered investment companies and pooled separate account annuity contracts are given Level 1 status since fair value per share for these instruments is determined and published, and is the basis for current transactions.

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 tables set forth by level, within the fair value hierarchy, the Plan's assets:

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Annuity contracts				
Registered investment companies	\$ 28,862,770	\$ -	\$ -	\$ 28,862,770
Pooled separate account	995,990	-	-	995,990
Investments measured at net asset value (a)	-	-	-	3,110,364
Total assets at fair value	\$ 29,858,760	\$ -	\$ -	\$ 32,969,124

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Annuity contracts				
Registered investment companies	\$ 23,530,094	\$ -	\$ -	\$ 23,530,094
Pooled separate account	873,262	-	-	873,262
Investments measured at net asset value (a)	-	-	-	2,882,981
Total assets at fair value	\$ 24,403,356	\$ -	\$ -	\$ 27,286,337

- (a) In accordance with Subtopic 820-10, certain investments measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

NOTES TO FINANCIAL STATEMENTS

**5. Investments Measured Using the Net Asset Value per Share Practical Expedient**

The following table summarized investments for which fair value is measured using the net asset value per share practical expedient as of:

December 31, 2024	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Insurance company general contracts	\$3,110,364	N/A	Annual	None

  

December 31, 2023	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Insurance company general contracts	\$2,882,981	N/A	Annual	None

**6. Fully Benefit-Responsive Traditional Investment Contract**

The Plan invests in a fully benefit-responsive traditional investment contract with TIAA. TIAA Traditional Annuity (“TIAA Traditional”) is an unallocated fixed-annuity contract that is fully and unconditionally guaranteed by TIAA. TIAA Traditional provides a guarantee of principal, a guaranteed minimum rate of interest (generally 3%) and the potential for additional interest if declared by TIAA. Additional interest, when declared, remains in effect for the “declaration year,” which begins each March 1. Additional interest is not guaranteed for future years. Contributions to a participant’s account purchases a guaranteed amount of lifetime annuity income. When a participant’s account in the TIAA Traditional is annuitized based on available options, the present value of the stream of payments is equal to the account balance. The subsequent stream of annuity payments occurs outside of the plan and does not represent an obligation of the plan.

Because the traditional investment contract is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of net assets available for benefits attributable to the traditional investment contract. The TIAA Traditional investment is presented at contract value on the face of the financial statements.

The contract value of the TIAA Traditional equals the accumulated cash contributions, interest credited to the plan’s contracts, and transfers, if any, less any withdrawals and transfers, if any.

As an insurance company, TIAA is required to maintain contingency reserves to ensure that it will be able to fulfill its contractual obligations to policyholders, even in the face of unexpected adverse circumstances.

There are no probable events that allow the Plan or the issuer to terminate the contract and which require the Plan Sponsor to settle an amount different than the contract value.

## NOTES TO FINANCIAL STATEMENTS

### **7. Related Party Transactions and Parties In Interest Transactions**

Certain Plan investments are annuity contracts managed by TIAA and CREF, the custodians of the Plan. Therefore, these transactions qualify as party in interest transactions. Fees paid by the Plan Sponsor on behalf of the Plan for administrative services rendered to the Plan during the year ended December 31, 2024 are considered a party in interest transaction and are based upon customary and reasonable rates for such services and are excluded from the financial statements.

### **8. Tax Status**

On August 7, 2017, the Internal Revenue Service stated that the volume submitter 403(b) plan, sponsored by TIAA, the custodian, adopted by the Plan, as then designed, qualifies under Section 403(b) of the Internal Revenue Code ("IRC") and, therefore, the Plan is exempt from taxation. Although the Plan has been amended since receiving the determination letter, the Plan Sponsor believes the Plan is being operated in compliance with the applicable requirements of the IRC.

In accordance with the accounting standard on accounting for uncertainty in income taxes, management has considered its tax position and believes that the Plan has maintained its tax exempt status and believes all of the positions taken in its federal and state tax returns are more likely than not to be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan's tax returns are subject to examination by federal taxing authorities, generally for three years after they are filed.

The Plan recognizes interest and penalties in administrative expenses and accounts payable in the accompanying financial statements. During the year ended December 31, 2024, the Plan did not recognize any interest and penalties.

### **9. Subsequent Events**

The Plan Sponsor evaluated subsequent events through July 29, 2025, which represents the date the financial statements were available to be issued and determined there were no material subsequent events that required recognition or additional disclosure in these financial statements.

SUPPLEMENTAL SCHEDULE

SUPPLEMENTAL SCHEDULE

FORM 5500, SCHEDULE H, LINE 4(i)  
 SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
 EIN: 33-0175263, PLAN NO. 001  
 AS OF DECEMBER 31, 2024

