

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: GIRL SCOUTS OF THE USA RETIREMENT PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 10/01/1937
2a Plan sponsor's name (employer, if for a single-employer plan): GIRL SCOUTS OF THE USA
2b Employer Identification Number (EIN): 13-1624016
2c Plan Sponsor's telephone number: 212-852-8000
2d Business code (see instructions): 813000

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.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	786
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)	35
	6a(2)	30
	6b	514
	6c	191
	6d	735
	6e	30
	6f	765
	6g(1)	
6g(2)		
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:
1A 1I

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

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

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

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

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

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

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

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

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

Receipt Confirmation Code _____

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

<p>A Name of plan GIRL SCOUTS OF THE USA RETIREMENT PLAN</p>	<p>B Three-digit plan number (PN) ▶</p>	<p>001</p>
<p>C Plan sponsor's name as shown on line 2a of Form 5500 GIRL SCOUTS OF THE USA</p>	<p>D Employer Identification Number (EIN) 13-1624016</p>	

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

1 Coverage Information:

(a) Name of insurance carrier
METROPOLITAN LIFE INSURANCE COMPANY

(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
13-5581829	65978	00242-40		01/01/2024	12/31/2024

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

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

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

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

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

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

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

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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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	16068
5	Current value of plan's interest under this contract in separate accounts at year end.....	
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 checked="" type="checkbox"/> immediate participation guarantee (3) <input type="checkbox"/> guaranteed investment (4) <input type="checkbox"/> other ▶	
b	Balance at the end of the previous year	7b 17455
c	Additions: (1) Contributions deposited during the year	7c(1)
	(2) Dividends and credits.....	7c(2) 128
	(3) Interest credited during the year.....	7c(3)
	(4) Transferred from separate account	7c(4) 184906
	(5) Other (specify below)..... ▶	7c(5)
	(6) Total additions	7c(6) 185034
d	Total of balance and additions (add lines 7b and 7c(6))	7d 202489
e	Deductions:	
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1) 181607
	(2) Administration charge made by carrier.....	7e(2) 4374
	(3) Transferred to separate account	7e(3)
	(4) Other (specify below)..... ▶ RISK CHARGE	7e(4) 440
(5) Total deductions	7e(5) 186421	
f	Balance at the end of the current year (subtract line 7e(5) from line 7d).....	7f 16068

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. ▶

LINE 1E NUMBER OF PERSONS COVERED AT END OF YEAR

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

A Name of plan GIRL SCOUTS OF THE USA RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 GIRL SCOUTS OF THE USA	D Employer Identification Number (EIN) 13-1624016	

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
METLIFE BLACKROCK BOND MARKET

(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
13-5581829	65978	000242-41		01/01/2024	12/31/2024

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

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

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

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

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

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

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

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

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	(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	

(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	
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	1314948

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. **6d**
 Specify nature of costs ▶

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

c Additions:

(1) Contributions deposited during the year	7c(1)	
(2) Dividends and credits.....	7c(2)	
(3) Interest credited during the year.....	7c(3)	
(4) Transferred from separate account	7c(4)	
(5) Other (specify below).....	7c(5)	
(6) Total additions	7c(6)	0

d Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 0

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	
(2) Administration charge made by carrier.....	7e(2)	
(3) Transferred to separate account	7e(3)	
(4) Other (specify below).....	7e(4)	
(5) Total deductions	7e(5)	0

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**)..... **7f** 0

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. ▶

LINE 1E NUMBER OF PERSONS COVERED AT THE END OF THE YEAR

SCHEDULE SB (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>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<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

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>GIRL SCOUTS OF THE USA 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 or 5500-SF <u>GIRL SCOUTS OF THE USA</u>	D Employer Identification Number (EIN) <u>13-1624016</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>85883509</u>
	b Actuarial value	2b	<u>92970690</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>543</u>	<u>67133982</u>
	b For terminated vested participants	<u>208</u>	<u>13764082</u>
	c For active participants	<u>35</u>	<u>3028094</u>
	d Total	<u>786</u>	<u>83926158</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.11 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>0</u>
	b Expected plan-related expenses	6b	<u>560000</u>
	c Target normal cost	6c	<u>560000</u>

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE			
	Signature of actuary	<u>08/05/2025</u>	Date
	<u>KATHLEEN M EICHNER</u>	<u>23-06046</u>	Most recent enrollment number
	<u>WILLIS TOWERS WATSON US LLC</u>	<u>973-290-2523</u>	Telephone number (including area code)
	<u>150 JFK PARKWAY SUITE 520 SHORT HILLS, NJ 07078</u>		
	Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	11913344
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	121077
9	Amount remaining (line 7 minus line 8)	0	11792267
10	Interest on line 9 using prior year's actual return of <u>10.51</u> %	0	1239367
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.07</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	13031634

Part III Funding Percentages			
14	Funding target attainment percentage	14	95.14 %
15	Adjusted funding target attainment percentage	15	110.65 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	92.77 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls		18 Contributions made to the plan for the plan year by employer(s) and employees:			
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
07/17/2025	1400000	0			
			Totals ▶	18(b)	18(c)
				1400000	0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
	a Contributions allocated toward unpaid minimum required contributions from prior years	19a 0
	b Contributions made to avoid restrictions adjusted to valuation date	19b 0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 1296284
20	Quarterly contributions and liquidity shortfalls:	
	a Did the plan have a "funding shortfall" for the prior year?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	c If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year		
(1) 1st	(2) 2nd	(3) 3rd
0	0	0
		(4) 4th
		0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost			
21 Discount rate:			
a Segment rates:	1st segment: %	2nd segment: %	<input checked="" type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)			21b
22 Weighted average retirement age			22 63
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute

Part VI Miscellaneous Items			
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
26 Demographic and benefit information			
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....			27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years			
28 Unpaid minimum required contributions for all prior years			28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....			29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....			30 0

Part VIII Minimum Required Contribution For Current Year			
31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)			31a 560000
b Excess assets, if applicable, but not greater than line 31a			31b 0
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	4075708	401394	
b Waiver amortization installment.....	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount			33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....			34 961394
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	961394	961394
36 Additional cash requirement (line 34 minus line 35)			36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)			37 1296284
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)			38a 1296284
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....			38b 961394
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)			39 0
40 Unpaid minimum required contributions for all years			40 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)			
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021			

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 GIRL SCOUTS OF THE USA RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 GIRL SCOUTS OF THE USA	D Employer Identification Number (EIN) 13-1624016	

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

FIAM LLC

20-1733361

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

FIAM TC

20-2159373

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

GLOBAL TRUST COMPANY

26-3761443

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

HARBOURVEST PARTNERS LP

74-3130888

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

IMPAX ASSET MANAGEMENT

30 PENHALLOW ST
STE 100
PORTSMOUTH, NH 03801

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

T. ROWE PRICE TRUST COMPANY

52-1309931

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

BAIRD ADVISORS

39-6037917

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

GOLDMAN SACHS ASSET MANAGEMENT LP

13-3575636

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

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

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

(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)

WILLIS TOWERS WATSON US LLC

53-0181291

(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?
11 15 16 50	NONE	115835	Yes <input type="checkbox"/> No <input checked="" 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)

THE BANK OF NEW YORK MELLON

13-5160382

(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?
19 21 62 59	TRUSTEE	91272	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

NEPC, LLC

26-1429809

(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?
17 50	NONE	73534	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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)

PRUDENTIAL TRUST COMPANY

23-6994310

(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?
28 51	NONE	39835	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)

FIAM GROUP TRUST FOR EMPLOYEE BENES

20-4659714

(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?
28 51	NONE	39030	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

INCOME RESEARCH & MANAGEMENT

04-2955404

(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?
28 51	NONE	22677	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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)

BAKER TILLY US, LLP

39-0859910

(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?
10 50	NONE	22050	Yes <input type="checkbox"/> No <input checked="" 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)

BARROW HANLEY

2200 ROSS AVENUE
31ST FLOOR
DALLAS, TX 75201

(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?
28 51	NONE	13382	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

METROPOLITAN LIFE INSURANCE COMPANY

13-5581829

(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?
28 51	NONE	11819	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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)

T ROWE PRICE

52-1309931

(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?
21 24 28 50 68	NONE	3800	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

STATE STREET GLOBAL ADVISORS

81-4017137

(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?
28 51 19	NONE	1595	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" 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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 <hr/> 2024 <hr/> This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning <u>01/01/2024</u> and ending <u>12/31/2024</u>	
A Name of plan <u>GIRL SCOUTS OF THE USA 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>GIRL SCOUTS OF THE USA</u>	D Employer Identification Number (EIN) <u>13-1624016</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)
---------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>HARBOURVEST PART VIII CAYMAN VENTUR</u>		
b Name of sponsor of entity listed in (a): <u>HARBOURVEST PARTNERS LLC</u>		
c EIN-PN <u>34-2063502-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>277775</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>HARBOURVEST PART VIII CAYMAN BUYOUT</u>		
b Name of sponsor of entity listed in (a): <u>HARBOURVEST PARTNERS LLC</u>		
c EIN-PN <u>34-2063501-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6646</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>HARBOURVEST PART IX CAYMAN CREDIT</u>		
b Name of sponsor of entity listed in (a): <u>HARBOURVEST PARTNERS LLC</u>		
c EIN-PN <u>75-3269994-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>65954</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>HARBOURVEST PART IX CAYMAN VENTURE</u>		
b Name of sponsor of entity listed in (a): <u>HARBOURVEST PARTNERS LLC</u>		
c EIN-PN <u>32-0292079-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>540771</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VICTORY SMALL CAP VALUE (SYCAMORE)</u>		
b Name of sponsor of entity listed in (a): <u>VICTORY CAPITAL</u>		
c EIN-PN <u>90-6240599-008</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>360236</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>GS 2005 PRIV EQUITY MANAGER FUND</u>		
b Name of sponsor of entity listed in (a): <u>MANAGER ADVISERS LLC</u>		
c EIN-PN <u>20-3684992-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>27193</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>GS IX MANAGER FUND</u>		
b Name of sponsor of entity listed in (a): <u>MANAGER ADVISERS LLC</u>		
c EIN-PN <u>20-8447809-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>44411</u>

a Name of MTIA, CCT, PSA, or 103-12 IE: PRUDENTIAL LONG DURATION BOND FUND

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

c EIN-PN 23-6994310-159	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13818865
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a Name of MTIA, CCT, PSA, or 103-12 IE: T ROWE PRICE EMERGING MARKET

b Name of sponsor of entity listed in (a): T ROWE PRICE

c EIN-PN 52-1309931-006	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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a Name of MTIA, CCT, PSA, or 103-12 IE: IR & M LONG GOVT CREDIT FUND

b Name of sponsor of entity listed in (a): INCOME RESEARCH AND MANAGEMENT

c EIN-PN 27-4823991-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13714086
--------------------------------	------------------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: HARBOURVEST PART IX CAYMAN BUYOUT

b Name of sponsor of entity listed in (a): HARBOURVEST PARTNERS LLC

c EIN-PN 75-3269992-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 279148
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a Name of MTIA, CCT, PSA, or 103-12 IE: FIAM SELECT INTERNATIONAL SMALL CAP

b Name of sponsor of entity listed in (a): FIAM GROUP TRUST

c EIN-PN 20-4659714-036	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 226823
--------------------------------	------------------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: FIAM CREDIT COMMINGLED POOL

b Name of sponsor of entity listed in (a): FIAM GROUP TRUST

c EIN-PN 20-4659714-124	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 15317876
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a Name of MTIA, CCT, PSA, or 103-12 IE: SSGA 20+ YEAR US TREASURY INDEX

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN 90-0337987-169	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1743907
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a Name of MTIA, CCT, PSA, or 103-12 IE: METLIFE-BLACKROCK BOND MARKET CORE

b Name of sponsor of entity listed in (a): METROPOLITAN LIFE INSURANCE COMPANY

c EIN-PN 13-5581829-000	d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1314948
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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)
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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)
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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.	OMB No. 1210-0110 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 GIRL SCOUTS OF THE USA RETIREMENT PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 GIRL SCOUTS OF THE USA	D Employer Identification Number (EIN) 13-1624016

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

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1300000	1400000
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	81179	42233
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1577170	1161099
(2) U.S. Government securities	1c(2)	25960253	23480600
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	2384711	2208471
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	9247	15960
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	0	0
(9) Value of interest in common/collective trusts	1c(9)	33079342	31467707
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	16264830	14955984
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	5274934	5278138
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	17455	16068
(15) Other	1c(15)	10819	11931

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	85959940	80038191
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	40677	2691
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	40677	2691
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	85919263	80035500

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)	1400000	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1400000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	23213	
(B) U.S. Government securities.....	2b(1)(B)	133017	
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	560	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		156790
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	415	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	581619	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		582034
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	-33906	
(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)	-367505	
(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)		-1527
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		28051
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		-271785
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		736358
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		2228510

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	7586159	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		7586159
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	74585	
(4) IQPA audit fees	2i(4)	22050	
(5) Investment advisory and investment management fees	2i(5)	211415	
(6) Bank or trust company trustee/custodial fees	2i(6)	91272	
(7) Actuarial fees	2i(7)	41250	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	85542	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		526114
j Total expenses. Add all expense amounts in column (b) and enter total	2j		8112273

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-5883763
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: **BAKER TILLY US, LLP**

(2) EIN: **30-1413443**

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		2500000
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.)			
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 553064.

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.	OMB No. 1210-0110 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>GIRL SCOUTS OF THE USA 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>GIRL SCOUTS OF THE USA</u>	D Employer Identification Number (EIN) <u>13-1624016</u>	

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

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

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

1		0
---	--	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 13-5581829 13-5160382

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		2
---	--	---

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

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

Girl Scouts of the United States of America Retirement Plan

Financial Statements and
Supplementary Information

December 31, 2024 and 2023

Girl Scouts of the United States of America Retirement Plan

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December 31, 2024 and 2023

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Independent Auditors' Report

To the Participants and Plan Administrator of
Girl Scouts of the United States of America Retirement Plan

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

We have performed audits of the financial statements of Girl Scouts of the United States of America Retirement Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits and of accumulated plan benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits and of changes in accumulated plan benefits for the years ended December 31, 2024 and 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note 11 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 Auditors' Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the financial statements 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 (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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 the 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.

Auditors' 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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

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

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year), Schedule H, Line 4(i) - Schedule of Assets (Acquired and Disposed of Within the Year), and Schedule H, Line 4(j) - Schedule of Reportable Transactions, as of and for the year ended December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules 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).

Baker Tilly US, LLP

Iselin, New Jersey
September 30, 2025

Girl Scouts of the United States of America Retirement Plan

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Investments at fair value:		
Common stocks	\$ 15,960	\$ 9,247
Mutual funds	5,249,416	5,209,912
Pooled separate accounts	1,314,948	1,478,933
Short-term investments	1,161,099	1,577,170
Private equities	1,253,829	1,770,161
Common/collective trusts	31,467,707	33,079,342
Private bond fund	13,714,086	14,505,488
Fixed income	24,402,845	26,931,053
Guaranteed contract	16,068	17,455
	<u>78,595,958</u>	<u>84,578,761</u>
Total investments		
Receivables:		
Employer contribution receivable	1,400,000	1,300,000
Receivable for shares sold	1,961	36,997
Dividend and interest receivable	40,272	44,182
	<u>1,442,233</u>	<u>1,381,179</u>
Total receivables		
Total assets	80,038,191	85,959,940
Liabilities		
Payable for investments purchased	2,691	40,677
	<u>2,691</u>	<u>40,677</u>
Net assets available for benefits	<u>\$ 80,035,500</u>	<u>\$ 85,919,263</u>

See notes to financial statements

Girl Scouts of the United States of America Retirement Plan

Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Additions		
Employer contributions	\$ 1,400,000	\$ 1,300,000
Investment income	1,526,861	1,477,385
Net (depreciation) appreciation in fair value of investments	<u>(698,351)</u>	<u>6,774,947</u>
	828,510	8,252,332
Less investment management expenses	<u>302,687</u>	<u>334,205</u>
Net investment income	<u>525,823</u>	<u>7,918,127</u>
Total additions	<u>1,925,823</u>	<u>9,218,127</u>
Deductions		
Benefits paid directly to participants or their beneficiaries	7,586,159	7,851,701
Administrative expenses	<u>223,427</u>	<u>358,473</u>
Total deductions	<u>7,809,586</u>	<u>8,210,174</u>
Net (decrease) increase	(5,883,763)	1,007,953
Net Assets Available for Benefits		
Beginning of year	<u>85,919,263</u>	<u>84,911,310</u>
End of year	<u>\$ 80,035,500</u>	<u>\$ 85,919,263</u>

See notes to financial statements

Girl Scouts of the United States of America Retirement Plan

Statements of Accumulated Plan Benefits

Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Actuarial Present Value of Accumulated Plan Benefits		
Vested benefits:		
Participants currently receiving benefits	\$ 65,946,840	\$ 63,915,479
Other participants	<u>13,376,919</u>	<u>15,403,142</u>
	79,323,759	79,318,621
Nonvested benefits	<u>67,008</u>	<u>77,243</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 79,390,767</u>	<u>\$ 79,395,864</u>

See notes to financial statements

Girl Scouts of the United States of America Retirement Plan

Statements of Changes in Accumulated Plan Benefits
Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Actuarial Present Value of Accumulated Plan Benefits at Beginning of Year	<u>\$ 79,395,864</u>	<u>\$ 80,663,053</u>
(Decrease) Increase During the Year Attributable to		
Benefits paid	(7,586,159)	(7,851,701)
Actuarial losses	81,926	2,015,894
Increase for interest due to the decrease in the discount period	4,536,167	4,604,232
Change in actuarial assumptions	<u>2,962,969</u>	<u>(35,614)</u>
	<u>(5,097)</u>	<u>(1,267,189)</u>
 Actuarial present value of accumulated plan benefits at end of year	 <u><u>\$ 79,390,767</u></u>	 <u><u>\$ 79,395,864</u></u>

See notes to financial statements

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements
December 31, 2024 and 2023

1. Description of the Plan

The following description of the Girl Scouts of the United States of America Retirement Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's vesting, benefits and other provisions.

