

<p style="text-align: center;">Form 5500</p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p style="font-size: x-small;">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 style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; text-align: center;">2024</p> <hr/> <p style="text-align: center;">This Form is Open to Public Inspection</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>1a Name of plan <u>NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>001</u></p>
<p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>NASHOBA BROOKS SCHOOL OF CONCORD</u></p> <p style="margin-top: 20px;"><u>200 STRAWBERRY HILL RD</u> <u>CONCORD, MA 01742-5404</u></p>	<p>1c Effective date of plan <u>05/16/1985</u></p> <p>2b Employer Identification Number (EIN) <u>04-2103947</u></p> <p>2c Plan Sponsor's telephone number <u>978-369-4591</u></p> <p>2d Business code (see instructions) <u>611000</u></p>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	09/18/2025	NATHALIE GONZALEZ
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	09/18/2025	NATHALIE GONZALEZ
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	191
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)	96
	6a(2)	96
	6b	23
	6c	69
	6d	188
	6e	
	6f	188
	6g(1)	175
6g(2)	180	
6h		
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 2G

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

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

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

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN</p>	<p>B Three-digit plan number (PN) ▶ 001</p>	
<p>C Plan sponsor's name as shown on line 2a of Form 5500 NASHOBA BROOKS SCHOOL OF CONCORD</p>	<p>D Employer Identification Number (EIN) 04-2103947</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	500519	50	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	2397845
5	Current value of plan's interest under this contract in separate accounts at year end.....	7783618
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 2345977
c	Additions: (1) Contributions deposited during the year	7c(1) 8083
	(2) Dividends and credits.....	7c(2)
	(3) Interest credited during the year.....	7c(3) 106212
	(4) Transferred from separate account	7c(4) 59265
	(5) Other (specify below)..... ▶	7c(5)
	(6) Total additions	7c(6) 173560
d	Total of balance and additions (add lines 7b and 7c(6))	7d 2519537
e	Deductions:	
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1) 121234
	(2) Administration charge made by carrier.....	7e(2) 458
	(3) Transferred to separate account	7e(3)
	(4) Other (specify below)..... ▶	7e(4)
(5) Total deductions	7e(5) 121692	
f	Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f 2397845

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 NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 NASHOBA BROOKS SCHOOL OF CONCORD	D Employer Identification Number (EIN) 04-2103947	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

TIAA 730 THIRD AVENUE
NEW YORK, NY 10017

 13-1624203

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

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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

730 THIRD AVENUE
NEW YORK, NY 10017

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?
		24421	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		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"/>

(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.	<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>NASHOBA BROOKS SCHOOL OF CONCORD DC 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>NASHOBA BROOKS SCHOOL OF CONCORD</u>	D Employer Identification Number (EIN) <u>04-2103947</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 <u>13-1624203-004</u>	d Entity code <u>P</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>323593</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 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	
A Name of plan NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 NASHOBA BROOKS SCHOOL OF CONCORD	D Employer Identification Number (EIN) 04-2103947

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)	4378
(9) Value of interest in common/collective trusts	1c(9)	
(10) Value of interest in pooled separate accounts	1c(10)	342629
(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)	15935185
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	2345977
(15) Other.....	1c(15)	1460
		323593
		18064368
		2397845

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	18628169	20787266
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	18628169	20787266

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)	306952	
(B) Participants.....	2a(1)(B)	429000	
(C) Others (including rollovers).....	2a(1)(C)	78642	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		814594
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	112	
(F) Other.....	2b(1)(F)	106212	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		106324
(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)	275168	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		275168
(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)		14076
(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)		1946057
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		3156219

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	979395	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		979395
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)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	17727	
(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)		17727
j Total expenses. Add all expense amounts in column (b) and enter total	2j		997122

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		2159097
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: **QRGA, LLP**

(2) EIN: **04-3564919**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

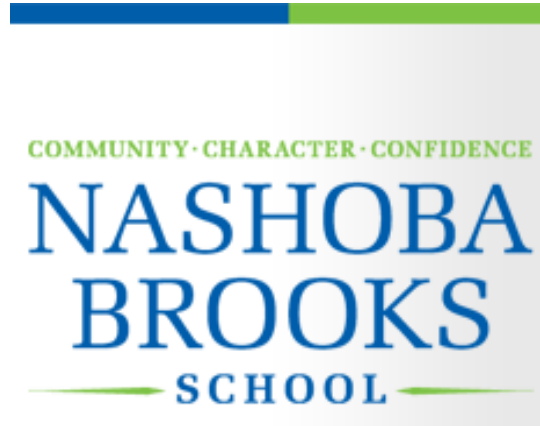
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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



Nashoba Brooks School of Concord DC Retirement Plan
FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
DECEMBER 31, 2024 AND 2023

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Independent Auditors' Report

To Management of the
Nashoba Brooks School of Concord DC Retirement Plan
200 Strawberry Hill Road
Concord, Massachusetts 01742

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

We were engaged to perform audits of the financial statements of Nashoba Brooks School of Concord DC Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and 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 Nashoba Brooks School of Concord DC Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Disclaimer of Opinion

We do not express an opinion on the financial statements of the Nashoba Brooks School of Concord DC Retirement Plan referred to in the first paragraph. 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 Nashoba Brooks School of Concord DC Retirement Plan does not have 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, the Nashoba Brooks School of Concord DC Retirement 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 Department of Labor'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 statement of changes in net assets available for benefits.

