

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [x] a single-employer plan [] a DFE (specify) ____
B This return/report is: [] the first return/report [] the final return/report [] an amended return/report [] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. []
D Check box if filing under: [x] Form 5558 [] automatic extension [] the DFVC program [] special extension (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

1a Name of plan: RURAL COMMUNITY ASSISTANCE CORPORATION DC RETIREMENT PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 10/01/1985
2a Plan sponsor's name (employer, if for a single-employer plan): RURAL COMMUNITY ASSISTANCE CORPORATION
2b Employer Identification Number (EIN): 94-2512284
2c Plan Sponsor's telephone number: 916-447-9832
2d Business code (see instructions): 624200

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

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

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

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	318
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)	222
	6a(2)	259
	6b	0
	6c	101
	6d	360
	6e	1
	6f	361
	6g(1)	318
6g(2)	361	
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:
2F 2G 2L 2M 2S 2T 3D

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

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

**SCHEDULE A
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

Insurance Information

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

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

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

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

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

A Name of plan RURAL COMMUNITY ASSISTANCE CORPORATION DC RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 RURAL COMMUNITY ASSISTANCE CORPORATION	D Employer Identification Number (EIN) 94-2512284

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

SYMETRA

(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
91-0742147	68608	LP1056667	1	01/01/2024	12/31/2024

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

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

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

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

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

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

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

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	(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	4	0
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	35726

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶ **1983 GROUP ANNUITY MORTALITY TABLE**

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) individual policies (2) group deferred annuity
 (3) other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) deposit administration (2) immediate participation guarantee
 (3) guaranteed investment (4) other ▶

b Balance at the end of the previous year	7b	0
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c Additions: (1) Contributions deposited during the year	7c(1)	
	7c(2)	
	7c(3)	
	7c(4)	
	7c(5)	

(6) Total additions	7c(6)	0
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d Total of balance and additions (add lines 7b and 7c(6))	7d	0
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e Deductions: (1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	
	7e(2)	
	7e(3)	
	7e(4)	

(5) Total deductions	7e(5)	0
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f Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f	0
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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)	0
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)	0
	(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)	0
	(2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.)		9c(2)	
d	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
	(2) Claim reserves		9d(2)	
	(3) Other reserves		9d(3)	
e	Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

**SCHEDULE A
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

Insurance Information

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

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

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

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

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

A Name of plan RURAL COMMUNITY ASSISTANCE CORPORATION DC RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 RURAL COMMUNITY ASSISTANCE CORPORATION		D Employer Identification Number (EIN) 94-2512284

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	330873	115	01/01/2024	12/31/2024

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

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

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

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

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

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

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	(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	6989754
5	Current value of plan's interest under this contract in separate accounts at year end.....	8982946
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 6428071
c	(1) Contributions deposited during the year	7c(1) 48168
	(2) Dividends and credits.....	7c(2)
	(3) Interest credited during the year.....	7c(3) 253193
	(4) Transferred from separate account	7c(4) 820913
	(5) Other (specify below)..... ▶ PLAN SERVICING CREDIT, LOAN INTEREST & PRINCIPAL REPAYMENT	7c(5) 25696
	(6) Total additions	7c(6) 1147970
d	Total of balance and additions (add lines 7b and 7c(6))	7d 7576041
e	Deductions:	
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1) 432911
	(2) Administration charge made by carrier.....	7e(2) 140568
	(3) Transferred to separate account	7e(3)
	(4) Other (specify below)..... ▶ FEES	7e(4) 12808
(5) Total deductions	7e(5) 586287	
f	Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f 6989754

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)	0
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)	0
	(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)	0
	(2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.)		9c(2)	
d	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
	(2) Claim reserves		9d(2)	
	(3) Other reserves		9d(3)	
e	Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

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

A Name of plan RURAL COMMUNITY ASSISTANCE CORPORATION DC RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 RURAL COMMUNITY ASSISTANCE CORPORATION	D Employer Identification Number (EIN) 94-2512284	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

TIAA **730 THIRD AVENUE**
NEW YORK, NY 10017-3206

13-1624203

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

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

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

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

TIAA

13-1624203

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64 65	RECORDKEEPER	37556	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

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

(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>RURAL COMMUNITY ASSISTANCE CORPORATION DC RETIREMENT PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>RURAL COMMUNITY ASSISTANCE CORPORATION</u>	D Employer Identification Number (EIN) <u>94-2512284</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>294754</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 RURAL COMMUNITY ASSISTANCE CORPORATION DC RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 RURAL COMMUNITY ASSISTANCE CORPORATION	D Employer Identification Number (EIN) 94-2512284

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
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	163548	224354
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	760349	849431
(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)	19957903	22682232
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	6428071	6989754
(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	27309871	30745771
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	27309871	30745771

