

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.

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... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan, check here... D Check box if filing under: [X] Form 5558 [] automatic extension... 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: PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC. 1b Three-digit plan number (PN): 004 1c Effective date of plan: 01/01/1989 2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) JUSTICE RESOURCE INSTITUTE, INC. 160 GOULD STREET SUITE 300 NEEDHAM, MA 02494 2b Employer Identification Number (EIN): 04-2526357 2c Plan Sponsor's telephone number: 781-559-4900 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	3005
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)	1838
	6a(2)	1921
	6b	176
	6c	1067
	6d	3164
	6e	10
	6f	3174
	6g(1)	
6g(2)		
6h		195
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

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 type="checkbox"/> Insurance	(1) <input 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 type="checkbox"/> A (Insurance Information) – Number Attached _____
(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 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 _____

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
---	--	--

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>PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.</u>	B Three-digit plan number (PN) ▶	<u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>JUSTICE RESOURCE INSTITUTE, INC.</u>	D Employer Identification Number (EIN) <u>04-2526357</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>138333609</u>
	b Actuarial value	2b	<u>141707226</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>166</u>	<u>20958452</u>
	b For terminated vested participants	<u>1005</u>	<u>30283024</u>
	c For active participants	<u>1838</u>	<u>68867435</u>
	d Total	<u>3009</u>	<u>120108911</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>5.32 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>10032596</u>
	b Expected plan-related expenses	6b	<u>0</u>
	c Target normal cost	6c	<u>10032596</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>09/17/2025</u>
	<u>BORIS CHERNYAK, EA</u>	Date
	Type or print name of actuary	<u>23-06873</u>
	<u>CHARLES SCHWAB CORPORATE SERVICES</u>	Most recent enrollment number
	Firm name	<u>234-255-8671</u>
	<u>4150 KINROSS LAKES PARKWAY</u>	Telephone number (including area code)
	<u>RICHFIELD, OH 44286</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

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

Schedule SB (Form 5500) 2024 v. 240311

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)	4083690	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	4083690	0
10	Interest on line 9 using prior year's actual return of <u>12.76</u> %	521079	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		14064280
	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>5.45</u> %		766503
	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		14830783
	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)	4604769	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	108.48 %
15	Adjusted funding target attainment percentage	15	112.13 %
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	108.92 %
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		
10/01/2024	1200000	0	04/01/2025	1400000	0		
11/01/2024	1200000	0	05/01/2025	1400000	0		
12/02/2024	1200000	0	05/29/2025	4000000	0		
01/02/2025	1400000	0	06/02/2025	1400000	0		
02/04/2025	1400000	0	06/30/2025	1400000	0		
03/03/2025	1400000	0	08/01/2025	1400000	0		
			Totals ▶	18(b)	20200000	18(c)	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	18927072

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? Yes No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? Yes 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	(4) 4th

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)		
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9	Amount remaining (line 7 minus line 8)		
10	Interest on line 9 using prior year's actual return of _____%		
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		
	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 _____%		
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections		
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)		

Part III Funding Percentages			
14	Funding target attainment percentage	14	%
15	Adjusted funding target attainment percentage	15	%
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	%
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		
09/02/2025	1400000	0					
			Totals ▶	18(b)		18(c)	

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	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? Yes No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? Yes 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	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
-------------------------	------------------------	------------------------	------------------------	---

b Applicable month (enter code) **21b** 4

22 Weighted average retirement age **22** 62

23 Mortality table(s) (see instructions) Prescribed - combined Prescribed - separate 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..... Yes No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... Yes 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..... Yes No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment... Yes 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	10032596
b Excess assets, if applicable, but not greater than line 31a	31b	10032596

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
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	0
	Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement	0	0
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	18927072

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	38a	18927072
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....	38b	0

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. 2019 2020 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.
--	--	---

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

A Name of plan PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 JUSTICE RESOURCE INSTITUTE, INC.	D Employer Identification Number (EIN) 04-2526357	

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

CHARLES SCHWAB & CO. INC AND AFFIL

94-1737782

(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

(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

(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)

MATRIX TRUST COMPANY

75-3182674

(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 49 50	NONE	505361	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)

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

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

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

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
--	--	--

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 JUSTICE RESOURCE INSTITUTE, INC.	D Employer Identification Number (EIN) 04-2526357

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.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	25275	15707
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	14333683	16600000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1134512	1165206
(2) U.S. Government securities	1c(2)	4295457	248672
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	5580234	9275060
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	61093778	57042114
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	52137624	83673689

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	138600563	168020448
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k		
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	138600563	168020448

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)	20200000	
(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)		20200000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	320887	
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		320887
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	4386841	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		4386841
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	-48537	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		8737047
c Other income	2c		1131995
d Total income. Add all income amounts in column (b) and enter total	2d		34728233

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	4802642	
(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)		4802642
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	464826	
(6) Bank or trust company trustee/custodial fees	2i(6)	40535	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	345	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		505706
j Total expenses. Add all expense amounts in column (b) and enter total	2j		5308348

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		29419885
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: **AAFCPAS, INC**

(2) EIN: **04-2571780**

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 557869.

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

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

A Name of plan <u>PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.</u>	B Three-digit plan number (PN) ▶	<u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>JUSTICE RESOURCE INSTITUTE, INC.</u>	D Employer Identification Number (EIN) <u>04-2526357</u>	

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

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

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

1		0
---	--	---

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 82-3967259

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		20
---	--	----

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: 59.0 % Private Equity: 1.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 31.0 %
 High-Yield Debt: 2.0 % Real Assets: 3.0 % Cash or Cash Equivalents: 0.0 % Other: 4.0 %

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 _____.

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

**FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023**

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Contents
December 31, 2024 and 2023

	<u>Pages</u>
Independent Auditor's Report	1 - 1A
Financial Statements:	
Statements of Net Assets Available for Benefits	2
Statements of Changes in Net Assets Available for Benefits	3
Notes to Financial Statements	4 - 13
Supplemental Schedules:	
Form 5500, Schedule H, Part IV, Line 4i - Schedule of Assets Held at End of Year	14 - 15
Form 5500, Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions	16

Independent Auditor's Report

To the Plan Administrator and Trustees of
Pension Plan of Justice Resource Institute, Inc.:

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

We were engaged to perform audits of the financial statements of Pension Plan of Justice Resource Institute, Inc., an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

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

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

Disclaimer of Opinion

We do not express an opinion on the accompanying financial statements of Pension Plan of Justice Resource Institute, Inc. because of the significance of the matter described in the Basis for Disclaimer of Opinion section of our report, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the financial statements.

Basis for Disclaimer of Opinion

Department of Labor rules and regulations and accounting principles generally accepted in the United States of America require plan investments to be valued at fair value as of the end of the plan year. As disclosed in Note 8, an investment which has been certified by the Plan's Trustee as complete and accurate, has been notated as being in receivership with a court-appointed receiver to properly liquidate the underlying assets of this investment. There has been no determination by the court-appointed receiver with respect to the reported fair value of this investment at December 31, 2024 and 2023. The Plan's qualified institution continues to report and certify the investment to the Trustee at a fair value of \$3,580,115, which has remained unchanged since June 30, 2016, and has been presented in the accompanying Statements of Net Assets Available for Benefits net of periodic impairment charges approved by plan management. Plan management has written down the investment to a carrying value of zero. While there is a cumulative impairment for the full carrying value of the investment of \$3,580,115 as of December 31, 2024 and 2023, we have been unable to apply auditing procedures sufficient to determine the accuracy of this impairment. Accordingly, we were unable to determine the extent to which the balance of this investment as of December 31, 2024 and 2023, incorporated as part of the financial statements and supplemental schedules may have been affected by these conditions.

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 Pension Plan of Justice Resource Institute, Inc.'s ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Our responsibility is to conduct audits of Pension Plan of Justice Resource Institute, Inc.'s financial statements in accordance with auditing standards generally accepted in the United States of America and to issue an auditor's report. However, because of the matter described in the Basis for Disclaimer of Opinion section of our report, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on these financial statements.

We are required to be independent of Pension Plan of Justice Resource Institute, Inc., and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits.

Other Matters - Supplemental Schedules Required by ERISA

The supplemental schedules, Form 5500, Schedule H, Part IV, Line 4i - Schedule of Assets Held at End of Year as of December 31, 2024, and Form 5500, Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions for the year ended December 31, 2024, are presented for purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion section, it is inappropriate to and we do not express an opinion on the supplemental schedules referred to above.

AAFCPA, Inc.