If the identified contracts, as reported by the recordkeeper, were included, net assets available for benefits would increase by \$1,866,921 and \$1,804,504 as of December 31, 2024 and 2023, respectively. Further, investment gains of \$206,262 and distributions of \$143,845 related to such accounts, as identified by the recordkeeper, have also been excluded in the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2024. Accounting principles generally accepted in the United States of America 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 accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Nashoba Brooks School of Concord DC Retirement Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments; administering the plan; and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our responsibility is to conduct an audit of the Nashoba Brooks School of Concord DC Retirement Plan's financial statements in accordance with auditing standards generally accepted in the United States of America and to issue an auditor's report. However, because of the 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 Nashoba Brooks School of Concord DC Retirement Plan, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits.

Other Matters - Supplemental Schedule Required by ERISA

The supplemental Schedule H, Line 4i 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. Because of the significance of the 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 supplemental schedule referred to above.

QRGA, LLP

QRGA, LLP
Norwood, MA
September 15, 2025

**NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 AND 2023**

	2024	2023
Assets		
Investments at fair value	\$ 20,675,464	\$ 18,505,465
Fully benefit-responsive traditional investment contracts at contract value	110,342	118,326
Notes receivable from participants	1,460	4,378
Net assets available for benefits	\$ 20,787,266	\$ 18,628,169

The accompanying notes are an integral part of these financial statements

**NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2024**

	2024
Additions:	
Investment income	
Net appreciation in fair value of investments	\$ 1,960,133
Interest and dividend income	381,380
	2,341,513
 Interest income on notes receivable from participants	112
 Contributions	
Employee contributions	429,000
Employer contributions	306,952
Rollover contributions	78,642
	814,594
 Total additions	 3,156,219
Deductions:	
Benefits paid to participants	979,395
Administrative expenses	17,727
	997,122
 Total deductions	 997,122
 Net increase	 2,159,097
Net Assets Available for Benefits:	
Beginning of the year	18,628,169
	20,787,266
End of the year	\$

The accompanying notes are an integral part of these financial statements

**NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
 NOTES TO FINANCIAL STATEMENTS
 DECEMBER 31, 2024 AND 2023**

NOTE A – DESCRIPTION OF THE PLAN

The following description of the Nashoba Brooks School of Concord DC Retirement Plan (the “plan”) provides only general information. Participants should refer to the plan document for a more complete description of the plan’s provisions.

General

The plan is a defined contribution plan which meets the requirement of Section 403(b) of the Internal Revenue Code and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The plan covers all employees of the Nashoba Brooks School of Concord, Inc. (the “Plan Sponsor” or the “Company”). Eligible employees may join the plan upon hire and are eligible to receive an employer contribution after one year of service. The Plan Sponsor has appointed an investment custodian and trustee, TIAA, FSB, to hold the plan’s mutual fund assets and execute investment transactions, and a record keeper, TIAA, to administer the participants’ accounts. The plan’s annuity investments are exempt from custodial requirements. The Retirement Plan Committee determines the appropriateness of the plan’s investment offerings and monitors investment performance.

Contributions

Eligible employees who choose to participate are allowed to contribute a percentage of pre-tax annual compensation up to the limits set by the Internal Revenue Service (IRS). Participants who have attained age 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). Participants direct the investment of their contribution into various investment options offered by the plan. The Company contributed an amount equal to a percentage of the compensation of each eligible participant, who completed at least 1,000 hours of service during the plan year, based upon the employee’s elective deferral and years of service. Employer contributions were calculated as follows:

Employee Contribution	Years of Service	Employer Contribution
0%	1+	3%
1%	1+	3.5%
2%	1+	4%
3%	1+	4.5%
4%+	1-5 Years	6%
4%+	6-10 Years	6.5%
4%+	11-15 Years	7%
4%+	16-20 Years	7.5%
4%+	21+ Years	8%

Participant Accounts

Each participant’s account is credited with the participant’s contributions and Company matching contributions, as well as plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a Participant is entitled is the benefit that can be provided from the participant’s vested account.

Vesting

Participants are vested immediately in their contributions and Plan Sponsor contributions plus actual earnings thereon.

NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE A – DESCRIPTION OF THE PLAN (continued)

Plan Loans and Notes Receivable from Participants

Participants may borrow from the plan's record keeper, TIAA, based upon their account balances. The interest rate for loans is fixed at the time of issuance and equal to the prime rate plus 1%. Loan terms range from 1 to 5 years or up to 10 years for the purchase of a primary residence. The minimum loan is \$1,000 and the maximum loan is the lesser of \$50,000 or 50% of the participant's account balance less any current outstanding loan balance.

Plan loans were issued directly from funds owned by TIAA and were secured by the balance in the participant's account. Principal and interest are remitted by the participant directly to TIAA and not made through regular payroll deductions. At December 31, 2024 and 2023, participants had plan loans outstanding of \$27,258 and \$35,290, respectively. These loans are payable to TIAA directly and are not considered assets of the plan and as such, are not included in the accompanying statements of net assets available for benefits. The plan stopped offering plan loans in February 2020 and going forward only offers participant loans.

Participant loans are issued directly from the participant's account and are considered assets of the plan. They are reported as notes receivable from participants on the statements of net assets available for benefits as of December 31, 2024 and 2023. Interest income earned on the participant loans is considered income to the plan and reported on the statement of changes in net assets available for benefits for the year ended December 31, 2024. Principal and interest payments are remitted by the participant directly to TIAA and are not made through regular payroll deductions.

Payment of Benefits

Upon attaining age 59 ½ or upon termination of service due to death, disability, or retirement, a participant may elect to receive either a lump sum distribution equal to the value of the participant's vested interest in his or her account, a distribution paid out in annual installments or a distribution paid in the form of an annuity. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution.

Hardship withdrawals are allowed under the provisions of the plan to be taken from elective deferrals and cannot exceed the amount required to meet the immediate financial need created by the hardship.

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the plan are prepared on the accrual basis of accounting.