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)	844142	
(B) Participants.....	2a(1)(B)	1413902	
(C) Others (including rollovers).....	2a(1)(C)	225785	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		2483829
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	14122	
(F) Other.....	2b(1)(F)	253193	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		267315
(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)	441819	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		441819
(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)		-11682
(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)		2224921
c Other income	2c		23863
d Total income. Add all income amounts in column (b) and enter total	2d		5430065

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1780594	
(2) To insurance carriers for the provision of benefits	2e(2)	153585	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1934179
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		13020
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	46966	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		46966
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1994165

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		3435900
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: **MUN CPAS**

(2) EIN: **20-0276349**

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		1750000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

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

A Name of plan <u>RURAL COMMUNITY ASSISTANCE CORPORATION DC RETIREMENT PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>RURAL COMMUNITY ASSISTANCE CORPORATION</u>	D Employer Identification Number (EIN) <u>94-2512284</u>	

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

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

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

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 82-2826183

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

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

RURAL COMMUNITY ASSISTANCE CORPORATION DC RETIREMENT PLAN

**FINANCIAL STATEMENTS WITH
INDEPENDENT AUDITOR'S REPORT
AND SUPPLEMENTAL SCHEDULES**

DECEMBER 31, 2024 AND 2023

**MUN CPAs, LLP
1760 CREEKSIDE OAKS DRIVE, SUITE 160
SACRAMENTO, CALIFORNIA 95833**

**RURAL COMMUNITY ASSISTANCE CORPORATION DC RETIREMENT PLAN
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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
Rural Community Assistance Corporation DC Retirement Plan
West Sacramento, California

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

We have performed audits of the accompanying financial statements of the Rural Community Assistance Corporation DC Retirement Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by [ERISA Section 103(a)(3)(C)]. 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 Rural Community Assistance Corporation DC Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023 and for the years then ended, stating that the certified investment information, as described in Note C 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.
- 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 Rural Community Assistance Corporation DC Retirement Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with 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 Rural Community Assistance Corporation DC Retirement Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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.

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 Rural Community Assistance Corporation DC 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 Rural Community Assistance Corporation DC 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 Matters

Supplemental Schedule Required by ERISA

The supplemental Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2024, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. 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 are derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including 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 are 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 are 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).

Other Supplemental Schedule

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The Schedule of Plan Participants, which is the responsibility of management, is presented for purposes of additional analysis and is not a required part of the financial statements. Such information has not been subjected to the auditing procedures applied in the audit of the financial statements and, accordingly, we do not express an opinion or provide any assurance on it.

MUN CPAs, LLP

Sacramento, California
September 15, 2025

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
<i>ASSETS</i>		
<i>Investments:</i>		
Investments at fair value	\$ 24,834,754	\$ 21,860,174
Investments at contract value	<u>5,686,663</u>	<u>5,286,149</u>
Total investments	<u>30,521,417</u>	<u>27,146,323</u>
<i>Receivables:</i>		
Notes receivable from participants	<u>224,354</u>	<u>163,548</u>
Total receivables	<u>224,354</u>	<u>163,548</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 30,745,771</u></u>	<u><u>\$ 27,309,871</u></u>

See notes to financial statements.

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

**STATEMENTS OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS**

Years Ended December 31, 2024 and 2023

	2024	2023
<i>ADDITIONS TO NET ASSETS</i>		
<i>Investment income:</i>		
Net appreciation in fair value of investments	\$ 2,425,372	\$ 3,060,250
Dividend and interest income	483,376	408,576
	2,908,748	3,468,826
 <i>Interest income on notes receivable from participants:</i>		
	14,426	9,709
 <i>Contributions:</i>		
Employer	844,142	599,357
Participant	1,413,903	1,145,523
Rollovers	225,785	121,098
Total contributions	2,483,830	1,865,978
TOTAL ADDITIONS	5,407,004	5,344,513
 <i>DEDUCTIONS FROM NET ASSETS</i>		
Benefits paid to participants	1,936,113	3,038,892
Deemed distributions of participant loans	11,014	30,424
Administrative expenses - Note E	23,977	18,190
	1,971,104	3,087,506
TOTAL DEDUCTIONS	1,971,104	3,087,506
NET INCREASE	3,435,900	2,257,007
NET ASSETS AVAILABLE FOR PLAN BENEFITS AT BEGINNING OF YEAR	27,309,871	25,052,864
NET ASSETS AVAILABLE FOR PLAN BENEFITS AT END OF YEAR	\$ 30,745,771	27,309,871

See notes to financial statements.

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF THE PLAN

The following description of the Rural Community Assistance Corporation DC 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 Plan is a 403(b) defined contribution plan established for the benefit of employees of Rural Community Assistance Corporation (the Organization) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Employees are eligible to make elective deferrals regardless of the individual's age and amount of service completed. Employees are eligible to receive employer contributions after completing 500 hours and six consecutive months of service.

The Employer has appointed Teachers Insurance and Annuity Association-College Retirement Equities Fund (TIAA) as the Plan's investment custodian. Prior to January 1, 2002, non-TIAA investment options (see Note C) were available. Some participants retain investment balances in these previously available options.

