

<p><b>Form 5500</b></p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p><b>Annual Return/Report of Employee Benefit Plan</b></p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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**Part I Annual Report Identification Information**  
 For calendar plan year 2024 or fiscal plan year beginning 04/01/2024 and ending 03/31/2025

**A** This return/report is for:  a multiemployer plan  a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan  a DFE (specify) \_\_\_\_\_

**B** This return/report is:  the first return/report  the final return/report

an amended return/report  a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . . ▶

**D** Check box if filing under:  Form 5558  automatic extension  the DFVC program

special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶

**Part II Basic Plan Information—enter all requested information**

<p><b>1a</b> Name of plan <u>THE HARKER SCHOOL 401(A) DEFINED CONTRIBUTION PLAN</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>001</u></p>
<p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>THE HARKER SCHOOL</u></p> <p><u>4525 UNION AVE</u> <span style="margin-left: 200px;"><u>4525 UNION AVE</u></span> <u>SAN JOSE, CA 95124-3530</u> <span style="margin-left: 200px;"><u>SAN JOSE, CA 95124-3530</u></span></p>	<p><b>1c</b> Effective date of plan <u>03/01/1983</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>94-1613808</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>408-553-5700</u></p> <p><b>2d</b> Business code (see instructions) <u>611000</u></p>

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

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

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	01/07/2026	TARA LAWRENCE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	01/07/2026	TARA LAWRENCE
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	888
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	556
	<b>6a(2)</b>	527
	<b>6b</b>	
	<b>6c</b>	355
	<b>6d</b>	882
	<b>6e</b>	3
	<b>6f</b>	885
	<b>6g(1)</b>	873
	<b>6g(2)</b>	856
<b>h</b>	<b>6h</b>	28
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

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

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

**a Pension Schedules**

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

**b General Schedules**

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

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

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**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.

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**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 \_\_\_\_\_

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<p><b>SCHEDULE A</b> <b>(Form 5500)</b></p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p><b>Insurance Information</b></p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p>▶ <b>File as an attachment to Form 5500.</b></p> <p>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</p>	<p>OMB No. 1210-0110</p> <hr/> <p><b>2024</b></p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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For calendar plan year 2024 or fiscal plan year beginning **04/01/2024** and ending **03/31/2025**

<p><b>A</b> Name of plan <b>THE HARKER SCHOOL 401(A) DEFINED CONTRIBUTION PLAN</b></p>	<p><b>B</b> Three-digit plan number (PN) ▶</p>	<p><b>001</b></p>
<p><b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>THE HARKER SCHOOL</b></p>	<p><b>D</b> Employer Identification Number (EIN) <b>94-1613808</b></p>	

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

**1 Coverage Information:**

(a) Name of insurance carrier  
**TIAA-CREF**

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-1624203	69345		779	04/01/2024	03/31/2025

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

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

**3 Persons receiving commissions and fees.** (Complete as many entries as needed to report all persons).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

<b>Part II</b>	<b>Investment and Annuity Contract Information</b>	
	Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.	
<b>4</b>	Current value of plan's interest under this contract in the general account at year end .....	2945356
<b>5</b>	Current value of plan's interest under this contract in separate accounts at year end.....	10696808
<b>6</b>	<b>Contracts With Allocated Funds:</b>	
<b>a</b>	State the basis of premium rates ▶	
<b>b</b>	Premiums paid to carrier .....	<b>6b</b>
<b>c</b>	Premiums due but unpaid at the end of the year .....	<b>6c</b>
<b>d</b>	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. .... Specify nature of costs ▶	<b>6d</b>
<b>e</b>	Type of contract: (1) <input type="checkbox"/> individual policies                      (2) <input type="checkbox"/> group deferred annuity (3) <input type="checkbox"/> other (specify) ▶	
<b>f</b>	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ <input type="checkbox"/>	
<b>7</b>	<b>Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)</b>	
<b>a</b>	Type of contract: (1) <input type="checkbox"/> deposit administration                      (2) <input type="checkbox"/> immediate participation guarantee (3) <input checked="" type="checkbox"/> guaranteed investment                      (4) <input type="checkbox"/> other ▶	
<b>b</b>	Balance at the end of the previous year .....	<b>7b</b> 2703717
<b>c</b>	(1) Contributions deposited during the year .....	<b>7c(1)</b> 203747
	(2) Dividends and credits.....	<b>7c(2)</b>
	(3) Interest credited during the year.....	<b>7c(3)</b> 349681
	(4) Transferred from separate account .....	<b>7c(4)</b> 1048420
	(5) Other (specify below).....	<b>7c(5)</b> 21584
	▶ OTHER ADDITIONS	
	(6) Total additions .....	<b>7c(6)</b> 1623432
<b>d</b>	Total of balance and additions (add lines <b>7b</b> and <b>7c(6)</b> ) .....	<b>7d</b> 4327149
<b>e</b>	<b>Deductions:</b>	
	(1) Disbursed from fund to pay benefits or purchase annuities during year	<b>7e(1)</b> 317700
	(2) Administration charge made by carrier.....	<b>7e(2)</b>
	(3) Transferred to separate account .....	<b>7e(3)</b> 600002
	(4) Other (specify below).....	<b>7e(4)</b> 464091
▶ OTHER SUBTRACTIONS		
	(5) Total deductions .....	<b>7e(5)</b> 1381793
<b>f</b>	Balance at the end of the current year (subtract line <b>7e(5)</b> from line <b>7d</b> ).....	<b>7f</b> 2945356

**Part III Welfare Benefit Contract Information**  
 If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

**8** Benefit and contract type (check all applicable boxes)

- a**  Health (other than dental or vision)
- b**  Dental
- c**  Vision
- d**  Life insurance
- e**  Temporary disability (accident and sickness)
- f**  Long-term disability
- g**  Supplemental unemployment
- h**  Prescription drug
- i**  Stop loss (large deductible)
- j**  HMO contract
- k**  PPO contract
- l**  Indemnity contract
- m**  Other (specify) ▶