(a) & (b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, including Maturity Date, Range of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
* College Retirement Equities Fund Variable Annuities	TIAA Traditional Benefit Responsive	**	\$ 1,415,464
* College Retirement Equities Fund Variable Annuities	TIAA Traditional Non Benefit Responsive	**	3,015,858
* College Retirement Equities Fund Variable Annuities	TIAA Traditional Benefit Responsive 2	**	14,998
* College Retirement Equities Fund Variable Annuities	Plan Loan Default Fund	**	94,506
* College Retirement Equities Fund Variable Annuities	CREF Stock R1	**	2,894,265
* College Retirement Equities Fund Variable Annuities	CREF Money Market R1	**	1,596,935
* College Retirement Equities Fund Variable Annuities	CREF Social Choice R1	**	2,251,692
* College Retirement Equities Fund Variable Annuities	CREF Global Equities R1	**	3,847,956
* College Retirement Equities Fund Variable Annuities	CREF Growth R1	**	5,415,924
* College Retirement Equities Fund Variable Annuities	CREF Equity Index R1	**	3,928,310
* College Retirement Equities Fund Variable Annuities	CREF Inflation-Linked Bond R1	**	777,886
* College Retirement Equities Fund Variable Annuities	TIAA Real Estate	**	995,990
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Core Plus Bond T4	**	12,843
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Equity Index T4	**	101,670
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Core Equity T4	**	288,794
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Intl Equity T4	**	627,369
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lg-Cap Gr T4	**	421,836
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lg-Cap Val T4	**	696,969
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lifecycle 2020 T4	**	156,770
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lifecycle 2025 T4	**	430,690
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lifecycle 2030 T4	**	690,465
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lifecycle 2035 T4	**	362,807
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lifecycle 2040 T4	**	299,891
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lifecycle 2045 T4	**	866,723
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lifecycle 2050 T4	**	447,236
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Mid-Cap Grw T4	**	41,186
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Mid-Cap Val T4	**	336,475
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv RIEstSecs T4	**	195,434
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Sm-Cap Bl Idx T4	**	110,025
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Qt Sm Cp Eq T4	**	415,363
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv LgCp Res Eq T4	**	172,253
* College Retirement Equities Fund Variable Annuities	CREF Core Bond R1	**	1,204,317
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lifecycle 2055 T4	**	235,262
* College Retirement Equities Fund Variable Annuities	TIAA Access Nuv Lifecycle 2060 T4	**	35,424
College Retirement Equities Fund Variable Annuities	Loan Fund - maturing through August 2029, interest rates ranging from 5.00% to 9.50%, collateralized by vested account		39,246
Total assets held at end of year			<u>\$ 34,438,832</u>

\* Indicates party-in-interest.

\*\* Historical cost information is not required for participant directed investments



**SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

**PLANETARY SCIENCE INSTITUTE**

**Activity for the Reporting Period: 01/01/2024 to 12/31/2024**

(A)	(B) IDENTITY OF ISSUE, BORROWER, LESSOR, OR SIMILAR PARTY	(C) DESCRIPTION OF INVESTMENT	(D) COST	(E) CURRENT VALUE
*	College Retirement Equities Fund variable annuities	TIAA Traditional Benefit Responsive	\$1,189,625.04	\$1,415,464.14
*	College Retirement Equities Fund variable annuities	TIAA Traditional Non Benefit Responsive	\$2,367,665.26	\$3,015,857.53
*	College Retirement Equities Fund variable annuities	TIAA Traditional Benefit Responsive 2	\$14,884.22	\$14,998.06
*	College Retirement Equities Fund variable annuities	Plan Loan Default Fund	\$94,505.97	\$94,505.97
*	College Retirement Equities Fund variable annuities	CREF Stock R1	\$1,415,947.06	\$2,894,265.20
*	College Retirement Equities Fund variable annuities	CREF Money Market R1	\$1,438,916.58	\$1,596,935.12
*	College Retirement Equities Fund variable annuities	CREF Social Choice R1	\$1,286,707.08	\$2,251,692.32
*	College Retirement Equities Fund variable annuities	CREF Global Equities R1	\$1,856,424.47	\$3,847,955.83
*	College Retirement Equities Fund variable annuities	CREF Growth R1	\$1,696,192.41	\$5,415,923.68
*	College Retirement Equities Fund variable annuities	CREF Equity Index R1	\$1,931,744.57	\$3,928,310.42
*	College Retirement Equities Fund variable annuities	CREF Inflation-Linked Bond R1	\$706,606.60	\$777,885.88
*	College Retirement Equities Fund variable annuities	TIAA Real Estate	\$889,803.12	\$995,990.05
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Core Pl Bd T4	\$12,546.36	\$12,843.30
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Equity Idx T4	\$60,154.16	\$101,670.28
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Core Equity T4	\$183,002.25	\$288,794.47
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Intl Equity T4	\$606,100.22	\$627,368.82
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Lrg Cap Gr T4	\$263,651.61	\$421,835.58
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Lrg Cap Val T4	\$577,077.03	\$696,969.47
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2020 T4	\$143,020.00	\$156,770.15
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2025 T4	\$387,275.19	\$430,690.24
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2030 T4	\$602,401.68	\$690,465.18
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2035 T4	\$290,665.54	\$362,806.97
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2040 T4	\$221,529.70	\$299,890.86
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2045 T4	\$593,159.21	\$866,722.63
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2050 T4	\$322,919.16	\$447,235.98
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Mid Cap Grw T4	\$31,164.23	\$41,185.80
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Mid Cap Val T4	\$279,181.37	\$336,475.16
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv RIEstSecSel T4	\$180,332.63	\$195,433.98
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Sm Cp Bl Ix T4	\$88,844.24	\$110,025.22
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Qt Sm Cp Eq T4	\$335,709.95	\$415,363.33



## SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Activity for the Reporting Period: 01/01/2024 to 12/31/2024

(A)	(B) IDENTITY OF ISSUE, BORROWER, LESSOR, OR SIMILAR PARTY	(C) DESCRIPTION OF INVESTMENT	(D) COST	(E) CURRENT VALUE
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LgCp Res Eq T4	\$108,897.45	\$172,252.50
	College Retirement Equities Fund variable annuities	LOAN FUND	\$39,246.37	\$39,246.37
*	College Retirement Equities Fund variable annuities	CREF Core Bond R1	\$1,150,538.51	\$1,204,317.34
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2055 T4	\$192,473.65	\$235,261.61
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2060 T4	\$29,748.80	\$35,422.64