Contributions: Each year, eligible participants may contribute to the Plan pre-tax compensation, up to a maximum amount determined by the Internal Revenue Service. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions.

Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds and annuity contracts as investment options for participants.

The Employer may make discretionary contributions to the Plan accounts of qualifying participants equal to a percentage of their compensation. For the years ended December 31, 2024 and 2023, the Employer elected to make employer contributions totaling \$844,142 and \$599,357, respectively.

Participant Accounts: The Plan custodians maintain a separate account for each participant and each type of contribution. Each participant may select from a series of investment options designated by the Employer and Plan custodians. Each eligible participant's account is credited with the participant's contributions, employer contributions and allocations of Plan earnings and administrative expenses. Allocations are based on account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Participants may change their investment options electronically at any time.

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF THE PLAN - Continued

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

Notes Receivable from Participants: Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their account balance. The loans are secured by the balance in the participant's account and bear interest at a fixed rate at the time of issuance and as determined by the terms of the Plan document. The Plan had no direct outstanding loans to participants as of December 31, 2024 and 2023. However, there are certain loans with TIAA that are collateralized by the participant's balances, as further discussed at Note J.

Payment of Benefits: On termination of service due to death, disability or retirement, a participant may elect to receive either a lump-sum amount or a series of installments over a period of time, equal to the value of the participant's vested interest in his or her account.

NOTE B - SUMMARY OF ACCOUNTING POLICIES

Basis of Accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note D for discussion of fair value measurements.

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 or depreciation in the fair value of its investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document.

Payment of Benefits: Benefits are recorded when paid.

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

NOTES TO FINANCIAL STATEMENTS

NOTE B - SUMMARY OF ACCOUNTING POLICIES - Continued

Reclassifications: Certain prior year amounts have been reclassified for comparative purposes.

Future Accounting Pronouncements:

In 2022, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2022-03, Fair Value Measurement (Topic 820): Fair Value Measurement of Equity Securities Subject to Contractual Sale Restrictions.

The amendments in this ASU clarify that a contractual restriction on the sale of an equity security is not considered part of the unit of account of the equity security and, therefore, is not considered in measuring fair value. The amendments also clarify that an entity cannot, as a separate unit of account, recognize and measure a contractual sale restriction. The amendments in this ASU also require the following disclosures for equity securities subject to contractual sale restrictions: 1. The fair value of equity securities subject to contractual sale restrictions reflected in the balance sheet 2. The nature and remaining duration of the restriction(s) 3. The circumstances that could cause a lapse in the restriction(s).

The new requirements are effective for the Plan's December 31, 2025 year end. Management has not yet determined the impact of this accounting standard on the Plan's financial statements.

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

NOTES TO FINANCIAL STATEMENTS

NOTE C - INVESTMENTS

Except for its investment contract with an insurance company, the Plan's investments are held at various custodians. Following is a summary of investments by custodian at December 31:

	<u>2024</u>	<u>2023</u>
TIAA	\$ 29,966,738	\$ 26,663,785
American Funds	305,840	262,072
Delaware Investments	53,987	54,668
Symetra Life Insurance Company	35,728	29,565
Pioneer Investments	82,305	72,004
Putnam Investments	65,804	54,960
Calvert Investments	11,015	9,269
	<u>\$ 30,521,417</u>	<u>\$ 27,146,323</u>

Financial Data Certified by TIAA and Symetra Life Insurance Company: A portion of the financial statements and supplemental schedule were prepared from financial data that has been prepared and certified to as complete and accurate by TIAA and and Symetra Life Insurance Company in accordance with 29 CFR 2520.103-5(c) of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. The following information included in the financial statements is based on information supplied by TIAA and Symetra Life Insurance Company:

Net realized and unrealized appreciation in the fair value of investments of \$2,856,030 and \$3,397,335, for the years ended December 31, 2024 and 2023, respectively.

Fair value of investments of \$30,002,466, and \$26,693,350, at December 31, 2024 and 2023, respectively.

NOTE D – FAIR VALUE MEASUREMENTS

Fair value is defined as the exchange price that would be received for an asset or paid to transfer a liability (an exit price) in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. U.S. GAAP establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. U.S. GAAP describes three levels of inputs that may be used to measure fair value:

Level 1 - Quoted prices in active markets for identical assets or liabilities, which are considered to be most reliable.

Level 2 - Observable market-based inputs or unobservable inputs that can be corroborated with market data. The Plan's Level 2 assets include the TIAA fixed annuity contract and the variable annuity contracts in which the underlying investments are in mutual funds, fixed-income securities, and equity securities.

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

NOTES TO FINANCIAL STATEMENTS

NOTE D – FAIR VALUE MEASUREMENTS - Continued

Level 3 - Unobservable information with little or no market data.

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 used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The variable annuity contracts consist of two types; a pooled separate account and registered investment company shares.

