

<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>COMMUNITY SUPPORT SERVICES, INC. DEFINED CONTRIBUTION 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>COMMUNITY SUPPORT SERVICES, INC.</u></p> <p><u>9075 COMPRINT COURT</u> <u>GAITHERSBURG, MD 20877</u></p>	<p>1c Effective date of plan <u>07/01/1996</u></p> <p>2b Employer Identification Number (EIN) <u>52-1902966</u></p> <p>2c Plan Sponsor's telephone number <u>301-926-2300</u></p> <p>2d Business code (see instructions) <u>813000</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.	09/14/2025	CONNIE ANTONIO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	09/14/2025	CONNIE ANTONIO
	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	871
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)	529
	6a(2)	555
	6b	0
	6c	352
	6d	907
	6e	7
	6f	914
	6g(1)	861
6g(2)	901	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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

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

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

a Pension Schedules	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input 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 COMMUNITY SUPPORT SERVICES, INC. DEFINED CONTRIBUTION PLAN</p>	<p>B Three-digit plan number (PN) ▶</p>	<p>001</p>
<p>C Plan sponsor's name as shown on line 2a of Form 5500 COMMUNITY SUPPORT SERVICES, INC.</p>	<p>D Employer Identification Number (EIN) 52-1902966</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	500715	284	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
0	0

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	2834022
5	Current value of plan's interest under this contract in separate accounts at year end.....	3773778
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 2833127
c	Additions: (1) Contributions deposited during the year	7c(1) 61867
	(2) Dividends and credits.....	7c(2) 0
	(3) Interest credited during the year.....	7c(3) 122664
	(4) Transferred from separate account	7c(4) 52799
	(5) Other (specify below)..... ▶ TRANSFERS IN/OTHER	7c(5) 2875
	(6) Total additions	7c(6) 240205
d	Total of balance and additions (add lines 7b and 7c(6))	7d 3073332
e	Deductions:	
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1) 183736
	(2) Administration charge made by carrier.....	7e(2) 0
	(3) Transferred to separate account	7e(3) 52998
	(4) Other (specify below)..... ▶ OTHER	7e(4) 2576
(5) Total deductions	7e(5) 239310	
f	Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f 2834022

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. ▶

(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)

(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"/>

(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>COMMUNITY SUPPORT SERVICES, INC. DEFINED CONTRIBUTION 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>COMMUNITY SUPPORT SERVICES, INC.</u>	D Employer Identification Number (EIN) <u>52-1902966</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>485904</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
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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 COMMUNITY SUPPORT SERVICES, INC. DEFINED CONTRIBUTION PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 COMMUNITY SUPPORT SERVICES, INC.	D Employer Identification Number (EIN) 52-1902966

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)	582346
(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)	981228
(9) Value of interest in common/collective trusts	1c(9)	
(10) Value of interest in pooled separate accounts	1c(10)	485904
(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)	17412433
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	2834022
(15) Other.....	1c(15)	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	18995399	22295933
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		
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	18995399	22295933

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)	851613	
(B) Participants.....	2a(1)(B)	1957876	
(C) Others (including rollovers).....	2a(1)(C)	124360	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		2933849
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	46241	
(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)	56744	
(F) Other.....	2b(1)(F)	4032	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		107017
(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)	499726	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		499726
(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)		-25103
(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)		1528203
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		5043692

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	1514019	
(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)		1514019
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		162599
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)		
(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)	66540	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		66540
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		1743158

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		3300534
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: **MULLEN, SONDBERG, WIMBISH & STONE,**

(2) EIN: **52-1197902**

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.		X	

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

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

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

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

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

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

A Name of plan <u>COMMUNITY SUPPORT SERVICES, INC. DEFINED CONTRIBUTION PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>COMMUNITY SUPPORT SERVICES, INC.</u>	D Employer Identification Number (EIN) <u>52-1902966</u>	

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): _____		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	12

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

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

**COMMUNITY SUPPORT SERVICES, INC.
DEFINED CONTRIBUTION RETIREMENT PLAN
FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULE
DECEMBER 31, 2024 AND 2023**

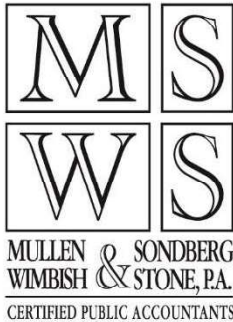


MULLEN SONDBERG WIMBISH & STONE, PA

CERTIFIED PUBLIC ACCOUNTANTS

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888 Bestgate Road • Suite 310 • Annapolis, Maryland 21401

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator and Board of Directors of
Community Support Services, Inc. Defined Contribution Retirement Plan
Gaithersburg, Maryland

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

We have performed audits of the accompanying financial statements of Community Support Services, Inc. Defined Contribution 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 statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Community Support Services, Inc. Defined Contribution 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 audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with *29 CFR 2520.103-5* of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Opinion (Cont.)

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of 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 Community Support Services, Inc. Defined Contribution Retirement Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

Auditor’s Responsibilities for the Audit of the Financial Statements (Cont.)

In performing an audit in accordance with generally accepted auditing standards, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Other Matter – Supplemental Schedule Required by ERISA

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

To the Plan Administrator and Board of Directors of
Community Support Services, Inc. Defined Contribution Retirement Plan

Other Matter – Supplemental Schedule Required by ERISA (Cont.)

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

In our opinion:

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

Mullen, Sondberg, Wimbish & Stone P.A.
MULLEN, SONDBERG, WIMBISH & STONE, P.A.

Annapolis, Maryland
September 14, 2025

Community Support Services, Inc.
 Defined Contribution Retirement Plan
 STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
 December 31, 2024 and 2023

	2024	2023
ASSETS		
Investments at fair value (Note 4):		
Money market funds	\$ 582,346	\$ 630,394
Registered investment companies	17,412,433	14,403,544
Non-benefit responsive insurance contracts	1,881,854	1,814,698
Pooled separate accounts	485,904	489,450
Total investments at fair value	20,362,537	17,338,086
Investments at contract value (Note 6):		
Benefit responsive insurance contracts	952,168	1,018,430
Total investments	21,314,705	18,356,516
Receivables:		
Notes receivable from participants	981,228	638,883
NET ASSETS AVAILABLE FOR BENEFITS	\$ 22,295,933	\$ 18,995,399

The accompanying notes are an integral part of these financial statements.