Westborough, Massachusetts
October 7, 2025

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

Assets	2024	2023
Investments, at fair value:		
Exchange traded funds	\$ 80,027,065	\$ 48,608,722
Mutual funds	57,042,114	61,093,778
Corporate bonds	9,275,060	5,580,234
Limited liability partnerships	3,481,051	3,198,180
Money market funds	1,180,913	1,159,787
U.S. government securities	248,672	4,295,457
Limited liability companies	165,573	330,722
	<hr/>	<hr/>
Total investments, at fair value	151,420,448	124,266,880
Employer contribution receivable	16,600,000	14,333,683
	<hr/>	<hr/>
Net Assets Available for Benefits	\$ 168,020,448	\$ 138,600,563
	<hr/> <hr/>	<hr/> <hr/>

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

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

	<u>2024</u>	<u>2023</u>
Additions to Net Assets Attributed to:		
Investment income:		
Net appreciation of investments, at fair value	\$ 8,688,510	\$ 10,968,723
Interest and dividends	<u>4,707,728</u>	<u>3,404,827</u>
Total investment income	13,396,238	14,373,550
Other income	1,131,995	-
Employer contributions	<u>20,200,000</u>	<u>17,333,683</u>
Total additions	<u>34,728,233</u>	<u>31,707,233</u>
Deductions:		
Benefits paid to participants	4,802,642	9,640,549
Administrative expenses	<u>505,706</u>	<u>427,865</u>
Total deductions	<u>5,308,348</u>	<u>10,068,414</u>
Net increase	29,419,885	21,638,819
Net Assets Available for Benefits:		
Beginning of year	<u>138,600,563</u>	<u>116,961,744</u>
End of year	<u>\$ 168,020,448</u>	<u>\$ 138,600,563</u>

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Notes to Financial Statements
December 31, 2024 and 2023

1. DESCRIPTION OF PLAN

The following description of Pension Plan of Justice Resource Institute, Inc. (the Plan) is provided for general information purposes only. Participants should refer to the plan document for more complete information.

a. General

The Plan is a defined benefit pension plan subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Plan benefits are guaranteed by the Pension Benefit Guarantee Corporation (PBGC). The Plan Administrator is responsible for the oversight of the Plan, determines the appropriateness of the Plan's investment offerings, and monitors investment performance.

b. Eligibility

The Plan covers substantially all employees of Justice Resource Institute, Inc. (the Plan Sponsor) who have completed one year of service and attained age twenty-one. Employees become eligible to participate on the first day of the month coinciding with or following the date that eligibility requirements are met.

c. Pension Benefits and Vesting

Upon reaching normal retirement age, eligible employees are entitled to a pension benefit equal to 1.75% of average compensation multiplied by the employee's number of years of service rendered through December 31, 2008, plus 1.25% of average compensation multiplied by the employee's number of years of service after December 31, 2008, through termination of employment. The Plan was amended effective January 1, 2015, which increased the pension benefit percentage to 1.5% for years after December 31, 2008, up to termination of employment for participants employed or reemployed on or after January 1, 2015, plus 0.5% of average compensation in excess of Covered Compensation as defined in the plan document. Benefits are payable in the form of joint annuity in addition to 50%, 75% or 100% survivor annuities to married participants, and life annuities to unmarried participants with vested benefits exceeding \$5,000. Other forms of benefits may be elected by participants. Participants with vested benefits that do not exceed \$5,000 will receive their benefits in the form of lump-sum payment in cash.

Effective August 31, 2024, the Plan was amended to allow benefit payments to participants who have not met normal retirement age if they meet the following criteria; during the election window beginning August 31, 2023 and ending on October 31, 2023, participants who have terminated employment with a vested accrued benefit prior to January 1, 2022 and were not reemployed during 2022 or 2023 and were not eligible to retire as of December 31, 2023 were able to receive their vested accrued benefit in the form of a lump sum payment during this period.

Average compensation is defined in the Plan as the average of the three consecutive years' compensation during the ten most recent years of a participant's employment that produces the highest average.

A participant becomes 100% vested in their benefit after a five-year cliff vesting schedule.

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Notes to Financial Statements
December 31, 2024 and 2023

1. DESCRIPTION OF PLAN (Continued)

d. Death and Disability Benefits

If a participant dies prior to the participant's retirement age, a death benefit equal to the value of the participant's accumulated pension benefits is paid to the participant's beneficiary. No disability benefits, other than those payable upon termination of employment, are provided.

e. Employer Contributions

There was no minimum funding amount based on the actuarial valuation report for the plan years ended December 31, 2024 and 2023. The Plan's funding policy is for the Plan Sponsor to contribute an amount which meets or exceeds the annual ERISA minimum funding requirement.

f. Other Income

Other income represents a settlement payment in relation to the Plan Sponsor's share of a class action lawsuit against the auditors of the Platinum Partners Credit Opportunities Fund (TE) LLC. The total settlement amount was \$1,665,678, of which \$533,683 was designated as an employer contribution for the plan year ending December 31, 2023. The net amount of \$1,131,995 is reflected as other income in the accompanying statements of changes in net assets available for benefits for the year ending December 31, 2024.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The Plan prepares its financial statements in accordance with generally accepted accounting principles in the United States of America (U.S. GAAP) established by the Financial Accounting Standards Board (FASB). References to U.S. GAAP in these notes are to the FASB Accounting Standards Codification (ASC).

Use of Estimates

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

Investments, Investment Valuation and Income Recognition

Investments are recorded 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. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by its investment advisors and qualified institution. See Note 4 for additional disclosure regarding fair value measurement.

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

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Notes to Financial Statements
December 31, 2024 and 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investments, Investment Valuation and Income Recognition (Continued)

Asset impairment occurs when the carrying amount of an investment exceeds its recoverable amount. Plan management evaluates the carrying value of its investment assets on a continual basis and evaluates impairment when there are some indications or a reasonable assumption that the recoverable amount of an asset materially declines. Asset impairment accounting affects investment asset reduction in the Statements of Assets Available for Benefits and an impairment loss recognition in the Statements of Changes in Net Assets Available for Benefits. (Note 4 and 8).

Actuarial Method and Present Value of Accumulated Plan Benefits

The Plan contributes amounts as necessary using the projected unit credit cost method which is an actuarial basis to provide the Plan with assets sufficient to meet the benefits to plan participants. Under this method, an active participant's benefit is calculated using the Plan's benefit formula of current service and current compensation.

Accumulated plan benefits are those future periodic payments that are attributable under the Plan's provisions to the service that employees have rendered and include benefits expected to be paid to retired, terminated or deceased participants or their beneficiaries as defined in the plan document.

The computations of the actuarial present value of accumulated plan benefits was determined by Schwab Retirement Plan Services Inc. (the Actuary) (see Note 9), and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money and the probability of payment between the valuation date and the expected date of payment. The mortality rate used for the plan years 2024 and 2023 was the Static Mortality Table. The target liability interest rates were changed with the implementation of Moving Ahead for Progress in the 21st Century (MAP 21) legislation (see Note 9). Retirement rates for active participants were based upon a graduating rate schedule to take into consideration a value of early retirement subsidies. The turnover rate for active employees was based on the 2003 SOA Pension Plan Turnover Study (S&U-10) for 2024 and 2023.

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Notes to Financial Statements
December 31, 2024 and 2023

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Actuarial Method and Present Value of Accumulated Plan Benefits (Continued)

The foregoing actuarial assumptions are based on the presumption that the Plan will continue and incorporate the provisions of the American Rescue Plan Act (ARPA). Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The significant assumptions underlying the actuarial computations used for valuation purposes as of January 1, 2024 and 2023, are below. Had the valuations been performed as of December 31, 2023 and 2022, there would be no material differences.

<u>Discount Rates</u>	<u>HAFTA Segment Rates</u>	<u>2024</u>	<u>2023</u>
	First Segment	4.75%	4.75%
	Second Segment	4.87%	5.00%
	Third Segment	5.59%	5.74%
Salary increases	3% per year for 2024 and 2023		
Retirement rates	Early retirement (age 55-61 = 5% rate, age 62 = 50% rate, age 63-64 = 10% rate and 65 = 100% for 2024 and 2023)		
Normal retirement	Age 65		
Asset valuation basis	3-year averaging of market value of plan assets		
Mortality	The 2024 Static Mortality Table was used in 2024 and the 2023 Static Mortality Table was used in 2023.		

Payment of Benefits

Benefits paid to participants are recorded when paid.

Administrative Expenses

All expenses associated with the investment advisory, actuarial, trustee and benefit payment processing of the Plan are paid by the Plan. PBGC fees and audit fees are paid by the Plan Sponsor.

Subsequent Events

Subsequent events have been evaluated through October 7, 2025, which is the date the financial statements were available to be issued. There were no events that met the criteria for recognition or disclosure in the financial statements.

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Notes to Financial Statements
December 31, 2024 and 2023

3. INFORMATION PREPARED AND CERTIFIED BY THE PLAN'S QUALIFIED INSTITUTION

The Plan Administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Matrix Trust Company (Matrix), a qualified institution, 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, the supplemental schedules, Form 5500, Schedule H, Part IV, Line 4i - Schedule of Assets Held at End of Year as of December 31, 2024, and Form 5500, Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions for the year ended December 31, 2024, and the related investment transactions and investment income reported in the accompanying statements of changes in net assets available for benefits for the years ended December 31, 2024 and 2023.

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to certified investment information, except for comparing such certified investment information included in the accompanying financial statements and supplemental schedules.