**9** Experience-rated contracts:

<b>a</b>	Premiums: (1) Amount received .....	<b>9a(1)</b>	
	(2) Increase (decrease) in amount due but unpaid .....	<b>9a(2)</b>	
	(3) Increase (decrease) in unearned premium reserve .....	<b>9a(3)</b>	
	(4) Earned ((1) + (2) - (3)) .....		<b>9a(4)</b>
<b>b</b>	Benefit charges (1) Claims paid .....	<b>9b(1)</b>	
	(2) Increase (decrease) in claim reserves .....	<b>9b(2)</b>	
	(3) Incurred claims (add (1) and (2)) .....		<b>9b(3)</b>
	(4) Claims charged .....		<b>9b(4)</b>
<b>c</b>	Remainder of premium: (1) Retention charges (on an accrual basis) --		
	(A) Commissions .....	<b>9c(1)(A)</b>	
	(B) Administrative service or other fees .....	<b>9c(1)(B)</b>	
	(C) Other specific acquisition costs .....	<b>9c(1)(C)</b>	
	(D) Other expenses .....	<b>9c(1)(D)</b>	
	(E) Taxes .....	<b>9c(1)(E)</b>	
	(F) Charges for risks or other contingencies .....	<b>9c(1)(F)</b>	
	(G) Other retention charges .....	<b>9c(1)(G)</b>	
	(H) Total retention .....		<b>9c(1)(H)</b>
	(2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.) .....		<b>9c(2)</b>
<b>d</b>	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement .....		<b>9d(1)</b>
	(2) Claim reserves .....		<b>9d(2)</b>
	(3) Other reserves .....		<b>9d(3)</b>
<b>e</b>	Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).) .....		<b>9e</b>

**10** Nonexperience-rated contracts:

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

Specify nature of costs.

**Part IV Provision of Information**

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

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

<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  ▶ <b>File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **04/01/2024** and ending **03/31/2025**

<b>A</b> Name of plan <b>THE HARKER SCHOOL 401(A) DEFINED CONTRIBUTION PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>THE HARKER SCHOOL</b>	<b>D</b> Employer Identification Number (EIN) <b>94-1613808</b>	

**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

**NUVEEN** **333 WEST WACKER DR**  
**CHICAGO, IL 60606**

**13-1624203**

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

**VANGUARD** **PO BOX 2600**  
**VALLEY FORGE, PA 19482**

**23-1945930**

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

**AMERICAN CENTURY INVESTMENTS** **4500 MAIN ST 12TH FLOOR**  
**KANSAS CITY, MO 64111**

**44-0640487**

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

**AMERICAN FUNDS** **333 SOUTH HOPE ST**  
**LOS ANGELES, CA 90071**

**95-1411037**

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

BLACKROCK ADVISORS, LLC

100 BELLEVUE PARKWAY  
WILMINGTON, DE 19809

13-3806691

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

CREF-TIAA-CREF INVESTMENT MANAGEMEN

730 THIRD AVE  
NEW YORK, NY 10017

13-3586142

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

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

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

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

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

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

TIAA- TEACHERS INSURANCE & ANNUITY

730 THIRD AVE  
NEW YORK, NY 10017

13-1624203

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14	NONE	64527	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

FIDUCIARY BENEFITS GROUP INC

36753 BRAKEN WAY  
LAKE ELSINORE, CA 92532

87-3709842

(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?
51	NONE	131381	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

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

**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.

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

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

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE D</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>	<b>DFE/Participating Plan Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <hr/> <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 04/01/2024 and ending 03/31/2025

<b>A</b> Name of plan <u>THE HARKER SCHOOL 401(A) DEFINED CONTRIBUTION PLAN</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>THE HARKER SCHOOL</u>	<b>D</b> Employer Identification Number (EIN) <u>94-1613808</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<u>TIAA REAL ESTATE</u>	
<b>b</b> Name of sponsor of entity listed in (a):	<u>TIAA-CREF</u>	
<b>c</b> EIN-PN <u>13-1624203-004</u>	<b>d</b> Entity code <u>P</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>272516</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)





<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>04/01/2024</b> and ending <b>03/31/2025</b>	
<b>A</b> Name of plan <b>THE HARKER SCHOOL 401(A) DEFINED CONTRIBUTION PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>THE HARKER SCHOOL</b>	<b>D</b> Employer Identification Number (EIN) <b>94-1613808</b>

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

		(a) Beginning of Year	(b) End of Year
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>		
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	136028	146819
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>		
<b>(3)</b> Other .....	<b>1b(3)</b>		
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>		
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	444512	804385
<b>(8)</b> Participant loans .....	<b>1c(8)</b>		
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>		
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	209482	272516
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	67069348	69122434
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....	<b>1c(14)</b>	2703717	2945356
<b>(15)</b> Other.....	<b>1c(15)</b>		

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	70563087	73291510
<b>Liabilities</b>			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
<b>Net Assets</b>			
l Net assets (subtract line 1k from line 1f).....	1l	70563087	73291510

**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
<b>a Contributions:</b>			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	3779850	
(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)		3779850
<b>b Earnings on investments:</b>			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	46126	
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		46126
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	2022966	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		2022966
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		1341443
<b>c</b> Other income .....	<b>2c</b>		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total.....	<b>2d</b>		7190385

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	<b>2e(1)</b>	4019581	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other.....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		4019581
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions).....	<b>2g</b>		
<b>h</b> Interest expense.....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>		
(3) Recordkeeping fees .....	<b>2i(3)</b>		
(4) IQPA audit fees .....	<b>2i(4)</b>		
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	157589	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>		
(7) Actuarial fees .....	<b>2i(7)</b>		
(8) Legal fees .....	<b>2i(8)</b>		
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses.....	<b>2i(11)</b>		
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		157589
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....	<b>2j</b>		4177170

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		3013215
<b>l</b> Transfers of assets:			
(1) To this plan.....	<b>2l(1)</b>		0
(2) From this plan .....	<b>2l(2)</b>		284792

**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: **RLA, LLP**

(2) EIN: **27-1155496**

**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
<b>a</b> 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>b</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	
<b>c</b> 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	
<b>d</b> 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	
<b>e</b> Was this plan covered by a fidelity bond?	X		500000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> 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	
<b>h</b> 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	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> 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	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	

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

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

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
TEACHERS INSURANCE & ANNUITY	13-1624203	004

**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 \_\_\_\_\_.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **04/01/2024** and ending **03/31/2025**

<b>A</b> Name of plan <b>THE HARKER SCHOOL 401(A) DEFINED CONTRIBUTION PLAN</b>	<b>B</b> Three-digit plan number (PN)	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>THE HARKER SCHOOL</b>	<b>D</b> Employer Identification Number (EIN) <b>94-1613808</b>	

<b>Part I</b>	<b>Distributions</b>
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**All references to distributions relate only to payments of benefits during the plan year.**

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

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

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

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

<b>Part II</b>	<b>Funding Information</b> (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.)
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**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.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>6 b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>	3779850
<b>6 c</b> 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).....	<b>6c</b>	-3779850

**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

<b>Part III</b>	<b>Amendments</b>
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**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

<b>Part IV</b>	<b>ESOPs</b> (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.
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**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:

<b>a</b> 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).....	<b>14a</b>	
<b>b</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).....	<b>14b</b>	
<b>c</b> 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).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

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

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

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

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

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

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

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

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

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

**Part VII IRS Compliance Questions**

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

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

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



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**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Financial Statements and Supplementary Information**  
**March 31, 2025 and 2024**

**Together with**  
**Independent Auditors' Report**

**THE HARKER SCHOOL 401(A) DEFINED CONTRIBUTION PLAN**

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March 31, 2025

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## INDEPENDENT AUDITORS' REPORT

To the Trustees of  
The Harker School 401(a) Defined Contribution Plan  
San Jose, California

### **Scope and Nature of the ERISA Section 103(a)(3)(C) Audits**

We have performed audits of the accompanying financial statements of The Harker School 401(a) Defined Contribution Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of March 31, 2025 and 2024, 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 audit of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's 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 a certification from a qualified institution as of and for the years ended March 31, 2025 and 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

### **Opinion**

In our opinion, based on our audit and on the procedures performed as described in the Auditors' Responsibilities for the Audits of the Financial Statements section:

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

## INDEPENDENT AUDITORS' REPORT (CONTINUED)

To the Trustees of  
The Harker School 401(a) Defined Contribution Plan  
San Jose, California

### **Opinion (continued)**

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

### **Basis for Opinion**

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

### **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

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

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

## INDEPENDENT AUDITORS' REPORT (CONTINUED)

To the Trustees of  
The Harker School 401(a) Defined Contribution Plan  
San Jose, California

### **Auditors' Responsibilities for the Audits of the Financial Statements**

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

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

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

## INDEPENDENT AUDITORS' REPORT (CONTINUED)

To the Trustees of  
The Harker School 401(a) Defined Contribution Plan  
San Jose, California

### **Auditors' Responsibilities for the Audits of the Financial Statements (continued)**

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

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

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

### **Other Matters**

#### *Supplemental Schedule Required by ERISA*

The supplemental Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year) is presented for purposes of additional analysis and is not a required part of the financial statements, but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

INDEPENDENT AUDITORS' REPORT (CONTINUED)

To the Trustees of  
The Harker School 401(a) Defined Contribution Plan  
San Jose, California

**Other Matters (continued)**

*Supplemental Schedule Required by ERISA (continued)*

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

In our opinion:

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

RLA LLP  
San Jose, California  
December 3, 2025

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**  
**Statements of Net Assets Available for Benefits**

	March 31,	
	2025	2024
<b>ASSETS</b>		
Investments, at fair value	\$ 69,394,950	\$ 67,278,830
Investments, at contract value	2,945,356	2,703,717
Total investments	72,340,306	69,982,547
Receivables:		
Employer contributions receivable	146,819	136,028
Notes receivable from participants	804,385	444,512
Total receivables	951,204	580,540
Total assets	73,291,510	70,563,087
Net assets available for benefits	\$ 73,291,510	\$ 70,563,087

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

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**  
**Statements of Changes in Net Assets Available for Benefits**

	For the Years Ended	
	March 31,	
	2025	2024
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	\$ 1,341,443	\$ 9,538,348
Interest and dividend income	2,022,966	1,288,009
Total investment income	3,364,409	10,826,357
Interest income on notes receivable from participants	46,126	28,111
Contributions:		
Employer	3,779,850	3,493,915
Total contributions	3,779,850	3,493,915
Deductions from net assets attributed to:		
Benefits paid to participants	4,019,581	3,415,320
Participant transfers from (to) Teachers Insurance and Annuity Association annuity contracts	284,792	(146,448)
Administrative expenses	157,589	111,874
Total deductions	4,461,962	3,380,746
Net increase in net assets	2,728,423	10,967,637
Net assets available for plan benefits:		
Beginning of the year	70,563,087	59,595,450
End of the year	\$ 73,291,510	\$ 70,563,087

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

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 1 - Description of plan:**

The following description of The Harker School (the "Sponsor") 401(a) Defined Contribution Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

- a. *General* - The Plan is a defined contribution plan covering substantially all employees of the Sponsor, who have one year of service and are age twenty-one or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan was originally established as of March 1, 1983, and has been subsequently amended and restated. The Plan trustees are responsible for oversight of the Plan, including the appropriateness of the Plan's investment offerings and investment performance.
- b. *Contributions* - Each year, the Sponsor contributes 8% of pretax annual compensation, as defined in the Plan. Contributions are subject to certain limitations under section 401(a)(17). Participants may also contribute amounts representing distributions from other qualified defined contribution plans, commonly referred to as rollovers. Participants direct the investment of their contributions into various investment options offered by the Plan. Participants may change their investment options daily. The Sponsor made pretax annual compensation contributions of approximately \$3,780,000 and \$3,494,000 for the years ended March 31, 2025 and 2024, respectively.
- c. *Automatic enrollment* - Employees eligible to participate in the Plan are automatically enrolled upon meeting the eligibility requirements noted above. Unless otherwise directed, the Sponsor contribution defined above is to be invested in specific pre-selected investment offerings based on a participant's estimated time to retirement.
- d. *Participant accounts* - Each participant's account is credited with the allocations of (1) the Sponsor's contribution and (2) Plan earnings and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.
- e. *Vesting* - Participants are immediately vested in their rollover contributions from other plans, plus actual earnings thereon. Vesting in the Sponsor's contribution portion of their accounts is based on years of continuous service after the completion of one year of service at a rate of 33% per year until fully vested after three years of credited service.

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 1 - Description of plan (continued):**

- f. Notes receivable from participants and plan loans - Participant loans are treated as a transfer to (from) the investment fund from (to) the participant notes fund. General guidelines are that the minimum loan amount be \$1,000, while the maximum is equal to the lesser of \$50,000 or 50% of their vested account balance. Note receivable repayment terms generally may not exceed five years, except in the case of the purchase of a primary residence. The notes receivable are secured by the balances in the participants' accounts. The notes receivable interest rate, determined quarterly, is set at 1% above the prime rate, as defined, and loan balances as of March 31, 2025 have interest rates ranging from 4.25% - 9.50%. Principal and interest are paid ratably through payroll deductions and, therefore, these loans are considered part of Plan assets as notes receivable from participants. Participants may have up to three outstanding loans at a time, however, a maximum of \$50,000 in loans can be taken out each year, regardless of account balance.