Pooled separate accounts: The pooled separate accounts consist of investments in the TIAA Real Estate account and Symetra Life Insurance Company. The TIAA Real Estate account's value is principally derived from the market value of the underlying real estate holdings. Real estate holdings are valued using external appraisals. Symetra Life Insurance Company investments are valued at Unit Value per share that is based on the net asset value (NAV) of shares held by plan at year end after the deduction of applicable investment management, fund administration, and financial accounting charges. The Unit Value is not a publicly-quoted price in an active market. The Unit Values are calculated daily for pooled separate accounts.

Registered investment company shares: The Level 2 separate variable annuity contracts are principally invested in various equity securities, fixed-income securities and mutual funds. The variable annuity contracts are valued using market quotations of prices obtained from independent pricing services of the underlying assets. With the exception of the CREF Money Market fund and TIAA Access Money Market fund, whose holdings are valued at amortized cost, all unit values are calculated daily.

The Level 1 registered investment company shares are valued at the daily closing price as reported by the fund

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

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

NOTES TO FINANCIAL STATEMENTS

NOTE D – FAIR VALUE MEASUREMENTS - Continued

The following table summarizes the investments at December 31, 2024 based on the inputs used to value them:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Registered investment company shares	\$ 518,951	\$ 23,985,321	\$ -	\$ 24,504,272
Pooled separate account*	<u> </u>	<u> </u>	<u>-</u>	<u>330,482</u>
Total	<u>\$ 518,951</u>	<u>\$ 23,985,321</u>	<u>\$ -</u>	<u>\$ 24,834,754</u>

The following table summarizes the investments at December 31, 2023 based on the inputs used to value them:

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Registered investment company shares	\$ 452,973	\$ 21,099,824	\$ -	\$ 21,552,797
Pooled separate account*	<u> </u>	<u> </u>	<u>-</u>	<u>307,377</u>
Total	<u>\$ 452,973</u>	<u>\$ 21,099,824</u>	<u>\$ -</u>	<u>\$ 21,860,174</u>

*Investments measured at fair value using net asset value per share (or its equivalent) as a practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in the hierarchy tables for such investments are intended to permit reconciliation of the fair value hierarchy to the investments at fair value line item presented in the statements of fiduciary net position available for benefits.

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

NOTES TO FINANCIAL STATEMENTS

NOTE E – ADMINISTRATIVE EXPENSES

All reasonable expenses of administration, including, but not limited to, those involved in retaining necessary professional assistance, may be paid from the assets of the Plan. Alternatively, the Plan Sponsor may, in its discretion, pay any or all such expenses. During both 2024 and 2023, the Plan Sponsor elected to pay certain plan expenses, including the cost of audit, and not assess those expenses against Participants. Such expenses are not reflected in the financial statements of the Plan.

The Plan acquired the services of Raymond James as co-fiduciary in July 2016.

Other administrative expenses are paid from the assets of the Funding Vehicles and result in a reduction of the return on those assets. TIAA is a “covered service provider” as defined by section 408(b)(2) of the Internal Revenue Code and therefore has provided full fee disclosures. Other custodians of Plan assets are not defined as covered service providers and therefore are not required to provide full fee disclosures. For these custodians, administrative expenses have been estimated based on fee rates published for public consumption. Based on the fees disclosed by TIAA and the estimated fees attributed to the other custodians, the Plan incurred the following expenses at December 31:

	<u>2024</u>	<u>2023</u>
TIAA	\$ 13,692	\$ 7,905
Raymond James	10,000	10,000
American Funds	40	40
Delaware Investments	40	40
Pioneer Investments	20	20
Putnam Investments	140	140
Calvert Investments	15	15
Symetra Life Insurance Company	30	30
Total	<u>\$ 23,977</u>	<u>\$ 18,190</u>

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

NOTES TO FINANCIAL STATEMENTS

NOTE F - GUARANTEED INVESTMENT CONTRACTS

The Plan entered into a traditional fully benefit-responsive and non-benefit responsive guaranteed investment contracts with TIAA. TIAA maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

Because the guaranteed investment contract meets the criteria to be considered fully benefit-responsive, contract value is the relevant measurement attribute for that position of the net assets available for benefits attributable to the guaranteed investment contract. The guaranteed investment contract is presented on the face of the statement of net assets available for benefits at contract value. Contract value, as reported to the Plan by TIAA, represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The contract value of the investment contracts with TIAA at December 31, 2024 and 2023, was \$5,686,663 and \$5,286,149 respectively. The crediting interest rate is based on a formula agreed upon with the issuer, but may not be less than 4%. Such interest rates are reviewed on a quarterly basis for resetting.

Certain events limit the Plan's ability to transact at contract value with TIAA. 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 ERISA. Furthermore, certain events would allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Examples of such events include (a) an uncured breach of the Plan's investment guidelines, (b) a material amendment to the contract without the issuer's consent, (c) a violation of a material obligation under the contract, or (d) a material misrepresentation. The Plan administrator does not believe that any events that would limit the Plan's ability to transact at contract value with Plan participants or the issuer are probable of occurring.