Community Support Services, Inc.
Defined Contribution Retirement Plan
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Years Ended December 31, 2024 and 2023

	2024	2023
ADDITIONS IN NET ASSETS ATTRIBUTED TO:		
Investment income:		
Net appreciation in fair value of investments	\$ 1,503,100	\$ 1,846,930
Interest and dividend income	549,999	315,329
Total investment income	2,053,099	2,162,259
Interest income on notes receivable from participants	56,744	31,080
Contributions:		
Participants	1,957,876	1,715,071
Employer	851,613	728,299
Rollovers	124,360	13,858
Total contributions	2,933,849	2,457,228
Total additions	5,043,692	4,650,567
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:		
Benefits paid to participants	1,676,618	950,045
Administrative expenses	62,162	45,096
Other expenses	4,378	1,405
Total deductions	1,743,158	996,546
Net change in net assets	3,300,534	3,654,021
NET ASSETS AVAILABLE FOR BENEFITS, beginning of year	18,995,399	15,341,378
NET ASSETS AVAILABLE FOR BENEFITS, end of year	\$ 22,295,933	\$ 18,995,399

The accompanying notes are an integral part of these financial statements.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

Note 1 - Description of Plan

The following description of the Community Support Services, Inc. Defined Contribution Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General: The Community Support Services, Inc. Defined Contribution Retirement Plan was established July 1, 1996 and restated effective January 1, 2010, amended January 1, 2012 as a safe harbor 403(b) Plan, and amended and restated effective January 1, 2015. The Plan is a defined contribution plan covering substantially all employees of Community Support Services, Inc. (the Employer). Per Plan provisions, there is no age or service requirement for employee elective deferrals. Under the provisions of the Plan, an employee is eligible to receive Employer matching contributions after completing one year of service. One year of service requires working at least 1,000 hours during the first year. The Plan is intended to meet the requirements of Section 403(b)(1) of the Internal Revenue Code (IRC) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions: Participants may elect to defer a portion of their salary into the Plan. Participant contributions are subject to the annual Internal Revenue Service Code limits as adjusted each year. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. The Employer will make a safe harbor matching contribution based upon the percentage of participant deferrals. The Employer matches 100% of employee deferrals up to 3% of compensation, and 50% of employee deferrals after 3% up to 5% of compensation. Contributions made by the Employer for the years ended December 31, 2024 and 2023 were \$851,613 and \$728,299, respectively.

Participant Accounts: Each participant's account is credited with (a) the participant's elective deferrals, (b) the Employer's match of salary deferral, (c) an allocation of Plan earnings and reduced by applicable fees. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Contributions are invested, at the discretion of the participants, in one, several, or all of the investment alternatives selected by the Plan administrator.

Vesting: Participants are immediately vested in their contributions, Employer matching contributions, and actual earnings thereon.

Payment of Benefits: On termination of service due to death, disability or retirement, a participant may elect to receive an amount equal to the value of the participant's vested interest in his or her account in either a lump-sum amount, or in annual installments over the life expectancy of the participant and/or designated beneficiary. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. In all cases, certain income tax penalties may apply to withdrawals or distributions prior to age 59 ½.

Forfeitures: Participants are 100% vested immediately in their contributions, Employer matching contributions, and earnings. Therefore, there were no forfeitures.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 1 - Description of Plan (Cont.)

Notes Receivable from Participants: Under certain circumstances, as outlined in the Plan document, the Plan allows employees to obtain loans from the Plan. These loans are secured by the vested portion of the participant's account and bear interest rates ranging from 4.25% to 9.50%. The minimum loan is \$1,000 and may be up to the lesser of: a) \$50,000, reduced by the highest outstanding balance of loan, or b) 45% of the participant's Teachers Insurance and Annuity Association of America and College Retirement Equities Fund account balance. Repayment of the loans must be completed within five years, unless the loan proceeds are used to purchase a primary place of residence. Repayment of the loans is provided through automatic payroll deductions. As of December 31, 2024 and 2023, the loan balances outstanding totaled \$981,228 and \$638,883, respectively.

Plan Loans: Participants may also borrow from TIAA-CREF using a portion of their Plan account as security for the loan. The minimum loan is \$1,000 and may be up to the lesser of: a) \$50,000, reduced by the highest outstanding balance of loan, or b) 50% of the participant's TIAA-CREF account balance.

The loans are secured by the participant's account. The interest rate and other terms and conditions for a Plan loan, its security and repayment, are to be generally comparable to those that would be imposed by a commercial lender for a similar loan made at the same date under similar circumstances. The term of the loan is limited to five years except where the loan is taken for the purchase of a participant's principal residence, in which case it may be extended to ten years. Such loan term shall be limited to a period consistent with commercial home loan practices.

The loans bear interest at rates ranging from 4.00% to 7.56%, which is commensurate with local prevailing rates as determined periodically by the Teachers Insurance and Annuity Association. Principal and interest is paid ratably through quarterly or monthly payments by the participant to TIAA-CREF. Plan management has concluded that these loans are not Plan assets and that such arrangements are exempt transactions. The balances of the Plan loans as of December 31, 2024 and 2023, were \$290,302 and \$346,262, respectively. Plan loans are not considered plan assets and, accordingly, are excluded from the statement of net assets available for benefits. Under the borrowing terms, approximately \$320,000 and \$381,000 of Plan assets serve as collateral for these loans as of December 31, 2024 and 2023, respectively. In the event of default, such loans are reportable to Plan participants as taxable income but remain outstanding and continue to accrue interest until repaid by the participant or the participant becomes eligible to receive a distribution under the terms of the Plan. As of December 31, 2024 and 2023, collateral on Plan loans in default amounted to \$43,843 and \$34,562, respectively. Such amounts include principal and accumulated interest.

Administrative Expenses: The administrative expenses related to the Plan's Trustee are paid by the Plan. The Employer pays all other administrative expenses of the Plan. Investment expenses are included in net appreciation in fair value of investments.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 2 - Summary of Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America. This basis of accounting involves the application of accrual accounting; consequently, revenues and gains are recognized when earned, and expenses and losses are recognized when incurred.

Estimates

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

Notes Receivable from Participants

Loans to participants are reported at their unpaid principal balances plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document.

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or transfer a liability in an orderly transaction between market participants at the measurement date.

Investment contracts held by defined-contribution plans are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits for a defined contribution plan attribute to the non-benefit responsive contract. Contract value provides a good approximation of fair value because the value of the investment contract is deemed to be no less than the participant's accumulated balance, and that each investment purchase is made at fair value since these purchases are not distressed and are conducted between willing buyers and sellers in open market conditions where a participant has a variety of investment choices.

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.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 2 - Summary of Accounting Policies (Cont.)