A "plan loan" is a type of loan and called such to distinguish it from a "participant loan." General guidelines are that the minimum loan amount be \$1,000, while the maximum is equal to the lesser of \$50,000 or 45% of their vested account balance. The loans do not reduce the balance of the participant's account unless the loan is in default at the time when the benefits are distributable. For plan loans, a portion of the participant's account is reserved, or held in collateral, to cover 110% of the outstanding loan balance in case of default. The collateral is held in the Teachers Insurance and Annuity Association ("TIAA") Traditional Annuity as part of a separate Retirement Loan contract. As of March 31, 2025 and 2024, outstanding plan loans amounted to approximately \$16,000 and \$65,000, respectively. The loan interest rate for these plan loans may be fixed or variable and the initial rate is determined by the terms of the controlling contract, as are the rate adjustment details and frequency. For Retirement Loan contracts, principal repayments are transferred to the investment options chosen under the terms of the Plan. All plan loans pay interest directly to TIAA and thus are not considered part of Plan assets.

- g. Payment of benefits - Withdrawals are allowed in the event of termination, disability, death, retirement, or attainment of age 59 ½. Depending on the event, the withdrawal may be subject to early withdrawal penalties imposed by the Internal Revenue Code ("IRC"). Payments are made in the form of a lump-sum distribution or annual installments over a period of time of not more than the participant's life expectancy.

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 1 - Description of plan (continued):**

Payment of benefits (continued) - The participant is entitled to select the manner in which benefit payments are received subject to the terms of the Plan. If participants are eligible to participate in The Harker School 403(b) Defined Contribution Plan (the “403(b) Plan”), the participants are allowed to invest in TIAA Traditional Annuity contracts, which are assets of the 403(b) Plan. The TIAA Traditional Annuities are not considered assets of The Harker School 401(a) Defined Contribution Plan. These transfers of funds represent distributions that are reported as participant transfers to TIAA Traditional Annuity contracts.

- h. Forfeited accounts - Forfeited non-vested accounts are applied to reduce the Sponsor’s contribution in the following Plan year. If a terminated participant returns to full-time employment within five years, the Sponsor reinstates his/her forfeited account. The Plan Administrator applied approximately \$21,000 in forfeitures to employer contributions for the year ended March 31, 2025. The Plan Administrator applied no forfeitures to employer contributions for the year ended March 31, 2024. Forfeitures remaining in the Plan as of the years ended March 31, 2025 and 2024 were approximately \$7,900 and \$11,800, respectively.

**Note 2 - Summary of significant accounting policies:**

Basis of accounting - The accompanying financial statements of the Plan are prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (“GAAP”).

Use of estimates - The preparation of financial statements in conformity with GAAP requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

Investment valuation and income recognition - Investments are reported at fair value (except for fully benefit-responsive guaranteed investment contracts reported at contract 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 variable annuity contracts and pooled separate account are not classified in the fair value hierarchy, however, as a practical expedient, the fair value is measured at Net Asset Value (“NAV”) per share of the underlying assets as traded in an exchange or active market. The Pension Committee determines the Plan’s valuation policies utilizing information provided by the investment advisers and custodian. See Note 3 for discussion of fair value measurements.

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 2 - Summary of significant accounting policies (continued):**

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

Employee contributions receivable - The Plan's employer contributions receivable are due from the Sponsor based on compensation earned during the last payroll date of the fiscal year. Plan management performs ongoing credit evaluations of the Sponsor, maintaining allowances for potential credit losses, which, when realized, have been within Plan management's expectations. An allowance for credit losses is estimated and recorded based on the Plan's historical bad debt experience, and Plan management's judgment. Losses are written off against the allowance when determined to be uncollectible. The allowance is based on Plan management's historical collection experience, adjusted for Plan management's expectations about current and future economic conditions. No allowance for credit losses was deemed necessary at March 31, 2025 and 2024.

Notes receivable from participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document. Interest income is recorded on the accrual basis. Related fees are recorded as administrative fees and are expensed as they are incurred. No allowance for credit losses has been recorded as of March 31, 2025 and 2024. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

Payment of benefits - Benefit payments to participants are recorded when paid. At March 31, 2025 and 2024, there were no distributions approved that were not disbursed prior to year-end.

Administrative expenses - Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Sponsor. Expenses that are paid by the Sponsor are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

Subsequent events - Subsequent events are evaluated through the date of the independent auditors' report, which is the date the financial statements were available to be issued and determined that no material subsequent events require an estimate to be recorded or disclosed as of March 31, 2025.

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 3 - Fair value:**

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy are described below:

- 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; or inputs that are derived principally from, or corroborated by, observable market data by correlation or other means.

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

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

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

The following are descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in techniques used for assets measured at fair value.

- *Mutual funds*: Assets are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 3 - Fair value (continued):**

- *Variable annuity contracts:* Units held in variable annuities are valued using the NAV practical expedient of the annuity as reported by its managers. The NAV practical expedient is based on the fair value of the underlying assets owned by the annuity minus its liabilities, and then divided by the number of units outstanding.
- *Money market funds:* Assets are valued at the NAV, generally \$1 per share, and are reported on the active market on which securities are traded.
- *Pooled separate accounts:* The underlying assets of the pooled separate account consist primarily of private directly held real estate investments known as sub-accounts. Each sub-account invests in shares of an underlying investments. Sub-accounts are measured in terms of accumulation units. The sub-account investments are valued principally using external appraisal prices of the investments using the practical expedient. Certain fund fees, expenses, and administration charges (if any) are deducted from the value of the investments to arrive at the value of the sub-accounts. The accumulation units are valued at net asset value on a daily basis. Participant transactions (issuances and redemptions) may occur daily. If the Plan were to initiate a full redemption of the pooled separate account, the investment advisor reserves the right to temporarily delay, for up to seven days, withdrawal from the pooled separate account in order to ensure that securities liquidations will be carried out in an orderly business manner.