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

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

NOTES TO FINANCIAL STATEMENTS

NOTE G - RELATED-PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are shares of mutual funds managed by the seven investment custodians. Since these companies are investment custodians as defined by the Plan, related transactions qualify as party-in-interest transactions.

The Employer provides to the Plan certain accounting and administrative services for which no fees are charged.

NOTE H - 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. In the event of plan termination, no further contributions may be made to the Plan.

NOTE I - RISKS AND UNCERTAINTIES

The Plan may invest in various types of 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 plan benefits.

NOTE J - TIAA LOANS TO PARTICIPANTS

The annuity contracts allow for loans issued to participants directly from funds owed by TIAA. The annuity contract requires the participant's Plan account balance be held in reserve as collateral in an amount equal to 110% of all loans issued. The collateral is held in the TIAA Traditional Annuity fund. The interest rate for loans may be fixed or variable and the initial rate, rate adjustment details and frequency are determined by the terms of the controlling contract. Participants' principal payments increase the amount of TIAA Traditional funds available for the participant's use. Principal and interest are paid directly to TIAA by the participant. At December 31, 2024 and 2023, TIAA's outstanding loans to Plan participants were \$224,354 and \$163,548, respectively. Note receivable terms range up to five years, unless the note receivable is for the purpose of acquiring a principal residence, in which case the repayment period will be determined by the Plan administrator. The notes receivable bear interest at rates from 4.25% to 9.50% at December 31, 2024 and December 31, 2023, maturity dates ranging through November 1, 2034. Loans in default at December 31, 2024 and 2023 were \$11,014 and \$4,920, respectively.

NOTE K - SUBSEQUENT EVENTS

In preparing the financial statements, the Plan has evaluated events and transactions for potential recognition or disclosure through September 15, 2025, the date that the financial statements were available to be issued.

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

EIN# 94-2512284
Plan #001

Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b)	(c)	(d) Current Value
Identity of Issue	Description of Investment		
* American Funds	Fundamental Investors Fund Class A	\$	172,025
* American Funds	EuroPacific Growth Fund Class A		80,406
* American Funds	Washington Mutual Investors Fund Class A		22,204
* American Funds	The Investment Company of America Class A		21,154
* American Funds	AMCAP Fund Class A		5,117
* American Funds	Small Cap World Fund Class A		4,934
	Subtotal American Funds		<u>305,840</u>
* Calvert Investments	Calvert Balanced Portfolio A		11,015
	Subtotal Calvert Investments		<u>11,015</u>
* Delaware Investments	Delaware International Value Equity A		51,948
* Delaware Investments	Delaware Select Growth Fund A		2,039
	Subtotal Delaware Investments		<u>53,987</u>
* Pioneer Investments	Pioneer Core Equity Fund A		82,305
	Subtotal Pioneer Investments		<u>82,305</u>
* Putnam Investments	Putnam Multi-Cap Growth Fund A		22,524
* Putnam Investments	Putnam Growth Opportunities A		16,680
* Putnam Investments	George Putnam Balanced Fund A		9,163
* Putnam Investments	Putnam International Capital Opps A		7,096
* Putnam Investments	Putnam Global Equity Fund A		2,923
* Putnam Investments	Putnam Emerging Markets Equity Fund A		2,383
* Putnam Investments	Putnam Equity Income Fund A		2,235
* Putnam Investments	Putnam Diversified Income A		1,217
* Putnam Investments	Putnam Multi-Cap Core Fund A		1,077
* Putnam Investments	Putnam Income Fund A		506
	Subtotal Putnam Investments		<u>65,804</u>
* Symetra Life Insurance Company	Spinnaker PIO Fund CLS I		35,728
	Subtotal Symetra Life Insurance Company		<u>35,728</u>
* CREF variable annuities	TIAA Traditional - Benefit Responsive		5,441,943
* CREF variable annuities	TIAA Traditional - Non-Benefit Responsive		1,303,090
* CREF variable annuities	TIAA Traditional - Stable Value		244,720
* CREF variable annuities	CREF Stock R1		2,220,461
* CREF variable annuities	Vanguard Target Retire 2030		1,689,219
* CREF variable annuities	Vanguard Target Retire 2025		1,601,267
* CREF variable annuities	Vanguard 500 Idx Adm		1,459,375
* CREF variable annuities	CREF Growth R1		1,203,515
* CREF variable annuities	Vanguard Target Retire 2040		1,177,889
* CREF variable annuities	CREF Social Choice R1		1,025,745
* CREF variable annuities	Vanguard Target Retire 2055		913,537
* CREF variable annuities	CREF Global Equities R1		847,631
* CREF variable annuities	Vanguard Devlopd Mkts Idx Adm		721,274
* CREF variable annuities	Vanguard Target Retire 2035		697,377
* CREF variable annuities	Vanguard Target Retire Income		696,187
* CREF variable annuities	Vanguard Target Retire 2050		695,862
* CREF variable annuities	Vanguard Target Retire 2060		658,414
* CREF variable annuities	CREF Core Bond R1		652,709
* CREF variable annuities	CREF Equity Index R1		521,205
* CREF variable annuities	Vanguard Target Retire 2045		518,718
* CREF variable annuities	Putnam Large Cap Value Fund R6		469,709
* CREF variable annuities	Vanguard Target Retire 2020		439,150
* CREF variable annuities	TIAA Access Nuv LifCyc 2040 T4		417,484
* CREF variable annuities	Nuveen Large Cap Resp Eq R6		367,764
* CREF variable annuities	TIAA Real Estate		294,754
* CREF variable annuities	CREF Inflation-Linked Bond R1		271,339
* CREF variable annuities	Nuveen Bond Index R6		204,989
* CREF variable annuities	TIAA Access Nuv Intl Equity T4		198,967
* CREF variable annuities	Vanguard Small-Cap Idx Adm		194,240
* CREF variable annuities	TIAA Access Nuv Core Equity T4		192,403
* CREF variable annuities	TIAA Access Nuv Lrg Cap Val T4		180,414
* CREF variable annuities	Vanguard High-Yield Corp Adm		177,725
* CREF variable annuities	DFA US Targeted Val Port Inst		174,304
* CREF variable annuities	MassMutual Blue Chip Growth I		167,031