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 the reported amounts of assets and liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value with the exception of the investments in the TIAA Traditional fully benefit-responsive investment contracts noted below. 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

NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

date. The plan's Retirement Plan Committee determines the plan's valuation policies utilizing information provided by the investment advisers and custodians. See Note C for discussion of fair value measurements.

Plan participants have the option of investing in a traditional guaranteed investment contract, the TIAA Traditional Annuity. The fully benefit-responsive investment contracts within this annuity are recorded at contract value. Contract value is the relevant measurement attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the plan. The contract value of the fully benefit-responsive investment contracts represents contributions plus earnings, less participant withdrawals and administrative expenses.

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Benefits are recorded when paid.

Expenses

Many of the expenses related to the administration of the plan are paid directly by the Plan Sponsor and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment expenses are included in the net appreciation of fair value of investments.

NOTE C – FAIR VALUE MEASUREMENTS

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 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.

NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE C – FAIR VALUE MEASUREMENTS (continued)

- 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 assets 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 at December 31, 2024 and 2023.

- *Non benefit-responsive guaranteed investment contract:* Valued at fair value, which approximates contract value. The contract value equals the accumulated cash contributions, interest credited to the plan's contracts, and transfers, if any, less any withdrawals and transfers, if any (Level 3).
- *Registered investment companies:*
 - Variable annuity contracts are valued using market quotations or prices obtained from independent pricing sources who employ various pricing methods to value the investments including matrix pricing (Level 2).
 - Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the plan are open-end mutual funds and are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the plan are deemed to be actively traded (Level 1).
- *Pooled separate accounts:* Valued using the market value of the underlying investments as determined by an independent professional's opinion and independent pricing sources (Level 2).

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

NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE C – FAIR VALUE MEASUREMENTS (continued)

The following tables set forth by level within the fair value hierarchy the plan’s assets at fair value as of December 31, 2024 and 2023:

Description	<i>Assets at Fair Value as of December 31, 2024</i>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Non Benefit-Responsive Investment Contracts	\$ -	\$ -	\$ 2,287,503	\$ 2,287,503
Pooled Separate Accounts	-	323,593	-	323,593
Registered Investment Accounts	<u>10,604,343</u>	<u>7,460,025</u>	<u>-</u>	<u>18,064,368</u>
Total assets at fair value	<u>\$ 10,604,343</u>	<u>\$ 7,783,618</u>	<u>\$ 2,287,503</u>	<u>\$ 20,675,464</u>

Description	<i>Assets at Fair Value as of December 31, 2023</i>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Non Benefit-Responsive Investment Contracts	\$ -	\$ -	\$ 2,227,651	\$ 2,227,651
Pooled Separate Accounts	-	342,629	-	342,629
Registered Investment Accounts	<u>9,240,579</u>	<u>6,694,606</u>	<u>-</u>	<u>15,935,185</u>
Total assets at fair value	<u>\$ 9,240,579</u>	<u>\$ 7,037,235</u>	<u>\$ 2,227,651</u>	<u>\$ 18,505,465</u>

Total plan investment assets at fair value classified within level 3 were \$2,287,503 and \$2,227,651 as of December 31, 2024 and 2023, respectively, which consists of the non benefit-responsive investment contracts of the TIAA Traditional Annuity. The non benefit-responsive investment contracts of the TIAA Traditional Annuity are reported at fair value, which approximates contract value, and equals the accumulated cash contributions and interest credited to the plan’s contracts, less any withdrawals and approximates fair value as of December 31, 2024 and 2023. TIAA Traditional Annuity is not available for sale or transfer on any securities exchange; therefore transactions in similar investment instruments are not observable. Participants may only make withdrawals from these contracts in the form of a life annuity or in ten annual installments. Fair value has been determined to provide a good approximation based on the following inputs and valuation techniques of the non benefit-responsive portion of the TIAA Traditional Annuity contract:

- Contributions - If an initial contribution for a participant is allocated to this type of contract, the account balance is equal to the amount of such contribution. Thousands of individuals and institutions have been remitting such contributions for almost 100 years, which implies that objective, unbiased transactions regularly occur and participants deem the value of a TIAA Traditional Annuity contract to be no less than the participant’s accumulation balance.
- Withdrawals - When a participant dies, or selects an income or lump-sum benefit, the transaction occurs at the accumulated balance. TIAA has been doing this for over 100 years and the balance has been accepted as representing the fair value of the contract. This suggests that the value of an accumulation in this type of TIAA Traditional Annuity contract is no more than the participant’s fund balance.

NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE C – FAIR VALUE MEASUREMENTS (continued)

- The crediting rate is supported by the investment performance of a large, diversified portfolio, is correlated with the highest quality debt security yields and is adjusted for contract liquidity.

A reconciliation of the beginning and ending balance for fair value measurements made using significant unobservable inputs is as follows:

Non Benefit–Responsive TIAA Traditional Annuity

	<u>2024</u>	<u>2023</u>
Beginning balance	\$ 2,227,651	\$ 2,210,699
Contributions	8,082	7,515
Earnings	102,235	103,759
Inter-fund transfers	59,074	(727)
Distributions	(109,081)	(93,327)
Fees	(458)	(268)
Ending balance	<u>\$ 2,287,503</u>	<u>\$ 2,227,651</u>

NOTE D – FULLY BENEFIT RESPONSIVE GUARANTEED INVESTMENT CONTRACTS

The plan invests in fully benefit-responsive traditional guaranteed investment contracts of the TIAA Traditional Annuity, a fixed rate annuity contract that is fully and unconditionally guaranteed and backed by TIAA’s claims paying ability. The fully benefit-responsive portion of the TIAA Traditional Annuity is reported at contract value. The contract value equals the accumulated cash contributions, interest credited to the plan’s contracts, and transfers, if any, less any withdrawals and transfers, if any. During the accumulation phase, the TIAA Traditional Annuity provides a guarantee of principle, a guaranteed minimum rate of interest between 1% and 3% and the potential for additional interest, if declared by TIAA. The crediting rate is supported by the investment performance of a large, diversified portfolio (TIAA’s General Account), is correlated with the highest quality debt security yields, and is adjusted for contract liquidity. The fully benefit-responsive contracts have no liquidity restrictions applicable to participant withdrawals and transfers.