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

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 3 - Fair value (continued):**

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

	2025		
	Level 1	NAV <sup>(a)</sup>	Total
Mutual funds	\$ 58,698,141	\$ -	\$ 58,698,141
Variable annuity contracts	-	9,176,247	9,176,247
Money market funds	1,248,046	-	1,248,046
Pooled separate accounts	-	272,516	272,516
	\$ 59,946,187	\$ 9,448,763	\$ 69,394,950
	2024		
	Level 1	NAV <sup>(a)</sup>	Total
Mutual funds	\$ 55,718,148	\$ -	\$ 55,718,148
Variable annuity contracts	-	9,559,713	9,559,713
Money market funds	1,791,487	-	1,791,487
Pooled separate accounts	-	209,482	209,482
	\$ 57,509,635	\$ 9,769,195	\$ 67,278,830

(a) The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 3 - Fair value (continued):**

The following table summarizes investments for which fair value is measured using the NAV per share practical expedient. There are no unfunded commitments and no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan:

<u>Investments</u>	<u>2025 Fair Value</u>	<u>2024 Fair Value</u>	<u>Redemption frequency (if currently eligible)</u>	<u>Redemption notice period</u>
CREF growth fund <sup>(b)</sup>	\$ 2,964,462	\$ 3,054,108	Daily	Daily
CREF stock fund <sup>(c)</sup>	2,716,838	2,762,135	Daily	Daily
CREF equity index fund <sup>(d)</sup>	1,061,983	1,155,142	Daily	Daily
CREF global equities <sup>(e)</sup>	1,077,530	1,078,773	Daily	Daily
CREF social choice fund <sup>(f)</sup>	733,456	828,791	Daily	Daily
CREF core bond fund <sup>(g)</sup>	395,109	396,808	Daily	Daily
CREF inflation-linked bond fund <sup>(h)</sup>	226,869	283,956	Daily	Daily
TIAA real estate <sup>(i)</sup>	272,516	209,482	Daily	Daily
	<u>\$ 9,448,763</u>	<u>\$ 9,769,195</u>		

(b) This fund seeks a long-term return, mainly through capital appreciation, primarily from a diversified portfolio of common stocks that present the opportunity for exceptional growth. The account invests at least 80% of its assets in common stocks and other equity securities. The account invests primarily in large, well-known, established companies, particularly those with new or innovative products, services, or processes that may enhance future earnings prospects.

(c) This fund seeks a long-term return through capital appreciation and investment income by investing primarily in a broadly diversified portfolio of common stocks. Under normal circumstances, the account invests at least 80% of its assets in broadly diversified portfolio of common stocks. The College Retirement Equities Fund Manager (“Fund Manager”) typically uses a combination of three different investment strategies to manage the account - active management, quantitative and indexing, and invests in both domestic and foreign equities. For the actively managed strategy, the Fund Manager looks for companies they believe are attractively priced based on a detailed analysis of their prospects for growth in earnings, cash flow, revenues, and other relevant measures. The Fund Manager also looks for companies whose assets appear undervalued in the market.

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 3 - Fair value (continued):**

- (d) This fund seeks a favorable long-term rate of return from a diversified portfolio selected to track the overall market for common stocks publicly traded in the United States, as represented by a broad stock market index.
- (e) This fund seeks a favorable long-term rate of return through capital appreciation and income from a broadly diversified portfolio that consists primarily of foreign and domestic common stocks. Under normal circumstances, the account invests at least 80% of its assets in equity securities of foreign and domestic companies. Typically, approximately 50% of the account is invested in foreign securities (including foreign emerging market issuers), and approximately 50% in domestic securities, as the Fund Manager deems appropriate. The Fund Manager typically uses a combination of three different investment strategies to manage the account - active management, enhanced indexing, and pure indexing. The Fund Manager seeks out attractively priced companies, of any capitalization size, that they believe are undervalued based on the company's prospects for growth in earnings, cash flow, revenues, and other relevant measures.
- (f) This fund seeks a favorable long-term rate of return that reflects the investment performance of the financial markets while giving special consideration to certain social criteria. The account is balanced, with assets divided between domestic and foreign stocks and other equity securities (about 60%) and bonds and other fixed-income securities, including money market instruments (about 40%).
- (g) This fund seeks a favorable long-term rate of return, primarily through high current income consistent with preserving capital. Under normal circumstances, the fund invests at least 80% of its assets in a broad range of fixed income securities, mainly investment-grade securities in the top four credit rating categories by Moody's or S&P, or that the Fund Manager believes are of similar quality. The fund can also invest in below-investment-grade securities. The fund provides participants the option to convert all or a portion of their accumulations into lifetime income.
- (h) This fund seeks a long-term rate of return that outpaces inflation, primarily through investment in inflation-indexed bonds, which are fixed-income securities whose returns are designed to track a specified inflation index over the life of the bond. Under normal circumstances, the account invests at least 80% of its assets in U.S. Treasury Inflation-Indexed Securities. It can invest in other inflation-indexed bonds issued or guaranteed by the U.S. government or its agencies, by corporations and other U.S. domiciled issuers as well as foreign governments.

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 3 - Fair value (continued):**

- (i) This fund seeks a favorable long-term rate of return through rental income and appreciation of real estate and real estate-related investments. The account intends to have between 75% and 85% of its net assets invested directly in real estate or real estate-related investments. The account will invest the remaining portion of assets in publicly traded, liquid investments.

**Note 4 - Investments:**

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such an election, certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at March 31, 2025 and 2024, and net appreciation in fair value of investments, interest and dividend income, and interest income on notes receivables from participants for the years ended March 31, 2025 and 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Teachers Insurance and Annuity Association - College Retirement Equities Fund ("TIAA-CREF"), the trustee of the Plan.

**Note 5 - Guaranteed investment contract with insurance company:**

The Plan invests in the TIAA Stable Value Fund ("the Fund,") a fully benefit-responsive guaranteed fixed annuity contract with TIAA-CREF. During the accumulation phase, the annuity's guarantees are supported by a pooled separate account of TIAA that groups the premium dollars it receives over defined time periods into vintages, typically composed of one or more contiguous calendar months, for the purpose of determining the crediting rate to participant's accounts. If the separate account's assets are insufficient to meet these guarantees in the accumulation phase, the financial strength and claims-paying ability of TIAA provides a second layer of support to cover any shortfall. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 5 - Guaranteed investment contract with insurance company (continued):**

Given that the guaranteed investment contracts are fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to this guaranteed investment contracts. Contract value, as reported to the Plan by TIAA-CREF represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. The Fund is immediately liquid to participants and does not have participant-level withdrawal restrictions. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including implementation of an early retirement program, complete or partial plan termination, consolidation of investors, or merger with another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan sponsor or other plan sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, (4) group terminations or layoffs, (5) participant communication that is designed to influence participants not to invest in the Fund, or (6) the failure to meet certain tax qualifications, qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan administrator does not believe that any events which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate. The crediting interest rate is based on an agreed-upon formula with the issuer, but it may not be less than one to three percent (before contract fees are deducted), depending on the contract.

Crediting rates reflect the amortization of realized and unrealized gains and losses in the underlying portfolio over the duration of the portfolio and, in consequence, may not reflect the actual returns achieved in the portfolio. From time to time the crediting rate may be significantly greater or less than current market interest rates. Such interest rates are reviewed on a quarterly basis for resetting.