General

The Plan is administered by Girl Scouts of the United States of America (GSUSA) (Plan Administrator), was established effective October 1, 1937, was amended and restated effective as of January 1, 2016, and most recently was amended on January 30, 2018. The Plan, as amended, is a noncontributory defined benefit pension plan, covering substantially all employees of GSUSA prior to December 31, 2011, and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. Each year, GSUSA contributes to the Plan an amount that is determined by an actuary to be necessary to fund the benefits of the Plan. Certain plan investment assets are held in trust by The Bank of New York Mellon, trustee and a custodian, under a trust agreement effective August 1, 1997. Metropolitan Life Insurance Company (Metropolitan Life) holds, as custodian, certain other plan investments at levels in accordance with a contract effective June 1, 1996.

Effective December 31, 2011, the Plan was frozen and benefits ceased to accrue. Prior to the plan freeze, an employee needed to satisfy the minimum age requirement of 21 and service requirement of one year to become a participant.

The Plan provides for full vesting of all benefits for a participant having completed five years of service. For purposes of the vesting requirement, service can include service with GSUSA or a Girl Scout Council. Participants with less than five years of vesting service as of the freeze date will continue to accrue vesting service but not benefit accrual service. In addition, participants will continue to grow into the Rule of 80. The Rule of 80 is defined as a total of years of service with GSUSA or a Girl Scout Council and age.

Participants meeting the Rule of 80 criteria are eligible to receive unreduced benefits beginning at age 62. Participants who attain age 55 at the date of their termination of employment with GSUSA with a minimum of five years of employment with GSUSA and whose combined total of age and employment with GSUSA and a Girl Scout Council is equal to at least 80, are eligible for less of a reduction in their early retirement benefit.

As a result of the changes mandated by the Pension Protection Act of 2006, the Plan became subject to various benefit restrictions in the event that the funding level falls below certain thresholds specified by law.

Effective July 31, 2010, the National Girl Scout Council Retirement Plan (NGSCR), a retirement plan sponsored by GSUSA for participating Girl Scout Councils, was amended to reflect the freezing of its benefit accrual. Accordingly, if any employee at a Girl Scout Council participating in the NGSCR transferred to the GSUSA Retirement Plan after July 31, 2010, his/her employment at the Girl Scout Council after July 31, 2010, was not used to calculate prior service. Additionally, credited service did not include any benefit accrual service after July 31, 2010 and annual earnings did not include earnings after July 31, 2010.

Effective June 26, 2013, the Plan was amended to modify the definition of Spouse to comply with the Internal Revenue Service (IRS) Ruling 2013-17 - Windsor Ruling.

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements
December 31, 2024 and 2023

Effective September 19, 2014, the Plan was amended to allow benefits to commence no later than the 60th day after the latest of the close of the plan year that the participant:

1. Turns 65 years old,
2. reaches the 10th anniversary of the year that the participant began participating in the Plan, or
3. terminates service.

Effective October 1, 2015, the Plan was amended to allow an eligible terminated vested participant to have their benefits paid in a lump sum or as an immediate annuity. Additionally, a participant who terminated their employment on or after April 1, 2015, with a vested accrued benefit too large to be involuntarily cashed out, was able to elect a lump sum payment or an immediate annuity.

Effective January 30, 2018, the Plan was amended to clarify the effective date of benefit limitations due to insufficient funding.

Under the SECURE 2.0 Act, participants are required to begin mandatory distributions at age 73.

The Plan incurs administrative expenses directly related to the Plan, which consist primarily of trustee fees, Pension Benefit Guaranty Corporation (PBGC) premiums, actuarial fees and management fees. These expenses are reported on the accompanying Statements of Changes in Net Assets Available for Benefits as administrative expenses.

2. Summary of Significant Accounting Policies

Basis of Accounting

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

Use of Estimates

The preparation of financial statements in accordance 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, disclosure of contingent assets and liabilities and the actuarial present value of accumulated plan benefits at the date of the financial statements and changes therein. The more significant accounts subject to the estimation process include the actuarial present value of accumulated plan benefits and the valuation of the Plan's alternative investments. Actual results could differ from those estimates.

Payment of Benefits

Benefit payments to participants are recorded upon distribution.

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

Investment Valuation and Income Recognition

All investments are stated 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. Investments in private equities, common/collective trusts (CCTs) and private bond fund are stated at estimated fair value based on the funds' net asset values (NAV), or their equivalents, as a practical expedient, unless it is probable that all or a portion of the investments will be sold for an amount different from NAV. As of December 31, 2024 and 2023, the Plan had no intention to sell investments at amounts different from NAV. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the investment advisors, trustee and custodian. See Note 5 for a discussion of fair value measurements.

Purchases and sales are recorded on a trade date basis. Forward currency contracts are recorded on a fixed price based on a future date. Dividends are recorded on the ex-dividend date, while interest income is recorded on an accrual basis when earned. Net appreciation/depreciation includes the gains and losses on investments bought and sold as well as held during the year. For private equity funds, net realized and unrealized appreciation/depreciation in the net assets value, including investment income, are allocated at the end of the month to each member. The private bond fund includes net trading gains (losses) in realized and unrealized gains (losses). Interest income on the private bond fund is accrued and recognized on the debt of issuers who are not in default. If an issuer is in default, no interest is accrued. The CCTs determine the cost of investments sold and the gains and losses by the specific identification method. Net investment income may be distributed monthly to participants in the CCTs.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those estimated future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions to services rendered by the employees to the valuation date. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries and (b) present employees or their beneficiaries. Benefits payable under all circumstances - retirement, death, disability and termination of employment - are included, to the extent they are deemed attributable to employee service rendered to the valuation date. An actuary has estimated the actuarial present value of accumulated plan benefits, which is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by the participants to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

Actuarial Assumptions

The actuarial valuation used to determine employer contributions was based on the unit credit actuarial cost method for 2024 and 2023. The normal age of retirement for participants is 65 for both years. Administrative expenses of the Plan are provided for by adding the amount of expected administrative expenses for the year to the normal cost. The percentage of participants assumed to be married is 50% of all participants.

1. The discount rate used for determining the actuarial present value of accumulated plan benefits was 5.50% and 6.00% for 2024 and 2023. In 2024 and 2023, the mortality table of Pri-2012 with no collar adjustment projected with unadjusted scale MP-2021 was used. The decrease in discount rate from 6.00% to 5.50% reflected the change in expected asset returns primarily driven by the decrease in fixed income yields resulting in a net increase of \$2,962,969 in actuarial present value of accumulated plan benefits for the year ended December 31, 2024. The changes in other actuarial assumptions resulted in decreases of \$(35,614) in actuarial present value of accumulated plan benefits for the year ended December 31, 2023.

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements
December 31, 2024 and 2023

These actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

Recent Regulatory Updates

The SECURE 2.0 Act of 2022 was signed into law on December 29, 2022. This legislation includes a vast array of provisional changes to retirement plans, becoming effective in 2023 and beyond. Plan management adopted mandatory provisions effective for the year ended December 31, 2024, and continues to evaluate the impact of the adoption and implementation of this legislation on the Plan. The application of SECURE 2.0 Act did not have a material effect on the Plan's financial statements.

3. Funding Policy

GSUSA, as plan sponsor, establishes the contribution level after consultation with the actuary and review of the Plan's current funded status, and after taking into account the following:

- the minimum contribution required by ERISA and the Internal Revenue Code (IRC);
- the actuary's recommended contributions, which are based on GSUSA's objective to maintain, to the extent possible and consistent with plan participant demographics, a consistent contribution level from year to year, and taking into account the value of plan assets and expected liabilities; and
- additional factors and changed circumstances that may significantly affect the future funding of the Plan.

A contribution was made in 2024 and in 2023 as a result of the Plan being less than 100% funded, based on actuarially determined assets and liabilities. The minimum funding requirements of ERISA were met for 2024 and 2023.

4. Plan Termination

In the event the Plan terminates, or if there is a complete discontinuance of GSUSA's contributions, no further benefits will accrue under the Plan to the participants affected by such termination or discontinuance and the interest of each participant so affected will thereupon become fully vested.

In such an event and to the extent that plan benefits are not already guaranteed by Metropolitan Life, the assets of the Plan, with respect to the participants affected by such termination or discontinuance, will be allocated to provide plan benefits for such participants as follows:

- a. First, for each participant retired, or eligible to retire, on a date at least three years before the date of termination, an amount will be allocated to provide a retirement benefit at the lowest annual rate provided in accordance with Section 3 of the plan document as in effect during the five-year period ending on the date of termination.
- b. Second, for each participant, an amount will be allocated to provide the basic retirement benefit (without regard to Section 4022B(a) of ERISA) not included in item a. above.
- c. Third, for each participant, an amount will be allocated to provide the accrued benefit not included in items a. or b. above.

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements
December 31, 2024 and 2023

No assets are available for allocation to a lower order of priority unless such assets remain after all allocations required for each higher order of priority. If assets are insufficient for all allocations in a given priority, allocation will be made pro rata within that priority. Any assets remaining after allocation for all orders of priority will be paid to GSUSA.

Benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal retirement date benefits, early retirement date benefits and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under covered plans, and the amount of benefit protection is subject to certain limitations, as determined by the PBGC.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations and may also depend on the financial condition of GSUSA and the level of benefits guaranteed by the PBGC.

5. Fair Value Measurements

The fair value of investments is categorized into a three-tier hierarchy based on the level of marketability and inputs. Inputs are either observable or unobservable and are defined as assumptions that market participants would use in pricing an asset. The valuation inputs are separated into three levels:

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

Level 2 - Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

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

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

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

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements
December 31, 2024 and 2023

The fair values of the investment securities classified by level held as of December 31, 2024 and 2023 are as follows:

Assets at Fair Value as of December 31, 2024				
	Level 1	Level 2	Level 3	Total
Common stock	\$ 15,960	\$ -	\$ -	\$ 15,960
Mutual funds	5,249,416	-	-	5,249,416
Short-term investments	1,161,099	-	-	1,161,099
Fixed income	24,402,845	-	-	24,402,845
Pooled separate accounts	-	1,314,948	-	1,314,948
Guaranteed contract	-	16,068	-	16,068
	<u>\$ 30,829,320</u>	<u>\$ 1,331,016</u>	<u>\$ -</u>	32,160,336
Total assets in the fair value hierarchy				
Investments measured at net asset value (a)				<u>46,435,622</u>
Total investments at fair value				<u>\$ 78,595,958</u>

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
Common stock	\$ 9,247	\$ -	\$ -	\$ 9,247
Mutual funds	5,209,912	-	-	5,209,912
Short-term investments	1,577,170	-	-	1,577,170
Fixed income	26,931,053	-	-	26,931,053
Pooled separate accounts	-	1,478,933	-	1,478,933
Guaranteed contract	-	17,455	-	17,455
	<u>\$ 33,727,382</u>	<u>\$ 1,496,388</u>	<u>\$ -</u>	35,223,770
Total assets in the fair value hierarchy				
Investments measured at net asset value (a)				<u>49,354,991</u>
Total investments at fair value				<u>\$ 84,578,761</u>

- (a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Benefits.

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements

December 31, 2024 and 2023

Per the accounting standard governing NAV as a practical expedient, the following table lists the Plan's investment in other companies by major category and then by investment manager:

December 31, 2024								
Type	Type	NAV in Funds	Number of Funds	Remaining Life	Amount of Unfunded Commitments	Timing to Drawdown Commitments	Redemption	Redemption Restrictions
Private equity funds	Funds are focused on venture and buyout in the U.S., U.S. buyout primary partnerships and U.S. venture primary partnerships.	\$ 1,253,829	9	1 to 5 years	\$ 340,776	1 year	N/A	N/A
Common/collective trusts	Invest directly or indirectly in pooled investment vehicles, publicly traded fixed income securities of corporations, governments, and other entities, domestic and foreign emerging markets in Latin America, Asia, Europe, Middle East and Africa.	31,467,707	6	N/A	N/A	N/A	1 to 90 day notice	30 days
Private bond fund	Invest primarily in debt securities of high yield companies with credit rating equal or lower than BB+ rating	13,714,086	1	N/A	N/A	N/A	2 days prior to trade date	5 days after trade date
Total		<u>\$ 46,435,622</u>	<u>16</u>		<u>\$ 340,776</u>			

December 31, 2023								
Type	Type	NAV in Funds	Number of Funds	Remaining Life	Amount of Unfunded Commitments	Timing to Drawdown Commitments	Redemption	Redemption Restrictions
Private equity funds	Funds are focused on venture and buyout in the U.S., U.S. buyout primary partnerships and U.S. venture primary partnerships.	\$ 1,770,161	9	1 to 6 years	\$ 348,397	1 year	N/A	N/A
Common/collective trusts	Invest directly or indirectly in pooled investment vehicles, publicly traded fixed income securities of corporations, governments, and other entities, domestic and foreign emerging markets in Latin America, Asia, Europe, Middle East and Africa.	33,079,342	6	N/A	N/A	N/A	1 to 90 day notice	30 days
Private bond fund	Invest primarily in debt securities of high yield companies with credit rating equal or lower than BB+ rating	14,505,488	1	N/A	N/A	N/A	2 days prior to trade date	5 days after trade date
Total		<u>\$ 49,354,991</u>	<u>16</u>		<u>\$ 348,397</u>			

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

Common stocks are stated at quoted prices based on an active market.

Mutual funds are valued at quoted market prices which represent the NAV of shares held by the Plan at year-end. If there are no sales, the fund is valued at the last published sales price or the latest recorded bid quotation. The investment manager may also rely on the value obtained from a reputable broker or investment banker as of the valuation date.

Short-term investments consist of mutual funds and pooled funds based on quoted market prices.

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements
December 31, 2024 and 2023

Fixed income investments are composed of valued bonds and other debt-based securities which can be value based on quoted market prices.

Pooled separate accounts are valued based upon the unit values of such pooled accounts held by the Plan at year-end. Unit values are based on the fair value of the underlying assets of the fund derived from inputs principally from or corroborated by observable market data by correlation or other means, although are not based upon quoted market prices in an active market. The underlying investments of the pooled separate accounts consist of long duration fixed income funds, each of which follows a separate investment strategy. Due to the nature of these pooled accounts, there are no unfunded commitments or redemption restrictions.

Guaranteed contract value approximates fair value and is based on the beginning policy balance, plus contributions, interest and transfers, less benefit payments, fees and transfers.

The following investments are measured at NAV or its equivalent:

Private equity funds are valued at the most recent NAV per share as a practical expedient or capital account information available from the general partners.

Common/collective trusts are valued based on the NAV per unit, without further adjustment by management. The NAV is used as a practical expedient to estimate fair value. Investment in a collective investment vehicle (investee company) is valued by multiplying the investee company's NAV per share by the number of units or shares owned at valuation date as determined by the investee company. NAV per share is determined by the investee company's trustee by deducting all of its liabilities from the value of assets of the investee company and the resulting number is divided by the outstanding number of shares or units.

Private bond fund is valued at the capital account balance provided by the general partner for the plan interest in a limited partnership. The capital account is valued at fair value using NAV as a practical expedient. These funds invest primarily in publicly and privately issued debt securities and floating rate loans of investment and noninvestment grade (high-yield) companies.

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

6. Unallocated Insurance Contracts

Under the terms of the immediate participation guarantee contract between the Plan and Metropolitan Life, Metropolitan Life has discretion over transfers of certain plan funds between the general fund and separate accounts. The separate account represents pooled funds of marketable securities. All separate accounts are administered by Metropolitan Life. Metropolitan Life's general fund is a portfolio of public and private assets consisting predominantly of fixed income securities. The cost of the Plan's investment in the general fund is equivalent to fair value due to its high level of liquidity and may vary significantly, and even display a negative balance, as a result of transfers between accounts by Metropolitan Life. The Plan shares in the investment experience of the general fund.

With respect to the Plan's investment in the separate accounts, the Plan is entitled to its proportionate share of the operating results and net assets of such accounts as reported to the Plan by Metropolitan Life. The Plan is required to maintain a minimum balance with Metropolitan Life as calculated by Metropolitan Life annually, based upon mortality rates, projected interest earnings, assumed retirement age and expense load.