4. FAIR VALUE MEASUREMENT

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants as of the measurement date. *Fair Value Measurement* establishes a hierarchy of the valuation techniques based upon whether the inputs to those valuation techniques reflect assumptions other market participants would use based upon market data obtained from independent sources (also referred to as observable inputs). The fair value hierarchy is as follows:

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

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- 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 assets or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Notes to Financial Statements
December 31, 2024 and 2023

4. FAIR VALUE MEASUREMENT (Continued)

Following are descriptions of the valuation methodologies used for assets measured at fair value:

Exchange traded funds: Valued at the closing price reported on the active market on which the individual exchange traded funds are traded. These funds held by the Plan are deemed to be actively traded.

Mutual and money market funds: Valued at the daily closing price as reported by the fund. Mutual and money market funds held by the Plan are open-ended funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. These funds held by the Plan are deemed to be actively traded.

Corporate bonds: Investments in certain corporate and non-U.S. debt obligations for which prices are not available on the basis of actual trades in securities markets are valued by an independent pricing service approved by the Plan Sponsor. Valuations may be based upon a matrix system and/or appraisals provided by the pricing service which accounts for such factors as yields, prices, maturities, sell features, type of issue, coupon rate, ratings on comparable securities and other factors.

Limited liability partnerships: The Plan maintains investments in non-publicly traded limited partnerships (LP's) which are valued based on the Plan's percent of ownership in the net assets of the LP's net assets.

U.S. government securities: Valued using pricing models maximizing the use of observable inputs for similar securities. The methods and significant assumptions used result in a measure of fair value appropriate for financial measurement and disclosure purposes.

Limited liability companies: The Plan maintains investments in certain non-publicly traded limited liability companies (LLC's) which are valued based on the Plan's percent of ownership in the net assets of the LLC's net assets.

The following tables present by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31:

Description	2024			Total
	Level 1	Level 2	Level 3	
Exchange traded funds	\$ 80,027,065	\$ -	\$ -	\$ 80,027,065
Mutual funds	57,042,114	-	-	57,042,114
Corporate bonds	-	9,275,060	-	9,275,060
Limited liability partnerships	-	-	3,481,051	3,481,051
Money market funds	1,180,913	-	-	1,180,913
U.S. government securities	-	248,672	-	248,672
Limited liability companies	-	-	165,573	165,573
Total investments	<u>\$ 138,250,092</u>	<u>\$ 9,523,732</u>	<u>\$ 3,646,624</u>	<u>\$ 151,420,448</u>

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Notes to Financial Statements
December 31, 2024 and 2023

4. FAIR VALUE MEASUREMENT (Continued)

Description	2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 61,093,778	\$ -	\$ -	\$ 61,093,778
Exchange traded funds	48,608,722	-	-	48,608,722
Corporate bonds	-	5,580,234	-	5,580,234
U.S. government securities	-	4,295,457	-	4,295,457
Limited liability partnerships	-	-	3,198,180	3,198,180
Money market funds	1,159,787	-	-	1,159,787
Limited liability companies	-	-	330,722	330,722
Total investments	<u>\$ 110,862,287</u>	<u>\$ 9,875,691</u>	<u>\$ 3,528,902</u>	<u>\$ 124,266,880</u>

The following table represents the Plan's Level 3 financial assets, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the values for those inputs:

Instrument	Fair Value		Principal Valuation Technique	Unobservable Inputs	2024 Ownership %
	2024	2023			
RA Capital Healthcare Fund, LP (a)	\$ 3,104,086	\$ 2,788,866	Value of the Net Assets of the limited partnership	Ownership percentage and Net Assets of the Fund	0.03%
Chambers Energy Capital II TE, LP (b)	376,965	409,314	Value of the Net Assets of the limited partnership	Ownership percentage and Net Assets of the Fund	1.57%
Stellus Credit VCOC Fund I, LLC (c)	165,573	330,722	Value of the Net Assets of the limited liability company	Ownership percentage and Net Assets of the Fund	5.00%
Platinum Partners Credit Opportunities Fund (TE) LLC (d)	-	-	Value of the Net Assets of the limited liability company (see Note 8)	Ownership percentage and Net Assets of the Fund	0.00%
Total	<u>\$ 3,646,624</u>	<u>\$ 3,528,902</u>			

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Notes to Financial Statements
December 31, 2024 and 2023

4. FAIR VALUE MEASUREMENT (Continued)

- (a) The Partnership invests in long and short within a variety of healthcare and life sciences companies with products, including drugs, research tools, diagnostics, devices, and services.
- (b) The Partnership's investment objective is to seek current income and long-term capital appreciation by taking advantage of credit investment opportunities within the energy sector.
- (c) The limited liability company's investment objective is to generate both current income and capital appreciation, primarily through investments in privately negotiated debt and co-investment equity securities of middle-market companies based in the U.S. and Canada.
- (d) The limited liability company's primary consists of an asset-based investment fund designed to achieve risk-adjusted returns irrespective of the direction of broader financial market activity by originating loans and/or making equity investments in markets that are underserved by traditional sources of financing. The major industries include consumer finance, litigation, metals and mining, oil and gas, alternative energy, retail energy, life settlements and asset-based finance (see Note 8).

The following table sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the years ended December 31:

	<u>Limited Liability Partnerships</u>	<u>Limited Liability Companies</u>	<u>Total</u>
Balance, December 31, 2022	\$ 2,656,602	\$ 395,018	\$ 3,051,620
Sales	(22,416)	(114,361)	(136,777)
Purchases	-	-	-
Net appreciation	<u>563,994</u>	<u>50,065</u>	<u>614,059</u>
Balance, December 31, 2023	3,198,180	330,722	3,528,902
Sales	(19,104)	-	(19,104)
Purchases	-	-	-
Net appreciation (depreciation)	<u>301,975</u>	<u>(165,149)</u>	<u>136,826</u>
Balance, December 31, 2024	<u>\$ 3,481,051</u>	<u>\$ 165,573</u>	<u>\$ 3,646,624</u>

5. TAX STATUS

The Plan Sponsor has obtained an opinion letter dated November 19, 2020, in which the Internal Revenue Service (IRS) stated that the restated prototype plan document was in compliance with applicable requirements of the Internal Revenue Code (IRC). The Plan Administrator timely adopted the restated prototype plan. Although the Plan has been amended since receiving the opinion letter, the Plan Administrator believes that the Plan is currently being operated in accordance with the IRC.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognizes a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the applicable authorities. The Plan is subject to routine audits by taxing jurisdictions, however, there are currently no audits for any tax periods in progress.

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Notes to Financial Statements
December 31, 2024 and 2023

6. TERMINATION OF PLAN

In the event the Plan does terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The net assets of the Plan will be allocated as prescribed by ERISA and its related regulations, which will generally provide the following benefits in the order indicated:

1. Annuity benefits that former employees, or their beneficiaries have been receiving for at least three years, or that employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under plan provisions in effect at any time during the five years preceding plan termination.
2. Other vested benefits insured by the PBGC up to the applicable limitations (discussed subsequently).
3. All non-vested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, a statutory ceiling exists, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees.

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

7. RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Section 3(14) of ERISA defines a party-in-interest to include, among others, fiduciaries or employees of the Plan, any person who provides services to the Plan or an employer whose employees are covered by the Plan. Accordingly, transactions with investment funds managed and held by the qualified institution are considered party-in-interest transactions.

Morgan Stanley provides investment advisory services to the Plan. Charles Schwab Bank provides custodial services to the Plan. Matrix provides trustee services to the Plan. Schwab Retirement Plan Services Inc. provides actuarial services to the Plan. These transactions qualify as parties-in-interest and are reported as administrative expenses in the accompanying statements of changes in net assets available for benefits. During 2024, the Plan paid the qualified institution and investment advisor fees of \$505,706. During 2023, the Plan paid the qualified institution and investment advisor fees of \$427,865.

8. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. These investment securities are exposed to various risks, such as interest rate, market and credit risks. Due to the level of risk associated with these investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect the amounts reported in the accompanying statements of net assets available for benefits.

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.

Notes to Financial Statements
December 31, 2024 and 2023

8. RISKS AND UNCERTAINTIES (Continued)

The Platinum Partners Credit Opportunities Fund (TE) LLC investment has been in “receivership” status, with the latest known fair value determined as of June 30, 2016, of \$3,580,115, and was reported by the Trustee in the certified investment statements at December 31, 2024 and 2023, at this fair value amount. A second “receiver” has been appointed by the courts and is in the process of valuing and liquidating the investments within the fund; the Plan Sponsor believes final settlement with investors may take years to determine due to the complexity and illiquid nature of certain underlying assets. Plan management has provided for a full impairment reserve associated with this investment within the accompanying statements of net assets available for benefits as of December 31, 2024 and 2023 (see Note 4), and has written down the investment to a carrying value of zero.

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 estimates and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near-term would be material to the financial statements.

9. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

The actuarially determined value of the accumulated plan benefits as of January 1, are as follows:

	<u>2024</u>	<u>2023</u>
Actuarial present value of accumulated plan benefits:		
Vested benefits:		
Participants currently receiving payments	\$ 17,337,106	\$ 16,464,281
Other participants	<u>70,449,817</u>	<u>67,004,356</u>
Total vested benefits	87,786,923	83,468,637
Non-vested benefits	<u>4,736,227</u>	<u>4,882,199</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 92,523,150</u>	<u>\$ 88,350,836</u>
Changes in accumulated plan benefits are presented below:		
Actuarial present value of accumulated plan benefits, beginning of year	\$ 88,350,836	\$ 81,590,804
Increase (decrease) during the year attributed to:		
Benefits accumulated and actuarial gains and losses	8,620,468	9,359,756
Change in interest rate and discount period (see Note 2)	6,260,915	5,798,919
Change in actuarial assumptions and plan design	(965,119)	145,130
Benefits paid to participants	<u>(9,743,950)</u>	<u>(8,543,773)</u>
Actuarial present value of accumulated plan benefits, end of year	<u>\$ 92,523,150</u>	<u>\$ 88,350,836</u>

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.
(PLAN NO. 004, FEDERAL I.D. #04-2526357)

Form 5500, Schedule H, Part IV, Line 4i - Schedule of Assets Held at End of Year
December 31, 2024

(a)	(b)	(c)	(d)	(e)
Parties in Interest	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Market Value
	Vanguard Total Stock Market ETF	Exchange Traded Fund	\$ 7,991,655	\$ 14,852,763
	Vanguard Total Institutional Stock	Exchange Traded Fund	11,240,949	11,697,605
	Invesco S&P 500 Equal Weight I	Exchange Traded Fund	4,837,674	8,113,149
	Vanguard Russell 1000 Growth	Exchange Traded Fund	3,619,655	7,127,700
	PIMCO Income I2	Mutual Fund	6,095,181	6,150,473
	Natixis Loomis SAY C/P Bond Y	Mutual Fund	6,605,361	6,095,362
	Fidelity Total Bond ETF	Exchange Traded Fund	6,094,027	6,093,346
	First Eagle Global I	Mutual Fund	5,058,759	5,882,476
	MFS International Diversication	Mutual Fund	5,429,935	5,701,285
	Capital Group Intl Focus ETF	Exchange Traded Fund	5,829,820	5,676,567
	MFS Mass Inv Growth Stk I	Mutual Fund	3,665,124	5,274,753
	Columbia Dividend Income Z	Mutual Fund	3,402,072	5,219,965
	Vanguard Value ETF	Exchange Traded Fund	3,945,863	5,129,790
	Proshares S&P 500	Exchange Traded Fund	3,273,288	4,867,995
	American Funds Bond Fund of Amer F2	Mutual Fund	5,194,783	4,702,837
	Capital Group Core Balanced ETF	Exchange Traded Fund	4,218,544	4,596,690
	Janus Henderson Balanced Fund I	Mutual Fund	3,538,432	4,556,767
	BlackRock Event Driven Equity Instl	Mutual Fund	3,361,450	3,400,958
	Guggenheim- Limit Duration- I	Mutual Fund	3,331,128	3,271,146
	RA Capital Healthcare Fund, LP	Limited Partnership	671,430	3,104,086
	First Trust Institutional Pr	Exchange Traded Fund	3,027,435	3,098,590
	Invesco Variable Rate Preferred ETF	Exchange Traded Fund	3,127,529	3,089,063
	iShares Core S&P Small-Cap ETF	Exchange Traded Fund	2,768,488	2,978,437
	Vanguard Short Term Treasury ETF	Exchange Traded Fund	2,683,211	2,705,370
	JP Morgan Hedged Equity 3-1	Mutual Fund	2,026,102	2,448,814
	Cohen & Stears Real Estate Securities I	Mutual Fund	1,978,621	2,183,106
	Cohen & Stears Global Realty I	Mutual Fund	2,144,305	2,154,172
*	Morgan Stanley Bank Deposit Program	Money Market	634,159	634,159
	Metlife Inc 6.500% Bond	Corporate Bond	552,090	544,435
*	Schwab Money Market Fund	Money Market	531,047	531,047
	RTX Corp 6.000% Bond	Corporate Bond	524,340	524,725
	Ebay Inc 5.9% Bond	Corporate Bond	517,575	516,555
	Oneok Inc 5.800% Bond	Corporate Bond	533,075	514,872
	Allstate Corp 5.350% Bond	Corporate Bond	520,490	503,187
	Gilead Sciences Inc 5.250% Bond	Corporate Bond	507,040	501,805
	Citigroup Inc 3.875% Bond	Corporate Bond	504,315	498,458
	Bank of America Corp 4.45% Bond	Corporate Bond	502,650	497,026
	Valero Energy Partners	Corporate Bond	496,390	493,158
	Northrop Grumman Corp 4.900% Bond	Corporate Bond	508,520	487,719
	Eversource Energy .8% Bond	Corporate Bond	457,495	487,608

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.
(PLAN NO. 004, FEDERAL I.D. #04-2526357)

Form 5500, Schedule H, Part IV, Line 4i - Schedule of Assets Held at End of Year
 December 31, 2024

(a)	(b)	(c)	(d)	(e)
Parties in Interest	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Market Value
	CVS Health Corp 3% Bond	Corporate Bond	489,460	484,335
	American International Group	Corporate Bond	478,360	482,653
	Textron Inc 3.375% Bond	Corporate Bond	480,905	474,876
*	Charles Schwab Corp 2.900% Bond	Corporate Bond	477,394	474,688
	Duke Energy Corp 2.550% Bond	Corporate Bond	470,221	469,683
	Harris Corporation 3.832% Bond	Corporate Bond	442,714	448,559
	Intel Corp 2.450% Bond	Corporate Bond	444,615	439,740
	Unitedhealth Group Inc.	Corporate Bond	411,555	430,978
	Chambers Energy Capital II TE, LP	Limited Partnership	1,299,999	376,965
	US Treasury Note/Bond 1.750%	U.S. Government Security	248,301	248,672
	Stellus Credit VCOC Fund I, LLC	Limited Liability Company	1,353,650	165,573
	Cash	Money Market	15,707	15,707
	Total Investments		<u>\$ 128,562,888</u>	<u>\$ 151,420,448</u>
*	Party-in-interest			

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.
(PLAN NO. 004, FEDERAL I.D. #04-2526357)

Form 5500, Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions
 December 31, 2024

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Number of Transactions	Description of Asset	Purchase Price	Selling Price	Lease Rental	Expense Incurred with Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain/ (Loss)
108	Morgan Stanley Bank Deposit Program	\$ 39,376,869	\$ -	\$ -	\$ -	\$ 39,376,869	\$ 39,376,869	\$ -
47	Morgan Stanley Bank Deposit Program	-	38,952,197	-	-	38,952,197	38,952,197	-

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



Schedule SB, line 26a – Schedule of Active Participant Data

	Under 1	Average Salary	1 to 4	Average Salary	5 to 9	Average Salary	10 to 14	Average Salary	15 to 19	Average Salary	20 to 24	Average Salary	25 to 29	Average Salary	30 to 34	Average Salary	35 to 39	Average Salary	40 & up	Total
Under 25	54	38,415	21	48,706	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	75
25 to 29	112	48,738	183	51,497	20	59,696	-	-	-	-	-	-	-	-	-	-	-	-	-	315
30 to 34	68	43,933	150	51,565	82	62,395	7	-	-	-	-	-	-	-	-	-	-	-	-	307
35 to 39	40	51,209	84	57,442	82	61,980	27	78,195	3	-	-	-	-	-	-	-	-	-	-	236
40 to 44	31	52,171	69	58,779	75	66,854	21	78,708	24	96,370	1	-	-	-	-	-	-	-	-	221
45 to 49	22	44,863	52	57,067	45	64,793	22	72,566	17	-	10	-	1	-	-	-	-	-	-	169
50 to 54	11	-	55	50,693	51	69,001	11	-	17	-	16	-	6	-	2	-	-	-	-	169
55 to 59	11	-	44	60,523	41	69,922	12	-	8	-	6	-	2	-	3	-	3	-	-	130
60 to 64	8	-	28	61,747	40	68,082	16	-	12	-	2	-	3	-	4	-	5	-	-	118
65 to 69	4	-	22	48,360	22	61,490	8	-	2	-	2	-	-	-	1	-	-	-	1	62
70 & up	2	-	11	-	16	-	2	-	5	-	-	-	-	-	-	-	-	-	-	36
Total	363		719		474		126		88		37		12		10		8		1	1,838

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Expected benefit payments shown below are based on the form of payment assumption listed in the Statement of Actuarial Assumptions/Methods attachment.