Income Taxes and Tax Position

Effective January 1, 2015, the Plan adopted a non-standardized form of prototype plan. The prototype plan obtained its latest opinion letter on August 7, 2017 from the Internal Revenue Service as to the prototype plan's qualified status. The prototype plan opinion letter has been relied upon by the Plan. The Plan has been amended since the prototype received its opinion letter. However, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Contributions and Related Receivables

Contributions from the Employer and participants of the Plan are accrued in the period in which they become obligations under provisions of the Plan agreement. All participant and Employer contributions are participant-directed. The Plan administrator has determined that all participant and Employer contributions receivable are fully collectible; consequently, no amount has been recorded as an allowance for credit losses in the accompanying statements of net assets available for benefits.

Payment of Benefits

Benefits are recorded when paid. Benefits paid to participants amounted to \$1,676,618 and \$950,045, for the years ended December 31, 2024 and 2023, respectively.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 3 - Information Prepared and Certified by Trustee

Investment Data

All investment data contained in the statements of net assets available for benefits as of December 31, 2024 and 2023, the statements of changes in net assets available for benefits for the years ending December 31, 2024 and 2023, and the supplemental Schedule H, line 4i – Schedule of assets (held at end of year) as of and for the year ending December 31, 2024, was summarized from information supplied and certified as complete and accurate by Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF), the Trustee of the Plan.

Schedule of Assets Held for Investment Purposes

The accompanying Schedule H, line 4i – Schedule of assets (held at end of year) represents a detailed listing of all investments held by the Plan as of December 31, 2024.

Note 4 - Fair Value Measurements

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits (except for fully benefit-responsive investment contracts, which are reported at contract value). The methods used to measure fair value may produce an amount 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 fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 4 - Fair Value Measurements (Cont.)

ASC 820-10 Fair Value Measurements establishes 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 ASC820* are as described as follows:

Level 1: Inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities that the Plan has the ability to access at the measurement date.

Level 2: Inputs to the valuation methodology include:

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

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

Level 3: Inputs that are unobservable and supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

The asset 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 maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value.

Money market funds: A money market fund is a type of fixed income mutual fund that invests in debt securities characterized by their short maturities and minimal credit risk. Money market mutual funds are among the lowest-volatility types of investments.

Community Support Services, Inc.
 Defined Contribution Retirement Plan
 NOTES TO FINANCIAL STATEMENTS (Cont.)
 December 31, 2024 and 2023

Note 4 - Fair Value Measurements (Cont.)

Non-Benefit Responsive Investment Contracts: The guaranteed investment contracts with insurance companies are not actively traded and significant other observable inputs are not available, therefore are classified as Level 3. As described in Note 2, the investment contracts are reported at contract value, which approximates fair value. The contract value is equal to the accumulated cash contributions and interest credited to the Plan's contracts, less any withdrawals.

Registered investment companies (mutual funds, variable annuities): Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price.

Pooled Separate Accounts: Real estate holdings (REA) are valued principally using external appraisals, which are estimates of property values based on a professional's opinion. The REA sometimes holds securities as well. These are generally priced using values obtained from independent pricing sources.

There have been no changes in valuation technique or inputs. The table below presents the balances of assets measured at fair value within the hierarchy as of December 31:

	2024			
	Level 1	Level 2	Level 3	Total
Investments measured at fair value:				
Money market funds	\$ 582,346	\$ -	\$ -	\$ 582,346
Non-benefit responsive investment contract	-	-	1,881,854	1,881,854
Investments measured at net asset value (a):				
Registered investment companies	-	-	-	17,412,433
Pooled separate accounts	-	-	-	485,904
Total	<u>\$ 582,346</u>	<u>\$ -</u>	<u>\$ 1,881,854</u>	<u>\$ 20,362,537</u>
	2023			
	Level 1	Level 2	Level 3	Total
Investments measured at fair value:				
Money market funds	\$ 630,394	\$ -	\$ -	\$ 630,394
Non-benefit responsive investment contract	-	-	1,814,698	1,814,698
Investments measured at net asset value (a):				
Registered investment companies	-	-	-	14,403,544
Pooled separate accounts	-	-	-	489,450
Total	<u>\$ 630,394</u>	<u>\$ -</u>	<u>\$ 1,814,698</u>	<u>\$ 17,338,086</u>

(a) In accordance with Subtopic 820-10 certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value presented in this table are intended to permit reconciliation of the fair value hierarchy on the line items presented in the statement of net assets.

Community Support Services, Inc.
 Defined Contribution Retirement Plan
 NOTES TO FINANCIAL STATEMENTS (Cont.)
 December 31, 2024 and 2023

Note 4 - Fair Value Measurements (Cont.)

The following table reconciles the beginning and ending balances of fair value measurement using significantly unobservable inputs (Level 3) of the insurance contracts for the years ended December 31:

	2024	2023
Beginning balance, January 1	\$ 1,814,698	\$ 1,779,784
Total gains or losses (realized and unrealized)	82,255	83,116
Purchases, sales, issuances, and settlements:		
Purchases	37,214	37,075
Sales	(28,213)	(25,102)
Interfund transfer in	23,589	11,168
Interfund transfer out	(47,689)	(71,343)
Ending balance, December 31	\$ 1,881,854	\$ 1,814,698

Gains and losses (realized and unrealized) included in changes in net assets available for benefits for the year ended December 31, 2024 and 2023 are reported in net appreciation in fair value of investments.

The table below sets forth additional disclosures for investments for which fair value is estimated using net asset value per share (or its equivalent) as of December 31:

	Fair Value		Unfunded Commitments	Redemption Frequency	Redemption Period
	2024	2023			
TIAA Real Estate Account (a)	\$ 485,904	\$ 489,450	\$ -	Quarterly	None
Registered investment companies (b)	\$ 17,412,433	\$ 14,403,544	\$ -	Daily	None

(a) This category primarily invests in real property and real estate related to investments, and on occasion, holds securities. Shares are transactions at the closing net asset value per share on any day the New York Stock Exchange (NYSE) is open for

(b) This category seeks a rate of return that reflects the investment performance of the financial markets. The funds are a "fund of funds" that invest in a diversified shares of domestic and foreign stocks and other equity securities, bonds and other fixed-income securities, as well as money market instruments and other short-term debt instruments. Shares are available for transactions at the closing net asset value per share.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 5 - Insurance Contracts Measured at Fair Value

The Plan has non-benefit responsive investment contracts with TIAA-CREF. TIAA-CREF maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with the issuer. The fair value of insurance contracts at December 31, 2024 and 2023 was \$1,881,854 and \$1,814,698, respectively.

Certain events limit the Plan's ability to transact at contract value with TIAA-CREF. Such events include the following: (a) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (b) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (c) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (d) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The Plan administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

The guaranteed investment contracts do not permit the insurance companies to terminate the agreement prior to the scheduled maturity date. The average yields were 4.45% and 4.62% for the years ended December 31, 2024 and 2023, respectively.