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

EIN# 94-2512284
Plan #001

Schedule H, line 4i - Schedule of Assets (Held at End of Year) - Continued

December 31, 2024

(a)	(b)	(c)	(d)
Identity of Issue	Description of Investment	Current Value	
* CREF variable annuities	Janus Henderson Enterprise N	164,870	
* CREF variable annuities	Victory Sycamore Estab Val R6	141,027	
* CREF variable annuities	Vanguard Real Estate Idx Adm	131,723	
* CREF variable annuities	Vanguard Infl Protect Sec Adm	128,735	
* CREF variable annuities	TIAA Access Nuv Qt Sm Cp Eq T4	116,253	
* CREF variable annuities	TIAA Access Nuv Mid Cap Val T4	97,544	
* CREF variable annuities	CREF Money Market R1	95,345	
* CREF variable annuities	TIAA Access Nuv Sm Cp Bl Ix T4	81,638	
* CREF variable annuities	TIAA Access Nuv LiCyc 2050 T4	81,051	
* CREF variable annuities	Victory Trivalent Intr Sm Cp I	78,095	
* CREF variable annuities	Vanguard Mid-Cap Idx Adm	75,115	
* CREF variable annuities	Vanguard Target Retire 2065	73,934	
* CREF variable annuities	TIAA Access Nuv RIEstSecSel T4	71,580	
* CREF variable annuities	TIAA Access Nuv LiCyc 2025 T4	65,585	
* CREF variable annuities	TIAA Access Nuv Equity Idx T4	63,224	
* CREF variable annuities	TIAA Access Nuv LiCyc 2030 T4	59,954	
* CREF variable annuities	American Funds New World R6	59,713	
* CREF variable annuities	TIAA Access Nuv LgCp Res Eq T4	56,123	
* CREF variable annuities	Nuveen Core Plus Bond R6	52,788	
* CREF variable annuities	TIAA Access Nuv LiCyc 2045 T4	51,074	
* CREF variable annuities	Janus Henderson Triton N	38,335	
* CREF variable annuities	TIAA Access Nuv Core Bond T4	29,115	
* CREF variable annuities	Nuveen Core Impact Bond R6	25,674	
* CREF variable annuities	TIAA Access Nuv LiCyc 2035 T4	19,368	
* CREF variable annuities	TIAA Access Nuv Infl Lnk Bd T4	16,429	
* CREF variable annuities	TIAA Access Nuv Mid Cap Grw T4	15,777	
* CREF variable annuities	TIAA Access Nuv Lrg Cap Gr T4	13,740	
* CREF variable annuities	TIAA Access Nuv LiCyc 2020 T4	10,854	
* CREF variable annuities	TIAA Access Nuv Core Pl Bd T4	8,653	
* CREF variable annuities	TIAA Access Nuv Money Mkt T4	3,011	
	Subtotal TIAA	29,966,738	
* Notes Rec from participants	Interest rates ranging from 4.25% to 9.50%	224,354	
	Total Investments	\$ 30,745,771	
* Indicates Party-in-Interest			

**RURAL COMMUNITY ASSISTANCE CORPORATION
DC RETIREMENT PLAN**

SUPPLEMENTARY INFORMATION (UNAUDITED)

PLAN PARTICIPANTS

Following is a summary of plan participants as of December 31, 2024:

	<u>Employees</u>	<u>Former Employees/ Beneficiaries</u>	<u>Total</u>
TIAA	258	124	382
American Funds	0	4	4
Pioneer Investments	0	1	1
Delaware Investments	0	2	2
Symetra Life Insurance Company	0	1	1
Putnam Investments	2	2	4
Calvert Investments	0	1	1
Subtotal	<u>260</u>	<u>135</u>	<u>395</u>
Eliminate duplication of participants with multiple custodians	<u>(2)</u>	<u>(6)</u>	<u>(8)</u>
Total	<u><u>258</u></u>	<u><u>129</u></u>	<u><u>387</u></u>

Following is a summary of plan participants as of December 31, 2023:

	<u>Employees</u>	<u>Former Employees/ Beneficiaries</u>	<u>Total</u>
TIAA	221	124	345
American Funds	0	4	4
Pioneer Investments	0	1	1
Delaware Investments	0	3	3
Symetra Life Insurance Company	0	1	1
Putnam Investments	2	2	4
Calvert Investments	0	1	1
Subtotal	<u>223</u>	<u>136</u>	<u>359</u>
Eliminate duplication of participants with multiple custodians	<u>(2)</u>	<u>(6)</u>	<u>(8)</u>
Total	<u><u>221</u></u>	<u><u>130</u></u>	<u><u>351</u></u>

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

Name of Plan:

► Rural Community Assistance Corporation DC Retirement Plan

Employer Identification Number: ► 94-2512284

For plan year (beginning/ending): ► 1/1/2024 to 12/31/2024

Plan number: ► 001

(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
*	College Retirement Equities Fund variable annuities	TIAA Traditional Benefit Responsive		\$ 5,441,943.14
*	College Retirement Equities Fund variable annuities	TIAA Traditional Non Benefit Responsive 2		\$ 1,303,090.39
*	College Retirement Equities Fund variable annuities	TIAA Stable Value		\$ 244,720.19
*	College Retirement Equities Fund variable annuities	CREF Stock R1		\$ 2,220,460.96
*	College Retirement Equities Fund variable annuities	CREF Money Market R1		\$ 95,344.88
*	College Retirement Equities Fund variable annuities	CREF Social Choice R1		\$ 1,025,745.02
*	College Retirement Equities Fund variable annuities	CREF Global Equities R1		\$ 847,631.18
*	College Retirement Equities Fund variable annuities	CREF Growth R1		\$ 1,203,514.95
*	College Retirement Equities Fund variable annuities	CREF Equity Index R1		\$ 521,204.76
*	College Retirement Equities Fund variable annuities	CREF Inflation-Linked Bond R1		\$ 271,338.52
*	College Retirement Equities Fund variable annuities	TIAA Real Estate		\$ 294,754.22
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Core Pl Bd T4		\$ 8,652.99
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Core Bond T4		\$ 29,115.13
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Equity Idx T4		\$ 63,224.46
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Core Equity T4		\$ 192,402.66
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Infl Lnk Bd T4		\$ 16,429.15
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Intl Equity T4		\$ 198,966.75
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Lrg Cap Gr T4		\$ 13,739.93
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Lrg Cap Val T4		\$ 180,414.10
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2020 T4		\$ 10,854.08
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2025 T4		\$ 65,584.81
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2030 T4		\$ 59,954.07
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2035 T4		\$ 19,367.94
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2040 T4		\$ 417,484.34
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2045 T4		\$ 51,073.84
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LifCyc 2050 T4		\$ 81,050.92
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Mid Cap Grw T4		\$ 15,776.94
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Mid Cap Val T4		\$ 97,544.06
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Money Mkt T4		\$ 3,012.11
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv RIEstSecSel T4		\$ 71,579.58
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Sm Cp Bl Ix T4		\$ 81,637.58
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv Qt Sm Cp Eq T4		\$ 116,253.32
*	College Retirement Equities Fund variable annuities	TIAA Access Nuv LgCp Res Eq T4		\$ 56,123.20
*	College Retirement Equities Fund variable annuities	CREF Core Bond R1		\$ 652,709.20
	College Retirement Equities Fund variable annuities	Nuveen Bond Index R6		\$ 204,988.64
	College Retirement Equities Fund variable annuities	Nuveen Core Plus Bond R6		\$ 52,788.11
	College Retirement Equities Fund variable annuities	Nuveen Large Cap Resp Eq R6		\$ 367,764.05
	College Retirement Equities Fund variable annuities	DFA US Targeted Val Port Inst		\$ 174,303.69
	College Retirement Equities Fund variable annuities	Vanguard 500 Idx Adm		\$ 1,459,375.44
	College Retirement Equities Fund variable annuities	Vanguard Infl Protect Sec Adm		\$ 128,734.85
	College Retirement Equities Fund variable annuities	Vanguard Small-Cap Idx Adm		\$ 194,239.79
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2020		\$ 439,149.69
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2025		\$ 1,601,267.01
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2030		\$ 1,689,218.78
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2035		\$ 697,376.88
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2040		\$ 1,177,889.39
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2045		\$ 518,718.03
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2050		\$ 695,861.65
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2055		\$ 913,537.29
	College Retirement Equities Fund variable annuities	Vanguard Target Retire Income		\$ 696,187.43
	College Retirement Equities Fund variable annuities	Vanguard Mid-Cap Idx Adm		\$ 75,115.49
	College Retirement Equities Fund variable annuities	Nuveen Core Impact Bond R6		\$ 25,674.16
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2060		\$ 658,413.81
	College Retirement Equities Fund variable annuities	MassMutual Blue Chip Growth I		\$ 167,030.83
	College Retirement Equities Fund variable annuities	Victory Sycamore Estab Val R6		\$ 141,026.62
	College Retirement Equities Fund variable annuities	Janus Henderson Enterprise N		\$ 164,870.18
	College Retirement Equities Fund variable annuities	Janus Henderson Triton N		\$ 38,335.01
	College Retirement Equities Fund variable annuities	Vanguard Devlopd Mkts Idx Adm		\$ 721,273.88
	College Retirement Equities Fund variable annuities	American Funds New World R6		\$ 59,713.21
	College Retirement Equities Fund variable annuities	Vanguard Real Estate Idx Adm		\$ 131,722.86
	College Retirement Equities Fund variable annuities	Vanguard High-Yield Corp Adm		\$ 177,725.24
	College Retirement Equities Fund variable annuities	Vanguard Target Retire 2065		\$ 73,934.24
	College Retirement Equities Fund variable annuities	Putnam Large Cap Value Fund R6		\$ 469,709.16
	College Retirement Equities Fund variable annuities	Victory Trivalent Intr Sm Cp I		\$ 78,095.30
	College Retirement Equities Fund variable annuities	Participant Loan Fund		\$ 224,354.22
	TIAA Total			\$ 30,191,094