NOTE E – INFORMATION CERTIFIED BY TRUSTEE (UNAUDITED)

The plan management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the record keeper of the plan, TIAA, acting as agent for the custodian and trustee, TIAA, FSB, has certified to the completeness and accuracy of all plan assets as of December 31, 2024 and 2023, and all investment transactions, income, and the schedule of assets (held at end of year) as of and for the year ended December 31, 2024.

NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE F – TAX STATUS

Effective January 1, 2018, the plan adopted a volume submitter 403(b) plan with TIAA. That plan obtained an IRS opinion letter dated August 7, 2017, in which the Internal Revenue Service stated that the plan and the related trust, as then designed, are in compliance with the applicable requirements of the Internal Revenue Code (IRC). Although the plan has been amended since receiving the opinion letter, the plan administrator and the plan's tax counsel believe that the plan is designed, and is currently operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the plan is qualified, and the related trust is tax-exempt.

NOTE G – PARTY IN INTEREST TRANSACTIONS

Section 3(14) of ERISA defines a party in interest to include, among others, fiduciaries or employees of the plan, any person who provides services to the plan, or an employer whose employees are covered by the plan. The plan invests in guaranteed investment contracts, pooled separate accounts and shares of registered investment companies issued by the plan's record keeper, TIAA. A substantial portion of the income or loss of the plan is derived from these investments. Fees paid by the plan to TIAA for certain investment management fees were deducted from the fair values of the investments held by the plan.

Certain employees and officers of the Company, who are also participants in the plan, perform administrative services to the plan at no cost to the plan. These transactions are exempt from the prohibited transaction rules.

NOTE H – 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 statement of net assets available for benefits.

NOTE I – SUBSEQUENT EVENT – PLAN TRANSFER TO MEP

The plan has evaluated subsequent events through the report date, the date the financial statements were available to be issued. Subsequent to the plan year ended December 31, 2024, the Plan Sponsor approved the termination of the Nashoba Brooks School of Concord DC Retirement Plan and its transfer into the Association of Independent Schools in New England (AISNE) Multiple Employer Program (MEP). Per Nathalie Gonzalez, Director of Finance, the plan termination and merger were approved by the Finance Committee on March 28, 2025 and are expected to be effective as of October 1, 2025. Upon completion of the merger, all plan assets and participant account balances will be transferred to the MEP, and the Nashoba Brooks School of Concord DC Retirement Plan will cease to exist as a separate entity. These actions have no impact on the plan's assets or participant account balances as of December 31, 2024. Management has evaluated this subsequent event and concluded that no adjustment is necessary to the financial statements for the year ended December 31, 2024. The provisions of the plan are expected to remain consistent.

SUPPLEMENTARY SCHEDULE

**NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
SCHEDULE H LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

Plan EIN 04-2104230
Plan Number 001
Form 5500 Schedule H Part IV Line i

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity		Cost	Current Value
Investments:				
Non Benefit Responsive Investment Contracts:				
**	TIAA	TIAA Traditional Non Benefit Responsive Investment Contract	*	\$ 2,287,503
Pooled Separate Accounts:				
**	TIAA	TIAA Real Estate	*	323,593
Registered Investments Accounts:				
**	CREF	CREF Stock	*	2,213,830
	Vanguard	Vanguard Target Retirement 2035	*	2,194,179
	Vanguard	Vanguard Target Retirement 2045	*	1,601,980
**	CREF	CREF Growth	*	1,582,510
**	CREF	CREF Equity Index	*	907,572
	Vanguard	Vanguard Target Retirement 2050	*	868,664
	Vanguard	Vanguard Target Retirement 2030	*	852,012
**	CREF	CREF Global Equities	*	810,125
	Vanguard	Vanguard Target Retirement 2040	*	757,062
	Vanguard	Vanguard 500 Index	*	686,698
	Vanguard	Vanguard Target Retirement 2025	*	671,579
	Vanguard	Vanguard Target Retirement 2055	*	666,772
	Vanguard	Vanguard Total Institutional Stock Index Admiral	*	488,776
**	CREF	CREF Social Choice	*	463,402
**	CREF	CREF Inflation Linked Bond	*	329,345
	Vanguard	Vanguard Small Cap Index Admiral	*	325,482
**	CREF	CREF Core Bond	*	302,154
	Vanguard	Vanguard Target Retirement Income	*	287,120
	Vanguard	Vanguard Mid Cap Index	*	265,900
	Vanguard	Vanguard Target Retirement 2020	*	251,901
	Nuveen	Nuveen Large Cap Resp EQ RTMT	*	179,403
**	TIAA	TIAA Access Large Cap Value	*	158,762
	Vanguard	Vanguard Target Retirement 2060	*	120,288
	Vanguard	Vanguard Total Bond Market Index	*	119,972
	Vanguard	Vanguard Federal Money Market	*	117,697
**	TIAA	TIAA Access Mid Cap Value	*	117,059
**	TIAA	TIAA Access International Equity	*	99,628
	Vanguard	Vanguard REIT Index Admiral	*	82,580
**	TIAA	TIAA Access Small Cap Blend Index	*	62,613
**	TIAA	TIAA Access Lifecycle 2050	*	60,963
**	TIAA	TIAA Access Small Cap Equity	*	52,099
	Vanguard	Vanguard Inflation Protected Securities	*	50,663
**	CREF	CREF Money Market	*	47,452
**	TIAA	TIAA Access Real Estate Securities	*	44,289
**	TIAA	TIAA Access Lifecycle 2035	*	36,599
**	TIAA	TIAA Access Lifecycle 2020	*	36,570