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2024	4,119,996	369,601	1,825,789	6,315,386
2025	3,380,636	432,197	1,801,938	5,614,771
2026	2,792,553	503,417	1,770,083	5,066,053
2027	2,683,916	578,712	1,747,786	5,010,414
2028	2,948,519	702,115	1,721,888	5,372,522
2029	3,201,595	803,446	1,689,406	5,694,447
2030	3,362,138	937,456	1,655,420	5,955,014
2031	3,380,282	1,055,234	1,618,097	6,053,613
2032	3,819,666	1,196,463	1,575,832	6,591,961
2033	3,847,283	1,306,070	1,525,659	6,679,012
2034	4,195,354	1,491,394	1,471,184	7,157,932
2035	4,443,690	1,671,784	1,415,213	7,530,687
2036	4,353,770	1,815,429	1,350,640	7,519,839
2037	4,812,473	1,912,242	1,286,952	8,011,667
2038	4,776,095	2,056,066	1,218,228	8,050,389
2039	4,870,724	2,160,727	1,146,548	8,177,999
2040	5,038,216	2,236,876	1,072,204	8,347,296
2041	4,966,913	2,378,365	995,440	8,340,718
2042	4,975,030	2,545,446	917,014	8,437,490
2043	5,267,567	2,640,614	837,817	8,745,998
2044	5,265,828	2,750,097	758,832	8,774,757
2045	5,369,377	2,816,372	681,089	8,866,838
2046	5,571,628	2,872,445	605,595	9,049,668
2047	5,569,351	2,990,288	533,276	9,092,915
2048	5,656,909	3,045,337	464,941	9,167,187
....				

The expected benefit payments for plan years 2049-2073 continue on the next page.

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments (continued)

Expected benefit payments shown below are based on the form of payment assumption listed in the Statement of Actuarial Assumptions/Methods attachment.

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
....				
2049	5,550,924	3,115,876	401,261	9,068,061
2050	5,456,021	3,164,702	342,748	8,963,471
2051	5,484,230	3,177,989	289,742	8,951,961
2052	5,310,381	3,193,041	242,416	8,745,838
2053	5,277,471	3,176,416	200,772	8,654,659
2054	5,322,277	3,190,030	164,663	8,676,970
2055	5,151,845	3,188,303	133,811	8,473,959
2056	5,048,868	3,144,025	107,822	8,300,715
2057	4,929,745	3,070,404	86,229	8,086,378
2058	4,875,110	2,987,292	68,523	7,930,925
2059	4,672,748	2,880,187	54,184	7,607,119
2060	4,608,749	2,776,956	42,709	7,428,414
2061	4,282,861	2,668,537	33,620	6,985,018
2062	4,096,810	2,536,091	26,486	6,659,387
2063	3,883,603	2,403,109	20,922	6,307,634
2064	3,648,868	2,268,941	16,599	5,934,408
2065	3,451,144	2,134,945	13,241	5,599,330
2066	3,235,877	2,002,425	10,624	5,248,926
2067	3,037,875	1,871,820	8,570	4,918,265
2068	2,845,582	1,743,553	6,942	4,596,077
2069	2,659,728	1,618,021	5,635	4,283,384
2070	2,478,563	1,495,588	4,571	3,978,722
2071	2,302,374	1,376,608	3,696	3,682,678
2072	2,131,469	1,261,404	2,971	3,395,844
2073	1,966,158	1,150,295	2,368	3,118,821

The expected benefit payments for plan years 2024–2048 are available on the previous page.

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

A summary of the actuarial methods and assumptions used in the valuation are presented below:

Data Methods

Census data

Was as collected from information presented by the Plan Sponsor and trustee as of January 1, 2024.

Actuarial Methods

Actuarial cost method

The Funding Targets used in this report were developed using the unit credit actuarial cost method as defined by PPA 2006.

Discount rate method

The discount rates used to develop the Funding Target in this report are equal to the rates published by the IRS for the lookback period elected by the Plan Sponsor.

Asset valuation method

The Actuarial Value of Assets (Valuation Assets) is equal to a 3-year averaging method as described in IRS Notice 2009-22. Under this method, the Valuation Assets is the average of the current and two preceding valuation date Market Value of Assets, where the preceding two years include expected earnings at the lesser of the third segment rate for that year or 7.50%.

Demographic Assumptions

Mortality tables for annuities

The prescribed mortality assumption under Section 430(h)(3)(A) of the Internal Revenue Code, using generational tables with separate mortality rates for annuitants and nonannuitants.

Mortality tables for lump sums

The “applicable mortality” as defined under IRS Code Section 417(e).

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Retirement rates

The following table shows assumed retirement rates:

<u>Age</u>	<u>Rate</u>
55-61	5%
62	50%
63-64	10%
65	100%

Termination rates

The 2003 SOA Pension Plan Turnover Study (S&U – 10)

Disability rates

None.

Form of Payment

80% of active participants are assumed to elect an annuity at either their assumed future retirement or termination date. 20% of active participants are assumed to elect a lump sum payment at either their assumed future retirement or termination date. 100% of vested terminated participants are assumed to elect an annuity payment at age 65.

Percent of population that is married

For non-retired participants, 80% are assumed to be married.

Age of assumed spouse

The female spouse is assumed to be 3 years younger than the male spouse.

Death benefit

A Qualified Pre-Retirement Death Benefit was assumed to be paid.

Schedule SB, Part V – Statement of Actuarial Assumptions/Methods (continued)

Economic Assumptions

Discount rate used in Funding Target and Funding Target Normal Cost

The assumed discount rates on benefits paid in the future are based on the September 2023 PPA segment rates, reflecting ARPA. Previously, the September 2022 PPA segment rates reflecting ARPA were used.

<u>Segment</u>	<u>Rate</u>	<u>Applicable to benefit payments made:</u>
1	4.75%	During first 5 years starting from the valuation date.
2	4.87%	During years 6-20 starting from the valuation date.
3	5.59%	During years 21 and beyond starting from the valuation date.

Salary Improvement Scale

3.0% per year

Social Security Wage Base

3.0% per year.

Expenses

The administrative expense to be included as part of the normal cost is \$0.

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.
(PLAN NO. 004, FEDERAL I.D. #04-2526357)

Form 5500, Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions
 December 31, 2024

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
Number of Transactions	Description of Asset	Purchase Price	Selling Price	Lease Rental	Expense Incurred with Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain/ (Loss)
108	Morgan Stanley Bank Deposit Program	\$ 39,376,869	\$ -	\$ -	\$ -	\$ 39,376,869	\$ 39,376,869	\$ -
47	Morgan Stanley Bank Deposit Program	-	38,952,197	-	-	38,952,197	38,952,197	-

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
---	--	--

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 PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF JUSTICE RESOURCE INSTITUTE, INC	D Employer Identification Number (EIN) 04-2526357	

E Type of plan Single Multiple-A Multiple-B **F** Prior year plan size: 100 or fewer 101-500 More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2024

2 Assets:		
a Market value	2a	138333609
b Actuarial value	2b	141707226

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	166	20958452	20958452
b For terminated vested participants	1005	30283024	30283024
c For active participants	1838	68867435	75133635
d Total	3009	120108911	126375111

4 If the plan is in at-risk status, check the box and complete lines (a) and (b).....

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** 5.32 %

6 Target normal cost		
a Present value of current plan year accruals	6a	10032596
b Expected plan-related expenses	6b	0
c Target normal cost	6c	10032596

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 BORIS CHERNYAK, EA	Date 23-06873
	Type or print name of actuary CHARLES SCHWAB CORPORATE SERVICES	Most recent enrollment number (234) 255-8671
	Firm name 4150 KINROSS LAKES PARKWAY	Telephone number (including area code)
	Address of the firm RICHFIELD, OH 44286	

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)	4083690	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	4083690	0
10	Interest on line 9 using prior year's actual return of <u>12.76</u> %	521079	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		14064280
	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>5.45</u> %		766503
	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		14830783
	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)	4604769	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	108 48 %
15	Adjusted funding target attainment percentage	15	112 13 %
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	108 92 %
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		
10-01-2024	1200000	0	04-01-2025	1400000	0		
11-01-2024	1200000	0	05-01-2025	1400000	0		
12-02-2024	1200000	0	05-29-2025	4000000	0		
01-02-2025	1400000	0	06-02-2025	1400000	0		
02-04-2025	1400000	0	06-30-2025	1400000	0		
03-03-2025	1400000	0	08-01-2025	1400000	0		
			Totals ▶	18(b)	20200000	18(c)	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	18927072

20 Quarterly contributions and liquidity shortfalls:		
a	Did the plan have a "funding shortfall" for the prior year?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
b	If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	<input 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
(4) 4th		

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)		
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9	Amount remaining (line 7 minus line 8)		
10	Interest on line 9 using prior year's actual return of _____%		
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		
	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 _____%		
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
	c Total available at beginning of current plan year to add to prefunding balance		
	d Portion of (c) to be added to prefunding balance		
12	Other reductions in balances due to elections or deemed elections		
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)		

Part III Funding Percentages

14	Funding target attainment percentage	14	%
15	Adjusted funding target attainment percentage	15	%
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	%
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
09-02-2025	1400000	0			
			Totals ▶	18(b)	18(c)