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

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 6 - Party-in-interest transactions:**

Certain Plan investments are units in mutual funds managed by TIAA-CREF. TIAA-CREF is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

TIAA-CREF provides certain administrative services to the Plan pursuant to an agreement between the Sponsor and TIAA-CREF. TIAA-CREF receives revenue from mutual fund service providers for services the trustees provided to the funds. This revenue is used to offset certain amounts owed to TIAA-CREF for administrative services to the Plan.

Fees incurred by the Plan for the investment management services are included in net appreciation in fair value of investments, as they are paid through revenue sharing rather than a direct payment. If the revenue received by the Trustee from such mutual fund service providers exceeds the amount owed under the agreement, the Trustee remits the excess to the Plan's trust on a quarterly basis. Such amounts may be applied to pay Plan administrative expenses or allocated to the accounts of the participants. The Plan or the Sponsor may make a payment to the Trustee for administrative services not covered by revenue sharing.

Fiduciary Benefits Group is the codified investment fiduciary for the Plan as defined by ERISA section 3(38), and, therefore, these transactions qualify as party-in-interest transactions. Fees incurred by the Plan for the investment advisory services are included in administrative expenses as they are paid through a direct payment.

Administrative Fiduciary Services, Inc. is the codified administrative fiduciary for the Plan as defined by ERISA section 3(16), therefore, these transactions qualify as party-in-interest transactions. Fees incurred by the Plan for the administration services are not included in the Plan's financial statements as they are paid directly by the Sponsor.

Notes receivable from participants represent a portion of the Plan's receivables. These transactions also qualify as party-in-interest transactions.

All of these party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

**Note 7 - Plan termination:**

Although it has not expressed any intent to do so, the Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts.

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Notes to Financial Statements**

March 31, 2025

**Note 8 - Income tax status:**

The Plan has adopted a prototype, non-standardized profit-sharing plan established by TIAA-CREF. The prototype plan obtained an opinion letter in June 2014, in which the Internal Revenue Service (“IRS”) stated that the form of the prototype plan, as then designed, was acceptable under Section 401 of the IRC. Although the Plan has adopted amendments since adopting the prototype plan, the Plan administrator believes that the Plan is currently designed and operating in compliance with the applicable requirements of the IRC. Therefore, they believe that the Plan is qualified, and the related trust is tax-exempt.

The Plan has adopted the provisions under the Coronavirus Aid, Relief, and Economic Security Act (the “CARES Act”), the Setting Every Community Up for Retirement Enhancement Act of 2019 (the “SECURE Act”), and the SECURE 2.0 Act of 2022 to comply with new laws or regulations and intends to formally amend the Plan to incorporate the provisions in accordance with applicable laws and IRS guidance.

**Note 9 - Risks and uncertainties:**

The Plan provides for investments in various investment securities which, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility risks. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

**SUPPLEMENTARY INFORMATION**

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**  
**Supplemental Schedule Accompanying Form 5500**  
**Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)**  
March 31, 2025

EIN: 94 -1613808

Plan Number: 001

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Fair Value	
iShares S&P 500 Index Fund K	Mutual Fund	** \$	17,014,605	
BlackRock Company Total Return K	Mutual Fund	**	10,479,171	
VAN S&P MC 400 Idx FundInsti	Mutual Fund	**	4,856,819	
Lord Abbett Short Dur Inc R4	Mutual Fund	**	3,618,667	
Vanguard Developd Mkts Idx Adm	Mutual Fund	**	2,567,729	
DFA International Company ValPort Inst	Mutual Fund	**	2,511,943	
American EuroPac Growth R6	Mutual Fund	**	2,383,457	
American Company funds New World R6	Mutual Fund	**	2,199,298	
American Century Sm Cap Val R6	Mutual Fund	**	2,034,724	
* TIAA-CREF Lifecycle 2040-Rtmt	Mutual Fund	**	1,678,410	
* TIAA-CREF High-Yield-Inst	Mutual Fund	**	991,650	
* TIAA-CREF Lifecycle 2030-Rtmt	Mutual Fund	**	719,140	
American Century Sm Cap Grw R6	Mutual Fund	**	591,508	
* TIAA-CREF Lifecycle 2050-Rtmt	Mutual Fund	**	571,450	
* TIAA-CREF Lifecycle 2045-Rtmt	Mutual Fund	**	509,345	
Vanguard Small-Cap Idx Adm	Mutual Fund	**	501,232	
* TIAA-CREF Lifecycle 2025-Rtmt	Mutual Fund	**	481,953	
Western Asset Core Plus Bond I	Mutual Fund	**	456,685	
AB Large Cap Growth Fund Z	Mutual Fund	**	450,917	
* TIAA-CREF Lifecycle 2015-Rtmt	Mutual Fund	**	435,570	
* TIAA-CREF Lifecycle 2035-Rtmt	Mutual Fund	**	419,343	
* TIAA-CREF S&P 500 Idx-Rtmt	Mutual Fund	**	319,583	
* TIAA-CREF Social Ch Eq-Rtmt	Mutual Fund	**	319,256	
* TIAA-CREF Intl Eq Idx-Rtmt	Mutual Fund	**	318,991	
* TIAA-CREF Lifecycle 2020-Rtmt	Mutual Fund	**	188,623	
MFS Value R3	Mutual Fund	**	181,333	
* TIAA-CREF Mid-Cap Gr-Rtmt	Mutual Fund	**	180,149	
* TIAA-CREF Lg-Cap Val-Rtmt	Mutual Fund	**	156,853	
BlackRock Company Mid Cap Growth Eq K	Mutual Fund	**	155,780	
* TIAA-CREF Lifecycle 2055-Rtmt	Mutual Fund	**	149,136	
* TIAA-CREF Real Est Secs-Inst	Mutual Fund	**	146,527	
AM FDS Washington Mutual R5	Mutual Fund	**	144,862	
* TIAA-CREF Sm-Cap Bl Idx-Rtmt	Mutual Fund	**	133,016	
* TIAA-CREF Gr & Inc-Rtmt	Mutual Fund	**	131,142	

**THE HARKER SCHOOL 401(a)**  
**DEFINED CONTRIBUTION PLAN**

**Supplemental Schedule Accompanying Form 5500 (continued)**  
**Schedule H, Line 4(i) - Schedule of Assets (Held at End of Year)**  
 March 31, 2025