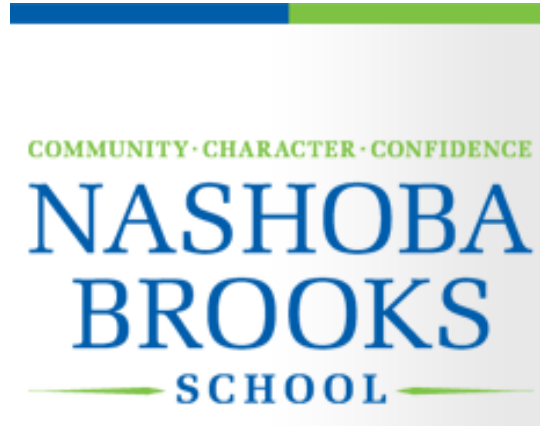
**NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
SCHEDULE H LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

Plan EIN 04-2104230
Plan Number 001
Form 5500 Schedule H Part IV Line i

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity		Cost	Current Value
**	TIAA	TIAA Access Lifecycle 2030	*	30,235
**	TIAA	TIAA Access Lifecycle 2015	*	24,787
**	TIAA	TIAA Access Core Equity T4	*	23,371
**	TIAA	TIAA Access Lifecycle 2045	*	18,246
	Vanguard	Vanguard Target Retirement 2065	*	15,615
**	TIAA	TIAA Access Lifecycle 2040	*	14,367
**	TIAA	TIAA Access Mid Cap Growth	*	13,150
**	TIAA	TIAA Access Bond	*	5,454
**	TIAA	TIAA Access Bond Plus	*	2,831
**	TIAA	TIAA Access Lifecycle Retirement Income	*	2,057
**	TIAA	TIAA Access Large Cap Growth	*	311
**	TIAA	TIAA Access Equity Index	*	244
Total investments at fair value				20,675,464
**	TIAA	TIAA Traditional Fully Benefit Responsive Investment Contract	*	110,342
**	Participant Loans	4.25%	-0-	1,460
Total investments on the Form 5500			\$	20,787,266

(a) ** Indicates a party-in-interest

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



Nashoba Brooks School of Concord DC Retirement Plan
FINANCIAL STATEMENTS AND SUPPLEMENTAL SCHEDULE
DECEMBER 31, 2024 AND 2023

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Independent Auditors' Report

To Management of the
Nashoba Brooks School of Concord DC Retirement Plan
200 Strawberry Hill Road
Concord, Massachusetts 01742

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

We were engaged to perform audits of the financial statements of Nashoba Brooks School of Concord DC Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and 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 Nashoba Brooks School of Concord DC Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Disclaimer of Opinion

We do not express an opinion on the financial statements of the Nashoba Brooks School of Concord DC Retirement Plan referred to in the first paragraph. 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 Nashoba Brooks School of Concord DC Retirement Plan does not have 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, the Nashoba Brooks School of Concord DC Retirement 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 Department of Labor'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 statement of changes in net assets available for benefits.

If the identified contracts, as reported by the recordkeeper, were included, net assets available for benefits would increase by \$1,866,921 and \$1,804,504 as of December 31, 2024 and 2023, respectively. Further, investment gains of \$206,262 and distributions of \$143,845 related to such accounts, as identified by the recordkeeper, have also been excluded in the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2024. Accounting principles generally accepted in the United States of America 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 accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Nashoba Brooks School of Concord DC Retirement Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments; administering the plan; and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our responsibility is to conduct an audit of the Nashoba Brooks School of Concord DC Retirement Plan's financial statements in accordance with auditing standards generally accepted in the United States of America and to issue an auditor's report. However, because of the 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 Nashoba Brooks School of Concord DC Retirement Plan, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits.

Other Matters - Supplemental Schedule Required by ERISA

The supplemental Schedule H, Line 4i 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 Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. Because of the significance of the 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 supplemental schedule referred to above.

QRGA, LLP

QRGA, LLP
Norwood, MA
September 15, 2025

**NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2024 AND 2023**

	2024	2023
Assets		
Investments at fair value	\$ 20,675,464	\$ 18,505,465
Fully benefit-responsive traditional investment contracts at contract value	110,342	118,326
Notes receivable from participants	1,460	4,378
Net assets available for benefits	\$ 20,787,266	\$ 18,628,169

The accompanying notes are an integral part of these financial statements

**NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2024**

	2024
Additions:	
Investment income	
Net appreciation in fair value of investments	\$ 1,960,133
Interest and dividend income	381,380
	2,341,513
 Interest income on notes receivable from participants	 112
 Contributions	
Employee contributions	429,000
Employer contributions	306,952
Rollover contributions	78,642
	814,594
 Total additions	 3,156,219
Deductions:	
Benefits paid to participants	979,395
Administrative expenses	17,727
	997,122
 Total deductions	 997,122
 Net increase	 2,159,097
Net Assets Available for Benefits:	
Beginning of the year	18,628,169
End of the year	\$ 20,787,266

The accompanying notes are an integral part of these financial statements

**NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
 NOTES TO FINANCIAL STATEMENTS
 DECEMBER 31, 2024 AND 2023**

NOTE A – DESCRIPTION OF THE PLAN

The following description of the Nashoba Brooks School of Concord DC Retirement Plan (the “plan”) provides only general information. Participants should refer to the plan document for a more complete description of the plan’s provisions.