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	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? Yes No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? Yes 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	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates.	1st segment: 4.75 %	2nd segment: 4.87 %	3rd segment: 5.59 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 62
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 type="checkbox"/> Yes <input checked="" 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 checked="" type="checkbox"/> Yes <input 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	10032596	
b Excess assets, if applicable, but not greater than line 31a	31b	10032596	
32 Amortization installments:	Outstanding Balance		Installment
a Net shortfall amortization installment	0	0	
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	0	
		Carryover balance	Prefunding balance
35 Balances elected for use to offset funding requirement		0	0
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	18927072	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	18927072	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances....	38b	0	
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 checked="" type="checkbox"/> 2020 <input type="checkbox"/> 2021
--

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



Schedule SB, line 19 – Discounted Employer Contributions

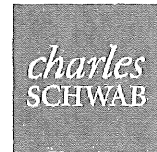
Valuation Date 1/1/2024

Effective Interest Rate 5.32%

Actual Contribution Date	Actual Contribution Amount	Discounted Contribution Amount	Plan Year to Which the Contribution is Applied
10/1/2024	\$ 1,200,000	\$ 1,154,327	2024
11/1/2024	\$ 1,200,000	\$ 1,149,270	2024
12/2/2024	\$ 1,200,000	\$ 1,144,236	2024
1/2/2025	\$ 1,400,000	\$ 1,329,094	2024
2/4/2025	\$ 1,400,000	\$ 1,322,897	2024
3/3/2025	\$ 1,400,000	\$ 1,317,848	2024
4/1/2025	\$ 1,400,000	\$ 1,312,447	2024
5/1/2025	\$ 1,400,000	\$ 1,306,883	2024
5/29/2025	\$ 4,000,000	\$ 3,719,173	2024
6/2/2025	\$ 1,400,000	\$ 1,300,973	2024
6/30/2025	\$ 1,400,000	\$ 1,295,825	2024
8/1/2025	\$ 1,400,000	\$ 1,289,966	2024
9/2/2025	\$ 1,400,000	\$ 1,284,133	2024
Total	\$ 20,200,000	\$ 18,927,072	

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



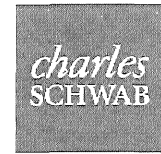
Schedule SB, line 22 – Description of Weighted Average Retirement Age

(A) <u>Age</u>	(B) <u>Retirement Decrement</u>	(C) <u>Lx</u>	(D) <u>Number Retiring</u>	(E) <u>Weighting (A) times (D)</u>
55	5.0%	100,000	5,000	275,000
56	5.0%	95,000	4,750	266,000
57	5.0%	90,250	4,512	257,184
58	5.0%	85,738	4,287	248,646
59	5.0%	81,451	4,073	240,307
60	5.0%	77,378	3,869	232,140
61	5.0%	73,509	3,675	224,175
62	50.0%	69,834	34,917	2,164,854
63	10.0%	34,917	3,492	219,996
64	10.0%	31,425	3,142	201,088
65	100.0%	28,283	28,283	1,838,395
			100,000	6,167,785

Weighted Average Retirement Age =	62
-----------------------------------	-----------

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



Schedule SB, line 26a – Schedule of Active Participant Data

	Under 1	Average Salary	1 to 4	Average Salary	5 to 9	Average Salary	10 to 14	Average Salary	15 to 19	Average Salary	20 to 24	Average Salary	25 to 29	Average Salary	30 to 34	Average Salary	35 to 39	Average Salary	40 & up	Total
Under 25	54	38,415	21	48,706	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	75
25 to 29	112	48,738	183	51,497	20	59,696	-	-	-	-	-	-	-	-	-	-	-	-	-	315
30 to 34	68	43,933	150	51,565	82	62,395	7	-	-	-	-	-	-	-	-	-	-	-	-	307
35 to 39	40	51,209	84	57,442	82	61,980	27	78,195	3	-	-	-	-	-	-	-	-	-	-	236
40 to 44	31	52,171	69	58,779	75	66,854	21	78,708	24	96,370	1	-	-	-	-	-	-	-	-	221
45 to 49	22	44,863	52	57,067	45	64,793	22	72,566	17	-	10	-	1	-	-	-	-	-	-	169
50 to 54	11	-	55	50,693	51	69,001	11	-	17	-	16	-	6	-	2	-	-	-	-	169
55 to 59	11	-	44	60,523	41	69,922	12	-	8	-	6	-	2	-	3	-	3	-	-	130
60 to 64	8	-	28	61,747	40	68,082	16	-	12	-	2	-	3	-	4	-	5	-	-	118
65 to 69	4	-	22	48,360	22	61,490	8	-	2	-	2	-	-	-	1	-	-	-	1	62
70 & up	2	-	11	-	16	-	2	-	5	-	-	-	-	-	-	-	-	-	-	36
Total	363		719		474		126		88		37		12		10		8		1	1,838

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Expected benefit payments shown below are based on the form of payment assumption listed in the Statement of Actuarial Assumptions/Methods attachment.

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
2024	4,119,996	369,601	1,825,789	6,315,386
2025	3,380,636	432,197	1,801,938	5,614,771
2026	2,792,553	503,417	1,770,083	5,066,053
2027	2,683,916	578,712	1,747,786	5,010,414
2028	2,948,519	702,115	1,721,888	5,372,522
2029	3,201,595	803,446	1,689,406	5,694,447
2030	3,362,138	937,456	1,655,420	5,955,014
2031	3,380,282	1,055,234	1,618,097	6,053,613
2032	3,819,666	1,196,463	1,575,832	6,591,961
2033	3,847,283	1,306,070	1,525,659	6,679,012
2034	4,195,354	1,491,394	1,471,184	7,157,932
2035	4,443,690	1,671,784	1,415,213	7,530,687
2036	4,353,770	1,815,429	1,350,640	7,519,839
2037	4,812,473	1,912,242	1,286,952	8,011,667
2038	4,776,095	2,056,066	1,218,228	8,050,389
2039	4,870,724	2,160,727	1,146,548	8,177,999
2040	5,038,216	2,236,876	1,072,204	8,347,296
2041	4,966,913	2,378,365	995,440	8,340,718
2042	4,975,030	2,545,446	917,014	8,437,490
2043	5,267,567	2,640,614	837,817	8,745,998
2044	5,265,828	2,750,097	758,832	8,774,757
2045	5,369,377	2,816,372	681,089	8,866,838
2046	5,571,628	2,872,445	605,595	9,049,668
2047	5,569,351	2,990,288	533,276	9,092,915
2048	5,656,909	3,045,337	464,941	9,167,187

....

The expected benefit payments for plan years 2049-2073 continue on the next page.

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments (continued)

Expected benefit payments shown below are based on the form of payment assumption listed in the Statement of Actuarial Assumptions/Methods attachment.

<u>Plan Year</u>	<u>Active Participants</u>	<u>Terminated Vested Participants</u>	<u>Retired Participants and Beneficiaries Receiving Payments</u>	<u>Total</u>
....				
2049	5,550,924	3,115,876	401,261	9,068,061
2050	5,456,021	3,164,702	342,748	8,963,471
2051	5,484,230	3,177,989	289,742	8,951,961
2052	5,310,381	3,193,041	242,416	8,745,838
2053	5,277,471	3,176,416	200,772	8,654,659
2054	5,322,277	3,190,030	164,663	8,676,970
2055	5,151,845	3,188,303	133,811	8,473,959
2056	5,048,868	3,144,025	107,822	8,300,715
2057	4,929,745	3,070,404	86,229	8,086,378
2058	4,875,110	2,987,292	68,523	7,930,925
2059	4,672,748	2,880,187	54,184	7,607,119
2060	4,608,749	2,776,956	42,709	7,428,414
2061	4,282,861	2,668,537	33,620	6,985,018
2062	4,096,810	2,536,091	26,486	6,659,387
2063	3,883,603	2,403,109	20,922	6,307,634
2064	3,648,868	2,268,941	16,599	5,934,408
2065	3,451,144	2,134,945	13,241	5,599,330
2066	3,235,877	2,002,425	10,624	5,248,926
2067	3,037,875	1,871,820	8,570	4,918,265
2068	2,845,582	1,743,553	6,942	4,596,077
2069	2,659,728	1,618,021	5,635	4,283,384
2070	2,478,563	1,495,588	4,571	3,978,722
2071	2,302,374	1,376,608	3,696	3,682,678
2072	2,131,469	1,261,404	2,971	3,395,844
2073	1,966,158	1,150,295	2,368	3,118,821

The expected benefit payments for plan years 2024-2048 are available on the previous page.

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

A summary of the actuarial methods and assumptions used in the valuation are presented below:

Data Methods

Census data

Was as collected from information presented by the Plan Sponsor and trustee as of January 1, 2024.

Actuarial Methods

Actuarial cost method

The Funding Targets used in this report were developed using the unit credit actuarial cost method as defined by PPA 2006.

Discount rate method

The discount rates used to develop the Funding Target in this report are equal to the rates published by the IRS for the lookback period elected by the Plan Sponsor.