Note 6 - Investment Contract with Insurance Company

The Plan has benefit responsive investment contracts with TIAA-CREF. TIAA-CREF maintains the contributions in a general account. The accounts are credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses.

As described in Note 2, contract value is the relevant measurement attribute for that portion of the net assets for benefits attributable to the fully guaranteed investment contracts. The contracts are included in the financial statements at contract value, which approximates fair value as reported to the Plan by TIAA-CREF. The approximate fair value of insurance contracts at December 31, 2024 and 2023 was \$952,168 and \$1,018,430, respectively.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with the issuer, but generally will not be less than 3%. Such interest rates are reviewed on a quarterly basis for resetting.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 6 - Investment Contract with Insurance Company (Cont.)

Certain events limit the Plan's ability to transact at contract value with TIAA-CREF. Such events include the following: (a) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (b) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (c) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (d) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The Plan administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

The guaranteed investment contracts do not permit the insurance companies to terminate the agreement prior to the scheduled maturity date.

Because the contract is an insurance contract, the Plan may transact according to the terms defined in the contract at any time. If the Plan wishes to terminate its interest in the contract, it would be paid the value of its interest. The issuer of the contract has the right to no longer receive deposits. Termination of the contract would occur when the deposit arrangement no longer exists and there are no guaranteed interest funds with a value greater than zero remaining under the contract. The Plan administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

Note 7 - Reportable Transactions

A reportable transaction is a transaction, or series of transactions, exceeding five percent of the current value of the Plan's assets at the beginning of the year. During the Plan years ended December 31, 2024 and 2023, there were no reportable transactions.

Note 8 - Risk 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 9 - Plan Termination

Although it has not expressed any intent to do so, the Employer has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 10 - Party-in-Interest Transactions

Certain Plan investments are shares of mutual funds and units of pooled separate accounts and annuity contracts managed by TIAA-CREF. TIAA-CREF is the Trustee as defined in the Plan, and, therefore, these transactions qualify as party-in-interest transactions. For the years ended December 31, 2024 and 2023, fees paid by the Plan for the investment management services amounted to \$62,162 and \$45,094, respectively.

Note 11 - Subsequent Events

The Plan has evaluated the impact of significant subsequent events. There have been no subsequent events through September 14, 2025, the date the Plan's financial statements were available to be issued, that require recognition or disclosure in the financial statements.

SUPPLEMENTAL SCHEDULE

Community Support Services, Inc.
Defined Contribution Retirement Plan
#52-0741599 Plan 001
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	<u>Money market funds:</u>			
*	TIAA-CREF	TIAA-CREF Money Market Retirement		\$ 327,720
*	TIAA-CREF	CREF Money Market R1		254,626
	Total money market funds			582,346
	<u>Registered Investment Companies:</u>			
*	TIAA-CREF	TIAA-CREF Lifecycle 2035 Retirement		2,334,096
*	TIAA-CREF	TIAA-CREF Lifecycle 2040 Retirement		2,003,768
*	TIAA-CREF	TIAA-CREF Lifecycle 2045 Retirement		1,906,829
*	TIAA-CREF	TIAA-CREF Lifecycle 2050 Retirement		1,421,150
*	TIAA-CREF	TIAA-CREF Lifecycle 2030 Retirement		1,250,546
*	TIAA-CREF	TIAA-CREF Lifecycle 2020 Retirement		1,144,035
*	TIAA-CREF	CREF Stock R1		1,143,372
*	TIAA-CREF	TIAA-CREF Lifecycle 2055 Retirement		952,384
*	TIAA-CREF	TIAA-CREF Lifecycle 2025 Retirement		919,952
*	TIAA-CREF	CREF Global Equities R1		682,185
	The Hartford	The Hartford Dividend Growth R5		357,934
*	TIAA-CREF	TIAA-CREF S&P 500 Index Retirement		325,556
*	TIAA-CREF	TIAA CREF International Equity Index Retirement		289,373
*	TIAA-CREF	TIAA-CREF Lifecycle 2015 Retirement		283,206
*	TIAA-CREF	TIAA-CREF Lifecycle 2060 Retirement		278,906
*	TIAA-CREF	Small Cap BL Index Retirement		205,656
*	TIAA-CREF	CREF Growth R1		179,918
*	TIAA-CREF	TIAA Access Lifecycle 2035 T4		173,392
*	TIAA-CREF	CREF Social Choice R1		170,892
*	TIAA-CREF	CREF Inflation-Linked Bond R1		125,521
	Prudential Financial	PGIMJennison Growth Z		115,215
	AF EuroPacific	AF EuroPacific Growth Fund R4		96,196
	Principal Global Investors	Principal MidCap Fund R5		92,182
	Loomis Sayles	Loomis Sayles Bond Admin		88,594
*	TIAA-CREF	CREF Equity Index R1		82,241
	American Funds	American Funds American Balanced Fund R4		80,216
	American Funds	American Funds New World R4		80,032
*	TIAA-CREF	CREF Bond Market R1		78,324
*	TIAA-CREF	TIAA Access Lifecycle 2040 T4		74,646
*	TIAA-CREF	TIAA Access International Equity T4		64,997
*	TIAA-CREF	TIAA-CREF Lifecycle 2065 Retirement		52,513
*	TIAA-CREF	TIAA Access Large-Cap Value T4		47,589
	American Century	American Century Mid Cap Value Investment		45,779
*	TIAA-CREF	TIAA Access Lifecycle 2045 T4		36,203
*	TIAA-CREF	TIAA Access Small-Cap Equity T4		32,923
*	TIAA-CREF	TIAA Access Real Estate Securities T4		28,746
*	TIAA-CREF	TIAA Access Lifecycle 2050 T4		26,415