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements
December 31, 2024 and 2023

7. Income Tax Status

The Plan has received a determination letter from the IRS dated December 11, 2017 stating that the Plan is qualified under Section 401(a) of the IRC and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter. However, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore, believes that the Plan is qualified and the related trust is tax-exempt.

Management has evaluated its tax position and does not believe there are any material uncertain tax positions taken. Accordingly, no unrecorded tax benefits or liabilities are required to be disclosed. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

8. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. 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 the amounts reported in the Statements of Net Assets Available for Benefits. Additionally, the Plan is subject to risk since the private bond fund invests in securities and loans that are rated below investment grade or are unrated.

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

As of December 31, 2024 and 2023, the Plan had investments of \$62,374,361 and \$66,046,862, respectively, that were concentrated in five funds.

9. Administrative Expenses

Investment management fees and administrative expenses are paid directly from plan assets.

10. Exempt Party in Interest Transaction

The Plan's investments are administered under a contract with The Bank of New York Mellon, the trustee and a custodian of the Plan and Metropolitan Life Insurance Company, a custodian of the Plan. Contributions are held and managed by the trustee and custodians, who invest cash received, interest and dividend income and make distributions to participants. These transactions qualify as party in interest transactions which are exempt from the prohibited transactions rules of ERISA.

Certain administrative functions of the Plan are performed by officers or employees of GSUSA. No such officer or employee receives compensation from the Plan.

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements
December 31, 2024 and 2023

11. Information Certified by Trustee and Custodian

The Plan Administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA for 2024 and 2023. Accordingly, The Bank of New York Mellon, the trustee and a custodian of the Plan has certified to the completeness and accuracy of all investments reported in the accompanying Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023 and the supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) as of December 31, 2024, the related investment activity reported in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2024 and 2023 and the information reported in the supplemental Schedule H, Line 4(i) - Schedule of Assets (Acquired and Disposed of Within the Year) and Schedule H, Line 4(j) - Schedule of Reportable Transactions for the year ended December 31, 2024. Such information was obtained by management and agreed to or derived from information certified as complete and accurate by a qualified institution.

12. Reconciliation of Financial Statements to Form 5500

The following is a summary of the underlying financial information of the Plan, as it is presented in the Forms 5500 as of December 31, 2024 and 2023, respectively:

		<u>2024</u>	<u>2023</u>
Common stocks	1c(4)(B)	\$ 15,960	\$ 9,247
103-12 investment entity ⁶	1c(12)	14,955,984	16,264,830
Registered investment companies (mutual funds) ⁴	1c(13)	5,278,138	5,274,934
Common/collective trusts	1c(9)	31,467,707	33,079,342
Guaranteed contract	1c(14)	16,068	17,455
U.S. Government securities ²	1c(2)	23,480,600	25,960,253
Corporate debt instruments ³	1c(3)(A)	2,208,471	2,384,711
Cash and cash equivalents	1c(1)	1,161,099	1,577,170
Other investments ⁵	1c(15)	11,931	10,819
		<u>\$ 78,595,958</u>	<u>\$ 84,578,761</u>
		<u>2024</u>	<u>2023</u>
Pooled separate accounts, per the financial statements		\$ 1,314,948	\$ 1,478,933
Less portions from Metlife-Blackrock Bond Market Fund:			
U.S. Government securities (a)		(766,799)	(787,889)
Corporate debt instrument (b)		(519,427)	(626,022)
Registered investment companies (c)		(28,722)	(65,022)
		<u>\$ -</u>	<u>\$ -</u>
		<u>2024</u>	<u>2023</u>
Fixed income, per the financial statements		\$ 24,402,845	\$ 26,931,053
Less Barrow Hanley, corporate debt instruments (d)		(1,689,044)	(1,758,689)
Add U.S. Government securities in pooled separate accounts (a above)		766,799	787,889
		<u>\$ 23,480,600</u>	<u>\$ 25,960,253</u>

² U.S. Government securities, per Form 5500

Girl Scouts of the United States of America Retirement Plan

Notes to Financial Statements
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Corporate debt instruments:		
Corporate debt instruments in pooled separate accounts (b above)	\$ 519,427	\$ 626,022
Barrow Hanley, corporate debt instruments (d above)	<u>1,689,044</u>	<u>1,758,689</u>
³ Corporate debt instruments, per Form 5500	<u>\$ 2,208,471</u>	<u>\$ 2,384,711</u>
	<u>2024</u>	<u>2023</u>
Mutual funds:		
Mutual funds per financial statements	\$ 5,249,416	\$ 5,209,912
Registered investment companies in pooled separate accounts (c above)	<u>28,722</u>	<u>65,022</u>
⁴ Registered investment companies (mutual funds), per Form 5500	<u>\$ 5,278,138</u>	<u>\$ 5,274,934</u>
	<u>2024</u>	<u>2023</u>
Private equities and hedge funds, per the financial statements	\$ 1,253,829	\$ 1,770,161
Less all Harbourvest Funds (e)	(1,170,294)	(1,674,694)
Less GS Private Equity Manager Fund and GS IX Manager Fund, 103-12 entities (e)	<u>(71,604)</u>	<u>(84,648)</u>
⁵ Other investments, per Form 5500	<u>\$ 11,931</u>	<u>\$ 10,819</u>
	<u>2024</u>	<u>2023</u>
103-12 investment entity securities:		
IR&M Long G/C Fund (private bond fund per the financial statements)	\$ 13,714,086	\$ 14,505,488
Harbourvest and GS Funds, 103-12 entity (sum of e)	<u>1,241,898</u>	<u>1,759,342</u>
⁶ 103-12 investment entity, per Form 5500	<u>\$ 14,955,984</u>	<u>\$ 16,264,830</u>

13. Subsequent Events

The Plan has evaluated subsequent events for recognition or disclosure through September 30, 2025, the date the financial statements were available to be issued.



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

EIN: 13-1624016

Plan Number: 001

CON RET GIRL SCOUT - K43G00010000

December 31, 2024

Security ID	Security Description	Shares	Cost	Market Value	Unrealized Gain/Loss
U. S. GOVERNMENT SECURITIES					
K43F13426002	912803DK6 U S TREASURY BD PRIN STRIP 0.000% 02/15/2040 DD 02/16/10	120,000.000	60,991.32	59,078.40	(1,912.92)
K43F13426002	912803EH2 U S TREASURY BD PRIN STRIP 0.000% 05/15/2044 DD 05/15/14	5,000.000	2,221.58	1,961.80	(259.78)
K43F13426002	912803EJ8 U S TREASURY BD PRIN STRIP 0.000% 08/15/2044 DD 08/15/14	45,000.000	18,158.73	17,394.30	(764.43)
K43F13426002	912803EK5 U S TREASURY BD PRIN STRIP 0.000% 11/15/2044 DD 11/17/14	20,000.000	7,963.25	7,635.20	(328.05)
K43F13426002	912803EL3 U S TREASURY BD PRIN STRIP 0.000% 02/15/2045 DD 02/17/15	15,000.000	5,814.45	5,661.45	(153.00)
K43F13426002	912803ER0 U S TREASURY BD PRIN STRIP 0.000% 02/15/2046 DD 02/16/16	20,000.000	7,617.90	7,174.00	(443.90)
K43F13426002	912803ET6 U S TREASURY BD PRIN STRIP 0.000% 05/15/2046 DD 05/16/16	135,000.000	50,669.03	47,758.95	(2,910.08)
K43F13426002	912803EV1 U S TREASURY BD PRIN STRIP 0.000% 11/15/2046 DD 11/15/16	50,000.000	18,658.09	17,258.50	(1,399.59)
K43F13426002	912803EW9 U S TREASURY BD PRIN STRIP 0.000% 02/15/2047 DD 02/15/17	40,000.000	13,834.40	13,594.80	(239.60)
K43F13426002	912803EY5 U S TREASURY BD PRIN STRIP 0.000% 05/15/2047 DD 05/15/17	20,000.000	7,173.24	6,724.60	(448.64)
K43F13426002	912803EZ2 U S TREASURY BD PRIN STRIP 0.000% 08/15/2047 DD 08/15/17	90,000.000	33,240.63	29,876.40	(3,364.23)
K43F13426002	912803FA6 U S TREASURY BD PRIN STRIP 0.000% 11/15/2047 DD 11/15/17	135,000.000	47,796.80	44,315.10	(3,481.70)
K43F13426002	912803FB4 U S TREASURY BD PRIN STRIP 0.000% 02/15/2048 DD 02/15/18	104,000.000	36,438.22	33,582.64	(2,855.58)
K43F13426002	912803FD0 U S TREASURY BD PRIN STRIP 0.000% 05/15/2048 DD 05/15/18	35,000.000	12,154.54	11,162.55	(991.99)
K43F13426002	912803FE8 U S TREASURY BD PRIN STRIP 0.000% 08/15/2048 DD 08/15/18	125,000.000	42,629.53	39,405.00	(3,224.53)
K43F13426002	912803FF5 U S TREASURY BD PRIN STRIP 0.000% 11/15/2048 DD 11/15/18	170,000.000	55,716.54	53,074.00	(2,642.54)
K43F13426002	912803FG3 U S TREASURY BD PRIN STRIP 0.000% 02/15/2049 DD 02/15/19	165,000.000	54,334.01	50,955.30	(3,378.71)
K43F13426002	912803FJ7 U S TREASURY BD PRIN STRIP 0.000% 05/15/2049 DD 05/15/19	195,000.000	64,977.12	59,556.90	(5,420.22)
K43F13426002	912803FK4 U S TREASURY BD PRIN STRIP 0.000% 08/15/2049 DD 08/15/19	85,000.000	27,541.39	25,602.00	(1,939.39)
K43F13426002	912803FL2 U S TREASURY BD PRIN STRIP 0.000% 11/15/2049 DD 11/15/19	56,000.000	18,400.32	16,735.04	(1,665.28)
K43F13426002	912803FM0 U S TREASURY BD PRIN STRIP 0.000% 02/15/2050 DD 02/18/20	220,000.000	71,932.89	65,142.00	(6,790.89)
K43F13426002	912803FR9 U S TREASURY BD PRIN STRIP 0.000% 08/15/2050 DD 08/17/20	50,000.000	15,391.43	14,482.00	(909.43)
K43F13426002	912803FT5 U S TREASURY BD PRIN STRIP 0.000% 11/15/2050 DD 11/16/20	340,000.000	108,259.50	97,597.00	(10,662.50)
K43F13426002	912803FV0 U S TREASURY BD PRIN STRIP 0.000% 02/15/2051 DD 02/16/21	195,000.000	61,540.79	55,403.40	(6,137.39)
K43F13426002	912803FY4 U S TREASURY BD PRIN STRIP 0.000% 05/15/2051 DD 05/17/21	170,000.000	53,601.20	48,016.50	(5,584.70)
K43F13426002	912803GA5 U S TREASURY BD PRIN STRIP 0.000% 08/15/2051 DD 08/16/21	305,000.000	93,225.91	84,985.20	(8,240.71)
K43F13426002	912803GC1 U S TREASURY BD PRIN STRIP 0.000% 11/15/2051 DD 11/15/21	145,000.000	45,788.37	39,992.45	(5,795.92)
K43F13426002	912803GE7 U S TREASURY BD PRIN STRIP 0.000% 02/15/2052 DD 02/15/22	265,000.000	81,131.44	72,522.55	(8,608.89)
K43F13426002	912803GH0 U S TREASURY BD PRIN STRIP 0.000% 05/15/2052 DD 05/16/22	205,000.000	61,732.44	55,784.60	(5,947.84)
K43F13426002	912803GK3 U S TREASURY BD PRIN STRIP 0.000% 08/15/2052 DD 08/15/22	170,000.000	50,337.37	45,855.80	(4,481.57)
K43F13426002	912803GP2 U S TREASURY BD PRIN STRIP 0.000% 02/15/2053 DD 02/15/23	180,000.000	54,683.07	47,971.80	(6,711.27)
K43F13426002	912803GS6 U S TREASURY BD PRIN STRIP 0.000% 05/15/2053 DD 05/15/23	222,000.000	66,234.30	58,699.02	(7,535.28)
K43F13426002	912803GV9 U S TREASURY BD PRIN STRIP 0.000% 08/15/2043 DD 08/31/23	30,000.000	12,276.00	12,332.40	56.40
K43F13426002	912803GY3 U S TREASURY BD PRIN STRIP 0.000% 02/15/2054 DD 02/15/24	175,000.000	51,245.33	45,673.25	(5,572.08)
K43F13426002	912803HB2 U S TREASURY BD PRIN STRIP 0.000% 05/15/2054 DD 05/15/24	283,000.000	80,760.44	73,506.42	(7,254.02)
K43F13426002	912803HD8 U S TREASURY BD PRIN STRIP 0.000% 08/15/2054 DD 08/15/24	175,000.000	50,690.10	44,917.25	(5,772.85)
K43F13426002	912803HE6 U S TREASURY BD PRIN STRIP 0.000% 08/15/2044 DD 09/03/24	90,000.000	36,243.38	35,092.80	(1,150.58)
K43F13426002	912834B56 U S TREASURY BD CPN STRIP 0.000% 02/15/2052 DD 02/15/22	5,000.000	1,560.90	1,331.70	(229.20)
K43F13426002	912834C55 U S TREASURY BD CPN STRIP 0.000% 05/15/2052 DD 05/16/22	15,000.000	4,660.65	3,966.45	(694.20)
K43F13426002	912834D47 U S TREASURY BD CPN STRIP 0.000% 08/15/2052 DD 08/15/22	23,000.000	7,135.98	6,049.69	(1,086.29)
K43F13426002	912834EP9 U S TREASURY BD CPN STRIP 0.000% 08/15/2039 DD 08/17/09	15,000.000	7,660.26	7,214.10	(446.16)