Asset valuation method

The Actuarial Value of Assets (Valuation Assets) is equal to a 3-year averaging method as described in IRS Notice 2009-22. Under this method, the Valuation Assets is the average of the current and two preceding valuation date Market Value of Assets, where the preceding two years include expected earnings at the lesser of the third segment rate for that year or 7.50%.

Demographic Assumptions

Mortality tables for annuities

The prescribed mortality assumption under Section 430(h)(3)(A) of the Internal Revenue Code, using generational tables with separate mortality rates for annuitants and nonannuitants.

Mortality tables for lump sums

The “applicable mortality” as defined under IRS Code Section 417(e).

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 - 2526357 / 004



Schedule SB, Part V - Statement of Actuarial Assumptions/Methods (continued)

Retirement rates

The following table shows assumed retirement rates:

<u>Age</u>	<u>Rate</u>
55-61	5%
62	50%
63-64	10%
65	100%

Termination rates

The 2003 SOA Pension Plan Turnover Study (S&U - 10)

Disability rates

None.

Form of Payment

80% of active participants are assumed to elect an annuity at either their assumed future retirement or termination date. 20% of active participants are assumed to elect a lump sum payment at either their assumed future retirement or termination date. 100% of vested terminated participants are assumed to elect an annuity payment at age 65.

Percent of population that is married

For non-retired participants, 80% are assumed to be married.

Age of assumed spouse

The female spouse is assumed to be 3 years younger than the male spouse.

Death benefit

A Qualified Pre-Retirement Death Benefit was assumed to be paid.

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



**Schedule SB, Part V – Statement of Actuarial Assumptions/Methods
(continued)**

Economic Assumptions

Discount rate used in Funding Target and Funding Target Normal Cost

The assumed discount rates on benefits paid in the future are based on the September 2023 PPA segment rates, reflecting ARPA. Previously, the September 2022 PPA segment rates reflecting ARPA were used.

<u>Segment</u>	<u>Rate</u>	<u>Applicable to benefit payments made:</u>
1	4.75%	During first 5 years starting from the valuation date.
2	4.87%	During years 6-20 starting from the valuation date.
3	5.59%	During years 21 and beyond starting from the valuation date.

Salary Improvement Scale

3.0% per year

Social Security Wage Base

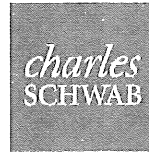
3.0% per year.

Expenses

The administrative expense to be included as part of the normal cost is \$0.

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



Schedule SB, Part V – Summary of Plan Provisions

Definitions:

Effective Date – January 1, 1989.

Plan Year – The calendar year.

Year of Service – The computation period of 12 consecutive months during which an employee has at least 1,000 hours of service.

Eligibility – All non-relief employees of Justice Resource Institute, Inc. who have attained age 21 and completed one Year of Service. First computation period starts at employment and shifts to the Plan Year.

Participation Date – Entry is on the first day of the month coincident with or next following the date eligibility requirements are met.

Vesting Service – Years and months of employment with fractional periods of a month counted as a full month.

Accrual Service (Period of Service) – Years and completed months of participation including pre-Effective Date service as if the Plan been in effect prior to January 1, 1989. Service prior to attainment of age 25 before January 1, 1985 shall not be credited.

Compensation – Total earnings paid during the year. See the Plan Document for detailed description.

Average Monthly Compensation – The highest monthly compensation averaged over the 3 consecutive Plan Years within the last 10 completed years of employment or averaged over the full employment if less than 3 consecutive Plan Years.

Covered Compensation – The average (without indexing) of the taxable wage bases 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 (or will attain) social security retirement age.

Normal Retirement Date (NRD) – The first day of the month coinciding with or next following the later of attainment of age 65.

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 - 2526357 / 004



Schedule SB, Part V – Summary of Plan Provisions (continued)

Early Retirement Date (ERD) – The first day of the month coinciding with or next following the later of attainment of age 55 and completion of 5 years of Vesting Service.

Accrued Benefit – The sum of i., ii., and multiplication of iii. by a ratio of Accrual Service on the date of determination over Accrual Service the participant would have if the participant continued employment until age 65.

- i. 1.75% of Average Monthly Compensation times Accrual Service through December 31, 2008.
- ii. 1.25% of Average Monthly Compensation times Accrual Service after December 31, 2008 until termination of employment, except that 1.25% shall be increased to 1.50% for Credited Service after December 31, 2008 until termination of employment for those Participants who are employed or reemployed on or after January 1, 2015.
- iii. 0.50% of Average Monthly Compensation in excess of 1/12th of Covered Compensation times accrual service at NRD (up to 35 years).

Eligibility for Benefits:

Normal Retirement – Retirement on NRD.

Early Retirement – Retirement on ERD.

Late Retirement - Retirement after NRD.

Deferred Vested Retirement – Termination for reasons other than death or retirement after completing five years of Vesting Service.

Preretirement Spouse Benefit – Death before retirement, whether in service or not.

Disability Retirement – Treated the same as a regular termination.

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 - 2526357 / 004



Schedule SB, Part V - Summary of Plan Provisions (continued)

Monthly Benefits Paid Upon the Following Events:

Normal Retirement - Accrued Benefit determined as of NRD.

Early Retirement - Accrued Benefit determined as of ERD, reduced as follows:

- (a) For participants with less than 10 years of Vesting Service, the Accrued Benefit is reduced by 1/15th for each of the first 5 years and 1/30th for each year thereafter that ERD precedes NRD.
- (b) For participants with more than 10 years of Vesting Service, the Accrued Benefit is reduced by 1/15th for each of the first 5 years, and 1/30th for each year thereafter that ERD precedes age 62 (with no reduction at or after age 62).

Late Retirement - The greater of the Accrued Benefit determined as of actual retirement date or the actuarial equivalent of the Normal Retirement benefit.

Deferred Vested Retirement - Accrued Benefit determined as of termination date and payable at NRD.

Death with Preretirement Spouse Benefits - The surviving spouse is entitled to the 50% of the monthly pension benefit as of the participant's earliest retirement date or date of death if later, reduced for the 50% joint and survivor election and reduced for payment before the participant's NRD.

Disability Benefit - Treated as a termination with deferred vested benefit.

Forms of Benefit:

Normal Form of Payment - The normal form of payment is the life annuity.

Optional Form of Payments - Optional forms are a 50%, 75%, or 100% joint and survivor annuity, a ten-year certain and life annuity option, a fifteen-year certain and life annuity option, and a lump sum (cashout) option.

Benefit Limitations:

Maximum 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.

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



Schedule SB, line 19 – Discounted Employer Contributions

Valuation Date	1/1/2024		
Effective Interest Rate	5.32%		
Actual Contribution Date	Actual Contribution Amount	Discounted Contribution Amount	Plan Year to Which the Contribution is Applied
10/1/2024	\$ 1,200,000	\$ 1,154,327	2024
11/1/2024	\$ 1,200,000	\$ 1,149,270	2024
12/2/2024	\$ 1,200,000	\$ 1,144,236	2024
1/2/2025	\$ 1,400,000	\$ 1,329,094	2024
2/4/2025	\$ 1,400,000	\$ 1,322,897	2024
3/3/2025	\$ 1,400,000	\$ 1,317,848	2024
4/1/2025	\$ 1,400,000	\$ 1,312,447	2024
5/1/2025	\$ 1,400,000	\$ 1,306,883	2024
5/29/2025	\$ 4,000,000	\$ 3,719,173	2024
6/2/2025	\$ 1,400,000	\$ 1,300,973	2024
6/30/2025	\$ 1,400,000	\$ 1,295,825	2024
8/1/2025	\$ 1,400,000	\$ 1,289,966	2024
9/2/2025	\$ 1,400,000	\$ 1,284,133	2024
Total	\$ 20,200,000	\$ 18,927,072	

Pension Plan of Justice Resource Institute, Inc.

EIN/ PN 04 – 2526357 / 004



Schedule SB, line 22 – Description of Weighted Average Retirement Age

(A) <u>Age</u>	(B) <u>Retirement Decrement</u>	(C) <u>Lx</u>	(D) <u>Number Retiring</u>	(E) <u>Weighting (A) times (D)</u>
55	5.0%	100,000	5,000	275,000
56	5.0%	95,000	4,750	266,000
57	5.0%	90,250	4,512	257,184
58	5.0%	85,738	4,287	248,646
59	5.0%	81,451	4,073	240,307
60	5.0%	77,378	3,869	232,140
61	5.0%	73,509	3,675	224,175
62	50.0%	69,834	34,917	2,164,854
63	10.0%	34,917	3,492	219,996
64	10.0%	31,425	3,142	201,088
65	100.0%	28,283	28,283	1,838,395
			100,000	6,167,785

Weighted Average Retirement Age =	62
-----------------------------------	-----------

Schedule SB, Part V – Summary of Plan Provisions

Definitions:

Effective Date – January 1, 1989.

Plan Year – The calendar year.

Year of Service – The computation period of 12 consecutive months during which an employee has at least 1,000 hours of service.