General

The plan is a defined contribution plan which meets the requirement of Section 403(b) of the Internal Revenue Code and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The plan covers all employees of the Nashoba Brooks School of Concord, Inc. (the “Plan Sponsor” or the “Company”). Eligible employees may join the plan upon hire and are eligible to receive an employer contribution after one year of service. The Plan Sponsor has appointed an investment custodian and trustee, TIAA, FSB, to hold the plan’s mutual fund assets and execute investment transactions, and a record keeper, TIAA, to administer the participants’ accounts. The plan’s annuity investments are exempt from custodial requirements. The Retirement Plan Committee determines the appropriateness of the plan’s investment offerings and monitors investment performance.

Contributions

Eligible employees who choose to participate are allowed to contribute a percentage of pre-tax annual compensation up to the limits set by the Internal Revenue Service (IRS). Participants who have attained age 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). Participants direct the investment of their contribution into various investment options offered by the plan. The Company contributed an amount equal to a percentage of the compensation of each eligible participant, who completed at least 1,000 hours of service during the plan year, based upon the employee’s elective deferral and years of service. Employer contributions were calculated as follows:

Employee Contribution	Years of Service	Employer Contribution
0%	1+	3%
1%	1+	3.5%
2%	1+	4%
3%	1+	4.5%
4%+	1-5 Years	6%
4%+	6-10 Years	6.5%
4%+	11-15 Years	7%
4%+	16-20 Years	7.5%
4%+	21+ Years	8%

Participant Accounts

Each participant’s account is credited with the participant’s contributions and Company matching contributions, as well as plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a Participant is entitled is the benefit that can be provided from the participant’s vested account.

Vesting

Participants are vested immediately in their contributions and Plan Sponsor contributions plus actual earnings thereon.

NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE A – DESCRIPTION OF THE PLAN (continued)

Plan Loans and Notes Receivable from Participants

Participants may borrow from the plan's record keeper, TIAA, based upon their account balances. The interest rate for loans is fixed at the time of issuance and equal to the prime rate plus 1%. Loan terms range from 1 to 5 years or up to 10 years for the purchase of a primary residence. The minimum loan is \$1,000 and the maximum loan is the lesser of \$50,000 or 50% of the participant's account balance less any current outstanding loan balance.

Plan loans were issued directly from funds owned by TIAA and were secured by the balance in the participant's account. Principal and interest are remitted by the participant directly to TIAA and not made through regular payroll deductions. At December 31, 2024 and 2023, participants had plan loans outstanding of \$27,258 and \$35,290, respectively. These loans are payable to TIAA directly and are not considered assets of the plan and as such, are not included in the accompanying statements of net assets available for benefits. The plan stopped offering plan loans in February 2020 and going forward only offers participant loans.

Participant loans are issued directly from the participant's account and are considered assets of the plan. They are reported as notes receivable from participants on the statements of net assets available for benefits as of December 31, 2024 and 2023. Interest income earned on the participant loans is considered income to the plan and reported on the statement of changes in net assets available for benefits for the year ended December 31, 2024. Principal and interest payments are remitted by the participant directly to TIAA and are not made through regular payroll deductions.

Payment of Benefits

Upon attaining age 59 ½ or upon termination of service due to death, disability, or retirement, a participant may elect to receive either a lump sum distribution equal to the value of the participant's vested interest in his or her account, a distribution paid out in annual installments or a distribution paid in the form of an annuity. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution.

Hardship withdrawals are allowed under the provisions of the plan to be taken from elective deferrals and cannot exceed the amount required to meet the immediate financial need created by the hardship.

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the plan are prepared on the accrual basis of accounting.

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 the reported amounts of assets and liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value with the exception of the investments in the TIAA Traditional fully benefit-responsive investment contracts noted below. 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

NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

date. The plan's Retirement Plan Committee determines the plan's valuation policies utilizing information provided by the investment advisers and custodians. See Note C for discussion of fair value measurements.

Plan participants have the option of investing in a traditional guaranteed investment contract, the TIAA Traditional Annuity. The fully benefit-responsive investment contracts within this annuity are recorded at contract value. Contract value is the relevant measurement attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the plan. The contract value of the fully benefit-responsive investment contracts represents contributions plus earnings, less participant withdrawals and administrative expenses.

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

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Benefits are recorded when paid.

Expenses

Many of the expenses related to the administration of the plan are paid directly by the Plan Sponsor and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment expenses are included in the net appreciation of fair value of investments.

NOTE C – FAIR VALUE MEASUREMENTS

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 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.

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NOTE C – FAIR VALUE MEASUREMENTS (continued)

- 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 assets 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 at December 31, 2024 and 2023.

- *Non benefit-responsive guaranteed investment contract:* Valued at fair value, which approximates contract value. The contract value equals the accumulated cash contributions, interest credited to the plan's contracts, and transfers, if any, less any withdrawals and transfers, if any (Level 3).
- *Registered investment companies:*
 - Variable annuity contracts are valued using market quotations or prices obtained from independent pricing sources who employ various pricing methods to value the investments including matrix pricing (Level 2).
 - Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the plan are open-end mutual funds and are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the plan are deemed to be actively traded (Level 1).
- *Pooled separate accounts:* Valued using the market value of the underlying investments as determined by an independent professional's opinion and independent pricing sources (Level 2).