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

EIN: 13-1624016

Plan Number: 001

CON RET GIRL SCOUT - K43G00010000

December 31, 2024

Security ID	Security Description	Shares	Cost	Market Value	Unrealized Gain/Loss	
K43F13426002	912834FB9	U S TREASURY BD CPN STRIP 0.000% 02/15/2040 DD 02/16/10	45,000.000	22,718.25	21,034.35	(1,683.90)
K43F13426002	912834HV3	U S TREASURY BD CPN STRIP 0.000% 05/15/2040 DD 05/17/10	25,000.000	11,855.60	11,534.75	(320.85)
K43F13426002	912834JB5	U S TREASURY BD CPN STRIP 0.000% 08/15/2040 DD 08/16/10	55,000.000	25,846.40	25,049.20	(797.20)
K43F13426002	912834JH2	U S TREASURY BD CPN STRIP 0.000% 11/15/2040 DD 11/15/10	35,000.000	16,494.93	15,718.85	(776.08)
K43F13426002	912834JP4	U S TREASURY BD CPN STRIP 0.000% 02/15/2041 DD 02/15/11	60,000.000	28,759.50	26,578.80	(2,180.70)
K43F13426002	912834KB3	U S TREASURY BD CPN STRIP 0.000% 05/15/2045 DD 05/15/15	50,000.000	19,658.00	17,959.00	(1,699.00)
K43F13426002	912834KH0	U S TREASURY BD CPN STRIP 0.000% 05/15/2041 DD 05/16/11	25,000.000	11,087.25	10,922.75	(164.50)
K43F13426002	912834KV9	U S TREASURY BD CPN STRIP 0.000% 11/15/2041 DD 11/15/11	40,000.000	17,963.40	17,036.00	(927.40)
K43F13426002	912834LB2	U S TREASURY BD CPN STRIP 0.000% 02/15/2042 DD 02/15/12	50,000.000	22,403.30	21,033.50	(1,369.80)
K43F13426002	912834LK2	U S TREASURY BD CPN STRIP 0.000% 05/15/2042 DD 05/15/12	45,000.000	19,406.84	18,693.45	(713.39)
K43F13426002	912834LR7	U S TREASURY BD CPN STRIP 0.000% 08/15/2042 DD 08/15/12	40,000.000	16,929.15	16,422.80	(506.35)
K43F13426002	912834LX4	U S TREASURY BD CPN STRIP 0.000% 11/15/2042 DD 11/15/12	55,000.000	23,160.83	22,262.35	(898.48)
K43F13426002	912834MD7	U S TREASURY BD CPN STRIP 0.000% 02/15/2043 DD 02/15/13	25,000.000	10,329.59	10,000.75	(328.84)
K43F13426002	912834MM7	U S TREASURY BD CPN STRIP 0.000% 05/15/2043 DD 05/15/13	80,000.000	34,082.25	31,644.80	(2,437.45)
K43F13426002	912834MZ8	U S TREASURY BD CPN STRIP 0.000% 11/15/2043 DD 11/15/13	40,000.000	16,397.52	15,444.80	(952.72)
K43F13426002	912834NF1	U S TREASURY BD CPN STRIP 0.000% 02/15/2044 DD 02/18/14	10,000.000	4,005.76	3,811.80	(193.96)
K43F13426002	912834NV6	U S TREASURY BD CPN STRIP 0.000% 08/15/2044 DD 08/15/14	35,000.000	14,170.45	13,010.90	(1,159.55)
K43F13426002	912834PB8	U S TREASURY BD CPN STRIP 0.000% 11/15/2044 DD 11/17/14	130,000.000	50,809.30	47,794.50	(3,014.80)
K43F13426002	912834PM4	U S TREASURY BD CPN STRIP 0.000% 08/15/2045 DD 08/17/15	40,000.000	14,928.96	14,166.00	(762.96)
K43F13426002	912834PT9	U S TREASURY BD CPN STRIP 0.000% 11/15/2045 DD 11/16/15	65,000.000	24,551.00	22,747.40	(1,803.60)
K43F13426002	912834PZ5	U S TREASURY BD CPN STRIP 0.000% 02/15/2046 DD 02/16/16	30,000.000	11,205.90	10,366.50	(839.40)
K43F13426002	912834QH4	U S TREASURY BD CPN STRIP 0.000% 05/15/2046 DD 05/16/16	80,000.000	29,129.75	27,304.00	(1,825.75)
K43F13426002	912834QP6	U S TREASURY BD CPN STRIP 0.000% 08/15/2046 DD 08/15/16	25,000.000	8,773.75	8,429.25	(344.50)
K43F13426002	912834RB6	U S TREASURY BD CPN STRIP 0.000% 02/15/2047 DD 02/15/17	60,000.000	21,862.44	19,747.80	(2,114.64)
K43F13426002	912834RR1	U S TREASURY BD CPN STRIP 0.000% 08/15/2047 DD 08/15/17	30,000.000	10,678.19	9,653.40	(1,024.79)
K43F13426002	912834SZ2	U S TREASURY BD CPN STRIP 0.000% 11/15/2047 DD 11/15/17	45,000.000	15,457.90	14,310.90	(1,147.00)
K43F13426002	912834TF5	U S TREASURY BD CPN STRIP 0.000% 02/15/2048 DD 02/15/18	15,000.000	5,129.85	4,709.70	(420.15)
K43F13426002	912834TP3	U S TREASURY BD CPN STRIP 0.000% 05/15/2048 DD 05/15/18	50,000.000	16,857.39	15,499.50	(1,357.89)
K43F13426002	912834TV0	U S TREASURY BD CPN STRIP 0.000% 08/15/2048 DD 08/15/18	20,000.000	6,643.80	6,118.20	(525.60)
K43F13426002	912834UB2	U S TREASURY BD CPN STRIP 0.000% 11/15/2048 DD 11/15/18	35,000.000	11,371.20	10,603.60	(767.60)
K43F13426002	912834UH9	U S TREASURY BD CPN STRIP 0.000% 02/15/2049 DD 02/15/19	10,000.000	3,235.06	2,982.30	(252.76)
K43F13426002	912834UY2	U S TREASURY BD CPN STRIP 0.000% 08/15/2049 DD 08/15/19	35,000.000	11,329.10	10,230.15	(1,098.95)
K43F13426002	912834VE5	U S TREASURY BD CPN STRIP 0.000% 11/15/2049 DD 11/15/19	15,000.000	4,698.15	4,328.85	(369.30)
K43F13426002	912834VM7	U S TREASURY BD CPN STRIP 0.000% 02/15/2050 DD 02/18/20	15,000.000	4,961.94	4,299.45	(662.49)
K43F13426002	912834VV7	U S TREASURY BD CPN STRIP 0.000% 05/15/2050 DD 05/15/20	40,000.000	12,506.10	11,343.20	(1,162.90)
K43F13426002	912834WC8	U S TREASURY BD CPN STRIP 0.000% 08/15/2050 DD 08/17/20	25,000.000	7,713.70	6,999.75	(713.95)
K43F13426002	912834WR5	U S TREASURY BD CPN STRIP 0.000% 02/15/2051 DD 02/16/21	5,000.000	1,596.72	1,368.70	(228.02)
K43F13426002	912834WZ7	U S TREASURY BD CPN STRIP 0.000% 05/15/2051 DD 05/17/21	5,000.000	1,441.92	1,357.80	(84.12)
K43F13426002	912834XG8	U S TREASURY BD CPN STRIP 0.000% 08/15/2051 DD 08/16/21	5,000.000	1,402.80	1,346.65	(56.15)
K43F13427002	912810SL3	U S TREASURY BOND 2.000% 02/15/2050 DD 02/15/20	1,020,000.000	674,679.00	593,313.60	(81,365.40)
K43F13427002	912810TT5	U S TREASURY BOND 4.125% 08/15/2053 DD 08/15/23	455,000.000	439,874.46	405,928.25	(33,946.21)
K43F13427002	91282CGM7	U S TREASURY NOTE 3.500% 02/15/2033 DD 02/15/23	185,000.000	179,753.40	172,114.75	(7,638.65)



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EIN: 13-1624016

CON RET GIRL SCOUT - K43G00010000

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Plan Number: 001

Security ID	Security Description	Shares	Cost	Market Value	Unrealized Gain/Loss
TOTAL U. S. GOVERNMENT SECURITIES			3,488,283.64	3,190,266.36	(298,017.28)
CORPORATE DEBT INSTRUMENTS - PREFERRED					
K43F13427002	00440EAW7 CHUBB INA HOLDINGS LLC 4.350% 11/03/2045 DD 11/03/15	5,000.000	4,712.70	4,264.40	(448.30)
K43F13427002	010392FL7 ALABAMA POWER CO 4.150% 08/15/2044 DD 08/26/14	10,000.000	8,589.10	8,226.80	(362.30)
K43F13427002	010392FW3 ALABAMA POWER CO 3.000% 03/15/2052 DD 11/18/21	10,000.000	7,022.10	6,430.30	(591.80)
K43F13427002	023135BT2 AMAZON.COM INC 2.500% 06/03/2050 DD 06/03/20	15,000.000	9,804.30	8,964.45	(839.85)
K43F13427002	03522AAJ9 ANHEUSER-BUSCH COS LLC / ANHEU 4.900% 02/01/2046 DD 02/01/19	30,000.000	29,423.70	27,304.20	(2,119.50)
K43F13427002	037833ER7 APPLE INC 4.100% 08/08/2062 DD 08/08/22	5,000.000	4,477.10	3,998.65	(478.45)
K43F13427002	049560AM7 ATMOS ENERGY CORP 4.125% 10/15/2044 DD 10/15/14	5,000.000	4,440.70	4,074.55	(366.15)
K43F13427002	059165EL0 BALTIMORE GAS AND ELECTRIC CO 3.200% 09/15/2049 DD 09/12/19	5,000.000	3,661.60	3,309.55	(352.05)
K43F13427002	06051GKA6 BANK OF AMERICA CORP VAR RT 07/21/2032 DD 07/21/21	15,000.000	12,124.05	12,513.60	389.55
K43F13427002	06051GKC2 BANK OF AMERICA CORP VAR RT 09/21/2036 DD 09/21/21	10,000.000	7,934.70	8,162.00	227.30
K43F13427002	06051GLH0 BANK OF AMERICA CORP VAR RT 04/25/2034 DD 04/25/23	10,000.000	10,052.80	9,932.50	(120.30)
K43F13427002	084659AP6 BERKSHIRE HATHAWAY ENERGY CO 3.800% 07/15/2048 DD 01/05/18	10,000.000	7,894.50	7,427.30	(467.20)
K43F13427002	084664CV1 BERKSHIRE HATHAWAY FINANCE COR 2.850% 10/15/2050 DD 10/15/20	10,000.000	7,033.80	6,286.70	(747.10)
K43F13427002	10373QBV1 BP CAPITAL MARKETS AMERICA INC 4.893% 09/11/2033 DD 05/11/23	10,000.000	10,191.60	9,675.80	(515.80)
K43F13427002	12189LAC5 BURLINGTON NORTHERN SANTA FE L 5.050% 03/01/2041 DD 09/10/10	5,000.000	5,015.50	4,732.75	(282.75)
K43F13427002	12189LAP6 BURLINGTON NORTHERN SANTA FE L 5.150% 09/01/2043 DD 08/22/13	10,000.000	10,273.20	9,580.30	(692.90)
K43F13427002	125523BK5 CIGNA GROUP/THE 3.875% 10/15/2047 DD 04/15/20	10,000.000	8,171.20	7,293.20	(878.00)
K43F13427002	166756AH9 CHEVRON USA INC 2.343% 08/12/2050 DD 08/12/20	10,000.000	6,411.20	5,629.00	(782.20)
K43F13427002	166764CA6 CHEVRON CORP 3.078% 05/11/2050 DD 05/11/20	5,000.000	3,791.55	3,314.35	(477.20)
K43F13427002	171239AJ5 CHUBB INA HOLDINGS LLC 3.050% 12/15/2061 DD 11/18/21	10,000.000	7,195.70	6,085.80	(1,109.90)
K43F13427002	172967JU6 CITIGROUP INC 4.650% 07/30/2045 DD 07/30/15	10,000.000	9,123.30	8,737.00	(386.30)
K43F13427002	191241AF5 COCA-COLA FEMSA SAB DE CV 5.250% 11/26/2043 DD 11/26/13	20,000.000	19,996.00	18,673.00	(1,323.00)
K43F13427002	20030NCE9 COMCAST CORP 3.999% 11/01/2049 DD 10/19/17	5,000.000	4,187.05	3,787.05	(400.00)
K43F13427002	20030NDH1 COMCAST CORP 3.750% 04/01/2040 DD 03/27/20	10,000.000	8,624.90	8,050.50	(574.40)
K43F13427002	20030NDL2 COMCAST CORP 2.800% 01/15/2051 DD 05/28/20	5,000.000	3,348.50	2,982.10	(366.40)
K43F13427002	202795JJ0 COMMONWEALTH EDISON CO 3.650% 06/15/2046 DD 06/27/16	10,000.000	7,912.50	7,474.90	(437.60)
K43F13427002	202795JS0 COMMONWEALTH EDISON CO 3.000% 03/01/2050 DD 02/25/20	10,000.000	7,007.60	6,458.60	(549.00)
K43F13427002	23338VAL0 DTE ELECTRIC CO 2.950% 03/01/2050 DD 02/26/20	10,000.000	7,009.30	6,507.00	(502.30)
K43F13427002	24703DBF7 DELL INTERNATIONAL LLC / EMC C 3.375% 12/15/2041 DD 06/15/23	20,000.000	15,131.00	14,726.60	(404.40)
K43F13427002	26441CCA1 DUKE ENERGY CORP 6.100% 09/15/2053 DD 09/08/23	20,000.000	21,745.60	20,341.00	(1,404.60)
K43F13427002	26442CAR5 DUKE ENERGY CAROLINAS LLC 3.875% 03/15/2046 DD 03/11/16	10,000.000	8,127.80	7,752.80	(375.00)
K43F13427002	26442UAR5 DUKE ENERGY PROGRESS LLC 5.350% 03/15/2053 DD 03/09/23	5,000.000	5,083.60	4,732.15	(351.45)
K43F13427002	26444HAA9 DUKE ENERGY FLORIDA LLC 3.400% 10/01/2046 DD 09/09/16	10,000.000	7,514.30	7,090.70	(423.60)



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Security ID	Security Description	Shares	Cost	Market Value	Unrealized Gain/Loss
K43F13427002	29364WBB3 ENTERGY LOUISIANA LLC 4.200% 09/01/2048 DD 08/14/18	5,000.000	4,191.75	3,977.00	(214.75)
K43F13427002	29379VBC6 ENTERPRISE PRODUCTS OPERATING 5.100% 02/15/2045 DD 02/12/14	5,000.000	4,923.95	4,612.70	(311.25)
K43F13427002	29379VBZ5 ENTERPRISE PRODUCTS OPERATING 3.950% 01/31/2060 DD 01/15/20	10,000.000	8,143.00	7,208.10	(934.90)
K43F13427002	29446MAH5 EQUINOR ASA 3.700% 04/06/2050 DD 04/06/20	5,000.000	4,146.50	3,709.15	(437.35)
K43F13427002	30231GAZ5 EXXON MOBIL CORP 3.095% 08/16/2049 DD 08/16/19	10,000.000	7,451.60	6,673.10	(778.50)
K43F13427002	30231GBM3 EXXON MOBIL CORP 3.452% 04/15/2051 DD 04/15/20	15,000.000	11,822.55	10,530.90	(1,291.65)
K43F13427002	30303M8J4 META PLATFORMS INC 4.450% 08/15/2052 DD 08/09/22	10,000.000	9,221.20	8,442.40	(778.80)
K43F13427002	341081FQ5 FLORIDA POWER & LIGHT CO 3.950% 03/01/2048 DD 02/28/18	10,000.000	8,523.80	7,863.90	(659.90)
K43F13427002	341081FR3 FLORIDA POWER & LIGHT CO 4.125% 06/01/2048 DD 05/08/18	10,000.000	8,695.90	8,014.90	(681.00)
K43F13427002	341081FX0 FLORIDA POWER & LIGHT CO 3.150% 10/01/2049 DD 09/13/19	5,000.000	3,681.15	3,376.55	(304.60)
K43F13427002	373334JW2 GEORGIA POWER CO 4.300% 03/15/2042 DD 03/06/12	10,000.000	8,872.20	8,511.20	(361.00)
K43F13427002	38141GB86 GOLDMAN SACHS GROUP INC/THE VAR RT 11/19/2045 DD 11/19/24	15,000.000	15,000.00	14,499.30	(500.70)
K43F13427002	38141GYC2 GOLDMAN SACHS GROUP INC/THE VAR RT 04/22/2042 DD 04/22/21	10,000.000	7,683.20	7,296.50	(386.70)
K43F13427002	38141GZN7 GOLDMAN SACHS GROUP INC/THE VAR RT 02/24/2043 DD 01/24/22	15,000.000	11,757.45	11,173.35	(584.10)
K43F13427002	437076BA9 HOME DEPOT INC/THE 4.200% 04/01/2043 DD 04/05/13	10,000.000	9,126.90	8,463.80	(663.10)
K43F13427002	437076BD3 HOME DEPOT INC/THE 4.875% 02/15/2044 DD 09/10/13	5,000.000	4,964.00	4,577.60	(386.40)
K43F13427002	45866FAX2 INTERCONTINENTAL EXCHANGE INC 4.950% 06/15/2052 DD 05/23/22	15,000.000	15,046.76	13,378.07	(1,668.69)
K43F13427002	46647PAK2 JPMORGAN CHASE & CO VAR RT 07/24/2048 DD 07/24/17	5,000.000	4,273.00	3,947.65	(325.35)
K43F13427002	46647PBM7 JPMORGAN CHASE & CO VAR RT 04/22/2041 DD 04/22/20	10,000.000	7,723.30	7,420.10	(303.20)
K43F13427002	46647PCD6 JPMORGAN CHASE & CO VAR RT 04/22/2042 DD 04/22/21	15,000.000	11,623.80	11,024.55	(599.25)
K43F13427002	46647PCR5 JPMORGAN CHASE & CO VAR RT 11/08/2032 DD 11/08/21	5,000.000	4,181.65	4,218.50	36.85
K43F13427002	46647PCU8 JPMORGAN CHASE & CO VAR RT 01/25/2033 DD 01/25/22	10,000.000	8,585.30	8,644.20	58.90
K43F13427002	512807AW8 LAM RESEARCH CORP 2.875% 06/15/2050 DD 05/05/20	10,000.000	7,144.20	6,328.10	(816.10)
K43F13427002	540424AR9 LOEWS CORP 4.125% 05/15/2043 DD 05/07/13	10,000.000	8,877.10	8,297.00	(580.10)
K43F13427002	575767AN8 MASSACHUSETTS MUTUAL LIFE 144A 3.729% 10/15/2070 DD 10/11/19	5,000.000	3,449.55	3,233.60	(215.95)
K43F13427002	57636QAT1 MASTERCARD INC 2.950% 03/15/2051 DD 03/04/21	5,000.000	3,723.15	3,235.60	(487.55)
K43F13427002	59156RBN7 METLIFE INC 4.050% 03/01/2045 DD 03/05/15	10,000.000	8,650.90	8,014.10	(636.80)
K43F13427002	595620AR6 MIDAMERICAN ENERGY CO 3.950% 08/01/2047 DD 02/01/17	5,000.000	4,178.65	3,893.40	(285.25)
K43F13427002	595620AU9 MIDAMERICAN ENERGY CO 4.250% 07/15/2049 DD 01/09/19	5,000.000	4,368.75	4,060.15	(308.60)
K43F13427002	59562VBD8 BERKSHIRE HATHAWAY ENERGY CO 5.150% 11/15/2043 DD 11/08/13	10,000.000	9,870.80	9,499.20	(371.60)
K43F13427002	61747YEL5 MORGAN STANLEY VAR RT 01/21/2033 DD 01/24/22	20,000.000	17,053.40	17,149.20	95.80
K43F13427002	61747YFV2 MORGAN STANLEY VAR RT 11/19/2055 DD 11/20/24	30,000.000	30,000.00	28,975.20	(1,024.80)
K43F13427002	637432NT8 NATIONAL RURAL UTILITIES COOPE 4.300% 03/15/2049 DD 01/31/19	5,000.000	4,350.55	4,046.80	(303.75)
K43F13427002	665772CS6 NORTHERN STATES POWER CO/MN 2.600% 06/01/2051 DD 06/15/20	4,000.000	2,628.44	2,390.84	(237.60)
K43F13427002	665772CV9 NORTHERN STATES POWER CO/MN 4.500% 06/01/2052 DD 05/09/22	5,000.000	4,622.00	4,203.20	(418.80)
K43F13427002	667274AA2 NORTHWELL HEALTHCARE INC 3.979% 11/01/2046 DD 09/27/16	10,000.000	8,110.10	7,641.90	(468.20)