Eligibility – All non-relief employees of Justice Resource Institute, Inc. who have attained age 21 and completed one Year of Service. First computation period starts at employment and shifts to the Plan Year.

Participation Date – Entry is on the first day of the month coincident with or next following the date eligibility requirements are met.

Vesting Service – Years and months of employment with fractional periods of a month counted as a full month.

Accrual Service (Period of Service) – Years and completed months of participation including pre-Effective Date service as if the Plan been in effect prior to January 1, 1989. Service prior to attainment of age 25 before January 1, 1985 shall not be credited.

Compensation – Total earnings paid during the year. See the Plan Document for detailed description.

Average Monthly Compensation – The highest monthly compensation averaged over the 3 consecutive Plan Years within the last 10 completed years of employment or averaged over the full employment if less than 3 consecutive Plan Years.

Covered Compensation – The average (without indexing) of the taxable wage bases 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 (or will attain) social security retirement age.

Normal Retirement Date (NRD) – The first day of the month coinciding with or next following the later of attainment of age 65.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Early Retirement Date (ERD) – The first day of the month coinciding with or next following the later of attainment of age 55 and completion of 5 years of Vesting Service.

Accrued Benefit – The sum of i., ii., and multiplication of iii. by a ratio of Accrual Service on the date of determination over Accrual Service the participant would have if the participant continued employment until age 65.

- i. 1.75% of Average Monthly Compensation times Accrual Service through December 31, 2008.
- ii. 1.25% of Average Monthly Compensation times Accrual Service after December 31, 2008 until termination of employment, except that 1.25% shall be increased to 1.50% for Credited Service after December 31, 2008 until termination of employment for those Participants who are employed or reemployed on or after January 1, 2015.
- iii. 0.50% of Average Monthly Compensation in excess of 1/12th of Covered Compensation times accrual service at NRD (up to 35 years).

Eligibility for Benefits:

Normal Retirement – Retirement on NRD.

Early Retirement – Retirement on ERD.

Late Retirement – Retirement after NRD.

Deferred Vested Retirement – Termination for reasons other than death or retirement after completing five years of Vesting Service.

Preretirement Spouse Benefit – Death before retirement, whether in service or not.

Disability Retirement – Treated the same as a regular termination.

Schedule SB, Part V – Summary of Plan Provisions (continued)

Monthly Benefits Paid Upon the Following Events:

Normal Retirement – Accrued Benefit determined as of NRD.

Early Retirement – Accrued Benefit determined as of ERD, reduced as follows:

- (a) For participants with less than 10 years of Vesting Service, the Accrued Benefit is reduced by 1/15th for each of the first 5 years and 1/30th for each year thereafter that ERD precedes NRD.
- (b) For participants with more than 10 years of Vesting Service, the Accrued Benefit is reduced by 1/15th for each of the first 5 years, and 1/30th for each year thereafter that ERD precedes age 62 (with no reduction at or after age 62).

Late Retirement – The greater of the Accrued Benefit determined as of actual retirement date or the actuarial equivalent of the Normal Retirement benefit.

Deferred Vested Retirement – Accrued Benefit determined as of termination date and payable at NRD.

Death with Preretirement Spouse Benefits – The surviving spouse is entitled to the 50% of the monthly pension benefit as of the participant's earliest retirement date or date of death if later, reduced for the 50% joint and survivor election and reduced for payment before the participant's NRD.

Disability Benefit – Treated as a termination with deferred vested benefit.

Forms of Benefit:

Normal Form of Payment – The normal form of payment is the life annuity.

Optional Form of Payments – Optional forms are a 50%, 75%, or 100% joint and survivor annuity, a ten-year certain and life annuity option, a fifteen-year certain and life annuity option, and a lump sum (cashout) option.

Benefit Limitations:

Maximum 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.

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.
(PLAN NO. 004, FEDERAL I.D. #04-2526357)

Form 5500, Schedule H, Part IV, Line 4i - Schedule of Assets Held at End of Year
December 31, 2024

(a)	(b)	(c)	(d)	(e)
Parties in Interest	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Market Value
	Vanguard Total Stock Market ETF	Exchange Traded Fund	\$ 7,991,655	\$ 14,852,763
	Vanguard Total Institutional Stock	Exchange Traded Fund	11,240,949	11,697,605
	Invesco S&P 500 Equal Weight I	Exchange Traded Fund	4,837,674	8,113,149
	Vanguard Russell 1000 Growth	Exchange Traded Fund	3,619,655	7,127,700
	PIMCO Income I2	Mutual Fund	6,095,181	6,150,473
	Natixis Loomis SAY C/P Bond Y	Mutual Fund	6,605,361	6,095,362
	Fidelity Total Bond ETF	Exchange Traded Fund	6,094,027	6,093,346
	First Eagle Global I	Mutual Fund	5,058,759	5,882,476
	MFS International Diversication	Mutual Fund	5,429,935	5,701,285
	Capital Group Intl Focus ETF	Exchange Traded Fund	5,829,820	5,676,567
	MFS Mass Inv Growth Stk I	Mutual Fund	3,665,124	5,274,753
	Columbia Dividend Income Z	Mutual Fund	3,402,072	5,219,965
	Vanguard Value ETF	Exchange Traded Fund	3,945,863	5,129,790
	Proshares S&P 500	Exchange Traded Fund	3,273,288	4,867,995
	American Funds Bond Fund of Amer F2	Mutual Fund	5,194,783	4,702,837
	Capital Group Core Balanced ETF	Exchange Traded Fund	4,218,544	4,596,690
	Janus Henderson Balanced Fund I	Mutual Fund	3,538,432	4,556,767
	BlackRock Event Driven Equity Instl	Mutual Fund	3,361,450	3,400,958
	Guggenheim- Limit Duration- I	Mutual Fund	3,331,128	3,271,146
	RA Capital Healthcare Fund, LP	Limited Partnership	671,430	3,104,086
	First Trust Institutional Pr	Exchange Traded Fund	3,027,435	3,098,590
	Invesco Variable Rate Preferred ETF	Exchange Traded Fund	3,127,529	3,089,063
	iShares Core S&P Small-Cap ETF	Exchange Traded Fund	2,768,488	2,978,437
	Vanguard Short Term Treasury ETF	Exchange Traded Fund	2,683,211	2,705,370
	JP Morgan Hedged Equity 3-1	Mutual Fund	2,026,102	2,448,814
	Cohen & Stears Real Estate Securities I	Mutual Fund	1,978,621	2,183,106
	Cohen & Stears Global Realty I	Mutual Fund	2,144,305	2,154,172
*	Morgan Stanley Bank Deposit Program	Money Market	634,159	634,159
	Metlife Inc 6.500% Bond	Corporate Bond	552,090	544,435
*	Schwab Money Market Fund	Money Market	531,047	531,047
	RTX Corp 6.000% Bond	Corporate Bond	524,340	524,725
	Ebay Inc 5.9% Bond	Corporate Bond	517,575	516,555
	Oneok Inc 5.800% Bond	Corporate Bond	533,075	514,872
	Allstate Corp 5.350% Bond	Corporate Bond	520,490	503,187
	Gilead Sciences Inc 5.250% Bond	Corporate Bond	507,040	501,805
	Citigroup Inc 3.875% Bond	Corporate Bond	504,315	498,458
	Bank of America Corp 4.45% Bond	Corporate Bond	502,650	497,026
	Valero Energy Partners	Corporate Bond	496,390	493,158
	Northrop Grumman Corp 4.900% Bond	Corporate Bond	508,520	487,719
	Eversource Energy .8% Bond	Corporate Bond	457,495	487,608

PENSION PLAN OF JUSTICE RESOURCE INSTITUTE, INC.
(PLAN NO. 004, FEDERAL I.D. #04-2526357)

Form 5500, Schedule H, Part IV, Line 4i - Schedule of Assets Held at End of Year
 December 31, 2024

(a)	(b)	(c)	(d)	(e)
Parties in Interest	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Market Value
	CVS Health Corp 3% Bond	Corporate Bond	489,460	484,335
	American International Group	Corporate Bond	478,360	482,653
	Textron Inc 3.375% Bond	Corporate Bond	480,905	474,876
*	Charles Schwab Corp 2.900% Bond	Corporate Bond	477,394	474,688
	Duke Energy Corp 2.550% Bond	Corporate Bond	470,221	469,683
	Harris Corporation 3.832% Bond	Corporate Bond	442,714	448,559
	Intel Corp 2.450% Bond	Corporate Bond	444,615	439,740
	Unitedhealth Group Inc.	Corporate Bond	411,555	430,978
	Chambers Energy Capital II TE, LP	Limited Partnership	1,299,999	376,965
	US Treasury Note/Bond 1.750%	U.S. Government Security	248,301	248,672
	Stellus Credit VCOC Fund I, LLC	Limited Liability Company	1,353,650	165,573
	Cash	Money Market	15,707	15,707
	Total Investments		<u>\$ 128,562,888</u>	<u>\$ 151,420,448</u>
*	Party-in-interest			