Community Support Services, Inc.
Defined Contribution Retirement Plan
#52-0741599 Plan 001
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Cont.)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
<u>Registered Investment Companies (Cont.):</u>				
*	TIAA-CREF	TIAA Access Small-Cap Blend Index T4		\$ 25,120
*	TIAA-CREF	TIAA Access Mid-Cap Value T4		24,184
	Metropolitan	Metropolitan West Total Return Bond M		21,024
	Baird	Baird Short Term Bond Fund		16,194
	BlackRock	BlackRock Inflation Protected Bond A		14,867
*	TIAA-CREF	TIAA Access Social Choice Equity T4		11,398
*	TIAA-CREF	TIAA Access Bond Plus T4		10,589
*	TIAA-CREF	TIAA Access Growth and Income T4		3,374
*	TIAA-CREF	TIAA-CREF Lifecycle 2010 Retirement		2,915
*	TIAA-CREF	TIAA Access Lifecycle 2020 T4		2,820
*	TIAA-CREF	TIAA Access Lifecycle 2010 T4		2,586
*	TIAA-CREF	TIAA Access Lifecycle 2025 T4		1,874
*	TIAA-CREF	TIAA Access Equity Index T4		1,761
*	TIAA-CREF	TIAA Access Mid-Cap Growth T4		1,749
*	TIAA-CREF	TIAA Access Lifecycle 2030 T4		202
*	TIAA-CREF	TIAA Access Large-Cap Growth T4		201
*	TIAA-CREF	TIAA-CREF Lifecycle Idx RtlN Retirement		68
*	TIAA-CREF	TIAA Access Lifecycle Retirement Income T4		17
*	TIAA-CREF	TIAA Access Lifecycle 2015 T4		8
Total registered investment companies				17,412,433
<u>Insurance Contracts - Non-Benefit Responsive</u>				
*	TIAA-CREF	TIAA Traditional Non Benefit Responsive		1,363,717
*	TIAA-CREF	TIAA Traditional Non Benefit Responsive 2		518,137
Total insurance annuity contracts - Non Benefit Responsive				1,881,854
<u>Pooled Separate Accounts:</u>				
*	TIAA-CREF	TIAA Real Estate		485,904
<u>Insurance Contracts - Benefit responsive</u>				
*	TIAA-CREF	TIAA Traditional Benefit Responsive		536,116
*	TIAA-CREF	Plan Loan Default Fund		280,971
*	TIAA-CREF	TIAA Stable Value		135,081
Total insurance annuity contracts - Benefit Responsive				952,168
Total assets held for investment purposes				\$ 21,314,705
<u>Notes Receivable from Participants</u>				
	Participant loans	4.25% - 9.50%	-0-	\$ 981,228

Column (a) * denotes a party-in-interest
Column (d) is blank as all investments are participant directed

**COMMUNITY SUPPORT SERVICES, INC.
DEFINED CONTRIBUTION RETIREMENT PLAN
FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULE
DECEMBER 31, 2024 AND 2023**

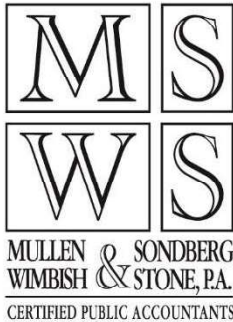


MULLEN SONDBERG WIMBISH & STONE, PA

CERTIFIED PUBLIC ACCOUNTANTS

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888 Bestgate Road • Suite 310 • Annapolis, Maryland 21401

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator and Board of Directors of
Community Support Services, Inc. Defined Contribution Retirement Plan
Gaithersburg, Maryland

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

We have performed audits of the accompanying financial statements of Community Support Services, Inc. Defined Contribution 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 statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Community Support Services, Inc. Defined Contribution 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 audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with *29 CFR 2520.103-5* of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Opinion (Cont.)

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of 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 Community Support Services, Inc. Defined Contribution Retirement Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

Auditor’s Responsibilities for the Audit of the Financial Statements (Cont.)

In performing an audit in accordance with generally accepted auditing standards, we:

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

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

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

Other Matter – Supplemental Schedule Required by ERISA

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

To the Plan Administrator and Board of Directors of
Community Support Services, Inc. Defined Contribution Retirement Plan

Other Matter – Supplemental Schedule Required by ERISA (Cont.)

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

In our opinion:

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

Mullen, Sondberg, Wimbish & Stone P.A.
MULLEN, SONDBERG, WIMBISH & STONE, P.A.

Annapolis, Maryland
September 14, 2025

Community Support Services, Inc.
 Defined Contribution Retirement Plan
 STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
 December 31, 2024 and 2023

	2024	2023
ASSETS		
Investments at fair value (Note 4):		
Money market funds	\$ 582,346	\$ 630,394
Registered investment companies	17,412,433	14,403,544
Non-benefit responsive insurance contracts	1,881,854	1,814,698
Pooled separate accounts	485,904	489,450
Total investments at fair value	20,362,537	17,338,086
Investments at contract value (Note 6):		
Benefit responsive insurance contracts	952,168	1,018,430
Total investments	21,314,705	18,356,516
Receivables:		
Notes receivable from participants	981,228	638,883
NET ASSETS AVAILABLE FOR BENEFITS	\$ 22,295,933	\$ 18,995,399

The accompanying notes are an integral part of these financial statements.

Community Support Services, Inc.
 Defined Contribution Retirement Plan
 STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
 Years Ended December 31, 2024 and 2023

	2024	2023
ADDITIONS IN NET ASSETS ATTRIBUTED TO:		
Investment income:		
Net appreciation in fair value of investments	\$ 1,503,100	\$ 1,846,930
Interest and dividend income	549,999	315,329
Total investment income	2,053,099	2,162,259
Interest income on notes receivable from participants	56,744	31,080
Contributions:		
Participants	1,957,876	1,715,071
Employer	851,613	728,299
Rollovers	124,360	13,858
Total contributions	2,933,849	2,457,228
Total additions	5,043,692	4,650,567
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:		
Benefits paid to participants	1,676,618	950,045
Administrative expenses	62,162	45,096
Other expenses	4,378	1,405
Total deductions	1,743,158	996,546
Net change in net assets	3,300,534	3,654,021
NET ASSETS AVAILABLE FOR BENEFITS, beginning of year	18,995,399	15,341,378
NET ASSETS AVAILABLE FOR BENEFITS, end of year	\$ 22,295,933	\$ 18,995,399

The accompanying notes are an integral part of these financial statements.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

Note 1 - Description of Plan

The following description of the Community Support Services, Inc. Defined Contribution Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General: The Community Support Services, Inc. Defined Contribution Retirement Plan was established July 1, 1996 and restated effective January 1, 2010, amended January 1, 2012 as a safe harbor 403(b) Plan, and amended and restated effective January 1, 2015. The Plan is a defined contribution plan covering substantially all employees of Community Support Services, Inc. (the Employer). Per Plan provisions, there is no age or service requirement for employee elective deferrals. Under the provisions of the Plan, an employee is eligible to receive Employer matching contributions after completing one year of service. One year of service requires working at least 1,000 hours during the first year. The Plan is intended to meet the requirements of Section 403(b)(1) of the Internal Revenue Code (IRC) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions: Participants may elect to defer a portion of their salary into the Plan. Participant contributions are subject to the annual Internal Revenue Service Code limits as adjusted each year. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. The Employer will make a safe harbor matching contribution based upon the percentage of participant deferrals. The Employer matches 100% of employee deferrals up to 3% of compensation, and 50% of employee deferrals after 3% up to 5% of compensation. Contributions made by the Employer for the years ended December 31, 2024 and 2023 were \$851,613 and \$728,299, respectively.