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K43F13427002	677415CR0 OHIO POWER CO 4.000% 06/01/2049 DD 05/22/19	10,000.000	8,169.90	7,509.20	(660.70)
K43F13427002	693304AW7 PECO ENERGY CO 3.900% 03/01/2048 DD 02/23/18	10,000.000	8,443.10	7,766.60	(676.50)
K43F13427002	695114DA3 PACIFICORP 5.500% 05/15/2054 DD 05/17/23	5,000.000	4,920.55	4,675.15	(245.40)
K43F13427002	70213HAF5 MASS GENERAL BRIGHAM INC 3.342% 07/01/2060 DD 01/29/20	10,000.000	7,171.70	6,523.50	(648.20)
K43F13427002	713448DP0 PEPSICO INC 3.450% 10/06/2046 DD 10/06/16	5,000.000	4,148.75	3,680.20	(468.55)
K43F13427002	74340XBP5 PROLOGIS LP 3.000% 04/15/2050 DD 02/18/20	5,000.000	3,599.75	3,208.90	(390.85)
K43F13427002	744320BA9 PRUDENTIAL FINANCIAL INC 3.935% 12/07/2049 DD 12/07/17	10,000.000	8,261.70	7,550.00	(711.70)
K43F13427002	773903AM1 ROCKWELL AUTOMATION INC 2.800% 08/15/2061 DD 08/17/21	10,000.000	6,500.40	5,613.90	(886.50)
K43F13427002	842434CS9 SOUTHERN CALIFORNIA GAS CO 4.300% 01/15/2049 DD 09/24/18	5,000.000	4,254.00	4,061.30	(192.70)
K43F13427002	842434CY6 SOUTHERN CALIFORNIA GAS CO 5.750% 06/01/2053 DD 05/23/23	5,000.000	5,308.50	4,975.40	(333.10)
K43F13427002	89153VAV1 TOTALENERGIES CAPITAL INTERNAT 3.127% 05/29/2050 DD 05/29/20	10,000.000	7,365.20	6,561.10	(804.10)
K43F13427002	89153VAW9 TOTALENERGIES CAPITAL INTERNAT 3.386% 06/29/2060 DD 06/29/20	5,000.000	3,727.40	3,239.15	(488.25)
K43F13427002	907818EC8 UNION PACIFIC CORP 3.875% 02/01/2055 DD 01/29/15	5,000.000	4,095.80	3,761.10	(334.70)
K43F13427002	907818FK9 UNION PACIFIC CORP 3.250% 02/05/2050 DD 01/31/20	5,000.000	3,848.05	3,418.70	(429.35)
K43F13427002	907818FN3 UNION PACIFIC CORP 2.973% 09/16/2062 DD 03/16/21	10,000.000	6,742.70	5,764.90	(977.80)
K43F13427002	927804GS7 VIRGINIA ELECTRIC AND POWER CO 5.550% 08/15/2054 DD 08/12/24	20,000.000	19,855.50	19,362.20	(493.30)
K43F13427002	95000U3D3 WELLS FARGO & CO VAR RT 04/24/2034 DD 04/24/23	10,000.000	10,078.85	9,891.10	(187.75)
TOTAL CORPORATE DEBT INSTRUMENTS - PREFERRED			706,190.95	660,613.81	(45,577.14)
CORPORATE DEBT INSTRUMENTS					
K43F13422102	999G69524 *PRUDENTIAL LONG DURATION CORPORATE BOND FUND	6,270,002.090	14,712,928.28	13,818,865.16	(894,063.12)
K43F13422102	99VVCJ7T6 *FIAM CREDIT POOL 0.000% 12/31/2049 DD 04/01/21	1,042,741.737	14,848,642.33	15,317,876.12	469,233.79
K43F13427002	00185AAG9 AON GLOBAL LTD 4.600% 06/14/2044 DD 05/28/14	10,000.000	8,999.50	8,467.20	(532.30)
K43F13427002	00206RKA9 AT&T INC 3.650% 06/01/2051 DD 05/28/20	15,000.000	11,347.80	10,605.60	(742.20)
K43F13427002	00206RKB7 AT&T INC 3.850% 06/01/2060 DD 05/28/20	5,000.000	3,745.30	3,465.90	(279.40)
K43F13427002	00206RKJ0 AT&T INC 3.500% 09/15/2053 DD 03/15/21	17,000.000	12,392.83	11,453.24	(939.59)
K43F13427002	00206RLV2 AT&T INC 3.650% 09/15/2059 DD 03/15/21	25,000.000	17,994.75	16,603.00	(1,391.75)
K43F13427002	00206RMN9 AT&T INC 3.800% 12/01/2057 DD 06/01/21	6,000.000	4,480.14	4,148.04	(332.10)
K43F13427002	00440KAD5 ACCENTURE CAPITAL INC 4.500% 10/04/2034 DD 10/04/24	5,000.000	4,994.80	4,752.10	(242.70)
K43F13427002	03027XBD1 AMERICAN TOWER CORP 3.100% 06/15/2050 DD 06/03/20	10,000.000	6,841.10	6,422.40	(418.70)
K43F13427002	03027XBK5 AMERICAN TOWER CORP 2.950% 01/15/2051 DD 11/20/20	5,000.000	3,346.00	3,107.95	(238.05)
K43F13427002	031162CS7 AMGEN INC 3.375% 02/21/2050 DD 02/21/20	10,000.000	7,473.70	6,844.80	(628.90)
K43F13427002	031162DT4 AMGEN INC 5.650% 03/02/2053 DD 03/02/23	10,000.000	10,568.00	9,646.30	(921.70)
K43F13427002	031162DU1 AMGEN INC 5.750% 03/02/2063 DD 03/02/23	10,000.000	10,542.00	9,622.70	(919.30)
K43F13427002	037735CY1 APPALACHIAN POWER CO 3.700% 05/01/2050 DD 05/14/20	10,000.000	7,510.90	6,951.60	(559.30)
K43F13427002	05565QDW5 BP CAPITAL MARKETS PLC VAR RT 12/31/2049 DD 03/01/24	10,000.000	10,000.00	10,294.30	294.30
K43F13427002	07274NBH5 BAYER US FINANCE II LLC 144A 4.700% 07/15/2064 DD 07/15/18	10,000.000	7,758.70	7,169.90	(588.80)
K43F13427002	0778FPAA7 BELL TELEPHONE CO OF CANADA OR 4.464% 04/01/2048 DD 03/29/18	10,000.000	9,018.50	8,096.50	(922.00)



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K43F13427002	126650CY4 CVS HEALTH CORP 4.780% 03/25/2038 DD 03/09/18	15,000.000	14,248.05	12,972.15	(1,275.90)
K43F13427002	161175BC7 CHARTER COMMUNICATIONS OPERATI 6.834% 10/23/2055 DD 10/23/16	5,000.000	5,009.10	4,871.90	(137.20)
K43F13427002	161175BN3 CHARTER COMMUNICATIONS OPERATI 5.750% 04/01/2048 DD 04/17/18	15,000.000	13,358.70	12,834.45	(524.25)
K43F13427002	161175CR3 CHARTER COMMUNICATIONS OPERATI 6.550% 06/01/2034 DD 05/14/24	10,000.000	9,975.50	10,231.80	256.30
K43F13427002	16412XAL9 CHENIERE CORPUS CHRISTI HOLDIN 2.742% 12/31/2039 DD 12/31/21	20,000.000	15,934.40	15,941.40	7.00
K43F13427002	16876HAB5 *CHILDREN'S HEALTH SYSTEM OF TE 2.511% 08/15/2050 DD 08/04/20	10,000.000	6,248.90	5,879.70	(369.20)
K43F13427002	172967PG0 CITIGROUP INC VAR RT 02/13/2035 DD 02/13/24	25,000.000	25,000.00	24,913.50	(86.50)
K43F13427002	198280AH2 COLUMBIA PIPELINE GROUP INC 5.800% 06/01/2045 DD 12/01/15	10,000.000	9,984.60	9,645.70	(338.90)
K43F13427002	20030NAF8 COMCAST CORP 5.650% 06/15/2035 DD 06/09/05	5,000.000	5,370.95	5,105.20	(265.75)
K43F13427002	20030NDS7 COMCAST CORP 2.887% 11/01/2051 DD 05/01/22	35,000.000	23,793.35	21,091.00	(2,702.35)
K43F13427002	21036PAZ1 CONSTELLATION BRANDS INC 4.100% 02/15/2048 DD 02/07/18	10,000.000	8,534.90	7,765.70	(769.20)
K43F13427002	210385AE0 CONSTELLATION ENERGY GENERATIO 6.500% 10/01/2053 DD 09/29/23	10,000.000	11,320.80	10,633.80	(687.00)
K43F13427002	210518DJ2 CONSUMERS ENERGY CO 2.500% 05/01/2060 DD 05/13/20	3,000.000	1,842.06	1,655.52	(186.54)
K43F13427002	224044CM7 COX COMMUNICATIONS INC 144A 2.950% 10/01/2050 DD 09/17/20	5,000.000	3,212.40	2,907.80	(304.60)
K43F13427002	224044CV7 COX COMMUNICATIONS INC 144A 5.950% 09/01/2054 DD 08/20/24	25,000.000	24,839.90	23,190.25	(1,649.65)
K43F13427002	22822VAX9 CROWN CASTLE INC 2.900% 04/01/2041 DD 02/16/21	15,000.000	10,741.35	10,443.60	(297.75)
K43F13427002	24703DBH3 DELL INTERNATIONAL LLC / EMC C 3.450% 12/15/2051 DD 06/15/23	4,000.000	2,909.12	2,718.16	(190.96)
K43F13427002	24703DBN0 DELL INTERNATIONAL LLC / EMC C 5.400% 04/15/2034 DD 03/18/24	10,000.000	10,023.30	9,978.50	(44.80)
K43F13427002	25278XAQ2 DIAMONDBACK ENERGY INC 4.400% 03/24/2051 DD 03/24/21	10,000.000	8,306.60	7,759.90	(546.70)
K43F13427002	256677AH8 DOLLAR GENERAL CORP 4.125% 04/03/2050 DD 04/03/20	5,000.000	3,973.35	3,681.90	(291.45)
K43F13427002	25746UAV1 DOMINION ENERGY INC 5.950% 06/15/2035 DD 06/20/05	5,000.000	5,268.60	5,142.00	(126.60)
K43F13427002	26441CAP0 DUKE ENERGY CORP 4.800% 12/15/2045 DD 11/19/15	10,000.000	9,116.00	8,640.40	(475.60)
K43F13427002	26441CAT2 DUKE ENERGY CORP 3.750% 09/01/2046 DD 08/12/16	5,000.000	3,867.40	3,685.30	(182.10)
K43F13427002	26441CBU8 DUKE ENERGY CORP 5.000% 08/15/2052 DD 08/11/22	5,000.000	4,687.10	4,370.30	(316.80)
K43F13427002	26441CCF0 DUKE ENERGY CORP 5.800% 06/15/2054 DD 06/07/24	10,000.000	9,943.50	9,750.10	(193.40)
K43F13427002	26444HAF8 DUKE ENERGY FLORIDA LLC 4.200% 07/15/2048 DD 06/21/18	5,000.000	4,333.65	4,009.50	(324.15)
K43F13427002	28622HAC5 ELEVANCE HEALTH INC 5.125% 02/15/2053 DD 02/08/23	5,000.000	5,009.70	4,457.20	(552.50)
K43F13427002	29250NCF0 ENBRIDGE INC VAR RT 06/27/2054 DD 06/27/24	35,000.000	35,000.00	35,966.70	966.70
K43F13427002	29273RBJ7 ENERGY TRANSFER LP 6.125% 12/15/2045 DD 06/23/15	15,000.000	15,149.25	14,821.50	(327.75)
K43F13427002	29273VAW0 ENERGY TRANSFER LP 5.950% 05/15/2054 DD 01/25/24	10,000.000	9,952.30	9,667.50	(284.80)
K43F13427002	29279FAA7 ENERGY TRANSFER LP 6.250% 04/15/2049 DD 01/15/19	5,000.000	5,182.90	5,018.65	(164.25)
K43F13427002	29364GAK9 ENTERGY CORP 3.750% 06/15/2050 DD 05/19/20	10,000.000	7,568.40	7,098.80	(469.60)
K43F13427002	29446MAC6 EQUINOR ASA 3.250% 11/18/2049 DD 11/18/19	10,000.000	7,609.60	6,844.10	(765.50)
K43F13427002	30161NAY7 EXELON CORP 4.700% 04/15/2050 DD 04/01/20	5,000.000	4,511.90	4,223.10	(288.80)
K43F13427002	303901BR2 FAIRFAX FINANCIAL HOLDINGS LTD 6.350% 03/22/2054 DD 09/22/24	20,000.000	19,971.70	20,671.60	699.90
K43F13427002	31428XBQ8 FEDEX CORP 4.050% 02/15/2048 DD 01/31/18	10,000.000	8,359.70	7,662.30	(697.40)



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EIN: 13-1624016

CON RET GIRL SCOUT - K43G00010000

December 31, 2024

Plan Number: 001

Security ID	Security Description	Shares	Cost	Market Value	Unrealized Gain/Loss
K43F13427002	33939HAB5 FLEX INTERMEDIATE HOLDCO 144A 4.317% 12/30/2039 DD 05/28/21	10,000.000	7,314.40	7,682.40	368.00
K43F13427002	341081GE1 FLORIDA POWER & LIGHT CO 2.875% 12/04/2051 DD 11/18/21	15,000.000	10,437.30	9,392.25	(1,045.05)
K43F13427002	36166NAJ2 GE CAPITAL FUNDING LLC 4.400% 05/15/2030 DD 11/15/20	25,000.000	23,679.00	23,823.25	144.25
K43F13427002	37045VAJ9 GENERAL MOTORS CO 5.200% 04/01/2045 DD 11/12/14	10,000.000	9,028.10	8,684.60	(343.50)
K43F13427002	37045XED4 GENERAL MOTORS FINANCIAL CO IN 6.400% 01/09/2033 DD 01/09/23	5,000.000	5,331.40	5,183.25	(148.15)
K43F13427002	444859CB6 HUMANA INC 5.750% 04/15/2054 DD 03/13/24	10,000.000	9,994.90	9,281.70	(713.20)
K43F13427002	491674BM8 KENTUCKY UTILITIES CO 3.300% 06/01/2050 DD 06/03/20	10,000.000	7,350.40	6,745.10	(605.30)
K43F13427002	49456BAT8 KINDER MORGAN INC 3.600% 02/15/2051 DD 02/11/21	10,000.000	7,176.60	6,765.10	(411.50)
K43F13427002	49456BAW1 KINDER MORGAN INC 5.450% 08/01/2052 DD 08/03/22	10,000.000	9,472.95	9,139.90	(333.05)
K43F13427002	501044DG3 KROGER CO/THE 4.450% 02/01/2047 DD 01/24/17	10,000.000	8,854.50	8,237.20	(617.30)
K43F13427002	53079EBK9 LIBERTY MUTUAL GROUP INC 144A 3.950% 05/15/2060 DD 05/07/20	10,000.000	7,220.10	6,719.30	(500.80)
K43F13427002	548661EF0 LOWE'S COS INC 4.450% 04/01/2062 DD 03/24/22	10,000.000	8,422.60	7,759.00	(663.60)
K43F13427002	548661EJ2 LOWE'S COS INC 4.250% 04/01/2052 DD 03/24/22	30,000.000	25,490.40	23,458.80	(2,031.60)
K43F13427002	548661EN3 LOWE'S COS INC 5.800% 09/15/2062 DD 09/08/22	10,000.000	10,632.70	9,682.10	(950.60)
K43F13427002	55336VAT7 MPLX LP 5.500% 02/15/2049 DD 11/15/18	5,000.000	4,855.40	4,597.00	(258.40)
K43F13427002	55336VBP4 MPLX LP 5.200% 12/01/2047 DD 12/01/19	5,000.000	4,589.45	4,425.15	(164.30)
K43F13427002	55608JAZ1 MACQUARIE GROUP LTD 144A VAR RT 01/14/2033 DD 10/14/21	5,000.000	4,117.55	4,224.80	107.25
K43F13427002	55903VBD4 WARNERMEDIA HOLDINGS INC 5.050% 03/15/2042 DD 03/15/23	15,000.000	13,272.74	12,082.20	(1,190.54)
K43F13427002	56585AAF9 MARATHON PETROLEUM CORP 6.500% 03/01/2041 DD 09/01/11	10,000.000	10,766.50	10,367.40	(399.10)
K43F13427002	58013MFK5 MCDONALD'S CORP 3.625% 09/01/2049 DD 08/12/19	10,000.000	8,048.80	7,219.50	(829.30)
K43F13427002	61747YEF8 MORGAN STANLEY VAR RT 09/16/2036 DD 09/16/21	40,000.000	31,494.70	32,540.40	1,045.70
K43F13427002	655844BX5 NORFOLK SOUTHERN CORP 3.942% 11/01/2047 DD 05/01/18	10,000.000	8,366.30	7,696.40	(669.90)
K43F13427002	674599EM3 OCCIDENTAL PETROLEUM CORP 6.050% 10/01/2054 DD 07/26/24	10,000.000	9,955.20	9,487.90	(467.30)
K43F13427002	68235PAG3 ONE GAS INC 4.500% 11/01/2048 DD 11/05/18	5,000.000	4,415.05	4,174.10	(240.95)
K43F13427002	682680CA9 ONEOK INC 3.950% 03/01/2050 DD 08/19/19	10,000.000	7,497.50	7,221.60	(275.90)
K43F13427002	68268NAM5 ONEOK PARTNERS LP 6.200% 09/15/2043 DD 09/12/13	5,000.000	5,244.75	4,993.80	(250.95)
K43F13427002	68389XBJ3 ORACLE CORP 4.000% 07/15/2046 DD 07/07/16	5,000.000	4,022.35	3,852.00	(170.35)
K43F13427002	68389XBQ7 ORACLE CORP 4.000% 11/15/2047 DD 11/09/17	10,000.000	7,922.50	7,629.00	(293.50)
K43F13427002	69047QAD4 OVINTIV INC 7.100% 07/15/2053 DD 05/31/23	15,000.000	16,545.90	15,947.85	(598.05)
K43F13427002	694308KH9 PACIFIC GAS AND ELECTRIC CO 6.750% 01/15/2053 DD 01/06/23	5,000.000	5,459.00	5,457.05	(1.95)
K43F13427002	694308KK2 PACIFIC GAS AND ELECTRIC CO 6.700% 04/01/2053 DD 03/30/23	5,000.000	5,441.95	5,418.80	(23.15)
K43F13427002	74251VAU6 PRINCIPAL FINANCIAL GROUP INC 5.500% 03/15/2053 DD 03/08/23	10,000.000	10,124.00	9,562.90	(561.10)
K43F13427002	74762EAJ1 QUANTA SERVICES INC 3.050% 10/01/2041 DD 09/23/21	10,000.000	7,341.80	7,035.10	(306.70)
K43F13427002	75513ECK5 RTX CORP 4.350% 04/15/2047 DD 10/15/20	10,000.000	8,740.40	8,222.20	(518.20)
K43F13427002	75513ECP4 RTX CORP 3.030% 03/15/2052 DD 11/16/21	10,000.000	6,928.60	6,336.40	(592.20)
K43F13427002	816851BJ7 SEMPRA 4.000% 02/01/2048 DD 01/12/18	5,000.000	4,124.80	3,785.80	(339.00)
K43F13427002	816851BV0 SEMPRA VAR RT 04/01/2055 DD 11/21/24	20,000.000	20,000.00	19,848.00	(152.00)