**Schedule H, Line 4i
Schedule of Assets (Held At End of Year)**

Name of Plan:

► Rural Community Assistance Corporation DC Retirement Plan

Employer Identification Number: ► 94-2512284

For plan year (beginning/ending): ► 1/1/2024 to 12/31/2024

Plan number: ► 001

(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
*	American Funds	The Investment Company of America Class A		\$ 21,153.68
*	American Funds	Fundamental Investors Fund Class A		\$ 172,024.98
*	American Funds	EuroPacific Growth Fund Class A		\$ 80,405.52
*	American Funds	Washington Mutual Investors Fund Class A		\$ 22,204.15
*	American Funds	AMCAP Fund Class A		\$ 5,117.00
*	American Funds	Small Cap World Fund Class A		\$ 4,934.23
	American Funds Total			\$ 305,839.56
*	Calvert Investments	Calvert Balanced Portfolio A		\$ 11,015.28
	Calvert Investments Total			\$ 11,015.28
	Delaware Investments	MACQUARIE INTL CORE EQUITY - A		\$ 51,948.80
	Delaware Investments	MACQUARIE LARGE CAP GROWTH FUND - A		\$ 2,038.53
	Delaware Investments Total			\$ 53,987.33
*	Pioneer Investments	Pioneer Core Equity Fund A		\$ 82,304.57
	Pioneer Investments Total			\$ 82,304.57
*	Putnam Investments	PUTNAM DIVERSIFIED INCOME TRUST		\$ 599.81
*	Putnam Investments	PUTNAM DIVERSIFIED INCOME TRUST		\$ 617.60
*	Putnam Investments	PUTNAM FOCUSED INTL EQUITY-A		\$ 2,318.39
*	Putnam Investments	PUTNAM LARGE CAP GROWTH FUND		\$ 7,635.71
*	Putnam Investments	GEORGE PUTNAM BALANCED FUND-A		\$ 9,163.14
*	Putnam Investments	PUTNAM SUSTAINABLE LEADERS-A		\$ 11,328.08
*	Putnam Investments	PUTNAM INTL CAPITAL OPPS-A		\$ 7,095.62
*	Putnam Investments	PUTNAM INCOME FUND		\$ 505.97
*	Putnam Investments	PUTNAM LARGE CAP VALUE FUND		\$ 2,235.35
*	Putnam Investments	PUTNAM FOCUSED INTL EQUITY-A		\$ 604.55
*	Putnam Investments	PUTNAM CORE EQUITY FUND		\$ 1,077.60
*	Putnam Investments	PUTNAM SUSTAINABLE LEADERS-A		\$ 11,194.88
*	Putnam Investments	PUTNAM EMERGING MKTS EQ FUND-A		\$ 2,382.72
*	Putnam Investments	PUTNAM LARGE CAP GROWTH FUND		\$ 9,044.35
	Putnam Investments Total			\$ 65,803.77
*	Symetra Life Insurance Company	Spinnaker PIO Fund CLS I		\$ 35,725.97
	Symetra Life Insurance Company Total			\$ 35,725.97
	Grand Total			\$ 30,745,771