Participant Accounts: Each participant's account is credited with (a) the participant's elective deferrals, (b) the Employer's match of salary deferral, (c) an allocation of Plan earnings and reduced by applicable fees. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Contributions are invested, at the discretion of the participants, in one, several, or all of the investment alternatives selected by the Plan administrator.

Vesting: Participants are immediately vested in their contributions, Employer matching contributions, and actual earnings thereon.

Payment of Benefits: On termination of service due to death, disability or retirement, a participant may elect to receive an amount equal to the value of the participant's vested interest in his or her account in either a lump-sum amount, or in annual installments over the life expectancy of the participant and/or designated beneficiary. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. In all cases, certain income tax penalties may apply to withdrawals or distributions prior to age 59 ½.

Forfeitures: Participants are 100% vested immediately in their contributions, Employer matching contributions, and earnings. Therefore, there were no forfeitures.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 1 - Description of Plan (Cont.)

Notes Receivable from Participants: Under certain circumstances, as outlined in the Plan document, the Plan allows employees to obtain loans from the Plan. These loans are secured by the vested portion of the participant's account and bear interest rates ranging from 4.25% to 9.50%. The minimum loan is \$1,000 and may be up to the lesser of: a) \$50,000, reduced by the highest outstanding balance of loan, or b) 45% of the participant's Teachers Insurance and Annuity Association of America and College Retirement Equities Fund account balance. Repayment of the loans must be completed within five years, unless the loan proceeds are used to purchase a primary place of residence. Repayment of the loans is provided through automatic payroll deductions. As of December 31, 2024 and 2023, the loan balances outstanding totaled \$981,228 and \$638,883, respectively.

Plan Loans: Participants may also borrow from TIAA-CREF using a portion of their Plan account as security for the loan. The minimum loan is \$1,000 and may be up to the lesser of: a) \$50,000, reduced by the highest outstanding balance of loan, or b) 50% of the participant's TIAA-CREF account balance.

The loans are secured by the participant's account. The interest rate and other terms and conditions for a Plan loan, its security and repayment, are to be generally comparable to those that would be imposed by a commercial lender for a similar loan made at the same date under similar circumstances. The term of the loan is limited to five years except where the loan is taken for the purchase of a participant's principal residence, in which case it may be extended to ten years. Such loan term shall be limited to a period consistent with commercial home loan practices.

The loans bear interest at rates ranging from 4.00% to 7.56%, which is commensurate with local prevailing rates as determined periodically by the Teachers Insurance and Annuity Association. Principal and interest is paid ratably through quarterly or monthly payments by the participant to TIAA-CREF. Plan management has concluded that these loans are not Plan assets and that such arrangements are exempt transactions. The balances of the Plan loans as of December 31, 2024 and 2023, were \$290,302 and \$346,262, respectively. Plan loans are not considered plan assets and, accordingly, are excluded from the statement of net assets available for benefits. Under the borrowing terms, approximately \$320,000 and \$381,000 of Plan assets serve as collateral for these loans as of December 31, 2024 and 2023, respectively. In the event of default, such loans are reportable to Plan participants as taxable income but remain outstanding and continue to accrue interest until repaid by the participant or the participant becomes eligible to receive a distribution under the terms of the Plan. As of December 31, 2024 and 2023, collateral on Plan loans in default amounted to \$43,843 and \$34,562, respectively. Such amounts include principal and accumulated interest.

Administrative Expenses: The administrative expenses related to the Plan's Trustee are paid by the Plan. The Employer pays all other administrative expenses of the Plan. Investment expenses are included in net appreciation in fair value of investments.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 2 - Summary of Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America. This basis of accounting involves the application of accrual accounting; consequently, revenues and gains are recognized when earned, and expenses and losses are recognized when incurred.

Estimates

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

Notes Receivable from Participants

Loans to participants are reported at their unpaid principal balances plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document.

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or transfer a liability in an orderly transaction between market participants at the measurement date.

Investment contracts held by defined-contribution plans are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits for a defined contribution plan attribute to the non-benefit responsive contract. Contract value provides a good approximation of fair value because the value of the investment contract is deemed to be no less than the participant's accumulated balance, and that each investment purchase is made at fair value since these purchases are not distressed and are conducted between willing buyers and sellers in open market conditions where a participant has a variety of investment choices.

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.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 2 - Summary of Accounting Policies (Cont.)

Income Taxes and Tax Position

Effective January 1, 2015, the Plan adopted a non-standardized form of prototype plan. The prototype plan obtained its latest opinion letter on August 7, 2017 from the Internal Revenue Service as to the prototype plan's qualified status. The prototype plan opinion letter has been relied upon by the Plan. The Plan has been amended since the prototype received its opinion letter. However, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Contributions and Related Receivables

Contributions from the Employer and participants of the Plan are accrued in the period in which they become obligations under provisions of the Plan agreement. All participant and Employer contributions are participant-directed. The Plan administrator has determined that all participant and Employer contributions receivable are fully collectible; consequently, no amount has been recorded as an allowance for credit losses in the accompanying statements of net assets available for benefits.

Payment of Benefits

Benefits are recorded when paid. Benefits paid to participants amounted to \$1,676,618 and \$950,045, for the years ended December 31, 2024 and 2023, respectively.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 3 - Information Prepared and Certified by Trustee

Investment Data

All investment data contained in the statements of net assets available for benefits as of December 31, 2024 and 2023, the statements of changes in net assets available for benefits for the years ending December 31, 2024 and 2023, and the supplemental Schedule H, line 4i – Schedule of assets (held at end of year) as of and for the year ending December 31, 2024, was summarized from information supplied and certified as complete and accurate by Teachers Insurance and Annuity Association – College Retirement Equities Fund (TIAA-CREF), the Trustee of the Plan.

Schedule of Assets Held for Investment Purposes

The accompanying Schedule H, line 4i – Schedule of assets (held at end of year) represents a detailed listing of all investments held by the Plan as of December 31, 2024.

Note 4 - Fair Value Measurements

The Plan's investments are reported at fair value in the accompanying statements of net assets available for benefits (except for fully benefit-responsive investment contracts, which are reported at contract value). The methods used to measure fair value may produce an amount 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 fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 4 - Fair Value Measurements (Cont.)

ASC 820-10 Fair Value Measurements establishes 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 ASC820* are as described as follows:

Level 1: Inputs that reflect unadjusted quoted prices in active markets for identical assets or liabilities that the Plan has the ability to access at the measurement date.

Level 2: Inputs to the valuation methodology include:

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

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

Level 3: Inputs that are unobservable and supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

The asset 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 maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value.

Money market funds: A money market fund is a type of fixed income mutual fund that invests in debt securities characterized by their short maturities and minimal credit risk. Money market mutual funds are among the lowest-volatility types of investments.