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Security ID	Security Description	Shares	Cost	Market Value	Unrealized Gain/Loss
K43F13427002	817826AG5 7-ELEVEN INC 144A 2.800% 02/10/2051 DD 02/10/21	10,000.000	6,457.20	5,786.40	(670.80)
K43F13427002	8426EPAE8 SOUTHERN CO GAS CAPITAL CORP 3.150% 09/30/2051 DD 09/10/21	10,000.000	6,750.20	6,469.60	(280.60)
K43F13427002	854502AN1 STANLEY BLACK & DECKER INC 2.750% 11/15/2050 DD 11/02/20	10,000.000	6,188.10	5,757.90	(430.20)
K43F13427002	855244AS8 STARBUCKS CORP 4.500% 11/15/2048 DD 08/10/18	5,000.000	4,580.45	4,135.80	(444.65)
K43F13427002	87264AAZ8 T-MOBILE USA INC 4.500% 04/15/2050 DD 04/15/21	10,000.000	8,871.70	8,210.80	(660.90)
K43F13427002	87264ABN4 T-MOBILE USA INC 3.300% 02/15/2051 DD 02/15/21	10,000.000	7,257.20	6,606.50	(650.70)
K43F13427002	87264ACT0 T-MOBILE USA INC 3.400% 10/15/2052 DD 04/15/22	10,000.000	7,315.50	6,685.40	(630.10)
K43F13427002	87612GAB7 TARGA RESOURCES CORP 4.950% 04/15/2052 DD 04/06/22	5,000.000	4,404.10	4,222.80	(181.30)
K43F13427002	88339WAA4 WILLIAMS COS INC/THE 3.500% 10/15/2051 DD 10/08/21	20,000.000	14,653.60	13,653.40	(1,000.20)
K43F13427002	88732JBD9 TIME WARNER CABLE LLC 4.500% 09/15/2042 DD 08/10/12	10,000.000	7,873.80	7,487.80	(386.00)
K43F13427002	893574AM5 TRANSCONTINENTAL GAS PIPE LINE 4.600% 03/15/2048 DD 09/15/18	5,000.000	4,517.85	4,160.00	(357.85)
K43F13427002	89417EAQ2 TRAVELERS COS INC/THE 2.550% 04/27/2050 DD 04/27/20	5,000.000	3,298.75	2,952.30	(346.45)
K43F13427002	906548CZ3 UNION ELECTRIC CO 5.125% 03/15/2055 DD 10/07/24	5,000.000	4,994.05	4,588.25	(405.80)
K43F13427002	92343VFU3 VERIZON COMMUNICATIONS INC 2.875% 11/20/2050 DD 11/20/20	5,000.000	3,407.65	3,076.70	(330.95)
K43F13427002	92343VGB4 VERIZON COMMUNICATIONS INC 3.550% 03/22/2051 DD 03/22/21	30,000.000	23,151.90	21,234.30	(1,917.60)
K43F13427002	92343VGK4 VERIZON COMMUNICATIONS INC 3.400% 03/22/2041 DD 03/22/21	15,000.000	11,983.80	11,356.80	(627.00)
K43F13427002	92343VGL2 VERIZON COMMUNICATIONS INC 2.850% 09/03/2041 DD 09/03/21	10,000.000	7,417.10	6,919.30	(497.80)
K43F13427002	92556VAF3 VIATRIS INC 4.000% 06/22/2050 DD 06/22/21	35,000.000	24,715.60	23,882.60	(833.00)
K43F13427002	925650AE3 VICI PROPERTIES LP 5.625% 05/15/2052 DD 04/29/22	10,000.000	9,534.90	9,304.00	(230.90)
K43F13427002	94106LBM0 WASTE MANAGEMENT INC 2.500% 11/15/2050 DD 11/17/20	10,000.000	6,673.50	5,821.90	(851.60)
K43F13427002	94973VAY3 ELEVANCE HEALTH INC 4.625% 05/15/2042 DD 05/07/12	10,000.000	9,317.00	8,644.60	(672.40)
K43F13427002	95040QAF1 WELLTOWER OP LLC 4.950% 09/01/2048 DD 08/16/18	5,000.000	4,745.65	4,496.90	(248.75)
K43F13427002	963320AX4 WHIRLPOOL CORP 4.600% 05/15/2050 DD 05/07/20	5,000.000	4,227.45	3,772.40	(455.05)
K43F13427002	969457CJ7 WILLIAMS COS INC/THE 5.650% 03/15/2033 DD 03/02/23	5,000.000	5,233.35	5,045.60	(187.75)
K43F13427002	96949LAE5 WILLIAMS COS INC/THE 4.850% 03/01/2048 DD 03/05/18	5,000.000	4,559.10	4,263.55	(295.55)
K43F13427002	98978VAH6 ZOETIS INC 4.700% 02/01/2043 DD 08/01/13	5,000.000	4,796.15	4,448.95	(347.20)
TOTAL CORPORATE DEBT INSTRUMENTS			30,635,349.90	30,158,307.64	(477,042.26)

CORPORATE STOCK - COMMON

K43F13422102	99VVBX43 VICTORY SMALL CAP COLLECTIVE FUND	6,219.542	338,163.96	360,236.49	22,072.53
K43F13422102	99VVBX50 FIDELITY (FIAM SELECT INTL)	2,887.997	236,930.86	226,823.28	(10,107.58)
K43F13424702	000360206 AAON INC	93.000	6,975.08	10,944.24	3,969.16
K43F13424702	006739106 ADDUS HOMECARE CORP	82.000	9,307.10	10,278.70	971.60
K43F13424702	00847J105 AGILYSYS INC	88.000	7,645.66	11,590.48	3,944.82
K43F13424702	01644J108 ALKAMI TECHNOLOGY INC	170.000	4,729.55	6,235.60	1,506.05
K43F13424702	05478C105 AZEK CO INC/THE	231.000	9,280.98	10,965.57	1,684.59
K43F13424702	07831C103 BELLRING BRANDS INC	200.000	11,144.53	15,068.00	3,923.47
K43F13424702	14843C105 CASTLE BIOSCIENCES INC	121.000	2,611.18	3,224.65	613.47



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K43F13424702	185123106	CLEARWATER ANALYTICS HOLDINGS	440.000	8,700.26	12,108.80	3,408.54
K43F13424702	21044C107	CONSTRUCTION PARTNERS INC	130.000	6,510.69	11,499.80	4,989.11
K43F13424702	26701L100	DUTCH BROS INC	115.000	3,227.93	6,023.70	2,795.77
K43F13424702	29358P101	ENSIGN GROUP INC/THE	105.000	11,951.30	13,950.30	1,999.00
K43F13424702	29664W105	ESPERION THERAPEUTICS INC	760.000	1,841.72	1,672.00	(169.72)
K43F13424702	302492103	FLYWIRE CORP	295.000	6,447.00	6,082.90	(364.10)
K43F13424702	33829M101	FIVE BELOW INC	50.000	10,353.02	5,248.00	(5,105.02)
K43F13424702	339750101	FLOOR & DECOR HOLDINGS INC	86.000	9,723.07	8,574.20	(1,148.87)
K43F13424702	358039105	FRESHPET INC	46.000	3,984.29	6,813.06	2,828.77
K43F13424702	38267D109	GOOSEHEAD INSURANCE INC	70.000	5,306.00	7,505.40	2,199.40
K43F13424702	39813G109	GRID DYNAMICS HOLDINGS INC	399.000	5,299.75	8,873.76	3,574.01
K43F13424702	42226A107	HEALTH EQUITY INC	164.000	11,061.56	15,735.80	4,674.24
K43F13424702	457730109	INSPIRE MEDICAL SYSTEMS INC	30.000	6,116.50	5,561.40	(555.10)
K43F13424702	46116X101	INTRA-CELLULAR THERAPIES INC	99.000	7,038.34	8,268.48	1,230.14
K43F13424702	50187T106	LGI HOMES INC	53.000	7,041.22	4,738.20	(2,303.02)
K43F13424702	53947R105	LOAR HOLDINGS INC	62.000	5,219.18	4,582.42	(636.76)
K43F13424702	58506Q109	MEDPACE HOLDINGS INC	28.000	8,582.84	9,302.44	719.60
K43F13424702	63947X101	NCINO INC	272.000	9,462.98	9,133.76	(329.22)
K43F13424702	681116109	OLLIE'S BARGAIN OUTLET HOLDING	112.000	8,454.82	12,289.76	3,834.94
K43F13424702	70438V106	PAYLOCITY HOLDING CORP	75.000	12,428.52	14,960.25	2,531.73
K43F13424702	72346Q104	PINNACLE FINANCIAL PARTNERS IN	106.000	9,213.85	12,125.34	2,911.49
K43F13424702	75524B104	RBC BEARINGS INC	52.000	14,930.67	15,555.28	624.61
K43F13424702	819047101	SHAKE SHACK INC	65.000	5,560.16	8,437.00	2,876.84
K43F13424702	82452J109	SHIFT4 PAYMENTS INC	124.000	10,179.41	12,868.72	2,689.31
K43F13424702	82982L103	SITEONE LANDSCAPE SUPPLY INC	77.000	12,347.39	10,146.29	(2,201.10)
K43F13424702	85209W109	SPROUT SOCIAL INC	122.000	7,462.16	3,746.62	(3,715.54)
K43F13424702	85914M107	STEPSTONE GROUP INC	127.000	4,053.66	7,350.76	3,297.10
K43F13424702	893529107	TRANSCAT INC	40.000	4,374.42	4,229.60	(144.82)
K43F13424702	89377M109	TRANSMEDICS GROUP INC	24.000	2,079.39	1,496.40	(582.99)
K43F13424702	902673102	UFP TECHNOLOGIES INC	29.000	9,328.57	7,090.79	(2,237.78)
K43F13424702	92047W101	VALVOLINE INC	239.000	10,216.70	8,647.02	(1,569.68)
K43F13424702	98379L100	XPEL INC	131.000	6,891.41	5,232.14	(1,659.27)
K43F13424702	98585X104	YETI HOLDINGS INC	150.000	7,767.00	5,776.50	(1,990.50)
K43F13424702	L44385109	GLOBANT SA	59.000	13,597.36	12,650.78	(946.58)
K43F13424702	M20791105	CAMTEK LTD/ISRAEL	50.000	4,213.13	4,038.50	(174.63)
K43F13424702	M2682V108	CYBERARK SOFTWARE LTD	27.000	6,095.00	8,995.05	2,900.05
K43F13424702	M5216V106	GLOBAL-E ONLINE LTD	140.000	5,359.07	7,634.20	2,275.13
K43F13424702	M6191J100	JFROG LTD	172.000	5,885.49	5,058.52	(826.97)
K43F13424702	M7516K103	NOVA LTD	71.000	11,113.84	13,983.45	2,869.61
TOTAL CORPORATE STOCK - COMMON				926,208.57	983,354.40	57,145.83

PARTNERSHIP/JOINT VENTURE INTEREST



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CON RET GIRL SCOUT - K43G00010000

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Security ID	Security Description	Shares	Cost	Market Value	Unrealized Gain/Loss
K43F13422102	99VVB5QL3 IR&M LONG CREDIT FUND LLC	1,047,666.934	13,918,082.37	13,714,085.89	(203,996.48)
K43F13422202	99VVB4P29 METLIFE SEPARATE ACCOUNT #41 SA 41	1,011.678	1,298,894.18	1,314,947.62	16,053.44
K43F13425002	999155740 GS PEP 2005-MANAGERS FUND	27,193.000	27,473.00	27,193.00	(280.00)
K43F13425002	999156441 GS PEP 2005 - DIRECT FUND	13.000	12.00	13.00	1.00
K43F13425002	999235351 HARBOURVEST PTNRS VIII-BUYOUT	6,646.000	11,121.00	6,646.00	(4,475.00)
K43F13425002	99VVAA221 GS PEP IX DIRECT INVESTMENT FD	11,918.000	10,807.00	11,918.00	1,111.00
K43F13425002	99VVAA239 GS PEP IX MANAGER FUND LP	44,411.000	45,898.00	44,411.00	(1,487.00)
K43F13425002	99VVAA270 HARBOURVEST PTNRS VIII CAYMAN VENTURE	277,775.000	265,597.00	277,775.00	12,178.00
K43F13425002	99VVAHXE6 HABOURVEST PARTNERS IX-CAYMAN CREDIT OPPORTUNITIES FUND LP	65,954.000	100,302.00	65,954.00	(34,348.00)
K43F13425002	99VVAHXF3 HABOURVEST PARTNERS IX-CAYMAN VENTURE FUND LP	540,771.000	640,445.00	540,771.00	(99,674.00)
K43F13425002	99VVAHXG1 HABOURVEST PARTNERS IX-CAYMAN BUYOUT FUND LP	279,148.000	413,550.00	279,148.00	(134,402.00)
TOTAL PARTNERSHIP/JOINT VENTURE INTEREST			16,732,181.55	16,282,862.51	(449,319.04)
OTHER INVESTMENTS					
K43F13427002	168863DL9 CHILE GOVERNMENT INTERNATIONAL 3.500% 01/25/2050 DD 06/25/19	10,000.000	7,589.30	6,864.10	(725.20)
TOTAL OTHER INVESTMENTS			7,589.30	6,864.10	(725.20)
COMMON/COLLECTIVE TRUST					
K43F13422102	99VVC71F8 20+ YEAR U.S. TREASURY STRIPS INDEX NL FUND (CMCA1)	150,427.557	2,086,083.12	1,743,906.67	(342,176.45)
K43F13422202	999G01964 METLIFE GAC 242 (PYMT FUND)	16,066.490	16,066.49	16,066.49	0.00
TOTAL COMMON/COLLECTIVE TRUST			2,102,149.61	1,759,973.16	(342,176.45)
103-12 INVESTMENT ENTITIES					
K43F13422102	99VVCQWJ4 STATE STREET U.S. TREASURY INDEX NON-LENDING FUND	974,783.055	8,556,032.97	8,637,552.65	81,519.68
TOTAL 103-12 INVESTMENT ENTITIES			8,556,032.97	8,637,552.65	81,519.68
REGISTERED INVESTMENT COMPANIES					
K43F13422102	057071409 BAIRD SHORT TERM BOND-INST	1,150,737.988	10,725,685.10	10,885,981.37	160,296.27
K43F13422102	315911727 FIDELITY INTL INDX	27,801.314	1,334,826.36	1,321,674.47	(13,151.89)
K43F13422102	315911750 FIDELITY 500 INDEX FUND	15,343.746	2,415,225.15	3,133,039.50	717,814.35
K43F13422102	922042858 VANGUARD FTSE EMERGING MARKE	18,045.000	766,056.91	794,701.80	28,644.89
K43F13422102	999592116 DREYFUS TREASURY SECURITIES CM 5.271% 12/31/2035 DD 04/09/97	719,973.110	719,973.11	719,973.11	0.00
K43F13422202	999592116 DREYFUS TREASURY SECURITIES CM 5.271% 12/31/2035 DD 04/09/97	1.420	1.42	1.42	0.00
K43F13424702	999592116 DREYFUS TREASURY SECURITIES CM 5.271% 12/31/2035 DD 04/09/97	15,959.860	15,959.86	15,959.86	0.00
K43F13426002	999592116 DREYFUS TREASURY SECURITIES CM 5.271% 12/31/2035 DD 04/09/97	4,874.570	4,874.57	4,874.57	0.00
K43F13427002	999592116 DREYFUS TREASURY SECURITIES CM 5.271% 12/31/2035 DD 04/09/97	39,956.030	39,956.03	39,956.03	0.00