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

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DECEMBER 31, 2024 AND 2023

NOTE C – FAIR VALUE MEASUREMENTS (continued)

The following tables set forth by level within the fair value hierarchy the plan’s assets at fair value as of December 31, 2024 and 2023:

Description	<i>Assets at Fair Value as of December 31, 2024</i>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Non Benefit-Responsive Investment Contracts	\$ -	\$ -	\$ 2,287,503	\$ 2,287,503
Pooled Separate Accounts	-	323,593	-	323,593
Registered Investment Accounts	<u>10,604,343</u>	<u>7,460,025</u>	<u>-</u>	<u>18,064,368</u>
Total assets at fair value	<u>\$ 10,604,343</u>	<u>\$ 7,783,618</u>	<u>\$ 2,287,503</u>	<u>\$ 20,675,464</u>

Description	<i>Assets at Fair Value as of December 31, 2023</i>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Non Benefit-Responsive Investment Contracts	\$ -	\$ -	\$ 2,227,651	\$ 2,227,651
Pooled Separate Accounts	-	342,629	-	342,629
Registered Investment Accounts	<u>9,240,579</u>	<u>6,694,606</u>	<u>-</u>	<u>15,935,185</u>
Total assets at fair value	<u>\$ 9,240,579</u>	<u>\$ 7,037,235</u>	<u>\$ 2,227,651</u>	<u>\$ 18,505,465</u>

Total plan investment assets at fair value classified within level 3 were \$2,287,503 and \$2,227,651 as of December 31, 2024 and 2023, respectively, which consists of the non benefit-responsive investment contracts of the TIAA Traditional Annuity. The non benefit-responsive investment contracts of the TIAA Traditional Annuity are reported at fair value, which approximates contract value, and equals the accumulated cash contributions and interest credited to the plan’s contracts, less any withdrawals and approximates fair value as of December 31, 2024 and 2023. TIAA Traditional Annuity is not available for sale or transfer on any securities exchange; therefore transactions in similar investment instruments are not observable. Participants may only make withdrawals from these contracts in the form of a life annuity or in ten annual installments. Fair value has been determined to provide a good approximation based on the following inputs and valuation techniques of the non benefit-responsive portion of the TIAA Traditional Annuity contract:

- Contributions - If an initial contribution for a participant is allocated to this type of contract, the account balance is equal to the amount of such contribution. Thousands of individuals and institutions have been remitting such contributions for almost 100 years, which implies that objective, unbiased transactions regularly occur and participants deem the value of a TIAA Traditional Annuity contract to be no less than the participant’s accumulation balance.
- Withdrawals - When a participant dies, or selects an income or lump-sum benefit, the transaction occurs at the accumulated balance. TIAA has been doing this for over 100 years and the balance has been accepted as representing the fair value of the contract. This suggests that the value of an accumulation in this type of TIAA Traditional Annuity contract is no more than the participant’s fund balance.

NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE C – FAIR VALUE MEASUREMENTS (continued)

- The crediting rate is supported by the investment performance of a large, diversified portfolio, is correlated with the highest quality debt security yields and is adjusted for contract liquidity.

A reconciliation of the beginning and ending balance for fair value measurements made using significant unobservable inputs is as follows:

Non Benefit–Responsive TIAA Traditional Annuity

	<u>2024</u>	<u>2023</u>
Beginning balance	\$ 2,227,651	\$ 2,210,699
Contributions	8,082	7,515
Earnings	102,235	103,759
Inter-fund transfers	59,074	(727)
Distributions	(109,081)	(93,327)
Fees	(458)	(268)
Ending balance	<u>\$ 2,287,503</u>	<u>\$ 2,227,651</u>

NOTE D – FULLY BENEFIT RESPONSIVE GUARANTEED INVESTMENT CONTRACTS

The plan invests in fully benefit-responsive traditional guaranteed investment contracts of the TIAA Traditional Annuity, a fixed rate annuity contract that is fully and unconditionally guaranteed and backed by TIAA’s claims paying ability. The fully benefit-responsive portion of the TIAA Traditional Annuity is reported at contract value. The contract value equals the accumulated cash contributions, interest credited to the plan’s contracts, and transfers, if any, less any withdrawals and transfers, if any. During the accumulation phase, the TIAA Traditional Annuity provides a guarantee of principle, a guaranteed minimum rate of interest between 1% and 3% and the potential for additional interest, if declared by TIAA. The crediting rate is supported by the investment performance of a large, diversified portfolio (TIAA’s General Account), is correlated with the highest quality debt security yields, and is adjusted for contract liquidity. The fully benefit-responsive contracts have no liquidity restrictions applicable to participant withdrawals and transfers.

NOTE E – INFORMATION CERTIFIED BY TRUSTEE (UNAUDITED)

The plan management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the record keeper of the plan, TIAA, acting as agent for the custodian and trustee, TIAA, FSB, has certified to the completeness and accuracy of all plan assets as of December 31, 2024 and 2023, and all investment transactions, income, and the schedule of assets (held at end of year) as of and for the year ended December 31, 2024.

NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

NOTE F – TAX STATUS

Effective January 1, 2018, the plan adopted a volume submitter 403(b) plan with TIAA. That plan obtained an IRS opinion letter dated August 7, 2017, in which the Internal Revenue Service stated that the plan and the related trust, as then designed, are in compliance with the applicable requirements of the Internal Revenue Code (IRC). Although the plan has been amended since receiving the opinion letter, the plan administrator and the plan's tax counsel believe that the plan is designed, and is currently operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the plan is qualified, and the related trust is tax-exempt.

NOTE G – PARTY IN INTEREST TRANSACTIONS

Section 3(14) of ERISA defines a party in interest to include, among others, fiduciaries or employees of the plan, any person who provides services to the plan, or an employer whose employees are covered by the plan. The plan invests in guaranteed investment contracts, pooled separate accounts and shares of registered investment companies issued by the plan's record keeper, TIAA. A substantial portion of the income or loss of the plan is derived from these investments. Fees paid by the plan to TIAA for certain investment management fees were deducted from the fair values of the investments held by the plan.