Community Support Services, Inc.
 Defined Contribution Retirement Plan
 NOTES TO FINANCIAL STATEMENTS (Cont.)
 December 31, 2024 and 2023

Note 4 - Fair Value Measurements (Cont.)

Non-Benefit Responsive Investment Contracts: The guaranteed investment contracts with insurance companies are not actively traded and significant other observable inputs are not available, therefore are classified as Level 3. As described in Note 2, the investment contracts are reported at contract value, which approximates fair value. The contract value is equal to the accumulated cash contributions and interest credited to the Plan's contracts, less any withdrawals.

Registered investment companies (mutual funds, variable annuities): Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price.

Pooled Separate Accounts: Real estate holdings (REA) are valued principally using external appraisals, which are estimates of property values based on a professional's opinion. The REA sometimes holds securities as well. These are generally priced using values obtained from independent pricing sources.

There have been no changes in valuation technique or inputs. The table below presents the balances of assets measured at fair value within the hierarchy as of December 31:

	2024			
	Level 1	Level 2	Level 3	Total
Investments measured at fair value:				
Money market funds	\$ 582,346	\$ -	\$ -	\$ 582,346
Non-benefit responsive investment contract	-	-	1,881,854	1,881,854
Investments measured at net asset value (a):				
Registered investment companies	-	-	-	17,412,433
Pooled separate accounts	-	-	-	485,904
Total	<u>\$ 582,346</u>	<u>\$ -</u>	<u>\$ 1,881,854</u>	<u>\$ 20,362,537</u>
	2023			
	Level 1	Level 2	Level 3	Total
Investments measured at fair value:				
Money market funds	\$ 630,394	\$ -	\$ -	\$ 630,394
Non-benefit responsive investment contract	-	-	1,814,698	1,814,698
Investments measured at net asset value (a):				
Registered investment companies	-	-	-	14,403,544
Pooled separate accounts	-	-	-	489,450
Total	<u>\$ 630,394</u>	<u>\$ -</u>	<u>\$ 1,814,698</u>	<u>\$ 17,338,086</u>

(a) In accordance with Subtopic 820-10 certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value presented in this table are intended to permit reconciliation of the fair value hierarchy on the line items presented in the statement of net assets.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 4 - Fair Value Measurements (Cont.)

The following table reconciles the beginning and ending balances of fair value measurement using significantly unobservable inputs (Level 3) of the insurance contracts for the years ended December 31:

	2024	2023
Beginning balance, January 1	\$ 1,814,698	\$ 1,779,784
Total gains or losses (realized and unrealized)	82,255	83,116
Purchases, sales, issuances, and settlements:		
Purchases	37,214	37,075
Sales	(28,213)	(25,102)
Interfund transfer in	23,589	11,168
Interfund transfer out	(47,689)	(71,343)
Ending balance, December 31	\$ 1,881,854	\$ 1,814,698

Gains and losses (realized and unrealized) included in changes in net assets available for benefits for the year ended December 31, 2024 and 2023 are reported in net appreciation in fair value of investments.

The table below sets forth additional disclosures for investments for which fair value is estimated using net asset value per share (or its equivalent) as of December 31:

	Fair Value		Unfunded Commitments	Redemption Frequency	Redemption Period
	2024	2023			
TIAA Real Estate Account (a)	\$ 485,904	\$ 489,450	\$ -	Quarterly	None
Registered investment companies (b)	\$ 17,412,433	\$ 14,403,544	\$ -	Daily	None

(a) This category primarily invests in real property and real estate related to investments, and on occasion, holds securities. Shares are transactions at the closing net asset value per share on any day the New York Stock Exchange (NYSE) is open for

(b) This category seeks a rate of return that reflects the investment performance of the financial markets. The funds are a "fund of funds" that invest in a diversified shares of domestic and foreign stocks and other equity securities, bonds and other fixed-income securities, as well as money market instruments and other short-term debt instruments. Shares are available for transactions at the closing net asset value per share.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 5 - Insurance Contracts Measured at Fair Value

The Plan has non-benefit responsive investment contracts with TIAA-CREF. TIAA-CREF maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with the issuer. The fair value of insurance contracts at December 31, 2024 and 2023 was \$1,881,854 and \$1,814,698, respectively.

Certain events limit the Plan's ability to transact at contract value with TIAA-CREF. Such events include the following: (a) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (b) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (c) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (d) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The Plan administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

The guaranteed investment contracts do not permit the insurance companies to terminate the agreement prior to the scheduled maturity date. The average yields were 4.45% and 4.62% for the years ended December 31, 2024 and 2023, respectively.

Note 6 - Investment Contract with Insurance Company

The Plan has benefit responsive investment contracts with TIAA-CREF. TIAA-CREF maintains the contributions in a general account. The accounts are credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses.

As described in Note 2, contract value is the relevant measurement attribute for that portion of the net assets for benefits attributable to the fully guaranteed investment contracts. The contracts are included in the financial statements at contract value, which approximates fair value as reported to the Plan by TIAA-CREF. The approximate fair value of insurance contracts at December 31, 2024 and 2023 was \$952,168 and \$1,018,430, respectively.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with the issuer, but generally will not be less than 3%. Such interest rates are reviewed on a quarterly basis for resetting.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 6 - Investment Contract with Insurance Company (Cont.)

Certain events limit the Plan's ability to transact at contract value with TIAA-CREF. Such events include the following: (a) amendments to the Plan documents (including complete or partial Plan termination or merger with another plan), (b) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (c) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (d) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The Plan administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

The guaranteed investment contracts do not permit the insurance companies to terminate the agreement prior to the scheduled maturity date.

Because the contract is an insurance contract, the Plan may transact according to the terms defined in the contract at any time. If the Plan wishes to terminate its interest in the contract, it would be paid the value of its interest. The issuer of the contract has the right to no longer receive deposits. Termination of the contract would occur when the deposit arrangement no longer exists and there are no guaranteed interest funds with a value greater than zero remaining under the contract. The Plan administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants are probable of occurring.

Note 7 - Reportable Transactions

A reportable transaction is a transaction, or series of transactions, exceeding five percent of the current value of the Plan's assets at the beginning of the year. During the Plan years ended December 31, 2024 and 2023, there were no reportable transactions.

Note 8 - Risk 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 9 - Plan Termination

Although it has not expressed any intent to do so, the Employer has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

Community Support Services, Inc.
Defined Contribution Retirement Plan
NOTES TO FINANCIAL STATEMENTS (Cont.)
December 31, 2024 and 2023

Note 10 - Party-in-Interest Transactions

Certain Plan investments are shares of mutual funds and units of pooled separate accounts and annuity contracts managed by TIAA-CREF. TIAA-CREF is the Trustee as defined in the Plan, and, therefore, these transactions qualify as party-in-interest transactions. For the years ended December 31, 2024 and 2023, fees paid by the Plan for the investment management services amounted to \$62,162 and \$45,094, respectively.