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

EIN: 13-1624016

Plan Number: 001

CON RET GIRL SCOUT - K43G00010000

December 31, 2024

Security ID	Security Description	Shares	Cost	Market Value	Unrealized Gain/Loss
TOTAL REGISTERED INVESTMENT COMPANIES			16,022,558.51	16,916,162.13	893,603.62
GRAND TOTAL			79,176,545.00	78,595,956.76	(580,588.24)
					0.00 C
					(580,588.24) I



Schedule H, Line 4(i) - Schedule of Assets (Acquired and Disposed of Within the Year)

EIN: 13-1624016

Plan Number: 001

CON RET GIRL SCOUT - K43G00010000

01/01/2024 - 12/31/2024

Security ID	Security Description	Shares	Cost of Acquisitions	Proceeds of Dispositions
61747YFM2	MORGAN STANLEY VAR RT 02/07/2039 DD 02/07/24	10,000.000	(10,000.00)	9,889.60



Schedule H, Line 4(j) - Schedule of Reportable Transactions
Single Transactions in Excess of Five Percent of Plan Assets

EIN: 13-1624016

Plan Number: 001

CON RET GIRL SCOUT - K43G00010000

01/01/2024 - 12/31/2024

Security ID	Security Description	Tran Code	Shares	Transaction Expense	Cost of Acquisitions	Proceeds of Dispositions	Cost of Assets Disposed	Gain/Loss
5% VALUE :	4,230,963.14							

*** NO ACTIVITY FOR THIS PERIOD ***



Schedule H, Line 4(j) - Schedule of Reportable Transactions
Series of Transactions in Excess of Five Percent of Plan Assets

EIN: 13-1624016

Plan Number: 001

CON RET GIRL SCOUT - K43G00010000

01/01/2024 - 12/31/2024

Tran Count	Security ID	Security Description	Shares	Cost of Acquisitions	Proceeds of Dispositions	Cost of Assets Disposed	Gain/Loss
5% VALUE :		4,230,963.14					
246	999592116	DREYFUS TREASURY SECURITIES CM 5.271% 12/31/2035 DD 04/09/97	10,803,335.740	0.00	10,803,335.74	10,803,335.74	0.00
394	999592116	DREYFUS TREASURY SECURITIES CM 5.271% 12/31/2035 DD 04/09/97	10,344,594.250	10,344,594.25	0.00	0.00	0.00

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0
40-44	2	0	2	0	0	0	0	0	0	0	4
45-49	1	4	1	2	0	0	0	0	0	0	8
50-54	1	1	3	1	0	0	0	0	0	0	6
55-59	0	2	0	1	2	2	0	0	0	0	7
60-64	0	1	4	1	1	0	1	0	0	0	8
65-69	0	0	1	0	0	0	0	0	0	0	1
70 & over	0	0	1	0	0	0	0	0	0	0	1
Total	4	8	12	5	3	2	1	0	0	0	35

¹ Age and service for purposes of determining category are based on exact (not rounded) values.
 Plan Name: Girl Scouts of the USA Retirement Plan
 EIN / PN: 13-1624016/001
 Plan Sponsor: Girl Scouts of the USA
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month December
- Interest rate basis Full Yield Curve

Interest rates

- 10-year rate 5.07%
- 20-year rate 5.22%
- 30-year rate 5.17%
- Effective interest rate 5.11%

Plan-related expenses \$560,000 (prior year administrative expenses paid, adjusted for current year PBGC premiums)

Lump sum interest rates For the funding target liabilities, the full yield curve is used.

Return for asset smoothing 6.00% for 2023; and 5.00% for 2022

As permitted by law, a yield curve reflecting returns on high quality corporate bonds (A, AA and AAA) is used to determine the funding target and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are prescribed by law and reflect current market conditions (specifically, the average market conditions for the month preceding the valuation date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality

- **Healthy** For the PPA funding target liabilities, separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).

- **Disabled** None.

Lump Sum Mortality For the PPA funding target liabilities, current 417(e) mortality is used.

Termination Rates varying by age and service

Representative Termination Rates

Attained Age	Percentage leaving during the year					Ultimate Rate
	Years of Service					
	0	1	2	3	4	
25	20.00%	20.00%	17.00%	13.00%	10.00%	11.00%
30	20.00%	20.00%	17.00%	13.00%	10.00%	11.00%
35	20.00%	20.00%	17.00%	13.00%	10.00%	9.50%
40	20.00%	20.00%	17.00%	13.00%	10.00%	6.50%
45	20.00%	20.00%	17.00%	13.00%	10.00%	5.00%
50	20.00%	20.00%	17.00%	13.00%	10.00%	1.50%

Disability None.

Plan Name: Girl Scouts of the USA Retirement Plan
 EIN / PN: 13-1624016/001
 Plan Sponsor: Girl Scouts of the USA
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

Rates varying by age and Rule of 80 eligibility

Percentage retiring during the year		
Age	Rule of 80 Eligible	Not Rule of 80 Eligible
55	2.0%	0.2%
56	3.0%	0.5%
57	4.0%	0.9%
58	5.0%	2.0%
59	7.0%	3.0%
60	10.0%	5.0%
61	15.0%	8.0%
62	25.0%	25.0%
63	20.0%	15.0%
64	20.0%	16.0%
65	80.0%	80.0%
66	75.0%	75.0%
67	75.0%	75.0%
68	25.0%	25.0%
69	25.0%	25.0%
70 and above	100.0%	100.0%

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit Age 65
- Disability benefit N/A
- Retirement benefit Upon termination of employment

Form of payment

Active participants: 50% single life annuity, 30% lump sum, 20% 66 2/3% joint and survivor annuity (66 2/3% election represents a weighted average of J&S elections).

Current vested deferred participants: 100% single life annuity.

Future vested deferred participants: 50% single life annuity, 50% lump sum.

Pre-retirement deaths: 100% of surviving spouses assumed to receive survivor portion of a 50% joint and survivor annuity.

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Percent married	50% of males; 50% of females.
Spouse age	Wife three years younger than husband.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements, the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings at the lesser of the expected rate of return and the third segment rate. The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued based on discussions with the plan sponsor regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any other significant benefits required to be valued that were not.

The plan pays small benefits (with a present value up to \$7,000 in a single lump sum payment). Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

The plan sponsor through its administrator furnished participant data as of 1/1/2024. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data was not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Lump sum conversion rate

For PPA liabilities, as required by IRC §430, lump sum benefits are valued using "annuity substitution", so that the interest rates assumed are effectively the same as described above for the discount rate.

Plan-related expenses

As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust). The result is rounded up to the next nearest \$10,000.

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods

- | | |
|--|--|
| Change in assumptions since prior valuation | <ul style="list-style-type: none">• The full corporate bond yield curve used to calculate the funding target and target normal cost was updated to the current valuation date as required by IRC §430.• The mortality table used to calculate the funding target and target normal cost was changed from using a static projection of mortality improvement to a generational projection as required by guidance issued by IRS under IRC §430.• The amount included for administrative expenses was changed from \$740,000 for 2023 to \$560,000 for 2024. |
| Changes in methods since prior valuation | None |

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
Valuation Date: January 1, 2024

Plan Name	GIRL SCOUTS OF THE USA RETIREMENT PLAN
Plan Sponsor EIN	13-1624016
ERISA Plan #	001
Plan Year Ending	12/31/2024

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	X
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X

**SCHEDULE SB
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration
Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

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

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.


A Name of plan GIRL SCOUTS OF THE USA RETIREMENT PLAN		B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Girl Scouts Of The USA		D Employer Identification Number (EIN) 13-1624016	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B		F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>			
2 Assets:			
a Market value	2a	85,883,509	
b Actuarial value	2b	92,970,690	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	543	67,133,982	67,133,982
b For terminated vested participants	208	13,764,082	13,764,082
c For active participants	35	3,028,094	3,116,700
d Total	786	83,926,158	84,014,764
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)	<input type="checkbox"/>		
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate	5	5.11 %	
6 Target normal cost			
a Present value of current plan year accruals	6a	0	
b Expected plan-related expenses	6b	560,000	
c Target normal cost	6c	560,000	

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Kathleen M Eichner 	8/5/2025
	Signature of actuary	Date
Kathleen M Eichner		2306046
	Type or print name of actuary	Most recent enrollment number
Willis Towers Watson US LLC		973-290-2523
	Firm name	Telephone number (including area code)
150 JFK Parkway Suite 520 Short Hills NJ 07078		
	Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

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

**Schedule SB (Form 5500) 2024
v. 240311**

Part V Assumptions Used to Determine Funding Target and Target Normal Cost			
21 Discount rate:			
a Segment rates:	1st segment: %	2nd segment: %	<input checked="" type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code).....			21b
22 Weighted average retirement age			22 63
23 Mortality table(s) (see instructions)	<input type="checkbox"/> Prescribed - combined	<input checked="" type="checkbox"/> Prescribed - separate	<input type="checkbox"/> Substitute

Part VI Miscellaneous Items			
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
26 Demographic and benefit information			
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....			27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years			
28 Unpaid minimum required contributions for all prior years			28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....			29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)			30 0

Part VIII Minimum Required Contribution For Current Year			
31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....			31a 560,000
b Excess assets, if applicable, but not greater than line 31a			31b 0
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	4,075,708		401,394
b Waiver amortization installment	0		0
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount			33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....			34 961,394
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	961,394	961,394
36 Additional cash requirement (line 34 minus line 35).....			36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....			37 1,296,284
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)			38a 1,296,284
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances			38b 961,394
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....			39 0
40 Unpaid minimum required contributions for all years			40 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)			
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021			

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Girl Scouts of the USA
EIN/PN	13-1624016/001
Plan Name	Girl Scouts of the USA Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Kathleen M Eichner
Enrollment Number	23-06046

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2024

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

NOT RULE OF 80				
(A)	(B)	(C)	(D)	(E)
Retirement Age	Retirement Percent	l_x	NUMBER OF EMPLOYEES EXPECTED TO RETIRE (B) X (C)	(A) X (D)
55	0.20%	10,000	20	1,100
56	0.50%	9,980	50	2,794
57	0.90%	9,930	89	5,094
58	2.00%	9,841	197	11,415
59	3.00%	9,644	289	17,070
60	5.00%	9,355	468	28,064
61	8.00%	8,887	711	43,368
62	25.00%	8,176	2,044	126,727
63	15.00%	6,132	920	57,947
64	16.00%	5,212	834	53,372
65	80.00%	4,378	3,503	227,667
66	75.00%	876	657	43,344
67	75.00%	219	164	11,000
68	25.00%	55	14	930
69	25.00%	41	10	708
70	100.00%	31	31	2,155
		92,756	10,000	632,756

Average age at retirement 63.28

Rounded for Schedule SB item 22 63

Plan Name: Girl Scouts of the USA Retirement Plan
 EIN / PN: 13-1624016/001
 Plan Sponsor: Girl Scouts of the USA
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2024

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

RULE OF 80				
(A)	(B)	(C)	(D)	(E)
Retirement Age	Retirement Percent	I_x	NUMBER OF EMPLOYEES EXPECTED TO RETIRE (B) X (C)	(A) X (D)
55	2.00%	10,000	200	11,000
56	3.00%	9,800	294	16,464
57	4.00%	9,506	380	21,674
58	5.00%	9,126	456	26,465
59	7.00%	8,669	607	35,805
60	10.00%	8,063	806	48,376
61	15.00%	7,256	1,088	66,396
62	25.00%	6,168	1,542	95,602
63	20.00%	4,626	925	58,287
64	20.00%	3,701	740	47,369
65	80.00%	2,961	2,368	153,951
66	75.00%	592	444	29,310
67	75.00%	148	111	7,438
68	25.00%	37	9	629
69	25.00%	28	7	479
70	100.00%	21	21	1,457
		80,701	10,000	620,701

Average age at retirement 62.07

Rounded for Schedule SB item 22 62

Plan Name: Girl Scouts of the USA Retirement Plan
 EIN / PN: 13-1624016/001
 Plan Sponsor: Girl Scouts of the USA
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality

- **Healthy** For the PPA funding target liabilities, separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
- **Disabled** None.

Lump Sum Mortality For the PPA funding target liabilities, current 417(e) mortality is used.

Termination Rates varying by age and service

Representative Termination Rates

Percentage leaving during the year						
Attained Age	Years of Service					Ultimate Rate
	0	1	2	3	4	
25	20.00%	20.00%	17.00%	13.00%	10.00%	11.00%
30	20.00%	20.00%	17.00%	13.00%	10.00%	11.00%
35	20.00%	20.00%	17.00%	13.00%	10.00%	9.50%
40	20.00%	20.00%	17.00%	13.00%	10.00%	6.50%
45	20.00%	20.00%	17.00%	13.00%	10.00%	5.00%
50	20.00%	20.00%	17.00%	13.00%	10.00%	1.50%

Disability None.

Plan Name: Girl Scouts of the USA Retirement Plan
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 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Retirement

Rates varying by age and Rule of 80 eligibility

Percentage retiring during the year		
Age	Rule of 80 Eligible	Not Rule of 80 Eligible
55	2.0%	0.2%
56	3.0%	0.5%
57	4.0%	0.9%
58	5.0%	2.0%
59	7.0%	3.0%
60	10.0%	5.0%
61	15.0%	8.0%
62	25.0%	25.0%
63	20.0%	15.0%
64	20.0%	16.0%
65	80.0%	80.0%
66	75.0%	75.0%
67	75.0%	75.0%
68	25.0%	25.0%
69	25.0%	25.0%
70 and above	100.0%	100.0%

Benefit commencement date:

- Preretirement death benefit The later of the death of the active participant or the date the participant would have attained age 55
- Deferred vested benefit Age 65
- Disability benefit N/A
- Retirement benefit Upon termination of employment

Form of payment

Active participants: 50% single life annuity, 30% lump sum, 20% 66 2/3% joint and survivor annuity (66 2/3% election represents a weighted average of J&S elections).

Current vested deferred participants: 100% single life annuity.

Future vested deferred participants: 50% single life annuity, 50% lump sum.

Pre-retirement deaths: 100% of surviving spouses assumed to receive survivor portion of a 50% joint and survivor annuity.

Plan Name: Girl Scouts of the USA Retirement Plan
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 Valuation Date: January 1, 2024

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Percent married	50% of males; 50% of females.
Spouse age	Wife three years younger than husband.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.
Decrement timing	The approach used is called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements, the age is generally the participant's rounded age at the middle of the year.
Actuarial value of assets	Average of the fair market value of assets on the valuation date and 12 and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings at the lesser of the expected rate of return and the third segment rate. The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

Plan Name: Girl Scouts of the USA Retirement Plan
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Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued based on discussions with the plan sponsor regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any other significant benefits required to be valued that were not.

The plan pays small benefits (with a present value up to \$7,000 in a single lump sum payment). Such lump sums are not explicitly valued; rather such participants' benefits are valued using the benefit choice assumptions described above.

Sources of Data and Other Information

The plan sponsor through its administrator furnished participant data as of 1/1/2024. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data was not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Lump sum conversion rate

For PPA liabilities, as required by IRC §430, lump sum benefits are valued using "annuity substitution", so that the interest rates assumed are effectively the same as described above for the discount rate.

Plan-related expenses

As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust). The result is rounded up to the next nearest \$10,000.

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Assumed return for asset smoothing The assumed return used for asset smoothing is the expected return on assets assumption chosen by the client with the help of WTW for the plan year.

Assumption Rationale – Significant Demographic Assumptions

Healthy Mortality Assumptions used for funding purposes are as prescribed by IRC §430(h).

Lump Sum Mortality Assumptions used for funding purposes are as prescribed by IRC §430(h).

Termination Termination rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by termination patterns different than assumed.

Retirement Retirement rates are based on plan sponsor expectations for the future with periodic monitoring of observed gains and losses caused by retirement patterns different than assumed.

Forms of payment The percentage of retiring participants assumed to take lump sums is based on historical experience and expectations for future experience with periodic monitoring of observed gains and losses caused by patterns different than assumed.