Certain employees and officers of the Company, who are also participants in the plan, perform administrative services to the plan at no cost to the plan. These transactions are exempt from the prohibited transaction rules.

NOTE H – 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 statement of net assets available for benefits.

NOTE I – SUBSEQUENT EVENT – PLAN TRANSFER TO MEP

The plan has evaluated subsequent events through the report date, the date the financial statements were available to be issued. Subsequent to the plan year ended December 31, 2024, the Plan Sponsor approved the termination of the Nashoba Brooks School of Concord DC Retirement Plan and its transfer into the Association of Independent Schools in New England (AISNE) Multiple Employer Program (MEP). Per Nathalie Gonzalez, Director of Finance, the plan termination and merger were approved by the Finance Committee on March 28, 2025 and are expected to be effective as of October 1, 2025. Upon completion of the merger, all plan assets and participant account balances will be transferred to the MEP, and the Nashoba Brooks School of Concord DC Retirement Plan will cease to exist as a separate entity. These actions have no impact on the plan's assets or participant account balances as of December 31, 2024. Management has evaluated this subsequent event and concluded that no adjustment is necessary to the financial statements for the year ended December 31, 2024. The provisions of the plan are expected to remain consistent.

SUPPLEMENTARY SCHEDULE

**NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
SCHEDULE H LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

Plan EIN 04-2104230
Plan Number 001
Form 5500 Schedule H Part IV Line i

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity		Cost	Current Value
Investments:				
Non Benefit Responsive Investment Contracts:				
**	TIAA	TIAA Traditional Non Benefit Responsive Investment Contract	*	\$ 2,287,503
Pooled Separate Accounts:				
**	TIAA	TIAA Real Estate	*	323,593
Registered Investments Accounts:				
**	CREF	CREF Stock	*	2,213,830
	Vanguard	Vanguard Target Retirement 2035	*	2,194,179
	Vanguard	Vanguard Target Retirement 2045	*	1,601,980
**	CREF	CREF Growth	*	1,582,510
**	CREF	CREF Equity Index	*	907,572
	Vanguard	Vanguard Target Retirement 2050	*	868,664
	Vanguard	Vanguard Target Retirement 2030	*	852,012
**	CREF	CREF Global Equities	*	810,125
	Vanguard	Vanguard Target Retirement 2040	*	757,062
	Vanguard	Vanguard 500 Index	*	686,698
	Vanguard	Vanguard Target Retirement 2025	*	671,579
	Vanguard	Vanguard Target Retirement 2055	*	666,772
	Vanguard	Vanguard Total Institutional Stock Index Admiral	*	488,776
**	CREF	CREF Social Choice	*	463,402
**	CREF	CREF Inflation Linked Bond	*	329,345
	Vanguard	Vanguard Small Cap Index Admiral	*	325,482
**	CREF	CREF Core Bond	*	302,154
	Vanguard	Vanguard Target Retirement Income	*	287,120
	Vanguard	Vanguard Mid Cap Index	*	265,900
	Vanguard	Vanguard Target Retirement 2020	*	251,901
	Nuveen	Nuveen Large Cap Resp EQ RTMT	*	179,403
**	TIAA	TIAA Access Large Cap Value	*	158,762
	Vanguard	Vanguard Target Retirement 2060	*	120,288
	Vanguard	Vanguard Total Bond Market Index	*	119,972
	Vanguard	Vanguard Federal Money Market	*	117,697
**	TIAA	TIAA Access Mid Cap Value	*	117,059
**	TIAA	TIAA Access International Equity	*	99,628
	Vanguard	Vanguard REIT Index Admiral	*	82,580
**	TIAA	TIAA Access Small Cap Blend Index	*	62,613
**	TIAA	TIAA Access Lifecycle 2050	*	60,963
**	TIAA	TIAA Access Small Cap Equity	*	52,099
	Vanguard	Vanguard Inflation Protected Securities	*	50,663
**	CREF	CREF Money Market	*	47,452
**	TIAA	TIAA Access Real Estate Securities	*	44,289
**	TIAA	TIAA Access Lifecycle 2035	*	36,599
**	TIAA	TIAA Access Lifecycle 2020	*	36,570

**NASHOBA BROOKS SCHOOL OF CONCORD DC RETIREMENT PLAN
SCHEDULE H LINE 4i-SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

Plan EIN 04-2104230
Plan Number 001
Form 5500 Schedule H Part IV Line i

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity		Cost	Current Value
**	TIAA	TIAA Access Lifecycle 2030	*	30,235
**	TIAA	TIAA Access Lifecycle 2015	*	24,787
**	TIAA	TIAA Access Core Equity T4	*	23,371
**	TIAA	TIAA Access Lifecycle 2045	*	18,246
	Vanguard	Vanguard Target Retirement 2065	*	15,615
**	TIAA	TIAA Access Lifecycle 2040	*	14,367
**	TIAA	TIAA Access Mid Cap Growth	*	13,150
**	TIAA	TIAA Access Bond	*	5,454
**	TIAA	TIAA Access Bond Plus	*	2,831
**	TIAA	TIAA Access Lifecycle Retirement Income	*	2,057
**	TIAA	TIAA Access Large Cap Growth	*	311
**	TIAA	TIAA Access Equity Index	*	244
Total investments at fair value				20,675,464
**	TIAA	TIAA Traditional Fully Benefit Responsive Investment Contract	*	110,342
**	Participant Loans	4.25%	-0-	1,460
Total investments on the Form 5500			\$	20,787,266

(a) ** Indicates a party-in-interest

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