Note 11 - Subsequent Events

The Plan has evaluated the impact of significant subsequent events. There have been no subsequent events through September 14, 2025, the date the Plan's financial statements were available to be issued, that require recognition or disclosure in the financial statements.

SUPPLEMENTAL SCHEDULE

Community Support Services, Inc.
Defined Contribution Retirement Plan
#52-0741599 Plan 001
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	<u>Money market funds:</u>			
*	TIAA-CREF	TIAA-CREF Money Market Retirement		\$ 327,720
*	TIAA-CREF	CREF Money Market R1		254,626
	Total money market funds			582,346
	<u>Registered Investment Companies:</u>			
*	TIAA-CREF	TIAA-CREF Lifecycle 2035 Retirement		2,334,096
*	TIAA-CREF	TIAA-CREF Lifecycle 2040 Retirement		2,003,768
*	TIAA-CREF	TIAA-CREF Lifecycle 2045 Retirement		1,906,829
*	TIAA-CREF	TIAA-CREF Lifecycle 2050 Retirement		1,421,150
*	TIAA-CREF	TIAA-CREF Lifecycle 2030 Retirement		1,250,546
*	TIAA-CREF	TIAA-CREF Lifecycle 2020 Retirement		1,144,035
*	TIAA-CREF	CREF Stock R1		1,143,372
*	TIAA-CREF	TIAA-CREF Lifecycle 2055 Retirement		952,384
*	TIAA-CREF	TIAA-CREF Lifecycle 2025 Retirement		919,952
*	TIAA-CREF	CREF Global Equities R1		682,185
	The Hartford	The Hartford Dividend Growth R5		357,934
*	TIAA-CREF	TIAA-CREF S&P 500 Index Retirement		325,556
*	TIAA-CREF	TIAA CREF International Equity Index Retirement		289,373
*	TIAA-CREF	TIAA-CREF Lifecycle 2015 Retirement		283,206
*	TIAA-CREF	TIAA-CREF Lifecycle 2060 Retirement		278,906
*	TIAA-CREF	Small Cap BL Index Retirement		205,656
*	TIAA-CREF	CREF Growth R1		179,918
*	TIAA-CREF	TIAA Access Lifecycle 2035 T4		173,392
*	TIAA-CREF	CREF Social Choice R1		170,892
*	TIAA-CREF	CREF Inflation-Linked Bond R1		125,521
	Prudential Financial	PGIMJennison Growth Z		115,215
	AF EuroPacific	AF EuroPacific Growth Fund R4		96,196
	Principal Global Investors	Principal MidCap Fund R5		92,182
	Loomis Sayles	Loomis Sayles Bond Admin		88,594
*	TIAA-CREF	CREF Equity Index R1		82,241
	American Funds	American Funds American Balanced Fund R4		80,216
	American Funds	American Funds New World R4		80,032
*	TIAA-CREF	CREF Bond Market R1		78,324
*	TIAA-CREF	TIAA Access Lifecycle 2040 T4		74,646
*	TIAA-CREF	TIAA Access International Equity T4		64,997
*	TIAA-CREF	TIAA-CREF Lifecycle 2065 Retirement		52,513
*	TIAA-CREF	TIAA Access Large-Cap Value T4		47,589
	American Century	American Century Mid Cap Value Investment		45,779
*	TIAA-CREF	TIAA Access Lifecycle 2045 T4		36,203
*	TIAA-CREF	TIAA Access Small-Cap Equity T4		32,923
*	TIAA-CREF	TIAA Access Real Estate Securities T4		28,746
*	TIAA-CREF	TIAA Access Lifecycle 2050 T4		26,415

Community Support Services, Inc.
Defined Contribution Retirement Plan
#52-0741599 Plan 001
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Cont.)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
<u>Registered Investment Companies (Cont.):</u>				
*	TIAA-CREF	TIAA Access Small-Cap Blend Index T4		\$ 25,120
*	TIAA-CREF	TIAA Access Mid-Cap Value T4		24,184
	Metropolitan	Metropolitan West Total Return Bond M		21,024
	Baird	Baird Short Term Bond Fund		16,194
	BlackRock	BlackRock Inflation Protected Bond A		14,867
*	TIAA-CREF	TIAA Access Social Choice Equity T4		11,398
*	TIAA-CREF	TIAA Access Bond Plus T4		10,589
*	TIAA-CREF	TIAA Access Growth and Income T4		3,374
*	TIAA-CREF	TIAA-CREF Lifecycle 2010 Retirement		2,915
*	TIAA-CREF	TIAA Access Lifecycle 2020 T4		2,820
*	TIAA-CREF	TIAA Access Lifecycle 2010 T4		2,586
*	TIAA-CREF	TIAA Access Lifecycle 2025 T4		1,874
*	TIAA-CREF	TIAA Access Equity Index T4		1,761
*	TIAA-CREF	TIAA Access Mid-Cap Growth T4		1,749
*	TIAA-CREF	TIAA Access Lifecycle 2030 T4		202
*	TIAA-CREF	TIAA Access Large-Cap Growth T4		201
*	TIAA-CREF	TIAA-CREF Lifecycle Idx RtlN Retirement		68
*	TIAA-CREF	TIAA Access Lifecycle Retirement Income T4		17
*	TIAA-CREF	TIAA Access Lifecycle 2015 T4		8
Total registered investment companies				17,412,433
<u>Insurance Contracts - Non-Benefit Responsive</u>				
*	TIAA-CREF	TIAA Traditional Non Benefit Responsive		1,363,717
*	TIAA-CREF	TIAA Traditional Non Benefit Responsive 2		518,137
Total insurance annuity contracts - Non Benefit Responsive				1,881,854
<u>Pooled Separate Accounts:</u>				
*	TIAA-CREF	TIAA Real Estate		485,904
<u>Insurance Contracts - Benefit responsive</u>				
*	TIAA-CREF	TIAA Traditional Benefit Responsive		536,116
*	TIAA-CREF	Plan Loan Default Fund		280,971
*	TIAA-CREF	TIAA Stable Value		135,081
Total insurance annuity contracts - Benefit Responsive				952,168
Total assets held for investment purposes				\$ 21,314,705
<u>Notes Receivable from Participants</u>				
	Participant loans	4.25% - 9.50%	-0-	\$ 981,228

Column (a) * denotes a party-in-interest
Column (d) is blank as all investments are participant directed