The percentage of retiring participants assumed to take joint and survivor annuities, and the assumed survivor percentages, are based on historical experience and expectations for future experience with periodic monitoring of observed gains and losses caused by patterns different than assumed.

Prescribed Methods

Funding methods The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are “prescribed methods set by law”, as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430 or were selected by the plan sponsor from a range of methods permitted by IRC §430.

Plan Name: Girl Scouts of the USA Retirement Plan
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SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods

- | | |
|--|--|
| Change in assumptions since prior valuation | <ul style="list-style-type: none">• The full corporate bond yield curve used to calculate the funding target and target normal cost was updated to the current valuation date as required by IRC §430.• The mortality table used to calculate the funding target and target normal cost was changed from using a static projection of mortality improvement to a generational projection as required by guidance issued by IRS under IRC §430.• The amount included for administrative expenses was changed from \$740,000 for 2023 to \$560,000 for 2024. |
| Changes in methods since prior valuation | None |

Plan Name: Girl Scouts of the USA Retirement Plan
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Schedule SB, Line 24 Change in Actuarial Assumptions

- The amount included for administrative expenses was changed from \$740,000 for 2023 to \$560,000 for 2024.

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The Plan was originally effective October 1, 1937 and was most recently restated January 1, 2016. Plan was frozen effective December 31, 2011. As a result, participants do not accrue additional benefits for pay and/or credited service after December 31, 2011.

Covered employees	Any regular employee of Girl Scouts of the USA.
Participation date	First of the month following the attainment of age 21 and completion of one year of service. The plan was closed to new participants effective January 1, 2012.

Definitions

Credited service	All service (years and months) after becoming a plan participant, with a maximum of 40 years. Additionally, the prior benefit accrual service credited under the National Girl Scout Retirement Plan minus one year is added. Service after December 31, 2011 is excluded.
Vesting service	Any 12-month period of service completed by a participant, counting each month of such service as 1/12 of a year.
Final average earnings	The average of the basic annual rate of pay being paid by the employer, for the highest 36 months out of the last 120 months prior to retirement or termination. Earnings after December 31, 2011 are excluded.
Covered compensation	The average (without indexing) of the Social Security Base in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which the participant attains Social Security Retirement Age, but no later than the 2011 calendar year.

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
Valuation Date: January 1, 2024

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Rule of 80	The participant meets the Rule of 80 if they: (a) are at least age 55 at termination of employment, (b) has at least 5 years of GSUSA service and (c) the sum of the participant's age plus vesting service is 80 or more.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	<p>For each year of credited service completed (counting each completed month as 1/12 of a year), the sum of the following divided by 12:</p> <ul style="list-style-type: none">– 1.65% of Final Average Earnings up to Covered Compensation, and– 2.00% of Final Average Earnings in excess of Covered Compensation. <p>The benefit paid from the plan for any participant who transfers from the National Girl Scouts Council Retirement Plan shall be offset by the benefit accrued under such plan. Benefit accruals ceased as of December 31, 2011.</p>

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing 5 years of vesting service.
Postponed retirement	Retirement after NRD.
Deferred vested termination	Termination for reasons other than death or retirement after completing five years of vesting service or attaining age 65 while in service.
Disability	Permanent and total disability after completing 5 years of vesting service so as to be awarded disability benefits under the Federal Social Security Act.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
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SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement

The monthly pension benefit commencing on NRD based on credited service and final average earnings at the earlier of date of termination or December 31, 2011.

Early retirement

If a participant is Rule of 80 eligible, the monthly pension benefit payable is unreduced at age 62, or at the participant's election, in a reduced amount any time prior to age 62 after meeting early retirement eligibility. For each month that the selected pension commencement date precedes the participant's 62nd birthday, the reduction is equal to 1/3 of 1% per month.

If a participant is not Rule of 80 eligible, the monthly pension benefit is reduced for early commencement by applying the following factors:

Commencement Age	Factor
55	0.489
56	0.522
57	0.557
58	0.596
59	0.639
60	0.686
61	0.737
62	0.793
63	0.855
64	0.924

Postponed retirement

For participants who retire from active service, the monthly pension benefit determined as of the actual retirement date. If a participant continued in active service after NRD, then retirement benefits will be suspended until the participant's termination date. The benefit determined as of the late retirement date will be the actuarially adjusted benefit from the date of termination to the date payments commence.

Deferred vested participants who terminate employment prior to NRD and who defer receipt of payments beyond NRD shall have their benefit actuarially adjusted from NRD to the date payments commence.

Participants are required to commence benefits no later than April 1 of the calendar year following the calendar year in which the participant attained age 70 ½.

Plan Name: Girl Scouts of the USA Retirement Plan
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Credited service and final average earnings after December 31, 2011 are not included.

Deferred vested termination The monthly pension benefit based on credited service and final average earnings at the earlier of date of termination or December 31, 2011 payable on NRD. Early payment may commence as early as age 55 reduced in the same manner as for Early Retirement.

Disablement The monthly pension benefit determined as if he or she had continued in full time employment at his or her rate of pay at the time of disability until the earlier of NRD, commencement of benefits, or December 31, 2011.

Preretirement death If eligible for Early Retirement, the surviving spouse receives 50% of the participant's early retirement benefit as of date of death, actuarially reduced as if the 50% Joint and Survivor option were elected and the participant died immediately thereafter.

Otherwise, 50% of the benefit the participant would have received if he or she had terminated employment the day before death and elected a 50% Joint and Survivor option to commence at the earliest possible retirement date.

Other Plan Provisions

Normal form of payment Life annuity for unmarried participants; 50% joint and survivor annuity for married participants

Forms of payment Life annuity, 50% joint and survivor annuity, 75% joint and survivor annuity, 100% joint and survivor annuity, 5-year certain and life annuity, 10-year certain and life annuity, and 15-year certain and life annuity and lump sum (if eligible).

If the lump sum value is \$5,000 or less, benefits are automatically paid as a lump sum or rolled over to an IRA. Effective October 1, 2015, participants who terminate employment on or after April 1, 2015 and the present value is more than \$5,000, an immediate lump sum is available. For those not eligible for early retirement, an immediate annuity (life annuity, 50% J&S annuity or 75% J&S annuity) is also available. All optional forms are actuarially equivalent to the normal form of benefit.

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Optional form conversion	<p>Annuities are calculated as actuarially equivalent to the normal form of payment using the 1983 Individual Annuitant Mortality Table for Females and 8.5% interest.</p> <p>Lump sums are determined as the actuarial equivalent of the age 65, or current age if older, annuity using 417(e) interest and mortality. The interest rates used are the segment rates for the fifth full calendar month preceding the first month of the calendar quarter in which the distribution occurs.</p>
Pension increases	None
Plan participants' contributions	None
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Future Plan Changes

No future plan changes were recognized in determining funding requirements

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a Schedule of Active Participant Data as of January 1, 2024

Attained Age	Attained Years of Credited Service ¹										Total	
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over		
Under 25	0	0	0	0	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0	0	0	0	0
30-34	0	0	0	0	0	0	0	0	0	0	0	0
35-39	0	0	0	0	0	0	0	0	0	0	0	0
40-44	2	0	2	0	0	0	0	0	0	0	0	4
45-49	1	4	1	2	0	0	0	0	0	0	0	8
50-54	1	1	3	1	0	0	0	0	0	0	0	6
55-59	0	2	0	1	2	2	0	0	0	0	0	7
60-64	0	1	4	1	1	0	1	0	0	0	0	8
65-69	0	0	1	0	0	0	0	0	0	0	0	1
70 & over	0	0	1	0	0	0	0	0	0	0	0	1
Total	4	8	12	5	3	2	1	0	0	0	0	35

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: Girl Scouts of the USA Retirement Plan

EIN / PN: 13-1624016/001

Plan Sponsor: Girl Scouts of the USA

Valuation Date: January 1, 2024

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Schedule SB, Line 32 Schedule of Amortization Bases as of January 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2024	(1,987,840)	15.00000	(1,987,840)	(182,925)
2. Shortfall	01/01/2023	6,341,412	14.00000	6,063,548	584,319
Total				4,075,708	401,394

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2024

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

NOT RULE OF 80				
(A)	(B)	(C)	(D)	(E)
Retirement Age	Retirement Percent	l_x	NUMBER OF EMPLOYEES EXPECTED TO RETIRE (B) X (C)	(A) X (D)
55	0.20%	10,000	20	1,100
56	0.50%	9,980	50	2,794
57	0.90%	9,930	89	5,094
58	2.00%	9,841	197	11,415
59	3.00%	9,644	289	17,070
60	5.00%	9,355	468	28,064
61	8.00%	8,887	711	43,368
62	25.00%	8,176	2,044	126,727
63	15.00%	6,132	920	57,947
64	16.00%	5,212	834	53,372
65	80.00%	4,378	3,503	227,667
66	75.00%	876	657	43,344
67	75.00%	219	164	11,000
68	25.00%	55	14	930
69	25.00%	41	10	708
70	100.00%	31	31	2,155
		92,756	10,000	632,756

Average age at retirement 63.28

Rounded for Schedule SB item 22 63

Plan Name: Girl Scouts of the USA Retirement Plan
 EIN / PN: 13-1624016/001
 Plan Sponsor: Girl Scouts of the USA
 Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2024

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

RULE OF 80				
(A)	(B)	(C)	(D)	(E)
Retirement Age	Retirement Percent	l_x	NUMBER OF EMPLOYEES EXPECTED TO RETIRE (B) X (C)	(A) X (D)
55	2.00%	10,000	200	11,000
56	3.00%	9,800	294	16,464
57	4.00%	9,506	380	21,674
58	5.00%	9,126	456	26,465
59	7.00%	8,669	607	35,805
60	10.00%	8,063	806	48,376
61	15.00%	7,256	1,088	66,396
62	25.00%	6,168	1,542	95,602
63	20.00%	4,626	925	58,287
64	20.00%	3,701	740	47,369
65	80.00%	2,961	2,368	153,951
66	75.00%	592	444	29,310
67	75.00%	148	111	7,438
68	25.00%	37	9	629
69	25.00%	28	7	479
70	100.00%	21	21	1,457
		80,701	10,000	620,701

Average age at retirement 62.07

Rounded for Schedule SB item 22 62

Plan Name: Girl Scouts of the USA Retirement Plan
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SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Girl Scouts of the USA
EIN/PN	13-1624016/001
Plan Name	Girl Scouts of the USA Retirement Plan
Valuation Date	January 1, 2024
Enrolled Actuary	Kathleen M Eichner
Enrollment Number	23-06046

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The Plan was originally effective October 1, 1937 and was most recently restated January 1, 2016. Plan was frozen effective December 31, 2011. As a result, participants do not accrue additional benefits for pay and/or credited service after December 31, 2011.

Covered employees	Any regular employee of Girl Scouts of the USA.
Participation date	First of the month following the attainment of age 21 and completion of one year of service. The plan was closed to new participants effective January 1, 2012.

Definitions

Credited service	All service (years and months) after becoming a plan participant, with a maximum of 40 years. Additionally, the prior benefit accrual service credited under the National Girl Scout Retirement Plan minus one year is added. Service after December 31, 2011 is excluded.
Vesting service	Any 12-month period of service completed by a participant, counting each month of such service as 1/12 of a year.
Final average earnings	The average of the basic annual rate of pay being paid by the employer, for the highest 36 months out of the last 120 months prior to retirement or termination. Earnings after December 31, 2011 are excluded.
Covered compensation	The average (without indexing) of the Social Security Base in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which the participant attains Social Security Retirement Age, but no later than the 2011 calendar year.

Plan Name:	Girl Scouts of the USA Retirement Plan
EIN / PN:	13-1624016/001
Plan Sponsor:	Girl Scouts of the USA
Valuation Date:	January 1, 2024

SCHEDULE SB ATTACHMENTS

Rule of 80	The participant meets the Rule of 80 if they: (a) are at least age 55 at termination of employment, (b) has at least 5 years of GSUSA service and (c) the sum of the participant's age plus vesting service is 80 or more.
Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65.
Monthly pension benefit	<p>For each year of credited service completed (counting each completed month as 1/12 of a year), the sum of the following divided by 12:</p> <ul style="list-style-type: none">– 1.65% of Final Average Earnings up to Covered Compensation, and– 2.00% of Final Average Earnings in excess of Covered Compensation. <p>The benefit paid from the plan for any participant who transfers from the National Girl Scouts Council Retirement Plan shall be offset by the benefit accrued under such plan. Benefit accruals ceased as of December 31, 2011.</p>

Eligibility for Benefits

Normal retirement	Retirement on NRD.
Early retirement	Retirement before NRD and on or after both attaining age 55 and completing 5 years of vesting service.
Postponed retirement	Retirement after NRD.
Deferred vested termination	Termination for reasons other than death or retirement after completing five years of vesting service or attaining age 65 while in service.
Disability	Permanent and total disability after completing 5 years of vesting service so as to be awarded disability benefits under the Federal Social Security Act.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

Plan Name: Girl Scouts of the USA Retirement Plan
EIN / PN: 13-1624016/001
Plan Sponsor: Girl Scouts of the USA
Valuation Date: January 1, 2024

SCHEDULE SB ATTACHMENTS

Benefits Paid Upon the Following Events

Normal retirement The monthly pension benefit commencing on NRD based on credited service and final average earnings at the earlier of date of termination or December 31, 2011.

Early retirement If a participant is Rule of 80 eligible, the monthly pension benefit payable is unreduced at age 62, or at the participant's election, in a reduced amount any time prior to age 62 after meeting early retirement eligibility. For each month that the selected pension commencement date precedes the participant's 62nd birthday, the reduction is equal to 1/3 of 1% per month.

If a participant is not Rule of 80 eligible, the monthly pension benefit is reduced for early commencement by applying the following factors:

Commencement Age	Factor
55	0.489
56	0.522
57	0.557
58	0.596
59	0.639
60	0.686
61	0.737
62	0.793
63	0.855
64	0.924

Postponed retirement For participants who retire from active service, the monthly pension benefit determined as of the actual retirement date. If a participant continued in active service after NRD, then retirement benefits will be suspended until the participant's termination date. The benefit determined as of the late retirement date will be the actuarially adjusted benefit from the date of termination to the date payments commence.

Deferred vested participants who terminate employment prior to NRD and who defer receipt of payments beyond NRD shall have their benefit actuarially adjusted from NRD to the date payments commence.

Participants are required to commence benefits no later than April 1 of the calendar year following the calendar year in which the participant attained age 70 ½.

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Credited service and final average earnings after December 31, 2011 are not included.

Deferred vested termination The monthly pension benefit based on credited service and final average earnings at the earlier of date of termination or December 31, 2011 payable on NRD. Early payment may commence as early as age 55 reduced in the same manner as for Early Retirement.

Disablement The monthly pension benefit determined as if he or she had continued in full time employment at his or her rate of pay at the time of disability until the earlier of NRD, commencement of benefits, or December 31, 2011.

Preretirement death If eligible for Early Retirement, the surviving spouse receives 50% of the participant's early retirement benefit as of date of death, actuarially reduced as if the 50% Joint and Survivor option were elected and the participant died immediately thereafter.

Otherwise, 50% of the benefit the participant would have received if he or she had terminated employment the day before death and elected a 50% Joint and Survivor option to commence at the earliest possible retirement date.

Other Plan Provisions

Normal form of payment Life annuity for unmarried participants; 50% joint and survivor annuity for married participants

Forms of payment Life annuity, 50% joint and survivor annuity, 75% joint and survivor annuity, 100% joint and survivor annuity, 5-year certain and life annuity, 10-year certain and life annuity, and 15-year certain and life annuity and lump sum (if eligible).

If the lump sum value is \$5,000 or less, benefits are automatically paid as a lump sum or rolled over to an IRA. Effective October 1, 2015, participants who terminate employment on or after April 1, 2015 and the present value is more than \$5,000, an immediate lump sum is available. For those not eligible for early retirement, an immediate annuity (life annuity, 50% J&S annuity or 75% J&S annuity) is also available. All optional forms are actuarially equivalent to the normal form of benefit.

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Optional form conversion	Annuities are calculated as actuarially equivalent to the normal form of payment using the 1983 Individual Annuitant Mortality Table for Females and 8.5% interest. Lump sums are determined as the actuarial equivalent of the age 65, or current age if older, annuity using 417(e) interest and mortality. The interest rates used are the segment rates for the fifth full calendar month preceding the first month of the calendar quarter in which the distribution occurs.
Pension increases	None
Plan participants' contributions	None
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code.

Future Plan Changes

No future plan changes were recognized in determining funding requirements

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Plan Name	GIRL SCOUTS OF THE USA RETIREMENT PLAN
Plan Sponsor EIN	13-1624016
ERISA Plan #	001
Plan Year Ending	12/31/2024

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	X
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	X

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2024

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2024	(1,987,840)	15.00000	(1,987,840)	(182,925)
2. Shortfall	01/01/2023	6,341,412	14.00000	6,063,548	584,319
Total				4,075,708	401,394

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Schedule SB, Line 24 Change in Actuarial Assumptions

- The amount included for administrative expenses was changed from \$740,000 for 2023 to \$560,000 for 2024.

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