EIN: 94 -1613808

Plan Number: 001

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Fair Value	
* TIAA-CREF Mid-Cap Val-Rtmt	Mutual Fund	**	130,061	
* TIAA-CREF Lg-Cap Gr Idx-Rtmt	Mutual Fund	**	99,210	
AF EuroPacific Growth R5	Mutual Fund	**	93,021	
* TIAA-CREF Real Est Secs-Rtmt	Mutual Fund	**	89,713	
Victory Sycamore Company Estab Val R6	Mutual Fund	**	81,585	
* TIAA-CREF Lifecycle 2010-Rtmt	Mutual Fund	**	63,593	
* TIAA-CREF Eq Index-Rtmt	Mutual Fund	**	58,190	
* TIAA-CREF Social Ch Eq-Inst	Mutual Fund	**	39,445	
BlackRock Strat Global Bond K	Mutual Fund	**	32,660	
* TIAA-CREF Lfcyle Rtmt Inc-Rtmt	Mutual Fund	**	10,125	
* TIAA-CREF Lifecycle 2060-Rtmt	Mutual Fund	**	1,671	
Total mutual funds			58,698,141	
* Growth	CREF Variable Annuity Contract	**	2,964,462	
* Stock	CREF Variable Annuity Contract	**	2,716,838	
* Equity Index	CREF Variable Annuity Contract	**	1,061,983	
* Global Equities	CREF Variable Annuity Contract	**	1,077,530	
* Social Choice	CREF Variable Annuity Contract	**	733,456	
* Bond Market	CREF Variable Annuity Contract	**	395,109	
* Inflation Linked Bond	CREF Variable Annuity Contract	**	226,869	
Total CREF variable annuity contracts			9,176,247	
* Money Market	Money Market Funds	**	1,248,046	
* TIAA Real Estate	Pooled Separate Accounts	**	272,516	
* TIAA Stable Value	Guaranteed Investment Contract	**	2,945,356	
Participant Loan Fund	Maturity of up to ten years, secured by participant account balance, with interest rates between 4.25% and 9.50%	**	804,385	
			\$ 73,144,691	

\* A party-in-interest as defined by ERISA

\*\* In accordance with 29 CFR 2520.103-11, cost information for participant directed investments has been

# Summary Annual Report

for

## The Harker School 401(a) Defined Contribution Plan

This is a summary of the annual report for the The Harker School 401(a) Defined Contribution Plan, (Employer Identification No. 94-1613808, Plan No. 001) for the period April 1, 2024 to March 31, 2025. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$4,177,170. These expenses included \$157,589 in administrative expenses and \$4,019,581 in benefits paid to participants and beneficiaries. A total of 885 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$73,291,510 as of March 31, 2025 compared to \$70,563,087 as of April 1, 2024. During the plan year the plan experienced an increase in its net assets of \$2,728,423. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The plan had total income of \$7,190,385, including employer contributions of \$3,779,850 and earnings from investments of \$3,410,535.

The plan has a contract with TIAA-CREF which allocates funds toward individual policies.

### MINIMUM FUNDING STANDARDS

### YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Assets held for investment;
3. Insurance information including sales commissions paid by insurance carriers; and
4. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.

### PAPERWORK REDUCTION ACT STATEMENT

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a Federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to the collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 3 hours and 11 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email [DOL\\_PRA\\_PUBLIC@dol.gov](mailto:DOL_PRA_PUBLIC@dol.gov) and reference the OMB Control Number 1210-0040

OMB Control Number 1210-0040 (expires 03/31/2026)

Note: For small pension plans that are eligible for an audit waiver, see the Department's regulation at 29 CFR 2520.104-46 for model language to be added to the Summary Annual Report.



# 5500 Reportable - Schedule of Assets Held for Investment

## Total Plan Assets Under Management

THE HARKER SCHOOL

For the Period Ending 03/31/2025

FUND ID	TICKER	INVESTMENT NAME	ENDING INVESTMENT PRICE	ENDING UNIT BALANCE	ENDING MARKET VALUE	ENDING COST VALUE
NBR	TIAA#	Insurance Company General Contract				
NB2	TIAA#	TIAA Traditional Non Benefit Responsive			\$5,819,868.74	\$3,999,541.30
SA	TSVX#	TIAA Traditional Non Benefit Responsive 2			\$684,232.43	\$592,202.47
		TIAA Stable Value			\$2,945,356.19	\$2,736,897.92
<b>Subtotal Insurance Company General Contract</b>					<b>\$9,449,457.36</b>	<b>\$7,328,641.69</b>
X1	QREARX	Pooled Separate Account				
		TIAA Real Estate	\$465.754600	585.1050	\$272,515.64	\$222,579.13
<b>Subtotal Pooled Separate Account</b>					<b>\$272,515.64</b>	<b>\$222,579.13</b>
CO	QCSTPX	Registered Investment Company				
CP	QCIMMPX	CREF Stock R2	\$894.243600	3,038.1395	\$2,716,837.59	\$1,203,820.87
CQ	QCSCPX	CREF Money Market R2	\$29.945800	41,676.8314	\$1,248,046.06	\$1,086,895.84
CT	QCGLPX	CREF Social Choice R2	\$370.304800	1,980.6827	\$733,456.34	\$401,201.68
CU	QCGRPX	CREF Global Equities R2	\$336.657200	3,200.6726	\$1,077,529.66	\$544,570.46
CY	QCEQPX	CREF Growth R2	\$465.964200	6,361.9946	\$2,964,461.93	\$917,564.54
CW	QCILPX	CREF Equity Index R2	\$489.460900	2,169.6988	\$1,061,982.86	\$405,869.03
CR	QCBMPX	CREF Inflation-Linked Bond R2	\$87.471600	2,593.6309	\$226,869.04	\$192,074.99
XV	TIQRX	CREF Core Bond R2	\$137.557500	2,872.3194	\$395,109.07	\$341,326.20
XA	TRGIX	Nuveen Equity Index Retirement	\$39.700000	1,465.7392	\$58,189.85	\$24,475.62
XZ	TIHYX	Nuveen Core Equity Retirement	\$14.630000	8,963.8900	\$131,141.71	\$129,866.95
XC	TRIEX	Nuveen High Yield R6	\$8.710000	113,851.8990	\$991,650.04	\$951,941.61
LD	TLIRX	Nuveen Internatl Eq Idx Retire	\$24.380000	13,084.1212	\$318,990.88	\$260,595.39
XD	TRIRX	Nuveen Lifecycle Ret Inc Rmt	\$11.260000	899.2269	\$10,125.29	\$10,037.77
XE	TRLCX	Nuveen Large Cap Gr Idx Retire	\$60.820000	1,631.2028	\$99,209.75	\$78,523.41
L1	TCLEX	Nuveen Large Cap Value Retire	\$22.560000	6,952.7193	\$156,853.35	\$138,130.38
L2	TCLIX	Nuveen Lifecycle 2010 Retire	\$12.870000	4,941.1494	\$63,592.59	\$61,749.43
		Nuveen Lifecycle 2015 Retire	\$12.400000	35,126.6485	\$435,570.44	\$422,695.97



# 5500 Reportable - Schedule of Assets Held for Investment

## Total Plan Assets Under Management

For the Period Ending 03/31/2025

FUND ID	TICKER	INVESTMENT NAME	ENDING INVESTMENT PRICE	ENDING UNIT BALANCE	ENDING MARKET VALUE	ENDING COST VALUE
L3	TCLTX	Nuveen Lifecycle 2020 Retire	\$13.310000	14,171,5344	\$188,623,12	\$168,749,93
L4	TCLFX	Nuveen Lifecycle 2025 Retire	\$14.180000	33,988,1898	\$481,952,53	\$414,027,84
L5	TCLNX	Nuveen Lifecycle 2030 Retire	\$15.070000	47,719,9418	\$719,139,52	\$593,359,74
L6	TCLRX	Nuveen Lifecycle 2035 Retire	\$16.180000	25,917,3646	\$419,342,96	\$327,352,55
L7	TCLOX	Nuveen Lifecycle 2040 Retire	\$17.240000	97,355,5621	\$1,678,409,89	\$1,247,749,97
L9	TFFRX	Nuveen Lifecycle 2045 Retire	\$13.710000	37,151,3486	\$509,344,99	\$421,254,23
LB	TLFRX	Nuveen Lifecycle 2050 Retire	\$14.150000	40,385,1561	\$571,449,96	\$451,729,60
ZJ	TTRLX	Nuveen Lifecycle 2055 Retire	\$16.880000	8,835,0592	\$149,135,80	\$112,338,49
XH	TRGMX	Nuveen Quant Mid Cap Grwth Ret	\$18.160000	9,920,0908	\$180,148,85	\$198,693,63
XJ	TRVRX	Nuveen Mid Cap Value Retire	\$16.880000	7,705,0058	\$130,060,50	\$141,902,09
JT	TIREX	Nuveen Real Est Sec Sel R6	\$18.050000	8,117,8661	\$146,527,48	\$150,340,54
XL	TRRSX	Nuveen Real Est Sec Sel Rtmnt	\$19.020000	4,716,7893	\$89,713,33	\$80,536,12
XR	TRSPX	Nuveen S&P 500 Index Retire	\$60.840000	5,252,8468	\$319,583,20	\$176,276,01
XM	TRBIX	Nuveen Small Cap Bld Idx Rtmnt	\$21.690000	6,132,5902	\$133,015,88	\$118,199,93
JE	TISCX	Nuveen Large Cap Resp Eq R6	\$25.460000	1,549,2946	\$39,445,04	\$40,848,77
XQ	TRSCX	Nuveen Large Cap Resp Eq Rtmnt	\$26.070000	12,246,1241	\$319,256,46	\$264,746,40
A1	RERFX	AF EuroPacific Growth R5	\$55.060000	1,689,4458	\$93,020,89	\$87,507,22
A2	RWMFX	AM FDS Washington Mutual R5	\$61.500000	2,355,4853	\$144,862,35	\$125,122,69
UJ	RERGX	American EuroPac Growth R6	\$55.130000	43,233,3855	\$2,383,456,54	\$2,408,717,87
58	MEIHX	MFS Value R3	\$49.800000	3,641,2170	\$181,332,60	\$156,872,36
U3	VSMAX	Vanguard Small-Cap Idx Adm	\$106.240000	4,717,9171	\$501,231,51	\$402,565,93
W1	WACPX	Western Asset Core Plus Bond I	\$9.240000	49,424,7428	\$456,684,62	\$544,931,18
AE	MPHQX	BlackRock Total Return K	\$9.870000	1,061,719,5142	\$10,479,171,61	\$10,529,600,51
A1	RNWGX	American Funds New World R6	\$78.280000	28,095,2758	\$2,199,298,19	\$2,203,942,17
AJ	WFSPX	iShares S&P 500 Index Fund K	\$656.660000	25,910,7739	\$17,014,605,61	\$10,980,118,35
AP	LDLXX	Lord Abbett Short Dur Inc R4	\$3.880000	932,646,0532	\$3,618,666,69	\$3,693,664,39
AT	VTMGX	Vanguard Developd Mkts Idx Adm	\$16.340000	157,143,7376	\$2,567,728,68	\$2,141,934,07
AU	ASVDX	American Century Sm Cap Val R6	\$9.890000	205,735,5141	\$2,034,724,24	\$2,088,827,77



# 5500 Reportable - Schedule of Assets Held for Investment

## Total Plan Assets Under Management

For the Period Ending 03/31/2025

FUND ID	TICKER	INVESTMENT NAME	ENDING INVESTMENT PRICE	ENDING UNIT BALANCE	ENDING MARKET VALUE	ENDING COST VALUE
AX	MKWIX	BlackRock Strat Global Bond K	\$5.230000	6,244,7944	\$32,660,27	\$36,624,25
AY	VSPMX	VAN S&P MC 400 Idx FundInsti	\$393.820000	12,332.5638	\$4,856,819.49	\$4,592,874.71
AZ	ANODX	American Century Sm Cap Grw R6	\$21.140000	27,980.5160	\$591,508.11	\$536,164.95
BA	APGZX	AB Large Cap Growth Fund Z	\$100.180000	4,501.0658	\$450,916.77	\$389,146.31
BB	BMGKX	BlackRock Mid Cap Growth Eq K	\$37.770000	4,124,4597	\$155,780.84	\$165,086.10
BC	DFIVX	DFA International ValPort Inst	\$22.850000	109,931.8628	\$2,511,943.06	\$2,348,227.42
BD	VEVRX	Victory Sycamore Estab Val R6	\$44.850000	1,819.0570	\$81,584.70	\$86,508.87
CJ	TLXRX	Nuveen Lifecycle 2060 Retire	\$14.700000	113.6952	\$1,671.32	\$1,465.31
<b>Subtotal Registered Investment Company</b>					<b>\$69,122,434.05</b>	<b>\$55,599,348.41</b>
90	LOAN#	Participant Loan Fund			\$772,639.34	\$772,639.34
		Participant Loan Fund			\$772,639.34	\$772,639.34
<b>Subtotal Participant Loan Fund</b>					<b>\$772,639.34</b>	<b>\$772,639.34</b>
<b>TOTAL ASSETS UNDER MANAGEMENT</b>					<b>\$79,617,046.39</b>	<b>\$63,923,208.57</b>